

# UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS\*

## 2011-12 Comparison of Faculty Salaries

### BY SCHOOL/COLLEGE/DIVISION WITH WEIGHTED AND NEW HIRE AVERAGE SALARIES

#### Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

\*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO School Avg vs. UO Avg	SELECT AAU Peers School Avg vs. SELECT AAU Peers Avg	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
AAA Architecture, Interior & Landscape Arch <i>Weighted Averages</i>	81,200 79,800	39	9.3	82,200 88,300	80	99% 90%	89% 88%	75% 88%	64,000	2	60,600	7
AAA Art, Art History, Arts & Administration <i>Weighted Averages</i>	67,000 76,300	37	6.7	81,000 79,600	258	83% 96%	74% 84%	74% 79%	57,500	2	70,300	8
AAA Planning, Public Policy, & Mgmt <i>Weighted Averages</i>	81,400 80,600	11	3.4	108,800 109,400	157	75% 74%	90% 88%	99% 109%			89,200	11
Architecture and Allied Arts (AAA) Total <i>Weighted Averages</i>	75,200 78,800	87	7.5	90,000 90,600	495	84% 87%	83% 86%	82% 90%	60,800	4	75,700	26
CAS Humanities <i>Weighted Averages</i>	75,600 76,700	119	6.2	87,700 84,000	1,304	86% 91%	83% 84%	80% 83%	60,400	8	71,400	41
CAS Natural Sciences <i>Weighted Averages</i>	93,800 88,400	176	8.3	110,200 99,500	1,808	85% 89%	103% 97%	100% 99%	68,400	8	87,700	50
CAS Social Sciences <i>Weighted Averages</i>	88,800 90,000	124	6.8	105,400 99,800	1,310	84% 90%	98% 99%	96% 99%	69,300	7	106,100	39
College of Arts and Sciences (CAS) Total <i>Weighted Averages</i>	87,100 85,400	419	7.2	102,100 95,100	4,422	85% 90%	96% 94%	93% 94%	65,900	23	88,100	130

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.

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College of Education	99,400	35	4.3	93,800	317	106%	109%	86%	108,200	5	84,800	20
<i>Weighted Averages</i>	<i>98,300</i>			<i>89,700</i>		<i>110%</i>	<i>108%</i>	<i>89%</i>				
Lundquist College of Business	153,700	41	4.8	175,500	563	88%	169%	160%	175,000	2	161,700	31
<i>Weighted Averages</i>	<i>158,400</i>			<i>174,500</i>		<i>91%</i>	<i>174%</i>	<i>173%</i>				
School of Journalism and Communication	83,800	23	8.8	94,000	127	89%	92%	86%	64,500	2	76,600	5
<i>Weighted Averages</i>	<i>82,100</i>			<i>93,600</i>		<i>88%</i>	<i>90%</i>	<i>93%</i>				
School of Law	138,400	27	7.4	184,000	301	75%	152%	168%			131,100	14
<i>Weighted Averages</i>	<i>133,300</i>			<i>158,400</i>		<i>84%</i>	<i>146%</i>	<i>157%</i>				
School of Music and Dance	64,100	41	6.2	86,600	400	74%	71%	79%	52,000	2	74,000	17
<i>Weighted Averages</i>	<i>67,700</i>			<i>80,900</i>		<i>84%</i>	<i>74%</i>	<i>80%</i>				
All Schools/Colleges	90,800	673	7.0	109,700	6,625	83%	100%	100%	75,800	38	97,100	243
<i>Weighted Averages</i>	<i>91,100</i>			<i>100,700</i>		<i>90%</i>	<i>100%</i>	<i>100%</i>				

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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 2011-12.
  - 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.
10. This report was previously titled "UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS".

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