

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

Based on data from the Fall 2012 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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
Architecture and Allied Arts																
ARCHITECTURE & INTERIOR ARCH																
Professor	98,400	9	12.5	118,900	109	83%	108%	106%	87%	87%	21%	33%			110,800	2
Associate Professor	79,300	16	10.5	81,500	149	97%	87%	73%	98%	91%	15%	13%			83,500	2
Assistant Professor	65,300	6	2.4	66,900	109	98%	72%	60%	86%	79%					68,500	16
Instructor				53,300	2					96%						
All Ranks ¹	82,100	31	9.5	88,300	367	93%	90%	79%							74,200	20
All Ranks Weighted ^{1,2}	81,900			90,700		90%	90%	88%								
ART																
Professor	91,200	2	10.1	98,500	231	93%	100%	88%	81%	72%	27%	24%			125,000	2
Associate Professor	66,600	12	9.6	71,700	224	93%	73%	64%	82%	80%	10%	11%			87,500	3
Assistant Professor	57,400	7	3.4	59,000	114	97%	63%	53%	76%	70%			58,000	2	56,500	15
Instructor				39,500	2					71%						
All Ranks ¹	65,900	21	7.6	80,000	569	82%	72%	72%					58,000	2	68,000	20
All Ranks Weighted ^{1,2}	72,800			77,600		94%	80%	76%								

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Architecture and Allied Arts																
ART HISTORY																
Professor	126,500	1	22.1	113,100	89	112%	139%	101%	112%	82%	62%	32%			115,000	1
Associate Professor	69,700	5	9.7	77,000	80	91%	77%	69%	86%	86%	11%	14%			97,900	1
Assistant Professor	60,000	5	2.1	60,900	47	99%	66%	55%	79%	72%			60,000	2	63,200	6
Instructor																
All Ranks ¹	70,400	11	7.4	88,400	216	80%	77%	79%					60,000	2	74,000	8
All Ranks Weighted ^{1,2}	87,600			85,200		103%	96%	83%								

ARTS & ADMINISTRATION

Professor																
Associate Professor	74,800	1	3.1				82%		93%		22%					
Assistant Professor	54,500	3	6.4				60%		72%							
Instructor																
All Ranks ¹	59,600	4	5.6				65%									
All Ranks Weighted ^{1,2}	64,700						71%									

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Architecture and Allied Arts																
HISTORIC PRESERVATION																
Professor	94,800	1	5.1	111,900	2	85%	104%	100%	84%	81%		20%				
Associate Professor				89,200	4			80%		99%		19%				
Assistant Professor				68,500	2			61%		81%						
Instructor																
All Ranks ¹	94,800	1	5.1	89,700	8	106%	104%	80%								
All Ranks Weighted ^{1,2}	94,800			91,000		104%	104%	89%								
LANDSCAPE ARCHITECTURE																
Professor	98,400	4	19.4	108,900	19	90%	108%	97%	87%	79%	28%	24%				
Associate Professor	73,000	3	5.4	82,100	30	89%	80%	74%	90%	91%	3%	16%			85,000	2
Assistant Professor	70,000	1	2.1	64,100	18	109%	77%	57%	93%	76%					64,000	1
Instructor				63,100	2			56%		114%						
All Ranks ¹	85,300	8	12.0	84,900	67	100%	94%	76%							78,000	3
All Ranks Weighted ^{1,2}	81,400			86,300		94%	90%	84%								

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Architecture and Allied Arts																
PLANNING, PUBLIC POLICY, & MGMT																
Professor	115,000	1	0.1	142,300	182	81%	126%	127%	102%	104%	31%	42%			150,200	4
Associate Professor	87,200	5	4.7	95,900	157	91%	96%	86%	108%	107%	15%	15%			101,900	5
Assistant Professor	73,200	5	3.5	79,400	150	92%	80%	71%	97%	94%					78,300	19
Instructor				78,600	4			70%		142%					95,000	1
All Ranks ¹	83,400	11	3.8	108,100	489	77%	92%	97%							92,800	28
All Ranks Weighted ^{1,2}	93,000			107,800		86%	102%	105%								
PRODUCT DESIGN																
Professor				108,700	29			97%		79%		28%				
Associate Professor	75,200	1	4.1	77,700	19	97%	83%	70%	93%	86%	17%	11%				
Assistant Professor	59,700	3	2.8	65,400	12	91%	66%	59%	79%	77%					61,000	2
Instructor																
All Ranks ¹	63,500	4	3.1	90,200	60	70%	70%	81%							61,000	2
All Ranks Weighted ^{1,2}	67,400			85,200		79%	74%	83%								

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CAS Humanities																
CLASSICS																
Professor	90,300	2	2.6	115,100	101	78%	99%	103%	80%	84%	24%	33%			95,000	1
Associate Professor	68,300	1	12.1	77,700	71	88%	75%	70%	85%	86%	14%	13%				
Assistant Professor	56,000	1	4.1	62,700	39	89%	62%	56%	74%	74%					65,700	6
Instructor				32,800	2			29%		59%					23,800	1
All Ranks ¹	76,200	4	5.4	92,800	211	82%	84%	83%							69,900	7
All Ranks Weighted ^{1,2}	72,500			86,700		84%	80%	85%								
COMPARATIVE LITERATURE																
Professor	86,700	1	2.1	129,400	69	67%	95%	116%	77%	94%	22%	47%				
Associate Professor	66,600	3	5.1	77,000	47	86%	73%	69%	82%	86%	10%	9%				
Assistant Professor	57,100	2	2.1	66,900	18	85%	63%	60%	76%	79%			58,000	1	65,600	3
Instructor																
All Ranks ¹	66,800	6	3.6	102,600	134	65%	73%	92%					58,000	1	65,600	3
All Ranks Weighted ^{1,2}	71,000			93,100		76%	78%	91%								

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CAS Humanities																
CREATIVE WRITING																
Professor	112,900	2	12.1	106,000	131	107%	124%	95%	100%	77%	40%	29%			100,000	1
Associate Professor	76,500	3	3.8	73,900	143	104%	84%	66%	95%	82%	14%	11%	68,000	1	81,200	2
Assistant Professor	64,000	1	5.1	61,100	78	105%	70%	55%	85%	72%					60,600	10
Instructor				50,500	13			45%		91%					40,400	2
All Ranks ¹	86,600	6	6.8	83,000	352	104%	95%	74%					68,000	1	66,800	13
All Ranks Weighted ^{1,2}	86,000			81,700		105%	95%	80%								
EAST ASIAN LANGUAGES & LITERATURE																
Professor				117,600	65			105%		86%		36%				
Associate Professor	70,700	5	5.3	77,600	63	91%	78%	69%	88%	86%	13%	13%				
Assistant Professor	59,300	7	3.1	62,900	51	94%	65%	56%	79%	74%			56,000	1	61,200	6
Instructor				46,600	10			42%		84%					47,000	3
All Ranks ¹	64,000	12	4.0	88,000	179	73%	70%	79%					56,000	1	61,200	6
All Ranks Weighted ^{1,2}	65,000			87,700		74%	72%	85%								

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CAS Humanities																
ENGLISH																
Professor	98,300	13	9.4	116,900	600	84%	108%	105%	87%	85%	31%	35%			65,000	1
Associate Professor	69,900	16	9.8	78,200	501	89%	77%	70%	87%	87%	12%	12%			87,400	8
Assistant Professor	58,900	4	2.6	65,300	205	90%	65%	58%	78%	77%			57,000	1	66,200	35
Instructor				43,100	22					78%					45,000	1
All Ranks ¹	79,700	33	8.8	93,900	1,306	85%	88%	84%					57,000	1	70,000	44
All Ranks Weighted ^{1,2}	76,900			88,400		87%	85%	86%								
GERMAN & SCANDINAVIAN																
Professor	94,400	4	8.6	108,300	69	87%	104%	97%	84%	79%	32%	28%			170,000	1
Associate Professor	65,200	3	5.4	76,600	63	85%	72%	69%	81%	85%	8%	12%				
Assistant Professor	57,500	2	2.1	62,700	25	92%	63%	56%	76%	74%					70,400	4
Instructor				45,800	7					83%					44,000	1
All Ranks ¹	76,500	9	6.1	88,300	157	87%	84%	79%							90,300	5
All Ranks Weighted ^{1,2}	73,500			83,900		88%	81%	82%								

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CAS Humanities																
LINGUISTICS																
Professor	90,600	4	8.9	118,500	117	76%	100%	106%	80%	86%	15%	35%			113,300	1
Associate Professor	76,800	2	6.1	79,100	70	97%	84%	71%	95%	88%	19%	10%				
Assistant Professor	59,800	3	1.8	67,800	40	88%	66%	61%	79%	80%			59,000	1	65,300	6
Instructor				32,200	7					58%						
All Ranks ¹	77,300	9	5.9	97,400	227	79%	85%	87%					59,000	1	72,200	7
All Ranks Weighted ^{1,2}	76,500			90,000		85%	84%	88%								
PHILOSOPHY																
Professor	115,600	3	11.1	131,000	262	88%	127%	117%	103%	95%	43%	46%			154,800	4
Associate Professor	76,400	4	4.1	79,600	129	96%	84%	71%	95%	89%	17%	9%			90,800	8
Assistant Professor	60,600	3	2.4	69,300	82	87%	67%	62%	80%	82%					66,400	12
Instructor				42,000	4					76%					40,000	1
All Ranks ¹	83,400	10	5.7	106,300	473	78%	92%	95%							89,200	24
All Ranks Weighted ^{1,2}	85,900			95,300		90%	94%	93%								

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CAS Humanities																
RELIGIOUS STUDIES																
Professor	91,100	2	1.1	115,900	57	79%	100%	104%	81%	84%	22%	37%			150,000	1
Associate Professor	71,500	3	4.1	74,900	63	95%	79%	67%	88%	83%	12%	12%			85,500	2
Assistant Professor	60,400	1	2.1	61,500	37	98%	66%	55%	80%	73%					59,500	4
Instructor				59,900	1			54%		108%						
All Ranks ¹	76,200	6	2.8	86,700	157	88%	84%	78%							79,900	7
All Ranks Weighted ^{1,2}	75,200			85,800		88%	83%	84%								
ROMANCE LANGUAGES																
Professor	88,800	5	8.3	112,500	232	79%	98%	101%	79%	82%	22%	34%				
Associate Professor	69,100	10	6.8	74,000	278	93%	76%	66%	86%	82%	10%	10%			85,000	1
Assistant Professor	60,000	3	2.8	62,500	124	96%	66%	56%	79%	74%			60,000	1	66,700	20
Instructor				44,100	25			39%		79%					49,000	1
All Ranks ¹	73,100	18	6.5	85,800	634	85%	80%	77%					60,000	1	67,500	21
All Ranks Weighted ^{1,2}	73,500			84,600		87%	81%	82%								

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CAS Humanities																
THEATRE ARTS																
Professor	86,700	1	18.1	104,100	126	83%	95%	93%	77%	76%	22%	27%			100,000	1
Associate Professor	66,300	2	6.6	73,500	142	90%	73%	66%	82%	82%	14%	11%			81,200	2
Assistant Professor	54,000	3	0.8	61,100	78	88%	59%	55%	72%	72%			53,500	2	60,600	10
Instructor	61,500	1	19.1	50,500	13	122%	68%	45%	90%	91%					40,400	2
All Ranks ¹	63,500	6	5.6	81,900	346	78%	70%	73%					53,500	2	66,800	13
All Ranks Weighted ^{1,2}	69,900			80,900		86%	77%	79%								

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²All 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

2012-13 Comparison of Faculty Salaries

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

Based on data from the Fall 2012 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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
CAS Natural Sciences																
BIOLOGY																
Professor	108,900	20	12.0	130,800	489	83%	120%	117%	97%	95%	32%	40%			163,300	3
Associate Professor	79,400	6	2.6	85,800	295	93%	87%	77%	98%	95%	8%	9%			90,800	4
Assistant Professor	72,100	5	2.7	75,800	202	95%	79%	68%	95%	90%					78,500	23
Instructor	93,100	1	19.1	47,700	2	195%	102%	43%	136%	86%						
All Ranks ¹	97,300	31	8.7	106,100	986	92%	107%	95%							88,600	30
All Ranks Weighted ^{1,2}	88,000			99,200		89%	97%	97%								
CHEMISTRY																
Professor	117,500	15	11.5	143,300	642	82%	129%	128%	104%	104%	36%	50%			179,500	6
Associate Professor	84,700	4	5.9	87,600	212	97%	93%	78%	105%	97%	18%	9%				
Assistant Professor	68,000	4	2.4	77,400	233	88%	75%	69%	90%	92%					78,600	30
Instructor	72,400	2	12.3	54,900	4	132%	80%	49%	106%	99%						
All Ranks ¹	103,200	23	8.9	118,300	1,087	87%	113%	106%							95,400	36
All Ranks Weighted ^{1,2}	91,500			104,900		87%	101%	102%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

Based on data from the Fall 2012 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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
CAS Natural Sciences																
COMPUTER & INFORMATION SCIENCE																
Professor	125,900	6	15.1	148,400	363	85%	138%	133%	112%	108%	27%	37%				
Associate Professor	101,000	6	9.1	107,300	225	94%	111%	96%	125%	119%	15%	11%			115,000	1
Assistant Professor	87,100	2	2.6	94,600	116	92%	96%	85%	115%	112%					97,900	15
Instructor				63,000	3			56%		114%						
All Ranks ¹	109,700	14	10.7	126,400	704	87%	121%	113%							99,000	16
All Ranks Weighted ^{1,2}	105,800			118,400		89%	116%	115%								
GEOLOGICAL SCIENCES																
Professor	99,500	9	11.1	122,700	315	81%	109%	110%	88%	89%	28%	34%				
Associate Professor	74,200	4	2.6	84,500	135	88%	82%	76%	92%	94%	5%	9%			90,500	2
Assistant Professor	69,500	3	2.4	73,900	103	94%	76%	66%	92%	87%			72,000	1	71,200	11
Instructor	42,500	1	8.1	49,900	2	85%	47%	45%	62%	90%						
All Ranks ¹	87,600	16	7.4	104,300	553	84%	96%	93%					72,000	1	74,100	13
All Ranks Weighted ^{1,2}	82,100			95,300		86%	90%	93%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

Based on data from the Fall 2012 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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
CAS Natural Sciences																
HUMAN PHYSIOLOGY																
Professor	97,700	3	0.4	126,800	117	77%	107%	114%	87%	92%	14%	37%			160,000	1
Associate Professor	84,900	2	2.1	85,400	115	99%	93%	76%	105%	95%	16%	10%			110,500	2
Assistant Professor	70,300	4	1.4	74,700	74	94%	77%	67%	93%	88%			74,000	1	76,300	9
Instructor				47,300	27			42%		85%						
All Ranks ¹	82,700	9	1.2	98,600	306	84%	91%	88%					74,000	1	88,900	12
All Ranks Weighted ^{1,2}	85,000			97,300		87%	94%	95%								
MATHEMATICS																
Professor	100,300	12	10.5	130,300	992	77%	110%	117%	89%	95%	23%	39%			162,800	7
Associate Professor	79,400	9	6.1	87,000	364	91%	87%	78%	98%	97%	9%	6%			95,500	7
Assistant Professor	71,300	6	1.8	80,300	236	89%	78%	72%	94%	95%			72,000	2	82,500	43
Instructor				45,800	39			41%		83%					46,700	3
All Ranks ¹	86,900	27	7.1	113,000	1,592	77%	95%	101%					72,000	2	94,000	57
All Ranks Weighted ^{1,2}	84,600			100,800		84%	93%	98%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

Based on data from the Fall 2012 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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
CAS Natural Sciences																
PHYSICS																
Professor	108,600	19	14.9	128,500	898	85%	119%	115%	96%	94%	33%	36%			190,300	2
Associate Professor	79,000	6	6.1	87,800	272	90%	87%	79%	98%	98%	12%	6%			101,000	2
Assistant Professor	67,900	3	1.8	81,300	196	84%	75%	73%	90%	96%					82,800	37
Instructor	69,300	1	9.9	75,000	5	92%	76%	67%	101%	135%						
All Ranks ¹	97,900	28	11.6	113,600	1,366	86%	108%	102%							88,900	41
All Ranks Weighted ^{1,2}	86,400			100,700		86%	95%	98%								
PSYCHOLOGY																
Professor	113,300	14	11.6	135,400	623	84%	125%	121%	101%	99%	40%	45%			140,600	3
Associate Professor	76,800	10	6.8	85,600	297	90%	84%	77%	95%	95%	8%	10%			93,400	4
Assistant Professor	69,100	4	2.4	74,700	226	93%	76%	67%	92%	88%					74,500	33
Instructor				48,700	7					44%		88%				
All Ranks ¹	94,000	28	8.5	110,500	1,146	85%	103%	99%							81,400	40
All Ranks Weighted ^{1,2}	87,800			100,500		87%	97%	98%								

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

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	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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
CAS Social Sciences																
ANTHROPOLOGY																
Professor	107,400	5	13.6	118,200	254	91%	118%	106%	95%	86%	40%	37%			130,000	1
Associate Professor	70,900	8	4.7	77,300	198	92%	78%	69%	88%	86%	8%	10%	81,000	1	107,500	2
Assistant Professor	63,200	4	1.9	65,800	116	96%	69%	59%	84%	78%			66,000	1	69,400	16
Instructor				46,900	1					42%		85%				
All Ranks ¹	79,800	17	6.7	93,300	568	86%	88%	84%					73,500	2	76,600	19
All Ranks Weighted ^{1,2}	81,900			88,800		92%	90%	87%								
ECONOMICS																
Professor	144,200	12	12.4	192,200	357	75%	158%	172%	128%	140%	42%	47%			243,400	6
Associate Professor	106,200	4	3.9	140,000	144	76%	117%	125%	131%	156%	8%	26%	112,500	1	188,800	4
Assistant Professor	98,500	7	1.8	111,300	192	88%	108%	100%	130%	132%			103,000	2	116,100	31
Instructor				76,800	3					69%		138%			108,000	1
All Ranks ¹	123,700	23	7.7	158,900	693	78%	136%	142%					106,200	3	141,800	41
All Ranks Weighted ^{1,2}	117,800			150,200		78%	130%	146%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

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	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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
CAS Social Sciences																
ENVIRONMENTAL STUDIES																
Professor	91,700	1	4.1	129,200	37	71%	101%	116%	81%	94%		31%			150,000	1
Associate Professor				95,000	25			85%		106%		17%				
Assistant Professor				76,500	28			68%		91%					73,000	4
Instructor				47,600	1			43%		86%						
All Ranks ¹	91,700	1	4.1	103,300	90	89%	101%	92%							88,400	5
All Ranks Weighted ^{1,2}	91,700			101,800		90%	101%	99%								
ETHNIC AND ASIAN STUDIES																
Professor	98,300	1	2.1	125,000	88	79%	108%	112%	87%	91%	18%	34%			168,000	2
Associate Professor	81,900	2	2.6	86,900	148	94%	90%	78%	101%	97%	14%	17%			88,400	9
Assistant Professor	68,800	3	4.8	67,400	83	102%	76%	60%	91%	80%					66,100	9
Instructor				45,400	3			41%		82%						
All Ranks ¹	78,100	6	3.6	92,300	319	85%	86%	83%							86,300	20
All Ranks Weighted ^{1,2}	83,800			94,800		88%	92%	92%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

Based on data from the Fall 2012 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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
CAS Social Sciences																
GEOGRAPHY																
Professor	117,500	3	17.8	124,400	132	94%	129%	111%	104%	91%	44%	39%			123,000	2
Associate Professor	77,800	6	4.4	80,900	99	96%	85%	72%	96%	90%	12%	10%			115,000	1
Assistant Professor	67,200	3	2.8	69,200	86	97%	74%	62%	89%	82%					74,800	10
Instructor																
All Ranks ¹	85,100	12	7.4	95,800	317	89%	94%	86%							85,300	13
All Ranks Weighted ^{1,2}	89,100			93,200		96%	98%	91%								
HISTORY																
Professor	105,000	11	8.7	124,000	501	85%	115%	111%	93%	90%	34%	39%			146,000	5
Associate Professor	73,800	8	15.2	80,800	414	91%	81%	72%	91%	90%	14%	14%			107,600	3
Assistant Professor	61,200	7	1.5	65,400	175	94%	67%	59%	81%	77%			62,300	3	63,500	31
Instructor				51,800	8					46%		93%			40,000	1
All Ranks ¹	83,600	26	8.7	98,200	1,090	85%	92%	88%					62,300	3	77,500	39
All Ranks Weighted ^{1,2}	81,300			91,800		89%	89%	89%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

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	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
CAS Social Sciences																
INTERNATIONAL STUDIES																
Professor	99,900	1	13.1	155,300	31	64%	110%	139%	89%	113%	34%	54%				
Associate Professor	69,000	2	9.6	94,800	26	73%	76%	85%	85%	105%	2%	16%				
Assistant Professor	67,500	2	2.6	77,400	21	87%	74%	69%	89%	92%			68,000	1	85,200	3
Instructor				49,400	1			44%		89%						
All Ranks ¹	74,600	5	7.5	114,100	78	65%	82%	102%					68,000	1	85,200	3
All Ranks Weighted ^{1,2}	79,900			111,600		72%	88%	109%								
POLITICAL SCIENCE																
Professor	114,500	6	5.4	145,700	340	79%	126%	130%	102%	106%	38%	48%			179,500	2
Associate Professor	80,300	5	4.9	92,400	270	87%	88%	83%	99%	103%	12%	14%			107,500	2
Assistant Professor	69,200	9	2.0	77,000	180	90%	76%	69%	92%	91%			70,000	3	77,700	30
Instructor				51,400	4			46%		93%						
All Ranks ¹	85,600	20	3.8	111,800	790	77%	94%	100%					70,000	3	85,400	34
All Ranks Weighted ^{1,2}	89,400			107,100		83%	98%	104%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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CAS Social Sciences																
SOCIOLOGY																
Professor	97,500	4	7.1	137,300	325	71%	107%	123%	87%	100%	21%	46%			132,500	2
Associate Professor	78,200	9	6.6	85,800	202	91%	86%	77%	97%	95%	9%	13%			93,600	6
Assistant Professor	70,300	5	2.3	71,700	128	98%	77%	64%	93%	85%			70,500	2	73,700	18
Instructor				40,900	4					74%						
All Ranks ¹	80,300	18	5.5	108,600	655	74%	88%	97%					70,500	2	82,800	26
All Ranks Weighted ^{1,2}	82,800			100,300		83%	91%	98%								
WOMEN'S & GENDER STUDIES																
Professor	78,800	1	0.1	116,800	40	67%	87%	105%	70%	85%	0%	33%			135,000	1
Associate Professor	78,700	4	5.4	80,100	57	98%	86%	72%	97%	89%		12%			93,800	2
Assistant Professor				66,800	39			60%		79%					68,700	5
Instructor																
All Ranks ¹	78,700	5	4.3	87,100	136	90%	86%	78%							83,300	8
All Ranks Weighted ^{1,2}	78,800			89,400		88%	87%	87%								

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

Based on data from the Fall 2012 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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
College of Education																
COUNSELING PSYCHOLOGY & HUMAN SERVICES																
Professor	99,700	3	3.1	113,400	114	88%	110%	102%	88%	83%	18%	29%			100,000	1
Associate Professor	83,500	6	1.9	81,200	90	103%	92%	73%	103%	90%	15%	11%	87,000	1	88,500	2
Assistant Professor	69,500	2	0.1	68,800	73	101%	76%	62%	92%	81%			69,500	2	72,400	15
Instructor				53,400	6			48%		96%					54,800	4
All Ranks ¹	85,300	11	1.9	91,200	277	94%	94%	82%					75,300	3	75,700	18
All Ranks Weighted ^{1,2}	85,000			89,200		95%	94%	87%								
EDUCATIONAL LEADERSHIP																
Professor	157,200	5	6.3	119,100	69	132%	173%	107%	139%	87%	60%	34%			200,000	1
Associate Professor	102,200	3	2.1	80,800	73	126%	112%	72%	126%	90%	35%	13%				
Assistant Professor	70,000	1	3.1	66,700	58	105%	77%	60%	93%	79%					69,000	14
Instructor																
All Ranks ¹	129,200	9	4.5	89,900	200	144%	142%	80%							77,700	15
All Ranks Weighted ^{1,2}	112,300			90,400		124%	124%	88%								

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

Based on data from the Fall 2012 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
College of Education																
SPECIAL EDUCATION																
Professor	132,000	5	11.5	116,600	107	113%	145%	104%	117%	85%	53%	31%			146,600	2
Associate Professor	84,100	6	4.8	81,600	78	103%	92%	73%	104%	91%	17%	10%	79,000	1		
Assistant Professor	69,000	3	1.8	70,300	76	98%	76%	63%	91%	83%			69,000	1	70,000	20
Instructor				51,500	4			46%		93%						
All Ranks ¹	98,000	14	6.5	92,700	261	106%	108%	83%					74,000	2	77,000	22
All Ranks Weighted ^{1,2}	97,000			90,900		107%	107%	89%								
TEACHER EDUCATION																
Professor	103,000	1	2.1	115,900	317	89%	113%	104%	91%	84%	22%	31%			133,000	9
Associate Professor	83,300	6	3.4	81,300	308	102%	92%	73%	103%	90%	17%	13%	78,000	1	85,700	8
Assistant Professor	68,000	1	1.1	66,800	218	102%	75%	60%	90%	79%					66,200	29
Instructor				46,700	20			42%		84%					56,300	2
All Ranks ¹	83,900	8	3.0	90,600	843	93%	92%	81%					78,000	1	82,700	46
All Ranks Weighted ^{1,2}	85,700			89,500		96%	94%	87%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

Based on data from the Fall 2012 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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
Lundquist College of Business																
BUSINESS ADMINISTRATION																
Professor	172,800	8	12.1	210,900	762	82%	190%	189%	153%	153%	21%	42%			260,000	7
Associate Professor	153,700	12	5.4	164,300	505	94%	169%	147%	190%	183%	7%	4%			194,500	16
Assistant Professor	146,900	18	2.8	160,000	622	92%	161%	143%	195%	189%			173,300	3	161,200	104
Instructor				85,500	56			77%		154%					93,100	7
All Ranks ¹	154,500	38	5.6	181,700	1,889	85%	170%	163%					173,300	3	170,900	127
All Ranks Weighted ^{1,2}	158,600			180,100		88%	174%	176%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

Based on data from the Fall 2012 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
School of Journalism and Communication																
JOURNALISM & COMMUNICATION																
Professor	102,000	8	6.7	119,000	134	86%	112%	107%	91%	87%	30%	33%			125,000	2
Associate Professor	74,700	10	13.0	82,500	152	91%	82%	74%	92%	92%	9%	12%			95,000	1
Assistant Professor	66,300	7	2.5	68,900	98	96%	73%	62%	88%	82%			70,000	3	68,300	21
Instructor				63,000	6			56%		114%					54,000	1
All Ranks ¹	81,100	25	8.1	91,800	384	88%	89%	82%					70,000	3	74,100	24
All Ranks Weighted ^{1,2}	82,100			91,700		90%	90%	89%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

Based on data from the Fall 2012 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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
School of Law																
LAW																
Professor	157,700	14	13.5	199,900	640	79%	173%	179%	140%	145%	20%	60%			205,500	10
Associate Professor	139,100	6	2.5	133,200	114	104%	153%	119%	172%	148%	37%	-3%			131,000	12
Assistant Professor	105,600	8	2.3	136,900	81	77%	116%	123%	140%	162%			105,000	2	153,000	8
Instructor				67,500	27			60%		122%					54,000	3
All Ranks ¹	138,800	28	8.0	184,700	835	75%	153%	165%					105,000	2	161,700	30
All Ranks Weighted ^{1,2}	135,400			159,000		85%	149%	155%								
LAW--Associate & Assistant Combined																
Professor	157,700	14	13.5	199,900	640	79%	173%	179%	140%	145%	41%	58%			205,500	10
Assoc/Assist Combined	120,000	14	2.4	134,700	195	89%	132%	121%	153%	154%			105,000	2	139,800	20
All Ranks ¹	138,800	28	8.0	184,700	835	75%	153%	165%					105,000	2	161,700	30
All Ranks Weighted ^{1,2}	135,400			159,000		85%	149%	155%								

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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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

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	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	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
School of Music and Dance																
DANCE																
Professor	62,600	1	0.1	88,200	32	71%	69%	79%	56%	64%	-2%	13%				
Associate Professor	64,800	3	11.4	73,400	22	88%	71%	66%	80%	82%	19%	13%				
Assistant Professor	47,800	2	3.6	58,500	16	82%	53%	52%	63%	69%					60,200	4
Instructor				41,500	1					37%		75%				
All Ranks ¹	58,700	6	6.9	76,800	70	76%	65%	69%							60,200	4
All Ranks Weighted ^{1,2}	58,600			74,200		79%	64%	72%								
MUSIC																
Professor	83,300	9	5.2	102,700	506	81%	92%	92%	74%	75%	24%	27%			124,200	5
Associate Professor	61,100	19	7.9	72,000	376	85%	67%	64%	76%	80%	8%	9%			82,500	5
Assistant Professor	53,900	9	1.8	61,400	161	88%	59%	55%	71%	73%			56,000	3	58,500	25
Instructor				47,300	17					42%		85%			51,900	2
All Ranks ¹	64,800	37	5.8	85,300	1,043	76%	71%	76%					56,000	3	71,300	35
All Ranks Weighted ^{1,2}	67,000			80,000		84%	74%	78%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

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UO Avg Salary	UO FTE	UO in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall	AAU PUBLIC Peers Rank Overall	AAU PUBLIC Peers Rank Avg vs. 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
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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 2012-13.
 - 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.

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