

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2011-12 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION WITH 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 Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO School Avg vs. UO Avg	AAU Publics School Avg vs. AAU Publics Avg	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
AAA Architecture, Interior & Landscape Arch	81,200	39	9.3	85,700	481	95%	89%	79%	64,000	2	69,300	24
<i>Weighted Averages</i>	<i>79,800</i>			<i>88,000</i>		<i>91%</i>	<i>88%</i>	<i>88%</i>				
AAA Art, Art History, Arts & Administration	67,000	37	6.7	80,300	929	83%	74%	74%	57,500	2	66,600	29
<i>Weighted Averages</i>	<i>76,300</i>			<i>78,500</i>		<i>97%</i>	<i>84%</i>	<i>78%</i>				
AAA Planning, Public Policy, & Mgmt	81,400	11	3.4	104,200	515	78%	90%	96%			95,400	40
<i>Weighted Averages</i>	<i>80,600</i>			<i>102,800</i>		<i>78%</i>	<i>88%</i>	<i>102%</i>				
Architecture and Allied Arts (AAA) Total	75,200	87	7.5	88,000	1,925	85%	83%	81%	60,800	4	79,700	93
<i>Weighted Averages</i>	<i>78,800</i>			<i>87,400</i>		<i>90%</i>	<i>86%</i>	<i>87%</i>				
CAS Humanities	75,600	119	6.2	89,700	4,518	84%	83%	83%	60,400	8	69,000	131
<i>Weighted Averages</i>	<i>76,700</i>			<i>85,600</i>		<i>90%</i>	<i>84%</i>	<i>85%</i>				
CAS Natural Sciences	93,800	176	8.3	110,400	8,594	85%	103%	102%	68,400	8	86,800	259
<i>Weighted Averages</i>	<i>88,400</i>			<i>100,000</i>		<i>88%</i>	<i>97%</i>	<i>100%</i>				
CAS Social Sciences	88,800	124	6.8	106,400	5,235	83%	98%	98%	69,300	7	96,500	196
<i>Weighted Averages</i>	<i>90,000</i>			<i>101,500</i>		<i>89%</i>	<i>99%</i>	<i>101%</i>				
College of Arts and Sciences (CAS) Total	87,100	419	7.2	104,200	18,347	84%	96%	96%	65,900	23	86,100	586
<i>Weighted Averages</i>	<i>85,400</i>			<i>96,300</i>		<i>89%</i>	<i>94%</i>	<i>96%</i>				

Calculations include Professor, Associate Professor, and Assistant Professor ranks only.

Weighted Averages = 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.

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College of Education	99,400	35	4.3	89,200	1,764	111%	109%	82%	108,200	5	79,100	89
<i>Weighted Averages</i>	<i>98,300</i>			<i>87,400</i>		<i>112%</i>	<i>108%</i>	<i>87%</i>				
Lundquist College of Business	153,700	41	4.8	174,200	1,997	88%	169%	160%	175,000	2	166,800	108
<i>Weighted Averages</i>	<i>158,400</i>			<i>172,500</i>		<i>92%</i>	<i>174%</i>	<i>172%</i>				
School of Journalism and Communication	83,800	23	8.8	88,800	420	94%	92%	82%	64,500	2	79,500	17
<i>Weighted Averages</i>	<i>82,100</i>			<i>89,600</i>		<i>92%</i>	<i>90%</i>	<i>89%</i>				
School of Law	138,400	27	7.4	178,500	886	78%	152%	164%			136,900	49
<i>Weighted Averages</i>	<i>133,300</i>			<i>153,900</i>		<i>87%</i>	<i>146%</i>	<i>153%</i>				
School of Music and Dance	64,100	41	6.2	83,400	1,201	77%	71%	77%	52,000	2	71,800	36
<i>Weighted Averages</i>	<i>67,700</i>			<i>78,400</i>		<i>86%</i>	<i>74%</i>	<i>78%</i>				
All Schools/Colleges	90,800	673	7.0	108,600	26,540	84%	100%	100%	75,800	38	95,700	978
<i>Weighted Averages</i>	<i>91,100</i>			<i>100,300</i>		<i>91%</i>	<i>100%</i>	<i>100%</i>				

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NOTES:

1. Definitions of faculty included in AAU salary data:
 - a. Regular, full-time (.50 FTE or greater) tenure and tenure track faculty in instructional departments.
 - b. Regular, full-time tenure and tenure track faculty on sabbatical or partial leave without pay in 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.

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