

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2012-13 Comparison of Faculty Salaries

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

Based on data from the Fall 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
Architecture and Allied Arts																
Architecture, Interior & Landscape Arch																
Professor	98,400	13	14.6	117,400	128	84%	108%	105%	87%	85%	22%	32%			110,800	2
Associate Professor	78,300	19	9.7	81,600	179	96%	86%	73%	97%	91%	14%	14%			84,300	4
Assistant Professor	66,000	7	2.4	66,500	127	99%	73%	60%	87%	79%					68,200	17
Instructor				58,200	4					105%						
All Ranks ¹	82,800	39	10.0	87,800	434	94%	91%	79%							74,700	23
All Ranks Weighted ^{1,2}	81,800			90,100		91%	90%	88%								
Art, Art History, Arts & Administration																
Professor	100,900	4	11.9	103,100	351	98%	111%	92%	90%	75%	36%	26%			121,700	3
Associate Professor	68,300	19	9.0	73,500	327	93%	75%	66%	85%	82%	11%	12%			90,100	4
Assistant Professor	58,000	18	3.4	60,100	175	97%	64%	54%	77%	71%			59,000	4	58,600	23
Instructor				39,500	2					71%						
All Ranks ¹	67,000	41	6.8	83,000	853	81%	74%	74%					59,000	4	69,100	30
All Ranks Weighted ^{1,2}	77,100			80,200		96%	85%	78%								

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

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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%								
AAA Total																
Professor	99,900	18	13.2	116,700	661	86%	110%	104%	89%	85%	27%	32%			131,900	9
Associate Professor	74,900	43	8.8	81,000	663	92%	82%	73%	93%	90%	14%	11%			92,800	13
Assistant Professor	62,400	30	3.2	68,300	452	91%	69%	61%	83%	81%			59,000	4	67,700	59
Instructor				62,600	10			56%		113%					95,000	1
All Ranks ¹	75,700	91	7.8	91,100	1,776	83%	83%	82%					59,000	4	78,900	81
All Ranks Weighted ^{1,2}	80,200			90,200		89%	88%	88%								

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College of Arts and Sciences																
CAS Humanities																
Professor	96,500	37	8.6	116,800	1,829	83%	106%	105%	86%	85%	29%	36%			128,400	11
Associate Professor	70,400	52	6.9	76,500	1,570	92%	77%	68%	87%	85%	13%	11%	68,000	1	87,200	23
Assistant Professor	58,800	30	2.5	64,100	777	92%	65%	57%	78%	76%			56,700	7	64,900	116
Instructor	61,500	1	19.1	44,900	104	137%	68%	40%	90%	81%					42,000	12
All Ranks ¹	75,600	119	6.3	91,900	4,176	82%	83%	82%					58,100	8	73,000	150
All Ranks Weighted ^{1,2}	76,400			87,400		87%	84%	85%								
CAS Natural Sciences																
Professor	109,600	98	12.0	133,500	4,439	82%	120%	120%	97%	97%	31%	40%			166,800	22
Associate Professor	81,800	47	5.7	88,900	1,915	92%	90%	80%	101%	99%	12%	9%			96,500	22
Assistant Professor	71,100	31	2.1	78,800	1,386	90%	78%	71%	94%	93%			72,500	4	80,500	201
Instructor	70,000	5	12.3	49,300	89	142%	77%	44%	102%	89%					46,700	3
All Ranks ¹	95,400	176	8.6	112,600	7,740	85%	105%	101%					72,500	4	89,700	245
All Ranks Weighted ^{1,2}	88,700			102,100		87%	98%	100%								

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College of Arts and Sciences																
CAS Social Sciences																
Professor	116,000	45	9.9	140,900	2,105	82%	127%	126%	103%	103%	41%	46%			173,200	22
Associate Professor	78,600	48	6.9	89,400	1,583	88%	86%	80%	97%	99%	7%	10%	96,800	2	109,200	29
Assistant Professor	72,200	40	2.2	77,700	1,048	93%	79%	70%	96%	92%			73,200	12	80,000	157
Instructor				51,800	25			46%		93%					74,000	2
All Ranks ¹	89,300	133	6.5	109,700	4,736	81%	98%	98%					76,500	14	94,000	208
All Ranks Weighted ^{1,2}	90,400			104,700		86%	99%	102%								
CAS Total																
Professor	108,500	180	10.8	131,700	8,373	82%	119%	118%	96%	96%	35%	42%			161,700	55
Associate Professor	76,700	147	6.5	85,200	5,068	90%	84%	76%	95%	95%	10%	9%	87,200	3	98,600	74
Assistant Professor	67,900	101	2.3	74,900	3,211	91%	75%	67%	90%	89%			68,000	23	76,500	474
Instructor	68,600	6	13.5	47,500	218	144%	75%	43%	100%	86%					46,600	17
All Ranks ¹	88,000	428	7.3	106,600	16,652	83%	97%	95%					70,300	26	87,000	603
All Ranks Weighted ^{1,2}	85,600			98,800		87%	94%	96%								

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College of Education																
Professor	132,000	14	7.1	115,900	607	114%	145%	104%	117%	84%	50%	31%			137,700	13
Associate Professor	86,300	21	3.2	81,200	549	106%	95%	73%	107%	90%	19%	12%	81,300	3	86,300	10
Assistant Professor	69,100	7	1.4	67,800	425	102%	76%	61%	92%	80%			69,300	3	68,900	78
Instructor				48,700	30					88%					55,300	6
All Ranks ¹	98,700	42	4.2	90,900	1,581	109%	108%	81%					75,300	6	79,500	101
All Ranks Weighted ^{1,2}	97,700			89,800		109%	107%	88%								

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<u>Lundquist College of Business</u>																
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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School of Journalism and 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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School of 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%								
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.

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School of Music and Dance																
Professor	81,200	10	4.7	101,900	538	80%	89%	91%	72%	74%	22%	27%			124,200	5
Associate Professor	61,600	22	8.4	72,100	398	85%	68%	65%	76%	80%	10%	10%			82,500	5
Assistant Professor	52,800	11	2.1	61,100	177	86%	58%	55%	70%	72%			56,000	3	58,700	29
Instructor				47,000	18					42%					51,900	2
All Ranks ¹	63,900	43	5.9	84,700	1,113	75%	70%	76%					56,000	3	70,200	39
All Ranks Weighted ^{1,2}	66,000			79,600		83%	73%	78%								

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University Totals																
Professor	112,700	252	10.6	137,400	11,715	82%	124%	123%	100%	100%	35%	43%			164,500	101
Associate Professor	80,800	261	6.9	89,900	7,449	90%	89%	80%	100%	100%	6%	5%	84,300	6	111,100	131
Assistant Professor	75,500	182	2.4	84,500	5,066	89%	83%	76%	100%	100%			76,000	41	86,400	773
Instructor^	68,600	6	13.5	55,500	365	124%	75%	50%	100%	100%					59,200	37
All Institution ¹	91,000	695	7.1	111,700	24,230	81%	100%	100%					77,100	47	97,500	1,005
All Institution Weighted ^{1,2}	90,900			102,600		89%	100%	100%								

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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.

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

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

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

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

Please see additional notes on last page of report.