

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2013-14 Comparison of Faculty Salaries

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

Based on data from the Fall 2013 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 Avg vs. UO Overall Rank Avg	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	105,000	10	12.3	120,900	121	87%	113%	107%	91%	87%	25%	32%			107,100	1
Associate Professor	81,500	14	11.8	84,200	157	97%	88%	74%	97%	92%	16%	14%			77,500	3
Assistant Professor	66,900	6	3.4	68,500	103	98%	72%	61%	87%	80%					42,600	11
Instructor																
All Ranks ¹	86,400	30	10.3	91,600	381	94%	93%	81%							53,900	15
All Ranks Weighted ^{1,2}	85,500			92,800		92%	92%	88%								
ART																
Professor	100,100	2	11.1	100,200	216	100%	108%	89%	87%	72%	34%	24%				
Associate Professor	68,700	13	8.5	73,300	226	94%	74%	65%	82%	80%	12%	11%			55,200	3
Assistant Professor	57,900	5	3.1	61,200	103	95%	62%	54%	76%	72%					50,500	17
Instructor																
All Ranks ¹	69,200	20	7.4	81,700	545	85%	75%	72%							51,200	20
All Ranks Weighted ^{1,2}	76,900			79,400		97%	83%	76%								

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

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

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Architecture and Allied Arts																
ART HISTORY																
Professor	109,100	2	11.6	112,400	92	97%	118%	99%	95%	81%	31%	30%	90,000	1	171,500	1
Associate Professor	80,100	3	9.8	78,000	84	103%	86%	69%	96%	86%	21%	13%			88,900	2
Assistant Professor	60,600	3	2.8	63,300	45	96%	65%	56%	79%	74%					65,200	11
Instructor																
All Ranks ¹	80,000	8	7.6	89,300	221	90%	86%	79%					90,000	1	76,100	14
All Ranks Weighted ^{1,2}	84,600			86,000		98%	91%	82%								
ARTS & ADMINISTRATION																
Professor																
Associate Professor	78,600	1	4.1				85%		94%		24%					
Assistant Professor	56,800	4	5.6				61%		74%				61,000	1		
Instructor																
All Ranks ¹	61,100	5	5.3				66%						61,000	1		
All Ranks Weighted ^{1,2}	67,700						73%									

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Architecture and Allied Arts																
HISTORIC PRESERVATION																
Professor	114,200	1	6.1	115,000	3	99%	123%	102%	99%	83%		24%				
Associate Professor				87,600	4			77%		96%		13%				
Assistant Professor				73,400	1			65%		86%						
Instructor																
All Ranks ¹	114,200	1	6.1	96,100	8	119%	123%	85%								
All Ranks Weighted ^{1,2}	114,200			93,200		123%	123%	89%								
LANDSCAPE ARCHITECTURE																
Professor	104,000	3	20.1	112,100	23	93%	112%	99%	91%	81%	30%	24%				
Associate Professor	76,300	3	6.4	84,400	28	90%	82%	75%	91%	93%	6%	16%			107,100	1
Assistant Professor	71,000	1	3.1	66,400	12	107%	77%	59%	93%	78%						
Instructor																
All Ranks ¹	87,400	7	11.8	91,100	63	96%	94%	80%							107,100	1
All Ranks Weighted ^{1,2}	84,900			88,900		96%	91%	85%								

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Architecture and Allied Arts																
PLANNING, PUBLIC POLICY, & MGMT																
Professor	121,400	1	1.1	150,600	195	81%	131%	133%	106%	109%	31%	45%			190,000	1
Associate Professor	92,500	3	5.1	99,200	174	93%	100%	88%	111%	109%	19%	15%			82,400	7
Assistant Professor	75,100	6	2.8	82,600	165	91%	81%	73%	98%	97%			76,000	2	85,700	32
Instructor																
All Ranks ¹	84,900	10	3.3	112,800	534	75%	92%	100%					76,000	2	87,700	40
All Ranks Weighted ^{1,2}	97,600			112,900		86%	105%	108%								
PRODUCT DESIGN																
Professor				114,500	29			101%		83%		34%			125,000	1
Associate Professor	79,400	1	5.1	76,300	22	104%	86%	67%	95%	84%	19%	10%			78,500	1
Assistant Professor	61,400	4	2.9	65,300	14	94%	66%	58%	80%	76%					64,200	2
Instructor																
All Ranks ¹	65,000	5	3.3	91,000	65	71%	70%	80%							83,000	4
All Ranks Weighted ^{1,2}	70,400			86,900		81%	76%	83%								

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CAS Humanities																
CLASSICS																
Professor	94,800	2	3.6	117,900	93	80%	102%	104%	83%	85%	27%	33%			120,000	1
Associate Professor	69,400	1	13.1	80,500	76	86%	75%	71%	83%	88%	12%	13%			67,000	1
Assistant Professor	58,400	2	2.6	65,800	43	89%	63%	58%	76%	77%			60,000	1	59,000	9
Instructor																
All Ranks ¹	75,200	5	5.1	93,900	212	80%	81%	83%					60,000	1	65,300	11
All Ranks Weighted ^{1,2}	75,300			89,700		84%	81%	86%								
COMPARATIVE LITERATURE																
Professor	88,000	1	3.1	135,000	67	65%	95%	119%	77%	98%	23%	47%			156,500	2
Associate Professor	66,800	3	6.1	82,000	51	81%	72%	72%	80%	90%	10%	13%				
Assistant Professor	57,500	2	3.1	67,500	17	85%	62%	60%	75%	79%					65,200	4
Instructor																
All Ranks ¹	67,200	6	4.6	106,500	135	63%	72%	94%							95,700	6
All Ranks Weighted ^{1,2}	71,700			96,900		74%	77%	92%								

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CAS Humanities																
CREATIVE WRITING																
Professor	114,500	2	13.1	109,800	136	104%	124%	97%	100%	79%	42%	31%			101,800	3
Associate Professor	75,800	4	3.6	75,100	139	101%	82%	66%	91%	82%	82%	11%			78,400	3
Assistant Professor				63,100	67			56%		74%					66,300	13
Instructor																
All Ranks ¹	88,700	6	6.8	86,600	342	102%	96%	77%							73,800	19
All Ranks Weighted ^{1,2}	96,600			84,100		115%	104%	80%								
EAST ASIAN LANGUAGES & LITERATURE																
Professor				120,300	62			106%		87%		36%			98,200	2
Associate Professor	71,600	5	4.3	79,500	64	90%	77%	70%	86%	87%	13%	12%				
Assistant Professor	59,900	7	3.4	66,000	48	91%	65%	58%	78%	77%			60,000	1	72,500	8
Instructor																
All Ranks ¹	64,700	12	3.8	90,300	174	72%	70%	80%					60,000	1	77,600	10
All Ranks Weighted ^{1,2}	65,700			90,300		73%	71%	86%								

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CAS Humanities																
ENGLISH																
Professor	93,900	17	7.7	119,700	607	78%	101%	106%	82%	86%	22%	35%			128,200	7
Associate Professor	73,600	12	5.9	79,800	507	92%	79%	70%	88%	88%	16%	12%	104,000	1	69,900	9
Assistant Professor	58,700	5	1.9	66,000	203	89%	63%	58%	77%	77%			64,000	1	62,800	31
Instructor																
All Ranks ¹	81,500	34	6.2	96,100	1,317	85%	88%	85%					84,000	2	73,900	47
All Ranks Weighted ^{1,2}	76,400			90,200		85%	82%	86%								
GERMAN & SCANDINAVIAN																
Professor	97,000	4	8.4	109,600	77	89%	105%	97%	84%	79%	35%	27%			120,000	1
Associate Professor	64,800	2	4.6	78,700	63	82%	70%	70%	77%	86%	3%	15%			77,000	1
Assistant Professor	62,100	3	2.1	61,800	19	100%	67%	55%	81%	72%			66,500	1	66,300	4
Instructor																
All Ranks ¹	78,200	9	5.4	91,700	159	85%	84%	81%					66,500	1	77,000	6
All Ranks Weighted ^{1,2}	75,800			84,800		89%	82%	81%								

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CAS Humanities																
LINGUISTICS																
Professor	93,700	4	9.9	118,000	117	79%	101%	104%	82%	85%	27%	34%				
Associate Professor	68,900	2	7.1	79,500	72	87%	74%	70%	82%	87%	9%	9%				
Assistant Professor	60,900	4	2.1	69,200	39	88%	66%	61%	80%	81%			62,500	1	60,800	11
Instructor																
All Ranks ¹	75,600	10	6.2	97,500	228	78%	82%	86%					62,500	1	60,800	11
All Ranks Weighted ^{1,2}	75,500			90,500		83%	81%	86%								
PHILOSOPHY																
Professor	119,900	3	12.1	133,100	268	90%	129%	118%	104%	96%	50%	46%			115,400	1
Associate Professor	73,200	4	5.1	80,900	123	90%	79%	71%	87%	89%	11%	10%				
Assistant Professor	63,200	5	2.3	69,100	82	91%	68%	61%	83%	81%					65,900	18
Instructor																
All Ranks ¹	80,700	12	5.7	108,500	473	74%	87%	96%							68,500	19
All Ranks Weighted ^{1,2}	87,200			96,400		90%	94%	92%								

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CAS Humanities																
RELIGIOUS STUDIES																
Professor	94,200	2	2.1	122,100	55	77%	102%	108%	82%	88%	24%	39%			120,000	1
Associate Professor	72,300	3	5.1	77,900	63	93%	78%	69%	86%	85%	12%	13%			55,000	3
Assistant Professor	61,300	1	3.1	63,400	45	97%	66%	56%	80%	74%					63,700	6
Instructor																
All Ranks ¹	77,800	6	3.8	88,800	163	88%	84%	78%							66,700	10
All Ranks Weighted ^{1,2}	76,900			89,600		86%	83%	85%								
ROMANCE LANGUAGES																
Professor	92,300	6	7.9	113,000	251	82%	100%	100%	80%	82%	23%	33%			120,000	1
Associate Professor	71,400	9	7.3	75,100	268	95%	77%	66%	85%	82%	11%	9%				
Assistant Professor	60,900	4	3.1	64,600	120	94%	66%	57%	80%	76%					65,000	29
Instructor																
All Ranks ¹	75,800	19	6.6	88,000	639	86%	82%	78%							66,800	30
All Ranks Weighted ^{1,2}	75,800			85,700		88%	82%	82%								

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CAS Humanities																
THEATRE ARTS																
Professor	93,300	1	19.1	108,000	131	86%	101%	95%	81%	78%	29%	29%			101,800	3
Associate Professor	66,400	3	5.4	74,700	138	89%	72%	66%	79%	82%	13%	10%			78,400	3
Assistant Professor	54,600	3	1.8	63,100	67	87%	59%	56%	71%	74%					66,300	13
Instructor	62,400	1	20.1				67%		85%							
All Ranks ¹	65,100	7	5.8	85,400	336	76%	70%	75%							73,800	19
All Ranks Weighted ^{1,2}	72,500			83,300		87%	78%	79%								

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CAS Natural Sciences																
BIOLOGY																
Professor	112,200	19	13.0	132,200	531	85%	121%	117%	98%	96%	26%	39%			73,400	4
Associate Professor	87,800	5	3.3	87,900	312	100%	95%	78%	105%	96%	11%	8%			102,200	4
Assistant Professor	77,600	4	3.4	78,300	211	99%	84%	69%	101%	92%					72,600	33
Instructor	104,200	1	20.1				112%		142%							
All Ranks ¹	102,900	28	9.9	108,300	1,054	95%	111%	96%							75,600	41
All Ranks Weighted ^{1,2}	93,600			101,200		92%	101%	96%								
CHEMISTRY																
Professor	124,100	15	12.5	146,300	659	85%	134%	129%	108%	106%	42%	49%			182,000	4
Associate Professor	85,400	2	10.6	90,700	221	94%	92%	80%	102%	99%	13%	9%			120,000	3
Assistant Professor	72,900	5	2.7	80,100	228	91%	79%	71%	95%	94%			72,000	1	80,200	31
Instructor	79,400	2	13.3				86%		108%							
All Ranks ¹	108,900	22	10.1	121,600	1,108	90%	117%	107%					72,000	1	94,000	38
All Ranks Weighted ^{1,2}	95,700			107,800		89%	103%	103%								

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

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

2013-14 Comparison of Faculty Salaries

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

Based on data from the Fall 2013 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 Avg	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	131,700	4	14.4	151,100	398	87%	142%	133%	115%	109%	27%	37%			175,200	2
Associate Professor	106,700	5	10.5	109,400	244	98%	115%	97%	127%	120%	14%	11%			115,000	3
Assistant Professor	93,700	4	2.0	97,300	107	96%	101%	86%	122%	114%			99,000	2	92,500	15
Instructor																
All Ranks ¹	110,400	13	9.1	129,800	749	85%	119%	115%					99,000	2	104,100	20
All Ranks Weighted ^{1,2}	111,800			120,900		92%	120%	115%								
GEOLOGICAL SCIENCES																
Professor	100,000	8	11.6	125,300	333	80%	108%	111%	87%	91%	26%	33%			165,000	1
Associate Professor	76,300	3	3.4	87,800	130	87%	82%	78%	91%	96%	7%	11%			72,000	1
Assistant Professor	70,200	3	3.4	75,600	95	93%	76%	67%	92%	89%					78,000	15
Instructor	43,200	1	9.1				47%		59%							
All Ranks ¹	88,500	14	8.1	108,100	558	82%	95%	95%							82,800	17
All Ranks Weighted ^{1,2}	83,100			97,800		85%	89%	93%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2013-14 Comparison of Faculty Salaries

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CAS Natural Sciences																
HUMAN PHYSIOLOGY																
Professor	102,100	3	1.4	127,900	134	80%	110%	113%	89%	92%	26%	37%			105,000	1
Associate Professor	78,400	2	3.1	86,100	104	91%	85%	76%	94%	94%	7%	9%			91,100	2
Assistant Professor	72,100	5	1.9	75,600	74	95%	78%	67%	94%	89%			72,000	1	73,200	11
Instructor																
All Ranks ¹	82,300	10	2.0	101,600	312	81%	89%	90%					72,000	1	78,100	14
All Ranks Weighted ^{1,2}	85,100			98,200		87%	92%	94%								
MATHEMATICS																
Professor	103,600	12	11.5	133,000	1,044	78%	112%	117%	90%	96%	24%	38%			136,600	7
Associate Professor	81,000	11	5.8	90,200	385	90%	87%	80%	97%	99%	10%	8%			108,000	6
Assistant Professor	71,400	5	1.9	81,300	251	88%	77%	72%	93%	95%					83,300	46
Instructor				55,000	1					49%		50%			55,000	1
All Ranks ¹	89,000	28	7.5	115,400	1,680	77%	96%	102%							92,100	59
All Ranks Weighted ^{1,2}	86,300			103,200		84%	93%	98%								

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CAS Natural Sciences																
PHYSICS																
Professor	109,200	16	13.7	131,900	959	83%	118%	117%	95%	95%	30%	36%			132,100	6
Associate Professor	81,200	5	7.3	91,100	285	89%	88%	80%	97%	100%	13%	7%			99,300	2
Assistant Professor	69,500	5	1.9	83,300	190	83%	75%	74%	91%	98%			72,000	1	75,400	28
Instructor	72,800	1	10.9				79%		99%							
All Ranks ¹	96,200	26	10.2	117,400	1,434	82%	104%	104%					72,000	1	86,200	36
All Ranks Weighted ^{1,2}	87,800			103,700		85%	95%	99%								
PSYCHOLOGY																
Professor	118,500	13	9.5	138,800	658	85%	128%	123%	103%	100%	43%	45%			121,400	5
Associate Professor	78,200	9	7.3	88,100	315	89%	84%	78%	93%	97%	7%	10%			117,500	4
Assistant Professor	71,700	6	2.3	76,600	227	94%	77%	68%	94%	90%			71,000	2	75,600	35
Instructor																
All Ranks ¹	95,500	28	7.2	113,700	1,200	84%	103%	100%					71,000	2	84,600	44
All Ranks Weighted ^{1,2}	91,000			103,100		88%	98%	98%								

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CAS Social Sciences																
ANTHROPOLOGY																
Professor	108,800	5	14.6	121,400	262	90%	117%	107%	95%	88%	38%	36%			0	1
Associate Professor	73,700	9	5.1	80,700	203	91%	80%	71%	88%	88%	10%	11%			44,300	4
Assistant Professor	64,600	3	1.8	68,100	110	95%	70%	60%	84%	80%					69,200	13
Instructor																
All Ranks ¹	82,400	17	7.3	96,900	575	85%	89%	86%							59,800	18
All Ranks Weighted ^{1,2}	83,800			91,700		91%	90%	87%								
ECONOMICS																
Professor	135,800	11	9.2	201,200	364	67%	146%	178%	118%	145%	30%	50%			271,000	7
Associate Professor	107,900	2	3.1	144,100	160	75%	116%	127%	129%	158%	9%	24%			187,800	7
Assistant Professor	99,500	6	2.6	116,700	185	85%	107%	103%	130%	137%					120,800	29
Instructor																
All Ranks ¹	121,400	19	6.4	166,300	709	73%	131%	147%							156,100	43
All Ranks Weighted ^{1,2}	115,600			156,500		74%	124%	149%								

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CAS Social Sciences																
ENVIRONMENTAL STUDIES																
Professor	96,700	1	5.1	132,600	36	73%	104%	117%	84%	96%		33%				
Associate Professor				95,000	28			84%		104%		13%				
Assistant Professor				80,300	25			71%		94%					74,400	4
Instructor																
All Ranks ¹	96,700	1	5.1	106,100	89	91%	104%	94%							74,400	4
All Ranks Weighted ^{1,2}	96,700			104,200		93%	104%	99%								
ETHNIC AND ASIAN STUDIES																
Professor	98,300	1	3.1	126,500	94	78%	106%	112%	86%	91%	20%	33%			136,100	2
Associate Professor	79,900	4	2.1	89,000	158	90%	86%	79%	95%	98%	19%	18%			75,900	6
Assistant Professor	61,900	1	6.1	68,800	90	90%	67%	61%	81%	81%					51,200	11
Instructor																
All Ranks ¹	79,900	6	2.9	94,000	342	85%	86%	83%							68,000	19
All Ranks Weighted ^{1,2}	81,000			96,400		84%	87%	92%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2013-14 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 Avg	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	119,900	3	18.8	127,400	140	94%	129%	113%	104%	92%	42%	40%			185,900	4
Associate Professor	81,300	5	5.5	81,900	100	99%	88%	72%	97%	90%	14%	9%			107,000	1
Assistant Professor	68,200	3	3.8	71,800	89	95%	74%	63%	89%	84%					72,600	11
Instructor																
All Ranks ¹	88,200	11	8.6	98,500	329	90%	95%	87%							103,100	16
All Ranks Weighted ^{1,2}	91,400			95,500		96%	98%	91%								
HISTORY																
Professor	106,500	11	9.7	126,200	522	84%	115%	111%	93%	91%	34%	38%			94,000	8
Associate Professor	74,800	8	16.2	83,300	416	90%	81%	74%	89%	91%	13%	15%			91,900	8
Assistant Professor	62,500	8	2.2	65,900	176	95%	67%	58%	82%	77%			68,000	1	65,300	28
Instructor																
All Ranks ¹	84,100	27	9.4	100,600	1,114	84%	91%	89%					68,000	1	75,300	44
All Ranks Weighted ^{1,2}	82,600			93,600		88%	89%	89%								

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CAS Social Sciences																
INTERNATIONAL STUDIES																
Professor	104,700	1	14.1	145,200	43	72%	113%	128%	91%	105%	39%	53%				
Associate Professor	68,900	1	18.1	85,300	31	81%	74%	75%	82%	94%	1%	4%				
Assistant Professor	68,000	2	3.6	80,900	26	84%	73%	71%	89%	95%					72,500	4
Instructor																
All Ranks ¹	77,400	4	9.9	109,900	100	70%	83%	97%							72,500	4
All Ranks Weighted ^{1,2}	81,800			106,000		77%	88%	101%								
POLITICAL SCIENCE																
Professor	127,200	5	7.5	148,400	351	86%	137%	131%	111%	107%	51%	47%			102,800	3
Associate Professor	80,100	6	4.9	94,700	270	85%	86%	84%	96%	104%	11%	13%			115,000	4
Assistant Professor	69,800	8	2.6	79,600	170	88%	75%	70%	91%	93%					79,200	37
Instructor																
All Ranks ¹	88,100	19	4.6	115,300	791	76%	95%	102%							84,000	44
All Ranks Weighted ^{1,2}	94,200			109,700		86%	101%	105%								

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CAS Social Sciences																
SOCIOLOGY																
Professor	125,700	4	8.1	139,600	344	90%	136%	123%	109%	101%	49%	45%			151,200	3
Associate Professor	79,900	9	7.6	89,100	211	90%	86%	79%	95%	98%	9%	13%			114,400	4
Assistant Professor	71,800	6	2.8	73,900	120	97%	77%	65%	94%	87%			76,000	1	67,700	34
Instructor																
All Ranks ¹	87,000	19	6.2	112,100	675	78%	94%	99%					76,000	1	78,300	41
All Ranks Weighted ^{1,2}	94,200			102,900		92%	101%	98%								
WOMEN'S & GENDER STUDIES																
Professor	89,800	2	3.1	121,400	35	74%	97%	107%	78%	88%	6%	34%				
Associate Professor	83,900	4	6.4	82,600	64	102%	91%	73%	100%	91%	16%	12%			88,500	2
Assistant Professor	69,000	1	0.1	68,500	40	101%	74%	61%	90%	80%			69,000	1	70,900	7
Instructor																
All Ranks ¹	83,400	7	4.5	88,300	139	94%	90%	78%					69,000	1	74,800	9
All Ranks Weighted ^{1,2}	81,300			92,500		88%	88%	88%								

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College of Education																
COUNSELING PSYCHOLOGY & HUMAN SERVICES																
Professor	123,600	3	3.4	114,700	134	108%	133%	101%	108%	83%	45%	31%	135,000	1	145,000	1
Associate Professor	81,900	4	2.1	80,000	103	102%	88%	71%	98%	88%	13%	8%			75,600	1
Assistant Professor	69,500	2	1.1	71,300	76	97%	75%	63%	91%	83%					62,400	16
Instructor																
All Ranks ¹	93,000	9	2.3	92,700	313	100%	100%	82%					135,000	1	67,700	18
All Ranks Weighted ^{1,2}	93,300			90,000		104%	100%	86%								
EDUCATION STUDIES																
Professor	104,500	1	3.1	118,300	310	88%	113%	105%	91%	85%	16%	32%			142,300	6
Associate Professor	90,000	5	4.3	82,300	312	109%	97%	73%	108%	90%	23%	11%			90,000	9
Assistant Professor	69,000	1	2.1	70,100	190	98%	74%	62%	90%	82%					68,300	36
Instructor																
All Ranks ¹	89,100	7	3.8	93,200	812	96%	96%	82%							80,800	51
All Ranks Weighted ^{1,2}	88,700			91,700		97%	95%	87%								

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College of Education																
EDUCATIONAL METHODOLOGY, POLICY & LEADERSHIP																
Professor	184,900	5	9.3	120,400	78	154%	199%	106%	161%	87%	81%	35%			100,500	3
Associate Professor	109,600	3	3.1	81,200	82	135%	118%	72%	131%	89%	42%	11%			90,800	3
Assistant Professor	71,000	1	4.1	68,800	58	103%	77%	61%	93%	81%					63,500	14
Instructor																
All Ranks ¹	147,200	9	6.6	91,900	218	160%	159%	81%							73,200	20
All Ranks Weighted ^{1,2}	125,200			91,700		137%	135%	87%								
SPECIAL EDUCATION & CLINICAL SCIENCES																
Professor	131,600	3	14.0	117,700	113	112%	142%	104%	115%	85%	42%	32%			103,800	3
Associate Professor	92,500	6	5.8	82,000	73	113%	100%	72%	111%	90%	25%	9%			95,500	2
Assistant Professor	69,700	3	2.8	72,200	78	97%	75%	64%	91%	85%					58,000	11
Instructor				75,000	1					66%		68%			75,000	1
All Ranks ¹	96,600	12	7.1	94,400	264	102%	104%	83%							71,300	16
All Ranks Weighted ^{1,2}	99,700			92,100		108%	107%	88%								

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

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

2013-14 Comparison of Faculty Salaries

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

Based on data from the Fall 2013 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 Avg	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
<u>Lundquist College of Business</u>																
BUSINESS ADMINISTRATION																
Professor	172,700	6	10.3	218,400	794	79%	186%	193%	150%	158%	14%	42%			237,300	14
Associate Professor	159,600	14	5.5	170,900	543	93%	172%	151%	191%	187%	10%	5%	190,000	1	187,400	15
Assistant Professor	150,700	18	3.0	165,600	642	91%	163%	146%	197%	194%			161,000	2	156,000	106
Instructor				171,500	2			152%		156%					143,000	1
All Ranks ¹	157,500	38	5.0	188,300	1,979	84%	170%	166%					170,700	3	167,900	135
All Ranks Weighted ^{1,2}	161,600			186,700		87%	174%	178%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2013-14 Comparison of Faculty Salaries

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

Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC 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 Avg	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
Robert D. Clark Honors College																
CLARK HONORS COLLEGE																
Professor	120,100	2	11.6	125,700	2,091	96%	130%	111%	163%	114%	36%	37%			108,500	22
Associate Professor	86,900	7	4.5	83,300	1,474	104%	94%	74%	118%	76%	19%	11%			83,800	24
Assistant Professor	69,600	4	3.4	71,000	768	98%	75%	63%	95%	65%					69,100	122
Instructor																
All Ranks ¹	86,700	13	5.3	101,600	4,333	85%	94%	90%							76,400	168
All Ranks Weighted ^{1,2}	93,700			95,000		99%	101%	91%								

Note: Data for Clark Honors College peer comparators are based on disciplines represented in the College's faculty, and not the traditional 'Honors College' discipline located within the Humanities.

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

²All 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

2013-14 Comparison of Faculty Salaries

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

Based on data from the Fall 2013 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 Avg	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
<u>School of Journalism and Communication</u>																
JOURNALISM & COMMUNICATION																
Professor	103,500	8	7.7	120,300	129	86%	112%	106%	90%	87%	31%	32%			101,700	1
Associate Professor	75,100	8	14.1	84,200	155	89%	81%	74%	90%	92%	6%	12%			84,600	4
Assistant Professor	69,900	9	2.7	70,100	100	100%	75%	62%	91%	82%			73,000	2	57,200	13
Instructor				76,400	1			67%		70%						
All Ranks ¹	82,300	25	7.9	92,700	384	89%	89%	82%					73,000	2	65,800	18
All Ranks Weighted ^{1,2}	83,900			93,100		90%	90%	89%								

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2013-14 Comparison of Faculty Salaries

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School of Law																
LAW																
Professor	161,200	13	14.6	201,500	680	80%	174%	178%	140%	146%	25%	59%			210,500	9
Associate Professor	137,800	6	3.0	135,100	118	102%	149%	119%	165%	148%	26%	-9%			133,500	8
Assistant Professor	113,500	7	3.1	145,800	73	78%	122%	129%	148%	171%					133,700	10
Instructor																
All Ranks ¹	143,000	26	8.8	187,900	871	76%	154%	166%							159,200	27
All Ranks Weighted ^{1,2}	138,800			163,000		85%	149%	155%								
LAW--Associate & Assistant Combined																
Professor	161,200	13	14.6	201,500	680	80%	174%	178%	140%	146%	39%	55%			210,500	9
Assoc/Assist Combined	124,700	13	3.0	139,200	191	90%	135%	123%	155%	156%					133,600	18
All Ranks ¹	143,000	26	8.8	187,900	871	76%	154%	166%							159,200	27
All Ranks Weighted ^{1,2}	138,800			163,000		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.

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

²All 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

2013-14 Comparison of Faculty Salaries

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School of Music and Dance																
DANCE																
Professor	63,500	1	1.1	92,300	31	69%	69%	82%	55%	67%	-3%	16%				
Associate Professor	66,600	3	12.4	74,200	20	90%	72%	66%	80%	81%	20%	13%				
Assistant Professor	48,500	2	4.6	59,400	14	82%	52%	52%	63%	70%					56,700	1
Instructor																
All Ranks ¹	60,000	6	7.9	79,700	65	75%	65%	70%							56,700	1
All Ranks Weighted ^{1,2}	59,700			76,200		78%	64%	73%								
MUSIC																
Professor	83,400	9	6.2	103,200	520	81%	90%	91%	73%	75%	23%	26%			103,000	5
Associate Professor	62,400	20	7.4	74,300	380	84%	67%	66%	75%	81%	9%	10%	75,000	1	86,700	8
Assistant Professor	54,200	10	2.1	62,800	165	86%	58%	55%	71%	74%			53,000	1	57,000	25
Instructor																
All Ranks ¹	65,100	39	5.8	86,600	1,065	75%	70%	77%					64,000	2	69,300	38
All Ranks Weighted ^{1,2}	67,500			81,300		83%	73%	78%								

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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 2013-14.
 - 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. Instructor data include only tenured or tenure-track faculty.
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.

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

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