

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2012-13 Comparison of Faculty Salaries

### BY SCHOOL/COLLEGE/DIVISION WITH 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 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	82,800	39	10.0	87,800	434	94%	91%	79%			74,700	23
<i>Weighted Averages</i>	<i>81,800</i>			<i>90,100</i>		<i>91%</i>	<i>90%</i>	<i>88%</i>				
AAA Art, Art History, Arts & Administration	67,000	41	6.8	83,000	853	81%	74%	74%	59,000	4	69,100	30
<i>Weighted Averages</i>	<i>77,100</i>			<i>80,200</i>		<i>96%</i>	<i>85%</i>	<i>78%</i>				
AAA Planning, Public Policy, & Mgmt	83,400	11	3.8	108,100	489	77%	92%	97%			92,800	28
<i>Weighted Averages</i>	<i>93,000</i>			<i>107,800</i>		<i>86%</i>	<i>102%</i>	<i>105%</i>				
Architecture and Allied Arts (AAA) Total	75,700	91	7.8	91,100	1,776	83%	83%	82%	59,000	4	78,900	81
<i>Weighted Averages</i>	<i>80,200</i>			<i>90,200</i>		<i>89%</i>	<i>88%</i>	<i>88%</i>				
CAS Humanities	75,600	119	6.3	91,900	4,176	82%	83%	82%	58,100	8	73,000	150
<i>Weighted Averages</i>	<i>76,400</i>			<i>87,400</i>		<i>87%</i>	<i>84%</i>	<i>85%</i>				
CAS Natural Sciences	95,400	176	8.6	112,600	7,740	85%	105%	101%	72,500	4	89,700	245
<i>Weighted Averages</i>	<i>88,700</i>			<i>102,100</i>		<i>87%</i>	<i>98%</i>	<i>100%</i>				
CAS Social Sciences	89,300	133	6.5	109,700	4,736	81%	98%	98%	76,500	14	94,000	208
<i>Weighted Averages</i>	<i>90,400</i>			<i>104,700</i>		<i>86%</i>	<i>99%</i>	<i>102%</i>				
College of Arts and Sciences (CAS) Total	88,000	428	7.3	106,600	16,652	83%	97%	95%	70,300	26	87,000	603
<i>Weighted Averages</i>	<i>85,600</i>			<i>98,800</i>		<i>87%</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.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2012-13 Comparison of Faculty Salaries

### BY SCHOOL/COLLEGE/DIVISION WITH 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 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
College of Education	98,700	42	4.2	90,900	1,581	109%	108%	81%	75,300	6	79,500	101
<i>Weighted Averages</i>	<i>97,700</i>			<i>89,800</i>		<i>109%</i>	<i>107%</i>	<i>88%</i>				
Lundquist College of Business	154,500	38	5.6	181,700	1,889	85%	170%	163%	173,300	3	170,900	127
<i>Weighted Averages</i>	<i>158,600</i>			<i>180,100</i>		<i>88%</i>	<i>174%</i>	<i>176%</i>				
School of Journalism and Communication	81,100	25	8.1	91,800	384	88%	89%	82%	70,000	3	74,100	24
<i>Weighted Averages</i>	<i>82,100</i>			<i>91,700</i>		<i>90%</i>	<i>90%</i>	<i>89%</i>				
School of Law	138,800	28	8.0	184,700	835	75%	153%	165%	105,000	2	161,700	30
<i>Weighted Averages</i>	<i>135,400</i>			<i>159,000</i>		<i>85%</i>	<i>149%</i>	<i>155%</i>				
School of Music and Dance	63,900	43	5.9	84,700	1,113	75%	70%	76%	56,000	3	70,200	39
<i>Weighted Averages</i>	<i>66,000</i>			<i>79,600</i>		<i>83%</i>	<i>73%</i>	<i>78%</i>				
All Schools/Colleges	91,000	695	7.1	111,700	24,230	81%	100%	100%	77,100	47	97,500	1,005
<i>Weighted Averages</i>	<i>90,900</i>			<i>102,600</i>		<i>89%</i>	<i>100%</i>	<i>100%</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.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2012-13 Comparison of Faculty Salaries

### BY SCHOOL/COLLEGE/DIVISION WITH 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 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
---------------	--------	----------------------	------------------------	-----------------	------------------------	--------------------------	--	------------------------	-----------------	---------------------------------	--------------------------

---

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 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.

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.