

WHAT INFORMATION IS AVAILABLE ON THE 2014-15 UO with **ALL AAU PUBLIC PEERS** COMPARISON OF FACULTY SALARIES?

Data are collected according to criteria defined by the AAU Data Exchange (AAUDE). See footnotes on reports for more detail.

Average salary by rank compared to UO or **ALL AAU Public Peers** overall average salary. Indication of relative standing in relationship to all UO or **ALL AAU Public Peers** faculty included in the study.

Average salary by rank compared to UO or **ALL AAU Public Peers** average salary for that rank. Indication of relative standing in relationship to all UO or **ALL AAU Public Peers** faculty in the same rank. Calculated only on reports containing rank information. ^New on 2010-11 reports.

Campus Unit	Rank	UO Average Salary	UO Full Time Equivalent UO FTE	UO Average Years in Rank	UO Average Salary	ALL AAU Public Peers Full Time Equivalent ALL AAU Public Peers FTE	UO Average as % of ALL AAU Public Peers Average	UO Rank Average as % of UO Overall Average	ALL AAU Public Peers Rank Average as % of ALL AAU Public Peers Overall Average	UO Rank Average as % of UO Overall Rank Average^	ALL AAU Public Peers Rank Average as % of ALL AAU Public Peers Overall Rank Average^	UO Rank Differential	ALL AAU Public Peers Rank Differential	UO New Hire Average Salary	UO New Hire FTE	ALL AAU Public Peers New Hire Average Salary	ALL AAU Public Peers New Hire FTE
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UO Average Salary. Based on salary data from October 2013.

Average salary for ALL AAU Public Peers. See Appendix II for list of institutions.

Difference between ranks as percent of UO or ALL AAU Public Peers overall salary [example: (UO Prof Avg-UO Assoc Avg)/UO Overall Avg]. Indicator of relative salary compression. Calculated only on reports containing rank information.

Weighted Averages: The departmental, division, school/college, and overall averages on these reports are weighted by the FTE distribution within each department, division, school/college, or the UO as a whole. This is also true for the respective AAU peer group being compared (**ALL AAU Public Peers**). However, the FTE distributions for the UO and the respective AAU peer group within a comparison group (department, division, school/college, overall) are often not the same, often resulting in an overall UO average that is a lower percentage of the overall AAU average than any of the contributing averages by rank (see the Department of Art as an example). This is because the UO's distribution of ranks is different than the given peer group. The "All Ranks Weighted" line is intended to provide analogous data for the UO and the respective AAU peer group by making both groups "look" the same. The FTE distributions within a department, division, school/college, or the institution as a whole were weighted at 35% Professor, 30% Associate Professor, and 30% Assistant Professor for both the UO and each respective AAU Peer group. This weighting scheme is a standard scheme based on a "traditional" faculty distribution.

Duplicating Average Salary Calculations:

- **Unweighted average salaries:** Multiply the reported average salary for the tenure/tenure track ranks within a comparison group (department, division, school/college, or overall) by their corresponding FTEs, sum these amounts, and divide by the total FTE.

Example:
$$\frac{(\text{Full Professor Average Salary} * \text{Full Professor FTE}) + (\text{Associate Professor Average Salary} * \text{Associate Professor FTE}) + (\text{Assistant Professor Average Salary} * \text{Assistant Professor FTE})}{(\text{Full Professor FTE} + \text{Associate Professor FTE} + \text{Assistant Professor FTE})}$$

- **Weighted average salaries:** Multiply the reported average salary for the tenure/tenure track ranks within a comparison group (department, division, school/college, or overall) by the corresponding "traditional" weights of .35 for full professors and .30 for associate and assistant professors, sum these amounts, and divide by the total of the "traditional" weights.

Example:
$$\frac{(\text{Full Professor Average Salary} * .35) + (\text{Associate Professor Average Salary} * .30) + (\text{Assistant Professor Average Salary} * .30)}{\text{Sum of "traditional" weights for comparison group (.95 if averages are reported for all tenured/tenure-track ranks; if a rank has zero FTE, reduce the .95 by the rank's respective weight amount)}}$$

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2014-15 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 2014 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	117,800	13	15.1	125,300	126	94%	115%	108%	93%	88%	31%	33%				
Associate Professor	86,300	18	11.2	86,500	171	100%	84%	74%	94%	92%	15%	14%			78,800	1
Assistant Professor	71,300	6	3.4	70,500	120	101%	70%	61%	85%	80%			67,000	1	67,200	17
Instructor																
All Ranks ¹	94,900	37	11.3	93,600	417	101%	93%	80%					67,000	1	67,900	18
All Ranks Weighted ^{1,2}	93,200			95,800		97%	91%	88%								
Art, Art History, Arts & Administration																
Professor	117,000	5	11.3	108,800	353	108%	114%	93%	92%	76%	37%	27%			106,400	1
Associate Professor	79,000	17	7.9	77,900	316	101%	77%	67%	86%	83%	15%	13%			92,900	5
Assistant Professor	63,900	13	3.7	62,900	177	102%	62%	54%	76%	71%			64,000	1	65,900	30
Instructor																
All Ranks ¹	78,800	35	6.8	87,700	846	90%	77%	75%					64,000	1	70,800	36
All Ranks Weighted ^{1,2}	88,300			84,600		104%	86%	78%								

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																
Planning, Public Policy, & Mgmt																
Professor	123,500	2	1.1	153,200	175	81%	120%	132%	97%	107%	28%	45%			178,100	4
Associate Professor	94,500	3	3.8	100,900	152	94%	92%	87%	103%	107%	13%	12%			142,100	6
Assistant Professor	81,000	6	2.4	87,100	145	93%	79%	75%	97%	99%			77,000	1	92,300	19
Instructor																
All Ranks ¹	92,400	11	2.6	116,100	472	80%	90%	100%					77,000	1	114,500	29
All Ranks Weighted ^{1,2}	100,900			115,800		87%	99%	107%								
AAA Total																
Professor	118,100	20	12.7	123,900	654	95%	115%	106%	93%	87%	34%	33%			163,700	5
Associate Professor	83,700	38	9.1	85,700	639	98%	82%	74%	91%	91%	14%	11%			116,300	12
Assistant Professor	69,800	25	3.3	72,900	442	96%	68%	63%	83%	83%			69,300	3	73,800	66
Instructor																
All Ranks ¹	87,800	83	8.3	96,800	1,735	91%	86%	83%					69,300	3	85,400	83
All Ranks Weighted ^{1,2}	92,000			95,700		96%	90%	88%								

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College of Arts and Sciences																
CAS Humanities																
Professor	107,900	42	9.2	123,900	1,864	87%	105%	106%	85%	87%	30%	37%			126,500	14
Associate Professor	77,600	50	6.1	80,800	1,561	96%	76%	69%	85%	86%	12%	11%			85,400	33
Assistant Professor	65,800	32	2.5	67,600	784	97%	64%	58%	79%	77%			64,300	4	68,000	134
Instructor	69,900	1	21.1				68%		83%							
All Ranks ¹	84,800	124	6.2	97,400	4,209	87%	83%	84%					64,300	4	75,700	181
All Ranks Weighted ^{1,2}	85,100			92,500		92%	83%	85%								
CAS Natural Sciences																
Professor	124,600	91	12.1	140,300	4,526	89%	122%	120%	98%	98%	32%	40%	165,000	1	157,400	32
Associate Professor	91,900	45	6.3	94,100	1,916	98%	90%	81%	100%	100%	11%	9%	94,000	1	102,800	33
Assistant Professor	80,800	41	2.3	83,600	1,424	97%	79%	72%	96%	95%			79,200	8	85,000	276
Instructor	87,300	5	5.1				85%		103%							
All Ranks ¹	106,100	177	8.4	118,800	7,866	89%	104%	102%					89,300	10	93,500	341
All Ranks Weighted ^{1,2}	100,400			107,800		93%	98%	99%								

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College of Arts and Sciences																
CAS Social Sciences																
Professor	130,700	47	10.4	149,900	2,106	87%	128%	129%	103%	105%	41%	47%			159,600	31
Associate Professor	88,900	49	6.9	95,200	1,633	93%	87%	82%	97%	101%	8%	10%			116,100	41
Assistant Professor	80,800	37	3.0	83,900	1,044	96%	79%	72%	96%	95%			85,500	5	88,200	190
Instructor																
All Ranks ¹	101,400	133	7.0	116,800	4,783	87%	99%	100%					85,500	5	101,000	262
All Ranks Weighted ^{1,2}	101,700			111,800		91%	100%	103%								
CAS Total																
Professor	122,300	180	11.0	139,100	8,496	88%	119%	119%	96%	97%	36%	42%	165,000	1	152,700	77
Associate Professor	85,900	144	6.4	90,400	5,110	95%	84%	78%	94%	96%	9%	9%	94,000	1	102,500	107
Assistant Professor	76,400	110	2.6	79,800	3,252	96%	75%	68%	91%	91%			77,500	17	82,200	600
Instructor	84,400	6	7.7						82%		100%					
All Ranks ¹	98,600	434	7.3	112,900	16,858	87%	96%	97%					83,000	19	91,900	784
All Ranks Weighted ^{1,2}	96,300			105,000		92%	94%	97%								

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College of Education																
Professor	158,600	14	8.1	124,200	606	128%	155%	107%	125%	87%	58%	34%			154,300	14
Associate Professor	99,300	16	5.0	84,400	526	118%	97%	72%	108%	90%	23%	10%			88,800	19
Assistant Professor	75,600	6	2.8	72,600	410	104%	74%	62%	90%	82%			72,100	1	71,700	73
Instructor				62,700	1					60%						
All Ranks ¹	118,400	36	5.9	96,900	1,542	122%	116%	83%					72,100	1	85,700	106
All Ranks Weighted ^{1,2}	113,700			95,300		119%	111%	88%								

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<u>Lundquist College of Business</u>																
Professor	200,100	6	11.3	230,000	771	87%	195%	197%	158%	161%	16%	44%			256,000	10
Associate Professor	183,300	15	6.0	178,700	525	103%	179%	153%	200%	190%	20%	7%			192,500	18
Assistant Professor	162,600	17	2.2	170,100	646	96%	159%	146%	194%	193%			164,400	5	173,700	114
Instructor				210,000	1			180%		202%						
All Ranks ¹	176,700	38	5.2	196,200	1,942	90%	172%	168%					164,400	5	181,900	142
All Ranks Weighted ^{1,2}	183,000			194,900		94%	179%	180%								

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Robert D. Clark Honors College																
Professor	131,700	2	6.6	130,200	2,184	101%	128%	112%	156%	125%	41%	38%			129,900	23
Associate Professor	89,500	7	4.4	85,700	1,544	104%	87%	74%	106%	82%	10%	10%			93,700	23
Assistant Professor	78,900	3	3.4	73,600	815	107%	77%	63%	93%	71%					73,800	131
Instructor																
All Ranks ¹	93,900	12	4.5	104,900	4,543	90%	92%	90%							83,600	177
All Ranks Weighted ^{1,2}	101,700			98,300		103%	100%	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	119,700	10	9.2	126,400	124	95%	117%	108%	94%	88%	34%	35%			130,000	6
Associate Professor	84,700	9	12.3	86,000	156	98%	83%	74%	92%	92%	10%	12%			79,000	3
Assistant Professor	74,500	14	1.8	72,600	84	103%	73%	62%	89%	82%			72,900	7	70,200	16
Instructor																
All Ranks ¹	91,000	33	6.9	96,600	364	94%	89%	83%					72,900	7	85,600	25
All Ranks Weighted ^{1,2}	94,400			96,600		98%	92%	89%								

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School of Law																
Professor	173,500	14	14.7	206,900	627	84%	169%	178%	137%	145%	34%	59%			210,400	10
Associate Professor	138,900	6	2.9	138,700	99	100%	136%	119%	151%	148%	16%	-10%			135,600	7
Assistant Professor	122,400	6	3.9	150,700	72	81%	119%	129%	146%	171%					149,800	10
Instructor																
All Ranks ¹	153,700	26	9.5	193,400	798	79%	150%	166%							168,600	27
All Ranks Weighted ^{1,2}	146,400			167,600		87%	143%	154%								
Associate & Assistant Combined																
Professor	173,500	14	14.7	206,900	627	84%	169%	178%	137%	145%	42%	54%			210,400	10
Assoc/Assist Combined	130,600	12	3.4	143,700	171	91%	127%	123%	148%	157%					144,000	17
All Ranks ¹	153,700	26	9.5	193,400	798	79%	150%	166%							168,600	27
All Ranks Weighted ^{1,2}	146,400			167,600		87%	143%	154%								

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	90,300	13	5.6	106,600	536	85%	88%	92%	71%	75%	22%	26%			110,900	5
Associate Professor	67,800	23	7.1	76,400	393	89%	66%	66%	74%	81%	8%	11%			93,500	9
Assistant Professor	59,100	9	3.1	63,200	174	94%	58%	54%	71%	72%					64,100	32
Instructor				40,000	1					34%						
All Ranks ¹	72,500	45	5.9	89,000	1,103	81%	71%	76%							74,900	46
All Ranks Weighted ^{1,2}	73,300			83,300		88%	72%	77%								

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

2014-15 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 2014 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 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
University Totals																
Professor	126,900	259	10.8	143,000	13,998	89%	124%	123%	100%	100%	34%	42%	165,000	1	158,100	150
Associate Professor	91,800	258	6.9	93,900	8,992	98%	90%	81%	100%	100%	8%	5%	94,000	1	109,600	198
Assistant Professor	83,800	190	2.7	88,100	5,895	95%	82%	76%	100%	100%			88,800	33	89,800	1,042
Instructor^	84,400	6	7.7	104,200	3	81%	82%	89%	100%	100%					--	0
All Institution ¹	102,500	707	7.2	116,500	28,885	88%	100%	100%					91,100	35	100,000	1,390
All Institution Weighted ^{1,2}	102,200			108,500		94%	100%	100%								

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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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2014-15 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 2014 AAU Data Exchange (AAUDE) Faculty Salary Survey

UO Avg Salary	UO FTE	UO Avg 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
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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 2014-15.
 - c. Faculty with research contracts were not included.
 - d. Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
 - e. Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
 - f. Faculty with post-retirement appointments were not included.
 - g. Instructor data include only tenured or tenure-track faculty.
2. Endowed Chairs, Department Head stipends, Teaching Awards, and Faculty Excellence Awards were included in UO reported salaries. Inclusion of regularly occurring stipends in faculty salaries varies among AAU peers depending on their data system capabilities.
3. Full-time equivalent salaries were used for all calculations.
4. Average and weighted average 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 note 1a).
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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