

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2009 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 Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
Architecture and Allied Arts														
ARCHITECTURE & INTERIOR ARCH														
Professor	89,000	10	8.8	108,700	97	82%	104%	105%	29%	27%			128,200	2
Associate Professor	64,000	13	8.6	80,800	138	79%	75%	78%	10%	17%			72,000	2
Assistant Professor	55,700	5	4.0	63,200	106	88%	65%	61%					64,600	22
Instructor				50,500	2			49%						
All Ranks ¹	71,500	28	7.9	83,300	341	86%	84%	80%					70,100	26
All Ranks Weighted ^{1,2}	70,600			85,500		83%	83%	87%						
ART														
Professor	85,900	2	7.1	93,100	251	92%	101%	90%	31%	24%			100,800	4
Associate Professor	59,700	10	8.7	68,500	271	87%	70%	66%	9%	11%			73,500	4
Assistant Professor	52,300	8	2.5	57,200	170	91%	61%	55%					60,900	15
Instructor				40,500	10			39%					32,000	1
All Ranks ¹	59,300	20	6.1	74,700	692	79%	70%	72%					70,000	23
All Ranks Weighted ^{1,2}	67,000			74,000		91%	79%	75%						

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.

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<u>Architecture and Allied Arts</u>														
ART HISTORY														
Professor	107,800	2	19.1	111,000	106	97%	126%	107%	51%	35%				
Associate Professor	64,700	4	9.6	75,000	75	86%	76%	72%	11%	14%			74,500	2
Assistant Professor	55,300	3	1.4	60,200	58	92%	65%	58%			55,000	2	63,200	9
Instructor				46,000	3			44%						
All Ranks ¹	71,100	9	9.0	87,400	239	81%	83%	84%			55,000	2	65,300	11
All Ranks Weighted ^{1,2}	77,600			83,600		93%	92%	85%						
ARTS & ADMINISTRATION														
Professor														
Associate Professor	68,000	1	0.1				80%		20%					
Assistant Professor	50,800	3	3.4				60%							
Instructor														
All Ranks ¹	55,100	4	2.6				65%							
All Ranks Weighted ^{1,2}	59,400						70%							

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Architecture and Allied Arts														
LANDSCAPE ARCHITECTURE														
Professor	95,500	5	17.7	103,100	18	93%	112%	100%	42%	26%			101,000	1
Associate Professor	59,500	3	6.1	76,500	46	78%	70%	74%	2%	13%				
Assistant Professor	57,600	1	5.1	63,200	22	91%	68%	61%					64,000	3
Instructor				60,900	5			59%					60,000	1
All Ranks ¹	79,300	9	12.4	78,700	86	101%	93%	76%					73,200	4
All Ranks Weighted ^{1,2}	72,200			82,100		88%	85%	84%						
PLANNING, PUBLIC POLICY, & MGMT														
Professor	95,700	1	15.1	129,500	194	74%	112%	125%	23%	39%			153,400	5
Associate Professor	76,300	5	2.9	89,300	132	85%	89%	86%	20%	15%			122,500	2
Assistant Professor	59,400	3	2.4	73,400	129	81%	70%	71%					75,800	24
Instructor				75,000	1			72%					75,000	1
All Ranks ¹	72,800	9	4.1	101,900	455	71%	85%	98%					91,300	31
All Ranks Weighted ^{1,2}	78,100			99,100		79%	92%	101%						

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CAS Humanities														
CLASSICS AND HUMANITIES														
Professor	80,500	1	1.1	103,600	129	78%	94%	100%	11%	30%			107,000	2
Associate Professor	71,400	2	9.1	72,600	89	98%	84%	70%	23%	11%			98,500	2
Assistant Professor	52,000	1	1.1	60,800	66	86%	61%	59%					69,800	7
Instructor				36,700	2			35%						
All Ranks ¹	68,800	4	5.1	84,000	284	82%	81%	81%					81,800	11
All Ranks Weighted ^{1,2}	68,600			80,300		85%	81%	82%						
COMPARATIVE LITERATURE														
Professor				123,300	77			119%		46%			92,400	1
Associate Professor	63,600	3	2.1	76,200	51	83%	75%	74%	11%	14%			66,100	1
Assistant Professor	54,000	1	1.1	61,700	34	88%	63%	60%					61,300	4
Instructor				43,500	2			42%						
All Ranks ¹	61,200	4	1.9	95,500	162	64%	72%	92%					67,300	6
All Ranks Weighted ^{1,2}	58,800			89,000		66%	69%	91%						

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CAS Humanities														
CREATIVE WRITING														
Professor	111,900	2	9.1	94,600	94	118%	131%	91%	32%	24%			92,000	1
Associate Professor	84,600	1	6.1	69,500	132	122%	99%	67%	27%	12%				
Assistant Professor	61,700	2	3.6	56,700	90	109%	72%	55%					55,700	11
Instructor				42,000	14			41%					34,500	2
All Ranks ¹	86,300	5	6.3	73,300	316	118%	101%	71%					58,700	12
All Ranks Weighted ^{1,2}	87,400			74,700		117%	103%	76%						
EAST ASIAN LANGUAGES & LITERATURE														
Professor				110,100	61			106%		35%			104,800	1
Associate Professor	71,600	5	8.6	73,900	56	97%	84%	71%	19%	12%			87,000	1
Assistant Professor	55,700	5	2.7	61,500	46	91%	65%	59%					62,700	13
Instructor	38,300	8	4.3	45,900	11	83%	45%	44%					40,000	1
All Ranks ¹	63,600	10	5.7	83,900	163	76%	75%	81%					67,200	15
All Ranks Weighted ^{1,2}	63,600			83,300		76%	75%	85%						

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CAS Humanities														
ENGLISH														
Professor	88,500	11	9.3	111,600	660	79%	104%	108%	25%	36%			142,100	5
Associate Professor	67,500	18	8.2	74,700	556	90%	79%	72%	12%	13%			85,700	11
Assistant Professor	57,200	8	3.5	61,600	284	93%	67%	60%					62,500	48
Instructor	30,200	3	4.1	42,700	108	71%	35%	41%					39,000	6
All Ranks ¹	71,500	37	7.5	88,400	1,500	81%	84%	85%					72,700	64
All Ranks Weighted ^{1,2}	72,000			84,100		86%	85%	86%						
GERMAN & SCANDINAVIAN														
Professor	85,800	4	5.6	105,300	85	81%	101%	102%	27%	31%			130,000	1
Associate Professor	63,100	3	3.8	72,800	86	87%	74%	70%	8%	14%			60,000	1
Assistant Professor	56,200	1	2.1	57,800	37	97%	66%	56%					63,300	3
Instructor	39,500	1	10.0	45,700	9	86%	46%	44%						
All Ranks ¹	73,600	8	4.5	83,400	208	88%	86%	81%					76,000	5
All Ranks Weighted ^{1,2}	69,300			80,000		87%	82%	81%						

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CAS Humanities														
LINGUISTICS														
Professor	81,400	3	8.4	110,200	127	74%	95%	106%	10%	32%				
Associate Professor	73,100	4	4.6	76,900	77	95%	86%	74%	19%	12%				
Assistant Professor	57,000	1	0.1	64,900	62	88%	67%	63%			57,000	1	64,600	7
Instructor														
All Ranks ¹	74,200	8	5.5	90,000	266	82%	87%	87%			57,000	1	64,600	7
All Ranks Weighted ^{1,2}	71,100			85,400		83%	84%	87%						
PHILOSOPHY														
Professor	109,800	4	10.9	124,700	291	88%	129%	120%	55%	45%			148,900	3
Associate Professor	63,200	3	1.4	78,100	148	81%	74%	75%		14%			124,700	3
Assistant Professor				63,500	94			61%					65,100	21
Instructor				41,200	6			40%					40,000	1
All Ranks ¹	89,800	7	6.8	100,900	533	89%	105%	97%					81,000	27
All Ranks Weighted ^{1,2}	88,300			90,600		97%	104%	92%						

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CAS Humanities														
RELIGIOUS STUDIES														
Professor				111,700	33			108%		37%				
Associate Professor	77,600	4	3.4	72,900	50	106%	91%	70%	21%	13%				
Assistant Professor	59,500	1	6.1	59,600	38	100%	70%	58%					59,200	6
Instructor				49,500	1			48%						
All Ranks ¹	74,000	5	3.9	79,300	121	93%	87%	77%					59,200	6
All Ranks Weighted ^{1,2}	68,600			83,000		83%	81%	85%						
ROMANCE LANGUAGES														
Professor	90,400	6	7.8	104,800	244	86%	106%	101%	29%	32%			122,700	3
Associate Professor	65,300	10	5.2	71,800	281	91%	77%	69%	12%	13%			81,400	8
Assistant Professor	55,400	3	4.4	58,800	184	94%	65%	57%					60,300	26
Instructor	34,500	19	7.4	41,500	36	83%	40%	40%					42,400	2
All Ranks ¹	71,700	19	5.9	79,800	709	90%	84%	77%					69,900	37
All Ranks Weighted ^{1,2}	71,400			79,800		89%	84%	81%						

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CAS Humanities														
RUSSIAN & EASTERN EUROPEAN STUDIES														
Professor				105,200	47			102%		31%			137,500	1
Associate Professor				73,300	38			71%		14%			74,500	2
Assistant Professor				58,600	26			57%					55,300	3
Instructor	38,500	1	6.1				45%							
All Ranks ¹				83,400	111			81%					75,400	6
All Ranks Weighted ^{1,2}				80,400				82%						
THEATRE ARTS														
Professor	75,700	1	15.1	94,600	94	80%	89%	91%	14%	25%			92,000	1
Associate Professor	64,000	2	3.6	68,900	131	93%	75%	67%	11%	12%				
Assistant Professor	55,000	3	2.4	56,700	90	97%	64%	55%					55,700	11
Instructor	55,300	1	16.1	42,000	14	132%	65%	41%					34,500	2
All Ranks ¹	61,400	6	4.9	73,100	315	84%	72%	71%					58,700	12
All Ranks Weighted ^{1,2}	65,500			74,500		88%	77%	76%						

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<u>CAS Natural Sciences</u>														
BIOLOGY														
Professor	96,000	20	10.2	125,000	622	77%	113%	121%	15%	40%			166,200	12
Associate Professor	83,300	4	1.9	83,500	304	100%	98%	81%	18%	12%			83,300	2
Assistant Professor	67,800	6	3.4	70,900	300	96%	79%	69%					69,500	37
Instructor	59,500	6	8.4	52,600	3	113%	70%	51%						
All Ranks ¹	88,700	30	7.7	101,500	1,226	87%	104%	98%					92,800	51
All Ranks Weighted ^{1,2}	83,100			94,800		88%	98%	97%						
CHEMISTRY														
Professor	108,100	13	12.2	135,100	717	80%	127%	131%	38%	47%			170,700	9
Associate Professor	75,800	6	4.4	86,700	223	87%	89%	84%	12%	13%			95,000	2
Assistant Professor	65,700	2	2.1	73,600	255	89%	77%	71%					71,600	36
Instructor	63,500	3	7.2	51,900	6	122%	74%	50%						
All Ranks ¹	94,800	21	9.0	112,900	1,195	84%	111%	109%					91,600	47
All Ranks Weighted ^{1,2}	84,500			100,400		84%	100%	102%						

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CAS Natural Sciences														
COMPUTER & INFORMATION SCIENCE														
Professor	116,200	8	12.6	139,000	372	84%	136%	134%	18%	35%			185,900	7
Associate Professor	101,200	6	8.9	102,700	228	99%	119%	99%	12%	11%			101,400	3
Assistant Professor	90,800	2	2.6	91,100	158	100%	106%	88%			85,000	1	88,500	20
Instructor	57,300	1	9.0	65,400	7	88%	67%	63%						
All Ranks ¹	107,400	16	10.0	118,100	758	91%	126%	114%			85,000	1	112,500	30
All Ranks Weighted ^{1,2}	103,400			112,400		92%	122%	114%						
GEOLOGICAL SCIENCES														
Professor	92,500	8	11.1	119,700	343	77%	108%	116%	24%	39%			189,200	2
Associate Professor	72,000	5	1.5	79,400	143	91%	84%	77%	13%	10%			120,000	1
Assistant Professor	61,000	2	3.6	69,400	104	88%	72%	67%					73,000	16
Instructor	40,800	1	5.1	45,200	2	90%	48%	44%						
All Ranks ¹	81,400	15	6.9	101,100	590	81%	95%	98%					87,700	19
All Ranks Weighted ^{1,2}	76,100			91,100		84%	90%	93%						

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CAS Natural Sciences														
HUMAN PHYSIOLOGY														
Professor	104,500	2	17.1	118,900	135	88%	123%	115%	35%	38%			133,900	4
Associate Professor	74,800	5	3.5	80,000	131	94%	88%	77%	17%	12%			87,500	2
Assistant Professor	60,700	2	1.1	67,400	99	90%	71%	65%			60,000	1	65,400	17
Instructor	53,700	2	3.6	43,400	35	124%	63%	42%			51,000	1	48,000	1
All Ranks ¹	78,300	9	6.0	90,900	365	86%	92%	88%			60,000	1	79,300	23
All Ranks Weighted ^{1,2}	81,300			90,300		90%	96%	92%						
MATHEMATICS^														
Professor	90,700	11	12.6	123,100	1,153	74%	106%	119%	19%	38%			161,000	6
Associate Professor	74,500	10	4.2	83,300	353	89%	87%	80%	11%	9%			92,700	9
Assistant Professor	65,200	5	1.3	74,200	318	88%	76%	72%			65,300	3	74,900	64
Instructor	48,400	3	2.8	44,200	54	110%	57%	43%			45,000	1	46,500	3
All Ranks ¹	79,600	26	7.2	106,900	1,824	74%	93%	103%			65,300	3	83,400	79
All Ranks Weighted ^{1,2}	77,600			95,100		82%	92%	97%						

[^]Assistant Professor of Mathematics data from the University of Michigan were excluded from AAU Peers Average Salary calculations (Assistants & All Ranks) to account for definitional differences.

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.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2009 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 Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
<u>CAS Natural Sciences</u>														
PHYSICS														
Professor	96,500	18	12.7	122,800	965	79%	113%	119%	25%	37%			123,700	4
Associate Professor	75,100	5	4.9	84,000	287	89%	88%	81%	9%	7%			95,000	2
Assistant Professor	67,200	2	4.6	76,400	248	88%	79%	74%					76,600	37
Instructor	54,000	3	5.7	71,700	5	75%	63%	69%						
All Ranks ¹	89,900	25	10.5	107,700	1,500	83%	105%	104%					81,900	43
All Ranks Weighted ^{1,2}	80,500			95,900		84%	95%	98%						
PSYCHOLOGY														
Professor	104,100	13	9.7	129,000	695	81%	122%	125%	32%	47%			119,900	4
Associate Professor	76,700	8	7.2	80,600	305	95%	90%	78%	13%	9%			96,800	6
Assistant Professor	65,800	6	4.6	70,900	283	93%	77%	69%					69,900	47
Instructor	56,200	2	3.1	44,100	10	127%	66%	43%						
All Ranks ¹	87,500	27	7.8	104,700	1,283	84%	103%	101%					76,300	57
All Ranks Weighted ^{1,2}	83,400			95,400		87%	98%	97%						

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.

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES
Based on data from the Fall 2009 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 Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
CAS Social Sciences														
ANTHROPOLOGY														
Professor	97,800	6	10.2	114,500	262	85%	115%	111%	38%	39%			153,300	4
Associate Professor	65,700	6	4.1	74,300	205	88%	77%	72%	9%	12%			85,900	6
Assistant Professor	57,600	4	3.8	62,000	161	93%	68%	60%					62,400	17
Instructor				37,300	3			36%					33,100	1
All Ranks ¹	75,700	16	6.3	87,900	628	86%	89%	85%					81,100	27
All Ranks Weighted ^{1,2}	74,900			85,200		88%	88%	87%						
ECONOMICS														
Professor	130,700	12	11.2	170,500	403	77%	153%	165%	39%	45%			186,900	4
Associate Professor	97,300	4	5.6	123,700	164	79%	114%	120%	11%	21%			170,200	5
Assistant Professor	88,300	3	2.7	101,500	218	87%	104%	98%			95,000	2	105,100	34
Instructor				54,000	3			52%						
All Ranks ¹	117,000	19	8.7	141,600	785	83%	137%	137%			95,000	2	120,300	43
All Ranks Weighted ^{1,2}	106,800			133,900		80%	126%	136%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2009 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 Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
CAS Social Sciences														
ENVIRONMENTAL STUDIES														
Professor	86,000	1	1.1	127,100	40	68%	101%	123%	21%	34%				
Associate Professor	68,400	1	0.1	92,100	24	74%	80%	89%		19%			170,000	1
Assistant Professor				72,200	34			70%					75,000	4
Instructor	45,400	2	2.1	60,000	2	76%	53%	58%			44,000	1		
All Ranks ¹	77,200	2	0.6	99,500	98	78%	91%	96%					94,000	5
All Ranks Weighted ^{1,2}	77,900			98,700		79%	92%	101%						
ETHNIC AND ASIAN STUDIES														
Professor				116,500	105			113%		33%			123,500	2
Associate Professor	85,100	2	4.1	82,300	131	103%	100%	80%	26%	16%	95,000	1	90,000	1
Assistant Professor	63,100	4	2.9	65,300	107	97%	74%	63%					65,400	17
Instructor				42,600	6			41%						
All Ranks ¹	70,400	6	3.3	87,500	343	80%	83%	85%			95,000	1	72,400	20
All Ranks Weighted ^{1,2}	74,100			89,500		83%	87%	91%						

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²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2009 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 Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
CAS Social Sciences														
GEOGRAPHY														
Professor	106,100	5	11.1	117,800	157	90%	124%	114%	49%	37%			136,500	2
Associate Professor	64,500	4	3.4	79,600	96	81%	76%	77%	10%	13%			88,700	3
Assistant Professor	55,900	2	2.6	66,400	93	84%	66%	64%					68,200	16
Instructor				51,400	2			50%						
All Ranks ¹	81,900	11	6.7	93,400	346	88%	96%	90%					77,600	21
All Ranks Weighted ^{1,2}	77,100			89,500		86%	91%	91%						
HISTORY														
Professor	97,500	12	10.1	118,400	554	82%	114%	114%	30%	40%			133,600	4
Associate Professor	71,800	11	11.8	77,400	452	93%	84%	75%	19%	15%			88,800	9
Assistant Professor	56,000	1	0.1	61,900	243	90%	66%	60%			56,000	1	63,400	41
Instructor				48,200	9			47%						
All Ranks ¹	84,000	24	10.5	92,600	1,249	91%	98%	89%			56,000	1	72,800	54
All Ranks Weighted ^{1,2}	76,300			87,600		87%	90%	89%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2009 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 Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
CAS Social Sciences														
INTERNATIONAL STUDIES														
Professor	89,900	1	10.1	127,500	34	71%	105%	123%	22%	37%			165,000	1
Associate Professor	70,800	2	11.1	89,700	17	79%	83%	87%	15%	16%			154,000	2
Assistant Professor	58,300	2	5.1	73,400	17	79%	68%	71%					79,500	2
Instructor				47,000	1			45%						
All Ranks ¹	69,600	5	8.5	104,500	68	67%	82%	101%					126,400	5
All Ranks Weighted ^{1,2}	73,900			98,500		75%	87%	100%						
POLITICAL SCIENCE														
Professor	111,900	4	4.1	135,300	380	83%	131%	131%	38%	46%			157,900	7
Associate Professor	79,400	6	7.3	87,200	274	91%	93%	84%	18%	15%			89,500	5
Assistant Professor	64,300	4	3.4	72,000	227	89%	75%	70%			65,000	1	74,100	36
Instructor	54,100	1	2.1	46,400	9	117%	63%	45%					75,000	1
All Ranks ¹	84,400	14	5.2	104,000	881	81%	99%	100%			65,000	1	87,900	48
All Ranks Weighted ^{1,2}	86,600			100,100		87%	102%	102%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2009 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 Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
<u>CAS Social Sciences</u>														
SOCIOLOGY														
Professor	97,200	3	13.1	128,800	352	75%	114%	124%	31%	45%			127,800	7
Associate Professor	70,900	9	4.9	82,500	203	86%	83%	80%	9%	14%			100,800	12
Assistant Professor	62,800	6	1.4	68,400	191	92%	74%	66%			65,000	2	70,000	21
Instructor	29,900	2	7.1	41,100	6	73%	35%	40%					58,500	1
All Ranks ¹	72,600	18	5.1	100,700	746	72%	85%	97%			65,000	2	89,400	40
All Ranks Weighted ^{1,2}	78,000			95,100		82%	92%	97%						
WOMEN'S & GENDER STUDIES														
Professor				107,400	45			104%		25%			125,000	1
Associate Professor	69,700	3	6.1	81,100	73	86%	82%	78%	10%	20%			82,300	4
Assistant Professor	61,400	1	3.1	60,900	46	101%	72%	59%					62,200	10
Instructor				37,500	1			36%						
All Ranks ¹	67,600	4	5.4	82,700	164	82%	79%	80%					71,700	15
All Ranks Weighted ^{1,2}	65,600			84,400		78%	77%	86%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2009 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 Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
College of Education														
COUNSELING PSYCHOLOGY & HUMAN SERVICES														
Professor	102,200	3	3.4	111,800	131	91%	120%	108%	25%	33%				
Associate Professor	81,300	4	1.9	77,300	129	105%	95%	75%	16%	15%	74,000	1	80,400	4
Assistant Professor	68,000	1	1.1	61,500	98	111%	80%	59%					62,400	15
Instructor				46,200	4			45%					47,500	2
All Ranks ¹	87,500	8	2.3	85,600	358	102%	103%	83%			74,000	1	66,200	19
All Ranks Weighted ^{1,2}	84,800			85,000		100%	100%	87%						
EDUCATIONAL LEADERSHIP														
Professor	126,800	5	4.9	112,200	88	113%	149%	108%		31%	92,000	1	113,700	3
Associate Professor				79,600	76			77%		16%			79,700	2
Assistant Professor	68,100	2	3.1	63,100	61	108%	80%	61%					61,700	3
Instructor	61,400	1	17.1	77,000	1	80%	72%	74%						
All Ranks ¹	110,000	7	4.4	87,900	225	125%	129%	85%			92,000	1	85,700	8
All Ranks Weighted ^{1,2}	99,700			86,400		115%	118%	88%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES
Based on data from the Fall 2009 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 Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
College of Education														
SPECIAL EDUCATION														
Professor	132,800	4	11.8	109,800	138	121%	156%	106%	55%	34%			120,000	1
Associate Professor	85,800	5	6.3	74,900	109	115%	101%	72%	22%	10%	79,000	1	86,900	2
Assistant Professor	66,700	5	2.1	64,700	80	103%	78%	63%			67,000	1	64,100	15
Instructor	57,200	5	4.7	49,000	11	117%	67%	47%			48,000	1		
All Ranks ¹	92,400	14	6.4	87,100	327	106%	108%	84%			73,000	2	69,700	18
All Ranks Weighted ^{1,2}	97,100			84,500		115%	115%	86%						
TEACHER EDUCATION														
Professor	92,000	1	0.1	110,400	363	83%	108%	107%	8%	32%			132,700	10
Associate Professor	84,900	4	7.6	77,600	313	109%	100%	75%	17%	14%			89,800	9
Assistant Professor	70,500	2	3.1	63,500	273	111%	83%	61%					62,600	36
Instructor	59,800	3	2.0	41,800	26	143%	70%	40%					50,100	6
All Ranks ¹	81,800	7	5.2	86,100	949	95%	96%	83%					79,800	55
All Ranks Weighted ^{1,2}	83,000			85,200		97%	98%	87%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2009 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 Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
<u>Lundquist College of Business</u>														
BUSINESS ADMINISTRATION														
Professor	159,400	10	10.9	188,600	832	85%	187%	182%	20%	40%	210,000	1	233,400	16
Associate Professor	142,300	10	4.7	147,700	502	96%	167%	143%	-1%	3%			179,700	16
Assistant Professor	143,100	16	1.9	144,200	648	99%	168%	139%			146,300	4	149,100	96
Instructor	69,700	18	7.2	80,500	50	87%	82%	78%					80,000	2
All Ranks ¹	147,400	36	5.2	163,700	1,982	90%	173%	158%			159,000	5	163,500	128
All Ranks Weighted ^{1,2}	148,900			161,600		92%	176%	165%						

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2009-10 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES
Based on data from the Fall 2009 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 Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
<u>School of Journalism and Communication</u>														
JOURNALISM & COMMUNICATION														
Professor	96,100	8	6.1	110,800	118	87%	113%	107%	30%	32%			140,900	4
Associate Professor	70,700	8	13.1	77,800	147	91%	83%	75%	9%	12%			92,000	2
Assistant Professor	63,300	3	2.4	64,900	113	98%	74%	63%					64,700	12
Instructor	55,200	4	2.6	52,700	11	105%	65%	51%					72,000	1
All Ranks ¹	80,300	19	8.5	84,300	378	95%	94%	81%					84,700	18
All Ranks Weighted ^{1,2}	77,800			85,900		91%	92%	87%						

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
School of Law														
LAW														
Professor	146,600	12	12.5	181,000	531	81%	172%	175%	20%	51%			185,600	15
Associate Professor	129,400	3	2.2	128,100	103	101%	152%	124%	25%	3%			130,500	13
Assistant Professor	108,200	9	2.1	124,700	60	87%	127%	120%			105,000	4	115,200	10
Instructor	67,800	3	3.5	64,100	27	106%	79%	62%					45,000	1
All Ranks ¹	130,100	24	7.3	168,300	694	77%	153%	163%			105,000	4	148,200	38
All Ranks Weighted ^{1,2}	129,100			146,500		88%	152%	149%						
LAW--Associate & Assistant Combined														
Professor	146,600	12	12.5	181,000	531	81%	172%	175%	39%	52%			185,600	15
Assoc/Assist Combined	113,500	12	2.1	126,800	163	90%	133%	123%			105,000	4	123,900	23
All Ranks ¹	130,100	24	7.3	168,300	694	77%	153%	163%			105,000	4	148,200	38
All Ranks Weighted ^{1,2}	129,100			146,500		88%	152%	149%						

Note: Combined averages for associate and assistant professors are provided to allow comparison with institutions that use only two ranks for Law professors.

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.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2009 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 Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
School of Music and Dance														
DANCE														
Professor				86,500	30			84%		17%				
Associate Professor	59,300	4	9.9	68,700	28	86%	70%	66%	20%	9%				
Assistant Professor	42,500	2	0.6	58,900	15	72%	50%	57%			45,000	1	59,500	2
Instructor	41,100	1	9.9	60,100	1	68%	48%	58%						
All Ranks ¹	53,700	6	6.8	74,000	73	73%	63%	71%			45,000	1	59,500	2
All Ranks Weighted ^{1,2}	50,900			72,200		70%	60%	74%						
MUSIC														
Professor	75,200	9	6.9	98,000	517	77%	88%	95%	18%	27%			105,900	7
Associate Professor	60,200	16	8.7	70,400	406	86%	71%	68%	11%	12%			80,300	1
Assistant Professor	50,800	12	2.7	58,300	226	87%	60%	56%			48,500	2	59,100	29
Instructor	38,400	9	12.2	48,100	21	80%	45%	46%					45,100	2
All Ranks ¹	60,800	37	6.3	80,500	1,149	76%	71%	78%			48,500	2	68,500	37
All Ranks Weighted ^{1,2}	62,800			76,800		82%	74%	78%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

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Based on data from the Fall 2009 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 Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics 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 2009-10.
 - 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.
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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