

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2009-10 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 2009 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 Salary	UO FTE	UO Avg Years in Rank	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Avg	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
<u>Architecture and Allied Arts</u>														
Architecture, Interior & Landscape Arch														
Professor	91,200	15	11.8	115,100	11	79%	107%	109%	33%	32%				
Associate Professor	63,200	16	8.1	81,500	40	78%	74%	77%	8%	15%			72,000	2
Assistant Professor	56,000	6	4.2	65,400	23	86%	66%	62%					67,400	4
Instructor														
All Ranks ¹	73,400	37	9.0	81,500	74	90%	86%	77%					69,000	6
All Ranks Weighted ^{1,2}	71,200			88,800		80%	84%	91%						
Art, Art History, Arts & Administration														
Professor	96,800	4	13.1	101,800	92	95%	113%	97%	41%	28%			130,000	1
Associate Professor	61,600	15	8.4	72,400	89	85%	72%	69%	11%	11%			75,000	1
Assistant Professor	52,600	14	2.5	60,500	68	87%	62%	58%			55,000	2	65,400	6
Instructor				43,300	2			41%						
All Ranks ¹	62,000	33	6.4	80,000	249	78%	73%	76%			55,000	2	74,700	8
All Ranks Weighted ^{1,2}	71,700			79,500		90%	85%	82%						

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.

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Architecture and Allied Arts														
Planning, Public Policy, & Mgmt														
Professor	95,700	1	15.1	130,800	52	73%	112%	124%	23%	36%			130,000	1
Associate Professor	76,300	5	2.9	93,100	39	82%	89%	88%	20%	17%				
Assistant Professor	59,400	3	2.4	75,100	39	79%	70%	71%					80,300	11
Instructor				75,000	1			71%					75,000	1
All Ranks ¹	72,800	9	4.1	102,800	130	71%	85%	98%					84,400	12
All Ranks Weighted ^{1,2}	78,100			101,300		77%	92%	104%						
AAA Total														
Professor	92,500	20	12.2	112,500	155	82%	108%	107%	33%	32%			130,000	2
Associate Professor	64,300	36	7.5	79,300	168	81%	75%	75%	12%	13%			73,000	3
Assistant Professor	54,400	23	2.9	65,700	130	83%	64%	62%			55,000	2	73,600	21
Instructor				53,800	3			51%					75,000	1
All Ranks ¹	68,600	79	7.4	86,800	453	79%	80%	83%			55,000	2	77,900	26
All Ranks Weighted ^{1,2}	71,600			87,300		82%	84%	90%						

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<u>College of Arts and Sciences</u>														
CAS Humanities														
Professor	91,300	32	8.6	108,000	516	85%	107%	103%	27%	33%			110,100	4
Associate Professor	68,200	55	6.0	73,000	478	93%	80%	69%	14%	12%			85,100	8
Assistant Professor	56,500	26	3.1	60,100	305	94%	66%	57%			57,000	1	62,500	36
Instructor	35,900	33	6.6	43,400	123	83%	42%	41%					40,000	2
All Ranks ¹	72,100	113	6.0	83,900	1,299	86%	85%	80%			57,000	1	70,200	48
All Ranks Weighted ^{1,2}	73,000			81,800		89%	86%	84%						
CAS Natural Sciences ^														
Professor	99,900	93	11.6	124,200	1,064	80%	117%	118%	25%	36%			159,500	5
Associate Professor	78,800	49	4.8	86,400	364	91%	92%	82%	13%	10%			93,400	9
Assistant Professor	67,300	27	3.0	75,600	347	89%	79%	72%			68,200	5	78,100	43
Instructor	55,800	21	6.0	54,200	28	103%	65%	52%			48,000	2	51,000	1
All Ranks ¹	88,600	169	8.3	107,000	1,775	83%	104%	102%			68,200	5	87,600	57
All Ranks Weighted ^{1,2}	83,000			96,900		86%	98%	100%						

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College of Arts and Sciences														
CAS Social Sciences														
Professor	108,400	44	10.0	128,000	609	85%	127%	122%	41%	44%			156,300	14
Associate Professor	73,600	48	6.8	81,900	391	90%	86%	78%	11%	8%	95,000	1	102,200	17
Assistant Professor	64,000	27	2.8	73,800	347	87%	75%	70%			73,500	6	72,100	47
Instructor	40,900	5	4.1	48,300	16	85%	48%	46%			44,000	1	75,000	1
All Ranks ¹	84,300	119	7.1	100,700	1,347	84%	99%	96%			76,600	7	93,800	78
All Ranks Weighted ^{1,2}	83,400			96,300		87%	98%	99%						
CAS Total ^														
Professor	100,500	169	10.6	121,500	2,189	83%	118%	115%	32%	40%			149,000	23
Associate Professor	73,400	152	5.9	79,800	1,233	92%	86%	76%	13%	9%	95,000	1	95,900	34
Assistant Professor	62,700	80	3.0	70,200	999	89%	74%	67%			69,900	12	71,400	126
Instructor	43,500	59	6.2	45,600	167	95%	51%	43%			46,700	3	51,500	4
All Ranks ¹	82,700	401	7.3	98,300	4,421	84%	97%	93%			71,800	13	85,700	183
All Ranks Weighted ^{1,2}	80,000			92,500		86%	94%	95%						

^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.

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College of Education														
Professor	120,300	13	6.3	113,500	158	106%	141%	108%	42%	31%	92,000	1	127,100	4
Associate Professor	84,100	13	5.3	80,400	99	105%	99%	76%	19%	15%	76,500	2	93,200	3
Assistant Professor	67,900	10	2.4	65,100	82	104%	80%	62%			67,000	1	62,400	7
Instructor	58,600	9	5.2	51,500	11	114%	69%	49%			48,000	1	52,800	2
All Ranks ¹	92,700	36	4.9	92,100	339	101%	109%	88%			78,000	4	87,500	14
All Ranks Weighted ^{1,2}	92,300			87,800		105%	109%	90%						

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<u>Lundquist College of Business</u>														
Professor	159,400	10	10.9	196,400	217	81%	187%	187%	20%	41%	210,000	1	250,000	2
Associate Professor	142,300	10	4.7	153,400	149	93%	167%	146%	-1%	5%			177,300	3
Assistant Professor	143,100	16	1.9	147,800	182	97%	168%	140%			146,300	4	148,900	22
Instructor	69,700	18	7.2	86,800	27	80%	82%	83%						
All Ranks ¹	147,400	36	5.2	168,600	548	87%	173%	160%			159,000	5	159,600	27
All Ranks Weighted ^{1,2}	148,900			167,500		89%	176%	173%						

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<u>School of Journalism and Communication</u>														
Professor	96,100	8	6.1	111,900	33	86%	113%	106%	30%	32%			116,600	1
Associate Professor	70,700	8	13.1	77,800	46	91%	83%	74%	9%	12%				
Assistant Professor	63,300	3	2.4	65,100	38	97%	74%	62%					65,000	2
Instructor	55,200	4	2.6	58,400	4	95%	65%	56%					72,000	1
All Ranks ¹	80,300	19	8.5	83,300	117	96%	94%	79%					82,200	3
All Ranks Weighted ^{1,2}	77,800			86,400		90%	92%	89%						

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School of Law														
Professor	146,600	12	12.5	191,600	201	77%	172%	182%	20%	54%			184,900	6
Associate Professor	129,400	3	2.2	134,500	58	96%	152%	128%	25%	-2%			133,000	11
Assistant Professor	108,200	9	2.1	137,100	18	79%	127%	130%			105,000	4	110,500	1
Instructor	67,800	3	3.5	62,900	12	108%	79%	60%						
All Ranks ¹	130,100	24	7.3	176,100	277	74%	153%	167%			105,000	4	149,100	18
All Ranks Weighted ^{1,2}	129,100			156,400		83%	152%	161%						
Associate & Assistant Combined														
Professor	146,600	12	12.5	191,600	201	77%	172%	182%	39%	54%			184,900	6
Assoc/Assist Combined	113,500	12	2.1	135,100	76	84%	133%	128%			105,000	4	131,100	12
All Ranks ¹	130,100	24	7.3	176,100	277	74%	153%	167%			105,000	4	149,100	18
All Ranks Weighted ^{1,2}	129,100			156,400		83%	152%	161%						

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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<u>School of Music and Dance</u>														
Professor	75,200	9	6.9	101,900	181	74%	88%	97%	18%	27%			137,100	2
Associate Professor	60,100	20	8.9	73,600	134	82%	70%	70%	12%	14%			80,300	1
Assistant Professor	49,600	14	2.4	58,600	81	85%	58%	56%			47,300	3	59,300	9
Instructor	38,700	10	12.0	51,900	8	75%	45%	49%					40,000	1
All Ranks ¹	59,800	43	6.4	83,500	396	72%	70%	79%			47,300	3	74,000	12
All Ranks Weighted ^{1,2}	62,300			79,300		79%	73%	82%						

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University Totals[^]														
Professor	104,600	241	10.3	129,100	3,134	81%	123%	123%	35%	40%	151,000	2	154,900	40
Associate Professor	75,000	242	6.5	86,800	1,887	86%	88%	83%	4%	8%	82,700	3	106,100	55
Assistant Professor	71,600	155	2.7	78,900	1,530	91%	84%	75%			83,200	26	79,900	188
Instructor	50,100	103	6.6	52,200	232	96%	59%	50%			47,000	4	55,400	9
All Institution	85,300	638	7.0	105,200	6,551	81%	100%	100%			87,500	31	95,600	283
<i>All Institution Weighted</i>	<i>84,800</i>			<i>97,100</i>		<i>87%</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 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.
10. This report was previously titled "UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS".

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