

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall Rank	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>Architecture and Allied Arts</b>																
<b>ARCHITECTURE &amp; INTERIOR ARCH</b>																
Professor	93,100	9	11.5	115,300	115	81%	103%	106%	82%	86%	18%	31%			195,500	1
Associate Professor	76,900	15	9.3	81,700	162	94%	85%	75%	96%	93%	14%	15%			70,000	1
Assistant Professor	63,800	6	1.4	65,500	120	97%	70%	60%	84%	80%			64,000	2	64,000	18
Instructor				50,000	2					95%						
All Ranks <sup>1</sup>	79,100	30	8.4	86,500	397	91%	87%	80%					64,000	2	70,900	20
All Ranks Weighted <sup>1,2</sup>	78,700			88,900		89%	86%	89%								
<b>ART</b>																
Professor	91,200	2	9.1	94,800	246	96%	100%	87%	80%	71%	27%	23%				
Associate Professor	66,600	10	10.5	70,000	225	95%	73%	64%	83%	80%	11%	11%			82,500	5
Assistant Professor	56,900	7	3.5	58,400	130	97%	63%	54%	75%	71%			57,500	2	59,700	14
Instructor				41,200	4					78%					35,000	1
All Ranks <sup>1</sup>	65,600	19	7.8	77,700	601	84%	72%	72%					57,500	2	65,700	19
All Ranks Weighted <sup>1,2</sup>	72,600			75,500		96%	80%	75%								

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<b>Architecture and Allied Arts</b>																
<b>ART HISTORY</b>																
Professor	120,000	1	21.1	112,400	95	107%	132%	103%	106%	84%	56%	35%				
Associate Professor	69,300	5	8.7	74,200	84	93%	76%	68%	86%	85%	10%	9%			76,000	1
Assistant Professor	60,000	3	1.8	63,900	58	94%	66%	59%	79%	78%					69,200	8
Instructor																
All Ranks <sup>1</sup>	71,800	9	7.8	87,000	237	83%	79%	80%							69,900	9
All Ranks Weighted <sup>1,2</sup>	85,000			85,000		100%	93%	85%								

### ARTS & ADMINISTRATION

Professor																
Associate Professor	74,800	1	2.1				82%		93%		22%					
Assistant Professor	54,500	3	5.4				60%		72%							
Instructor																
All Ranks <sup>1</sup>	59,600	4	4.6				66%									
All Ranks Weighted <sup>1,2</sup>	64,700						71%									

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<b>Architecture and Allied Arts</b>																
<b>HISTORIC PRESERVATION</b>																
Professor	94,800	1	4.1	130,700	1	73%	104%	120%	84%	98%		37%				
Associate Professor				90,900	5			84%		104%		24%				
Assistant Professor				65,000	1			60%		80%						
Instructor																
All Ranks <sup>1</sup>	94,800	1	4.1	92,900	7	102%	104%	86%								
All Ranks Weighted <sup>1,2</sup>	94,800			97,400		97%	104%	97%								
<b>LANDSCAPE ARCHITECTURE</b>																
Professor	100,900	5	19.7	104,900	23	96%	111%	97%	89%	79%	31%	25%				
Associate Professor	73,000	3	4.4	78,200	39	93%	80%	72%	91%	89%	3%	13%				
Assistant Professor	70,000	1	1.1	64,300	22	109%	77%	59%	92%	79%					61,500	4
Instructor				58,600	5			54%		112%						
All Ranks <sup>1</sup>	88,200	9	12.5	81,900	84	108%	97%	75%							61,500	4
All Ranks Weighted <sup>1,2</sup>	82,300			83,600		98%	90%	83%								

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<b>Architecture and Allied Arts</b>																
<b>PLANNING, PUBLIC POLICY, &amp; MGMT</b>																
Professor				134,700	202			124%		101%		39%			170,600	6
Associate Professor	89,700	6	4.1	92,000	162	98%	99%	85%	112%	105%	20%	14%			109,300	6
Assistant Professor	71,400	5	2.5	76,300	151	94%	79%	70%	94%	93%					76,300	28
Instructor				53,100	3			49%		101%						
All Ranks <sup>1</sup>	81,400	11	3.4	104,200	515	78%	90%	96%							95,400	40
All Ranks Weighted <sup>1,2</sup>	80,600			102,800		78%	88%	102%								
<b>PRODUCT DESIGN</b>																
Professor				106,400	26			98%		80%		34%				
Associate Professor	75,200	1	3.1	69,100	43	109%	83%	64%	94%	79%	17%	7%				
Assistant Professor	59,700	3	1.8	61,500	15	97%	66%	57%	79%	75%					55,000	1
Instructor																
All Ranks <sup>1</sup>	63,500	4	2.1	79,300	84	80%	70%	73%							55,000	1
All Ranks Weighted <sup>1,2</sup>	67,400			80,400		84%	74%	80%								

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<b>CAS Humanities</b>																
<b>CLASSICS</b>																
Professor	86,800	2	1.6	111,400	104	78%	96%	103%	76%	83%	18%	32%			91,300	1
Associate Professor	70,600	1	11.1	76,500	75	92%	78%	70%	88%	88%	16%	14%			83,000	1
Assistant Professor	56,000	1	3.1	61,000	47	92%	62%	56%	74%	75%					60,800	5
Instructor				41,300	1					79%						
All Ranks <sup>1</sup>	75,000	4	4.4	89,300	226	84%	83%	82%							68,300	7
All Ranks Weighted <sup>1,2</sup>	71,900			84,500		85%	79%	84%								
<b>COMPARATIVE LITERATURE</b>																
Professor				125,000	81			115%		94%		44%				
Associate Professor	65,800	3	4.1	77,600	56	85%	72%	71%	82%	89%	11%	10%				
Assistant Professor	56,200	1	3.1	66,500	22	85%	62%	61%	74%	81%					67,900	1
Instructor																
All Ranks <sup>1</sup>	63,400	4	3.9	100,200	159	63%	70%	92%							67,900	1
All Ranks Weighted <sup>1,2</sup>	61,000			91,600		67%	67%	91%								

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<b>CAS Humanities</b>																
<b>CREATIVE WRITING</b>																
Professor	112,900	2	11.1	103,400	137	109%	124%	95%	99%	77%	35%	29%				
Associate Professor	80,800	2	4.6	71,700	133	113%	89%	66%	100%	82%	19%	11%			72,000	2
Assistant Professor	64,000	1	4.1	60,200	86	106%	70%	55%	85%	74%					58,800	9
Instructor				50,300	14			46%		96%					48,200	3
All Ranks <sup>1</sup>	90,300	5	7.1	81,100	356	111%	99%	75%							61,200	11
All Ranks Weighted <sup>1,2</sup>	87,300			79,800		109%	96%	80%								
<b>EAST ASIAN LANGUAGES &amp; LITERATURE</b>																
Professor	86,700	1	1.1	115,200	66	75%	95%	106%	76%	86%	18%	39%			145,000	1
Associate Professor	70,700	5	4.3	73,100	72	97%	78%	67%	88%	84%	12%	11%				
Assistant Professor	59,700	5	2.3	61,200	51	98%	66%	56%	79%	75%			58,000	2	63,800	9
Instructor				46,200	8			43%		88%					47,000	2
All Ranks <sup>1</sup>	67,200	11	3.1	84,600	189	79%	74%	78%					58,000	2	72,000	10
All Ranks Weighted <sup>1,2</sup>	73,100			84,900		86%	80%	85%								

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<b>CAS Humanities</b>																
<b>ENGLISH</b>																
Professor	100,000	12	9.4	114,200	639	88%	110%	105%	88%	85%	33%	34%			170,000	1
Associate Professor	69,900	18	8.3	76,900	555	91%	77%	71%	87%	88%	13%	12%	82,000	1	85,700	10
Assistant Professor	58,100	7	3.8	63,700	237	91%	64%	59%	77%	78%			54,500	1	63,400	35
Instructor				43,500	78			40%		83%					29,600	1
All Ranks <sup>1</sup>	77,400	37	7.8	91,300	1,431	85%	85%	84%					68,300	2	70,600	46
All Ranks Weighted <sup>1,2</sup>	77,300			86,400		89%	85%	86%								
<b>GERMAN &amp; SCANDINAVIAN</b>																
Professor	93,400	4	7.6	101,400	82	92%	103%	93%	82%	76%	31%	24%				
Associate Professor	65,200	3	4.4	75,000	86	87%	72%	69%	81%	86%	9%	11%			90,000	1
Assistant Professor	57,000	2	1.1	63,400	34	90%	63%	58%	75%	78%			57,000	2	65,000	1
Instructor				49,200	8			45%		94%					70,000	1
All Ranks <sup>1</sup>	75,900	9	5.1	83,800	202	91%	84%	77%					57,000	2	77,500	2
All Ranks Weighted <sup>1,2</sup>	73,000			81,100		90%	80%	81%								

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<b>CAS Humanities</b>																
<b>LINGUISTICS</b>																
Professor	88,300	3	10.4	116,400	140	76%	97%	107%	78%	87%	12%	35%				
Associate Professor	77,500	4	6.6	78,800	76	98%	85%	73%	96%	90%	19%	11%				
Assistant Professor	60,200	3	2.1	67,300	49	89%	66%	62%	80%	82%					70,000	1
Instructor				32,800	9			30%		62%					26,800	4
All Ranks <sup>1</sup>	75,600	10	6.4	96,500	265	78%	83%	89%							70,000	1
All Ranks Weighted <sup>1,2</sup>	76,000			89,000		85%	83%	89%								
<b>PHILOSOPHY</b>																
Professor	115,600	3	10.1	128,800	282	90%	127%	119%	102%	96%	53%	43%			141,500	1
Associate Professor	67,700	3	3.4	82,100	126	82%	75%	76%	84%	94%	8%	15%			87,900	4
Assistant Professor	60,600	3	1.4	66,300	83	91%	67%	61%	80%	81%					63,200	9
Instructor				43,200	4			40%		82%						
All Ranks <sup>1</sup>	81,300	9	5.0	106,300	491	76%	90%	98%							75,800	14
All Ranks Weighted <sup>1,2</sup>	83,100			94,300		88%	91%	94%								

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<b>CAS Humanities</b>																
<b>RELIGIOUS STUDIES</b>																
Professor	93,300	1	1.1	112,900	57	83%	103%	104%	82%	85%	21%	35%			145,000	1
Associate Professor	74,200	4	3.6	75,000	62	99%	82%	69%	92%	86%	15%	12%				
Assistant Professor	60,400	1	1.1	62,000	35	97%	67%	57%	80%	76%					61,700	10
Instructor				59,900	1					55%						
All Ranks <sup>1</sup>	75,100	6	2.8	86,100	154	87%	83%	79%							69,300	11
All Ranks Weighted <sup>1,2</sup>	76,900			84,800		91%	84%	85%								
<b>ROMANCE LANGUAGES</b>																
Professor	94,000	6	9.8	107,900	249	87%	104%	99%	83%	81%	28%	33%			108,500	2
Associate Professor	68,900	11	6.6	72,000	304	96%	76%	66%	86%	82%	10%	10%			72,000	1
Assistant Professor	59,900	2	3.1	61,400	141	98%	66%	57%	79%	75%			62,000	1	60,500	14
Instructor				42,600	31					39%					41,100	3
All Ranks <sup>1</sup>	75,900	19	7.2	82,800	694	92%	84%	76%					62,000	1	66,800	17
All Ranks Weighted <sup>1,2</sup>	75,300			81,900		92%	83%	82%								

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<b>CAS Humanities</b>																
<b>THEATRE ARTS</b>																
Professor	82,700	1	17.1	102,000	133	81%	91%	94%	73%	76%	18%	28%				
Associate Professor	66,300	2	5.6	71,700	133	92%	73%	66%	82%	82%	11%	11%			72,000	2
Assistant Professor	55,900	2	2.6	60,000	85	93%	62%	55%	74%	73%			55,000	1	58,800	9
Instructor	61,500	1	18.1	50,300	14	122%	68%	46%	92%	96%					48,200	3
All Ranks <sup>1</sup>	65,400	5	6.7	80,400	351	81%	72%	74%					55,000	1	61,200	11
All Ranks Weighted <sup>1,2</sup>	69,000			79,200		87%	76%	79%								

\*\*New calculations added as of 2010-11 report.

^As of the 2010-11 data submission, only data for tenured and tenure-track Instructors are reported for the UO and its AAU Public Peers.

<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall Rank	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Natural Sciences</b>																
<b>BIOLOGY</b>																
Professor	104,200	20	11.0	128,600	581	81%	115%	118%	92%	96%	27%	40%			112,500	1
Associate Professor	79,400	6	1.6	85,200	323	93%	87%	78%	99%	97%	8%	10%			106,000	1
Assistant Professor	72,100	5	1.7	74,400	243	97%	79%	69%	95%	91%			72,000	1	79,100	27
Instructor	89,100	1	18.1	51,400	5	173%	98%	47%	133%	98%						
All Ranks <sup>1</sup>	94,200	31	7.7	104,900	1,147	90%	104%	97%					72,000	1	81,200	29
All Ranks Weighted <sup>1,2</sup>	86,200			97,800		88%	95%	98%								
<b>CHEMISTRY</b>																
Professor	118,100	14	13.2	140,100	724	84%	130%	129%	104%	105%	40%	48%			153,700	3
Associate Professor	81,700	5	5.9	88,100	212	93%	90%	81%	102%	101%	15%	11%			85,300	4
Assistant Professor	68,500	5	2.1	75,800	266	90%	75%	70%	90%	93%			65,000	1	75,700	30
Instructor	68,400	2	11.3	49,000	6	140%	75%	45%	102%	93%						
All Ranks <sup>1</sup>	100,200	24	9.3	116,700	1,202	86%	110%	107%					65,000	1	83,100	37
All Ranks Weighted <sup>1,2</sup>	90,900			103,400		88%	100%	103%								

\*\*New calculations added as of 2010-11 report.

^As of the 2010-11 data submission, only data for tenured and tenure-track Instructors are reported for the UO and its AAU Public Peers.

<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall	AAU PUBLIC Peers Rank Overall	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Natural Sciences</b>																
<b>COMPUTER &amp; INFORMATION SCIENCE</b>																
Professor	121,300	7	14.7	144,400	388	84%	134%	133%	107%	108%	22%	35%			178,300	2
Associate Professor	101,000	6	8.1	105,900	239	95%	111%	98%	126%	121%	15%	12%			128,000	1
Assistant Professor	87,100	2	1.6	93,300	128	93%	96%	86%	115%	114%					94,700	16
Instructor				61,700	4			57%		118%						
All Ranks <sup>1</sup>	108,600	15	10.3	123,600	755	88%	120%	114%							105,300	19
All Ranks Weighted <sup>1,2</sup>	104,100			116,100		90%	114%	116%								
<b>GEOLOGICAL SCIENCES</b>																
Professor	100,000	7	13.1	121,200	341	83%	110%	112%	88%	91%	25%	37%			117,000	1
Associate Professor	77,000	6	2.9	80,900	139	95%	85%	74%	96%	93%	10%	11%				
Assistant Professor	68,300	2	2.6	69,400	111	98%	75%	64%	90%	85%			68,000	1	72,600	16
Instructor	42,500	1	7.1	44,100	3	96%	47%	41%	63%	84%						
All Ranks <sup>1</sup>	86,600	15	7.6	102,000	591	85%	95%	94%					68,000	1	75,300	17
All Ranks Weighted <sup>1,2</sup>	82,700			92,100		90%	91%	92%								

\*\*New calculations added as of 2010-11 report.

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<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall	AAU PUBLIC Peers Rank Overall	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Natural Sciences</b>																	
<b>HUMAN PHYSIOLOGY</b>																	
Professor	101,200	1	0.1	123,800	134	82%	111%	114%	89%	93%		20%	37%			160,600	4
Associate Professor	82,700	3	4.4	83,900	126	99%	91%	77%	103%	96%		14%	10%			120,000	1
Assistant Professor	69,700	4	1.6	73,200	86	95%	77%	67%	92%	90%				68,500	2	76,400	13
Instructor				44,500	35			41%		85%						42,500	1
All Ranks <sup>1</sup>	78,500	8	2.5	96,700	346	81%	86%	89%						68,500	2	97,600	18
All Ranks Weighted <sup>1,2</sup>	85,400			95,200		90%	94%	95%									
<b>MATHEMATICS</b>																	
Professor	102,200	10	11.6	127,600	1,123	80%	113%	117%	90%	96%		25%	39%			155,600	6
Associate Professor	79,100	11	5.1	85,400	385	93%	87%	79%	98%	98%		8%	7%			96,500	5
Assistant Professor	71,800	5	1.7	78,100	278	92%	79%	72%	95%	96%				72,000	1	78,000	54
Instructor				45,900	48			42%		87%						45,000	4
All Ranks <sup>1</sup>	86,600	26	6.9	110,800	1,786	78%	95%	102%						72,000	1	86,600	65
All Ranks Weighted <sup>1,2</sup>	85,300			98,600		87%	94%	98%									

\*\*New calculations added as of 2010-11 report.

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<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall Rank	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Natural Sciences</b>																
<b>PHYSICS</b>																
Professor	107,200	18	14.7	126,100	978	85%	118%	116%	94%	94%	30%	37%			117,800	6
Associate Professor	79,800	7	5.1	85,900	298	93%	88%	79%	99%	98%	13%	6%			101,000	2
Assistant Professor	67,900	3	0.8	79,400	231	86%	75%	73%	90%	97%			66,000	1	79,300	30
Instructor	72,300	1	8.9	65,900	7	110%	80%	61%	108%	126%						
All Ranks <sup>1</sup>	96,100	28	10.8	111,000	1,507	87%	106%	102%					66,000	1	86,500	38
All Ranks Weighted <sup>1,2</sup>	86,100			98,600		87%	95%	98%								
<b>PSYCHOLOGY</b>																
Professor	115,200	13	11.4	132,600	685	87%	127%	122%	101%	99%	42%	46%			143,800	4
Associate Professor	77,000	10	6.8	82,900	337	93%	85%	76%	96%	95%	9%	9%			106,100	4
Assistant Professor	68,700	6	1.6	73,100	238	94%	76%	67%	91%	89%			67,000	1	74,900	28
Instructor				45,300	13					86%						
All Ranks <sup>1</sup>	92,400	29	7.8	108,100	1,260	85%	102%	100%					67,000	1	86,000	36
All Ranks Weighted <sup>1,2</sup>	88,400			98,100		90%	97%	98%								

\*\*New calculations added as of 2010-11 report.

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<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall	AAU PUBLIC Peers Rank Overall	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>ANTHROPOLOGY</b>																
Professor	99,200	5	12.6	119,300	276	83%	109%	110%	87%	89%	33%	41%			119,300	3
Associate Professor	68,800	7	4.4	75,200	229	91%	76%	69%	86%	86%	7%	10%			101,000	2
Assistant Professor	62,200	3	1.4	64,500	123	96%	69%	59%	82%	79%			63,000	2	66,600	15
Instructor				38,400	3					73%						
All Ranks <sup>1</sup>	77,600	15	6.5	92,500	628	84%	85%	85%					63,000	2	77,900	20
All Ranks Weighted <sup>1,2</sup>	77,900			88,100		88%	86%	88%								
<b>ECONOMICS</b>																
Professor	142,900	12	11.4	184,600	389	77%	157%	170%	126%	138%	43%	51%			227,100	10
Associate Professor	104,100	3	4.1	129,300	154	81%	115%	119%	129%	148%	8%	20%			175,800	4
Assistant Professor	96,700	5	1.5	107,900	200	90%	106%	99%	128%	132%					112,400	33
Instructor				72,600	4					67%					117,500	1
All Ranks <sup>1</sup>	125,500	20	7.8	152,500	743	82%	138%	140%							142,200	47
All Ranks Weighted <sup>1,2</sup>	116,100			142,900		81%	127%	142%								

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<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall Rank	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>ENVIRONMENTAL STUDIES</b>																
Professor	91,700	1	3.1	127,400	39	72%	101%	117%	81%	95%	13%	37%			120,000	1
Associate Professor	80,300	1	2.1	87,400	32	92%	88%	80%	100%	100%		19%				
Assistant Professor				67,200	31			62%		82%					77,300	2
Instructor				61,700	2			57%		118%						
All Ranks <sup>1</sup>	86,000	2	2.6	96,600	102	89%	95%	89%							91,500	3
All Ranks Weighted <sup>1,2</sup>	86,400			95,800		90%	95%	96%								
<b>ETHNIC AND ASIAN STUDIES</b>																
Professor	93,400	2	1.1	119,800	102	78%	103%	110%	82%	90%	13%	34%			111,000	3
Associate Professor	81,900	2	1.6	82,700	145	99%	90%	76%	102%	95%	18%	14%			97,100	5
Assistant Professor	65,400	3	3.8	67,900	107	96%	72%	63%	86%	83%					68,400	8
Instructor				42,300	4			39%		81%					43,000	3
All Ranks <sup>1</sup>	78,100	7	2.4	88,900	354	88%	86%	82%							85,400	16
All Ranks Weighted <sup>1,2</sup>	80,900			91,700		88%	89%	91%								

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Please see additional notes on last page of report.



# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall Rank	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>GEOGRAPHY</b>																
Professor	115,500	3	16.8	122,100	156	95%	127%	112%	102%	91%	43%	40%				
Associate Professor	76,300	5	4.3	78,500	94	97%	84%	72%	95%	90%	7%	10%				
Assistant Professor	70,100	4	1.4	67,500	96	104%	77%	62%	93%	83%			73,500	2	71,500	15
Instructor				34,100	1			31%		65%					34,100	1
All Ranks <sup>1</sup>	84,000	12	6.4	95,100	346	88%	93%	88%					73,500	2	71,500	15
All Ranks Weighted <sup>1,2</sup>	88,800			91,100		97%	97%	91%								
<b>HISTORY</b>																
Professor	106,900	10	8.9	122,000	558	88%	118%	112%	94%	91%	37%	39%			110,000	1
Associate Professor	73,300	11	13.2	79,400	465	92%	81%	73%	91%	91%	14%	13%	79,800	1	93,800	10
Assistant Professor	60,400	4	1.6	64,800	182	93%	67%	60%	80%	79%			61,000	1	63,000	17
Instructor				53,400	7			49%		102%					45,000	1
All Ranks <sup>1</sup>	84,700	25	9.6	96,900	1,205	87%	93%	89%					70,400	2	75,700	28
All Ranks Weighted <sup>1,2</sup>	81,600			90,500		90%	90%	90%								

\*\*New calculations added as of 2010-11 report.

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<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall Rank	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>INTERNATIONAL STUDIES</b>																
Professor	95,900	1	12.1	136,400	45	70%	106%	126%	84%	102%	25%	44%			125,800	1
Associate Professor	72,900	3	9.1	89,000	45	82%	80%	82%	91%	102%	6%	14%			95,000	1
Assistant Professor	67,000	1	4.1	73,900	25	91%	74%	68%	89%	90%					67,200	5
Instructor				44,200	2			41%		84%						
All Ranks <sup>1</sup>	76,300	5	8.7	104,300	115	73%	84%	96%							79,600	7
All Ranks Weighted <sup>1,2</sup>	79,500			101,700		78%	87%	101%								
<b>POLITICAL SCIENCE</b>																
Professor	121,700	5	5.5	141,100	368	86%	134%	130%	107%	106%	48%	48%			257,500	1
Associate Professor	77,900	6	4.8	89,500	287	87%	86%	82%	97%	102%	10%	14%			114,200	6
Assistant Professor	68,800	6	1.9	74,100	206	93%	76%	68%	91%	91%					77,900	28
Instructor				44,000	8			41%		84%						
All Ranks <sup>1</sup>	87,600	17	4.0	107,900	861	81%	96%	99%							89,200	35
All Ranks Weighted <sup>1,2</sup>	91,200			103,600		88%	100%	103%								

\*\*New calculations added as of 2010-11 report.

^As of the 2010-11 data submission, only data for tenured and tenure-track Instructors are reported for the UO and its AAU Public Peers.

<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall Rank	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>SOCIOLOGY</b>																
Professor	101,700	2	13.1	134,000	347	76%	112%	123%	90%	100%	25%	45%			158,300	3
Associate Professor	79,100	9	6.9	85,500	207	93%	87%	79%	98%	98%	9%	15%			95,700	2
Assistant Professor	70,800	5	2.3	69,100	155	102%	78%	64%	94%	85%			71,000	1	72,700	14
Instructor				39,200	5			36%		75%						
All Ranks <sup>1</sup>	79,300	16	6.3	105,600	709	75%	87%	97%					71,000	1	88,600	19
All Ranks Weighted <sup>1,2</sup>	84,800			98,200		86%	93%	98%								
<b>WOMEN'S &amp; GENDER STUDIES</b>																
Professor				110,100	53			101%		82%		27%				
Associate Professor	75,100	3	8.1	81,200	72	92%	83%	75%	93%	93%	15%	14%			100,300	2
Assistant Professor	61,500	2	5.6	66,400	47	93%	68%	61%	81%	81%					68,600	4
Instructor				38,400	1			35%		73%						
All Ranks <sup>1</sup>	69,700	5	7.1	86,100	172	81%	77%	79%							79,100	6
All Ranks Weighted <sup>1,2</sup>	68,300			87,200		78%	75%	87%								

\*\*New calculations added as of 2010-11 report.

^As of the 2010-11 data submission, only data for tenured and tenure-track Instructors are reported for the UO and its AAU Public Peers.

<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall	AAU PUBLIC Peers Rank Overall	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>College of Education</b>																	
<b>COUNSELING PSYCHOLOGY &amp; HUMAN SERVICES</b>																	
Professor	106,500	2	3.1	111,900	135	95%	117%	103%	94%	84%	25%	33%				133,300	3
Associate Professor	84,200	5	3.1	75,800	124	111%	93%	70%	105%	87%	18%	11%	74,000	1		82,500	2
Assistant Professor	68,000	1	3.1	63,700	92	107%	75%	59%	90%	78%						69,300	12
Instructor				50,300	4					46%							
All Ranks <sup>1</sup>	87,700	8	3.1	86,500	351	101%	97%	80%					74,000	1		82,100	17
All Ranks Weighted <sup>1,2</sup>	87,300			85,300		102%	96%	85%									
<b>EDUCATIONAL LEADERSHIP</b>																	
Professor	153,200	5	5.3	115,600	88	133%	169%	106%	135%	87%	56%	32%	250,000	1		120,000	2
Associate Professor	102,200	3	1.1	80,400	78	127%	113%	74%	127%	92%	35%	15%				91,000	6
Assistant Professor	70,000	1	2.1	63,700	60	110%	77%	59%	92%	78%						66,000	13
Instructor																	
All Ranks <sup>1</sup>	126,900	9	3.5	89,700	226	141%	140%	83%					250,000	1		78,300	21
All Ranks Weighted <sup>1,2</sup>	110,800			88,100		126%	122%	88%									

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<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall Rank	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>College of Education</b>																
<b>SPECIAL EDUCATION</b>																
Professor	126,100	4	9.1	112,800	129	112%	139%	104%	111%	84%	48%	31%			91,800	1
Associate Professor	82,200	4	6.1	79,300	87	104%	91%	73%	102%	91%	14%	11%	79,000	1		
Assistant Professor	69,300	3	3.8	67,800	75	102%	76%	62%	92%	83%			70,000	1	69,600	16
Instructor				47,300	3					90%						
All Ranks <sup>1</sup>	94,600	11	6.5	91,200	291	104%	104%	84%					74,500	2	70,900	17
All Ranks Weighted <sup>1,2</sup>	94,300			88,000		107%	104%	88%								
<b>TEACHER EDUCATION</b>																
Professor	102,000	1	1.1	114,300	353	89%	112%	105%	90%	86%	15%	33%			142,000	6
Associate Professor	88,000	4	4.1	79,000	308	111%	97%	73%	109%	90%	21%	12%			80,700	7
Assistant Professor	69,200	2	3.1	66,200	235	105%	76%	61%	91%	81%			68,000	1	65,600	21
Instructor				45,800	23					87%					40,000	1
All Ranks <sup>1</sup>	84,600	7	3.4	89,500	896	95%	93%	82%					68,000	1	82,200	34
All Ranks Weighted <sup>1,2</sup>	87,200			88,000		99%	96%	88%								

\*\*New calculations added as of 2010-11 report.

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<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall Rank	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b><u>Lundquist College of Business</u></b>																
<b>BUSINESS ADMINISTRATION</b>																
Professor	177,000	9	10.1	201,200	814	88%	195%	185%	156%	151%	30%	41%			229,900	10
Associate Professor	150,000	13	4.3	157,200	535	95%	165%	145%	187%	180%	5%	3%			175,100	13
Assistant Professor	145,200	19	2.6	154,100	648	94%	160%	142%	192%	189%			175,000	2	158,200	85
Instructor				86,100	58			79%		164%					83,300	3
All Ranks <sup>1</sup>	153,700	41	4.8	174,200	1,997	88%	169%	160%					175,000	2	166,800	108
All Ranks Weighted <sup>1,2</sup>	158,400			172,500		92%	174%	172%								

\*\*New calculations added as of 2010-11 report.

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<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall	AAU PUBLIC Peers Rank Overall	AAU PUBLIC Peers Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>School of Journalism and Communication</b>																	
<b>JOURNALISM &amp; COMMUNICATION</b>																	
Professor	103,500	9	7.3	116,000	138	89%	114%	107%	91%	87%			33%			137,500	2
Associate Professor	74,800	9	13.4	80,100	174	93%	82%	74%	93%	92%			11%			125,000	1
Assistant Professor	64,400	5	2.9	68,200	108	94%	71%	63%	85%	83%				64,500	2	68,000	14
Instructor				62,000	6			57%			118%					75,000	1
All Ranks <sup>1</sup>	83,800	23	8.8	88,800	420	94%	92%	82%						64,500	2	79,500	17
All Ranks Weighted <sup>1,2</sup>	82,100			89,600		92%	90%	89%									

\*\*New calculations added as of 2010-11 report.

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<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

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# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall Rank	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>School of Law</b>																
<b>LAW</b>																
Professor	157,000	14	12.5	193,400	675	81%	173%	178%	138%	145%	26%	58%			183,400	8
Associate Professor	133,500	6	1.5	130,900	104	102%	147%	121%	166%	150%	31%	0%			118,900	10
Assistant Professor	105,400	7	2.1	131,000	107	80%	116%	121%	139%	160%					130,700	31
Instructor				67,500	30			62%		129%					49,500	2
All Ranks <sup>1</sup>	138,400	27	7.4	178,500	886	78%	152%	164%							136,900	49
All Ranks Weighted <sup>1,2</sup>	133,300			153,900		87%	146%	153%								
<b>LAW--Associate &amp; Assistant Combined</b>																
Professor	157,000	14	12.5	193,400	675	81%	173%	178%	138%	145%	43%	58%			183,400	8
Assoc/Assist Combined	118,400	13	1.8	130,900	211	90%	130%	121%	151%	154%					127,800	41
All Ranks <sup>1</sup>	138,400	27	7.4	178,500	886	78%	152%	164%							136,900	49
All Ranks Weighted <sup>1,2</sup>	133,300			153,900		87%	146%	153%								

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

\*\*New calculations added as of 2010-11 report.

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<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

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# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall Rank	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>School of Music and Dance</b>																
<b>DANCE</b>																
Professor				86,100	33			79%		64%		14%			81,400	1
Associate Professor	63,300	4	11.9	71,200	28	89%	70%	66%	79%	81%	17%	11%				
Assistant Professor	47,800	2	2.6	59,300	16	81%	53%	55%	63%	73%					66,500	2
Instructor				38,000	1			35%		72%						
All Ranks <sup>1</sup>	58,100	6	8.8	75,100	77	77%	64%	69%							71,500	3
All Ranks Weighted <sup>1,2</sup>	55,500			72,900		76%	61%	73%								
<b>MUSIC</b>																
Professor	85,600	8	4.7	101,400	542	84%	94%	93%	75%	76%	26%	28%			105,900	4
Associate Professor	62,300	18	8.0	71,300	408	87%	69%	66%	77%	82%	10%	10%			83,900	8
Assistant Professor	52,800	9	2.2	59,900	174	88%	58%	55%	70%	73%			52,000	2	60,700	21
Instructor				45,700	17			42%		87%					47,000	1
All Ranks <sup>1</sup>	65,200	35	5.8	84,000	1,124	78%	72%	77%					52,000	2	71,800	33
All Ranks Weighted <sup>1,2</sup>	67,900			78,800		86%	75%	79%								

\*\*New calculations added as of 2010-11 report.

^As of the 2010-11 data submission, only data for tenured and tenure-track Instructors are reported for the UO and its AAU Public Peers.

<sup>1</sup>All 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.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

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# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2011-12 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU	UO Rank Overall	AAU PUBLIC Peers Rank Overall	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg**	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
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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 2011-12.
  - 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.
  - h. As of the 2010-11 data submission, reporting definitions were clarified to limit Instructor data to only those who were tenured or tenure-track.**
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.

\*\*New calculations added as of 2010-11 report.

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