

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

*BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION,
WEIGHTED AND NEW HIRE AVERAGE SALARIES*

Based on data from the Fall 2009 AAUDE Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Publics Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
Architecture and Allied Arts														
Architecture, Interior & Landscape Arch														
Professor	91,200	15	11.8	107,800	115	85%	107%	104%	33%	27%			119,100	3
Associate Professor	63,200	16	8.1	79,700	184	79%	74%	77%	8%	16%			72,000	2
Assistant Professor	56,000	6	4.2	63,200	128	89%	66%	61%					64,600	25
Instructor				57,900	7			56%					60,000	1
All Ranks ¹	73,400	37	9.0	82,300	427	89%	86%	80%					70,500	30
All Ranks Weighted ^{1,2}	71,200			84,900		84%	84%	86%						
Art, Art History, Arts & Administration														
Professor	96,800	4	13.1	98,400	357	98%	113%	95%	41%	28%			100,800	4
Associate Professor	61,600	15	8.4	69,900	346	88%	72%	68%	11%	12%			73,900	6
Assistant Professor	52,600	14	2.5	57,900	228	91%	62%	56%			55,000	2	61,700	24
Instructor				41,700	13			40%					32,000	1
All Ranks ¹	62,000	33	6.4	77,900	931	80%	73%	75%			55,000	2	68,500	34
All Ranks Weighted ^{1,2}	71,700			76,600		94%	85%	78%						

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline.

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Architecture and Allied Arts														
Planning, Public Policy, & Mgmt														
Professor	95,700	1	15.1	129,500	194	74%	112%	125%	23%	39%			153,400	5
Associate Professor	76,300	5	2.9	89,300	132	85%	89%	86%	20%	15%			122,500	2
Assistant Professor	59,400	3	2.4	73,400	129	81%	70%	71%					75,800	24
Instructor				75,000	1			72%					75,000	1
All Ranks ¹	72,800	9	4.1	101,900	455	71%	85%	98%					91,300	31
All Ranks Weighted ^{1,2}	78,100			99,100		79%	92%	101%						
AAA Total														
Professor	92,500	20	12.2	109,100	666	85%	108%	105%	33%	31%			127,300	12
Associate Professor	64,300	36	7.5	76,500	662	84%	75%	74%	12%	13%			83,200	10
Assistant Professor	54,400	23	2.9	63,400	485	86%	64%	61%			55,000	2	67,300	73
Instructor				48,700	21			47%					55,700	3
All Ranks ¹	68,600	79	7.4	85,000	1,813	81%	80%	82%			55,000	2	76,600	95
All Ranks Weighted ^{1,2}	71,600			84,400		85%	84%	86%						

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College of Arts and Sciences														
CAS Humanities														
Professor	91,300	32	8.6	110,300	1,957	83%	107%	107%	27%	36%			124,500	20
Associate Professor	68,200	55	6.0	73,500	1,701	93%	80%	71%	14%	13%			87,100	29
Assistant Professor	56,500	26	3.1	60,300	1,058	94%	66%	58%			57,000	1	61,700	160
Instructor	35,900	33	6.6	42,700	204	84%	42%	41%					38,400	14
All Ranks ¹	72,100	113	6.0	85,800	4,716	84%	85%	83%			57,000	1	71,300	209
All Ranks Weighted ^{1,2}	73,000			82,900		88%	86%	84%						
CAS Natural Sciences ^														
Professor	99,900	93	11.6	126,700	5,002	79%	117%	122%	25%	40%			160,100	48
Associate Professor	78,800	49	4.8	85,100	1,974	93%	92%	82%	13%	11%			94,800	27
Assistant Professor	67,300	27	3.0	74,200	1,765	91%	79%	72%			68,200	5	73,400	274
Instructor	55,800	21	6.0	46,900	122	119%	65%	45%			48,000	2	46,900	4
All Ranks ¹	88,600	169	8.3	106,700	8,741	83%	104%	103%			68,200	5	87,000	349
All Ranks Weighted ^{1,2}	83,000			97,000		86%	98%	99%						

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College of Arts and Sciences														
CAS Social Sciences														
Professor	108,400	44	10.0	131,300	2,332	83%	127%	127%	41%	45%			147,000	32
Associate Professor	73,600	48	6.8	84,900	1,639	87%	86%	82%	11%	12%	95,000	1	103,900	48
Assistant Professor	64,000	27	2.8	72,000	1,337	89%	75%	70%			73,500	6	74,000	198
Instructor	40,900	5	4.1	46,100	42	89%	48%	45%			44,000	1	55,500	3
All Ranks ¹	84,300	119	7.1	102,000	5,308	83%	99%	99%			76,600	7	87,600	278
All Ranks Weighted ^{1,2}	83,400			97,900		85%	98%	100%						
CAS Total ^														
Professor	100,500	169	10.6	124,400	9,291	81%	118%	120%	32%	42%			148,800	100
Associate Professor	73,400	152	5.9	81,300	5,314	90%	86%	79%	13%	11%	95,000	1	96,900	104
Assistant Professor	62,700	80	3.0	69,900	4,160	90%	74%	68%			69,900	12	70,600	632
Instructor	43,500	59	6.2	44,500	368	98%	51%	43%			46,700	3	42,400	21
All Ranks ¹	82,700	401	7.3	100,100	18,765	83%	97%	97%			71,800	13	83,200	836
All Ranks Weighted ^{1,2}	80,000			93,200		86%	94%	95%						

[^]Assistant Professor of Mathematics data from the University of Michigan were excluded from AAU Peers Average Salary calculations (Assistants & All Ranks) to account for definitional differences.

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<u>College of Education</u>														
Professor	120,300	13	6.3	110,800	720	109%	141%	107%	42%	32%	92,000	1	127,800	14
Associate Professor	84,100	13	5.3	77,300	627	109%	99%	75%	19%	14%	76,500	2	86,000	17
Assistant Professor	67,900	10	2.4	63,300	512	107%	80%	61%			67,000	1	62,800	69
Instructor	58,600	9	5.2	45,000	42	130%	69%	43%			48,000	1	49,400	8
All Ranks ¹	92,700	36	4.9	86,400	1,859	107%	109%	83%			78,000	4	75,900	100
All Ranks Weighted ^{1,2}	92,300			85,200		108%	109%	87%						

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<u>Lundquist College of Business</u>														
Professor	159,400	10	10.9	188,600	832	85%	187%	182%	20%	40%	210,000	1	233,400	16
Associate Professor	142,300	10	4.7	147,700	502	96%	167%	143%	-1%	3%			179,700	16
Assistant Professor	143,100	16	1.9	144,200	648	99%	168%	139%			146,300	4	149,100	96
Instructor	69,700	18	7.2	80,500	50	87%	82%	78%					80,000	2
All Ranks ¹	147,400	36	5.2	163,700	1,982	90%	173%	158%			159,000	5	163,500	128
All Ranks Weighted ^{1,2}	148,900			161,600		92%	176%	165%						

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<u>School of Journalism and Communication</u>														
Professor	96,100	8	6.1	110,800	118	87%	113%	107%	30%	32%			140,900	4
Associate Professor	70,700	8	13.1	77,800	147	91%	83%	75%	9%	12%			92,000	2
Assistant Professor	63,300	3	2.4	64,900	113	98%	74%	63%					64,700	12
Instructor	55,200	4	2.6	52,700	11	105%	65%	51%					72,000	1
All Ranks ¹	80,300	19	8.5	84,300	378	95%	94%	81%					84,700	18
All Ranks Weighted ^{1,2}	77,800			85,900		91%	92%	87%						

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School of Law														
Professor	146,600	12	12.5	181,000	531	81%	172%	175%	20%	51%			185,600	15
Associate Professor	129,400	3	2.2	128,100	103	101%	152%	124%	25%	3%			130,500	13
Assistant Professor	108,200	9	2.1	124,700	60	87%	127%	120%			105,000	4	115,200	10
Instructor	67,800	3	3.5	64,100	27	106%	79%	62%					45,000	1
All Ranks ¹	130,100	24	7.3	168,300	694	77%	153%	163%			105,000	4	148,200	38
All Ranks Weighted ^{1,2}	129,100			146,500		88%	152%	149%						
Associate & Assistant Combined														
Professor	146,600	12	12.5	181,000	531	81%	172%	175%	39%	52%			185,600	15
Assoc/Assist Combined	113,500	12	2.1	126,800	163	90%	133%	123%			105,000	4	123,900	23
All Ranks ¹	130,100	24	7.3	168,300	694	77%	153%	163%			105,000	4	148,200	38
All Ranks Weighted ^{1,2}	129,100			146,500		88%	152%	149%						

Note: Combined averages for associate and assistant professors are provided to allow comparison with institutions that use only two ranks for Law professors.

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<u>School of Music and Dance</u>														
Professor	75,200	9	6.9	97,400	547	77%	88%	94%	18%	26%			105,900	7
Associate Professor	60,100	20	8.9	70,300	434	85%	70%	68%	12%	12%			80,300	1
Assistant Professor	49,600	14	2.4	58,300	241	85%	58%	56%			47,300	3	59,100	31
Instructor	38,700	10	12.0	48,700	22	79%	45%	47%					45,100	2
All Ranks ¹	59,800	43	6.4	80,100	1,222	75%	70%	77%			47,300	3	68,100	39
All Ranks Weighted ^{1,2}	62,300			76,500		81%	73%	78%						

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University Totals[^]														
Professor	104,600	241	10.3	128,100	12,705	82%	123%	124%	35%	42%	151,000	2	154,900	168
Associate Professor	75,000	242	6.5	84,800	7,789	88%	88%	82%	4%	8%	82,700	3	105,600	163
Assistant Professor	71,600	155	2.7	76,600	6,219	93%	84%	74%			83,200	26	78,000	923
Instructor	50,100	103	6.6	49,300	541	102%	59%	48%			47,000	4	47,900	38
All Institution	85,300	638	7.0	103,500	26,713	82%	100%	100%			87,500	31	91,900	1,254
<i>All Institution Weighted</i>	<i>84,800</i>			<i>98,200</i>		<i>86%</i>	<i>100%</i>	<i>100%</i>						

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NOTES:

1. Definitions of faculty included in AAU salary data:
 - a. Regular, full-time (.50 FTE or greater) tenure and tenure track faculty in instructional departments.
 - b. Regular, full-time tenure and tenure track faculty on sabbatical or partial leave without pay in 2009-10.
 - c. Regular, full-time (1.0 FTE) non-tenure track faculty in instructional departments.
 - d. Faculty with research contracts were not included.
 - e. Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
 - f. Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
 - g. Faculty with post-retirement appointments were not included.
2. Endowed Chairs, Department Head stipends, Teaching Awards, and Faculty Excellence Awards were included in reported salaries.
3. Full-time equivalent salaries were used for all calculations.
4. Average and weighted salaries were rounded to the nearest 100 after calculations. Percentages were calculated using the rounded amounts.
5. FTEs were rounded to the nearest full number prior to average salary calculations. If a peer institution reported less than .50 FTE in a discipline, data for that instance were excluded. The UO data contain no FTEs less than .50 (see notes 1a and 1c).
6. Only UO departments reported to the AAU Data Exchange were included.
7. AAU data were selected based on similarity to disciplines at UO, not exact CIP code match. See Appendix I for details.
8. Because of selection criteria, averages in this comparison may differ from averages in other salary comparison reports.
9. See Appendix II for institutions included in this analysis.

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