

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2013-14 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 2013 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 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 & Landscape Arch																
Professor	104,700	13	14.1	119,500	144	88%	113%	106%	91%	86%	26%	31%			107,100	1
Associate Professor	80,500	17	10.8	84,200	185	96%	87%	74%	96%	92%	14%	14%			84,900	4
Assistant Professor	67,500	7	3.4	68,300	115	99%	73%	60%	88%	80%					42,600	11
Instructor																
All Ranks ¹	86,600	37	10.6	91,500	444	95%	93%	81%							57,200	16
All Ranks Weighted ^{1,2}	85,300			92,200		93%	92%	88%								
Art, Art History, Arts & Administration																
Professor	106,500	5	10.3	104,900	340	102%	115%	93%	93%	76%	37%	27%	90,000	1	148,300	2
Associate Professor	71,800	18	8.3	74,800	336	96%	77%	66%	86%	82%	14%	11%			70,300	6
Assistant Professor	59,000	16	3.6	62,200	163	95%	64%	55%	77%	73%			61,000	1	56,800	30
Instructor																
All Ranks ¹	71,000	39	6.6	84,600	839	84%	77%	75%					75,500	2	63,700	38
All Ranks Weighted ^{1,2}	80,500			81,900		98%	87%	78%								

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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%								
AAA Total																
Professor	106,100	19	12.4	121,100	679	88%	114%	107%	92%	88%	31%	33%	90,000	1	148,400	4
Associate Professor	77,300	38	9.2	83,400	695	93%	83%	74%	92%	91%	14%	11%			78,700	17
Assistant Professor	64,400	29	3.4	71,400	443	90%	69%	63%	84%	84%			71,000	3	67,300	73
Instructor																
All Ranks ¹	79,300	86	7.9	94,600	1,817	84%	86%	84%					75,700	4	72,900	94
All Ranks Weighted ^{1,2}	83,800			93,500		90%	90%	89%								

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College of Arts and Sciences																
CAS Humanities																
Professor	96,700	42	8.3	119,200	1,864	81%	104%	105%	84%	86%	27%	36%			118,800	22
Associate Professor	71,500	48	5.8	78,200	1,564	91%	77%	69%	85%	86%	12%	11%	104,000	1	70,400	20
Assistant Professor	60,000	36	2.5	65,500	750	92%	65%	58%	78%	77%			62,600	5	64,600	146
Instructor	62,400	1	20.1				67%		85%							
All Ranks ¹	76,600	126	5.7	94,200	4,178	81%	83%	83%					69,500	6	71,500	188
All Ranks Weighted ^{1,2}	77,100			89,300		86%	83%	85%								
CAS Natural Sciences																
Professor	112,800	90	11.9	136,200	4,716	83%	122%	120%	98%	98%	31%	39%			133,200	30
Associate Professor	84,000	42	6.5	91,700	1,996	92%	91%	81%	100%	101%	10%	10%			107,400	25
Assistant Professor	74,500	37	2.4	80,700	1,383	92%	80%	71%	97%	94%			79,400	7	78,700	214
Instructor	75,800	5	11.1	55,000	1	138%	82%	49%	103%	50%					55,000	1
All Ranks ¹	97,300	169	8.5	115,700	8,095	84%	105%	102%					79,400	7	87,400	269
All Ranks Weighted ^{1,2}	91,600			104,600		88%	99%	100%								

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College of Arts and Sciences																
CAS Social Sciences																
Professor	117,900	44	9.9	144,200	2,191	82%	127%	127%	103%	104%	42%	46%			158,100	28
Associate Professor	79,300	48	7.5	92,200	1,641	86%	86%	81%	95%	101%	7%	11%			107,900	36
Assistant Professor	72,400	38	2.7	80,000	1,031	91%	78%	71%	95%	94%			71,000	3	78,100	178
Instructor																
All Ranks ¹	90,400	130	6.9	113,100	4,863	80%	98%	100%					71,000	3	91,800	242
All Ranks Weighted ^{1,2}	91,400			107,500		85%	98%	102%								
CAS Total																
Professor	110,300	176	10.5	134,600	8,771	82%	119%	119%	96%	97%	35%	41%			138,000	80
Associate Professor	78,000	138	6.6	87,800	5,201	89%	84%	78%	93%	96%	10%	10%	104,000	1	98,500	81
Assistant Professor	69,100	111	2.5	76,900	3,164	90%	75%	68%	90%	90%			72,100	15	74,700	538
Instructor	73,600	6	6.7	55,000	1	134%	79%	49%	100%	50%					55,000	1
All Ranks ¹	89,000	425	7.2	109,700	17,136	81%	96%	97%					74,100	16	84,700	699
All Ranks Weighted ^{1,2}	87,100			101,000		86%	94%	96%								

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College of Education																
Professor	149,600	12	8.5	117,700	635	127%	161%	104%	130%	85%	62%	32%	135,000	1	124,000	13
Associate Professor	92,300	18	4.1	81,700	570	113%	100%	72%	110%	90%	24%	10%			89,900	15
Assistant Professor	69,700	7	2.4	70,500	402	99%	75%	62%	91%	83%					64,700	77
Instructor				75,000	1					66%					75,000	1
All Ranks ¹	106,600	37	5.2	93,100	1,607	115%	115%	82%					135,000	1	75,700	105
All Ranks Weighted ^{1,2}	106,300			91,400		116%	114%	87%								

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<u>Lundquist College of Business</u>																
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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Robert D. 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.

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<u>School of Journalism and Communication</u>																
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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School of 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%								
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.

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School of Music and Dance																
Professor	81,400	10	5.7	102,600	551	79%	88%	91%	71%	74%	20%	25%			103,000	5
Associate Professor	63,000	23	8.1	74,300	400	85%	68%	66%	75%	81%	11%	10%	75,000	1	86,700	8
Assistant Professor	53,200	12	2.5	62,500	179	85%	57%	55%	70%	73%			53,000	1	56,900	26
Instructor																
All Ranks ¹	64,500	45	6.1	86,200	1,130	75%	70%	76%					64,000	2	69,000	39
All Ranks Weighted ^{1,2}	66,700			81,000		82%	72%	77%								

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University Totals																
Professor	114,800	246	10.5	138,400	14,330	83%	124%	122%	100%	100%	34%	42%	112,500	2	145,000	148
Associate Professor	83,700	252	7.0	91,200	9,156	92%	90%	81%	100%	100%	8%	5%	123,000	3	102,200	172
Assistant Professor	76,500	197	2.7	85,400	5,771	90%	83%	75%	100%	100%			79,000	23	81,400	965
Instructor^	73,600	6	6.7	109,900	5	67%	79%	97%	100%	100%					91,000	3
All Institution ¹	92,700	695	7.0	113,200	29,257	82%	100%	100%					86,100	28	104,900	1,285
All Institution Weighted ^{1,2}	92,900			104,900		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 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.

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.