

APPENDIX III

SELECT AAU PEERS* 2010-11 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in departments with matches to submitted UO data were included; UO data were not included.

	SELECT AAU PEERS Avg Salary	SELECT AAU PEERS FTE	# of SELECT AAU PEERS Institutions Reporting Data	SELECT AAU PEERS New Hire Avg Salary	SELECT AAU PEERS New Hire	# of SELECT AAU PEERS Institutions Reporting Data
<u>Architecture and Allied Arts</u>						
ARCHITECTURE & INTERIOR ARCH						
<i>Discipline: Architecture</i>						
Professor	112,600	11	3			
Associate Professor	83,600	33	3			
Assistant Professor	68,400	19	3	73,500	1	1
ART						
<i>Discipline: Art/Art Studies, General</i>						
Professor	93,800	48	4			
Associate Professor	74,900	45	4			
Assistant Professor	61,600	25	4			
<i>Discipline: Fine/Studio Arts, General</i>						
Professor	97,600	20	3			
Associate Professor	69,300	20	3			
Assistant Professor	57,900	15	2	61,000	1	1
Instructor	41,500	2	1			
ART HISTORY						
<i>Discipline: Art History, Criticism and Conservation</i>						
Professor	118,300	25	4	120,000	1	1
Associate Professor	75,400	25	4			
Assistant Professor	63,800	15	4	65,000	1	1
LANDSCAPE ARCHITECTURE						
<i>Discipline: Landscape Architecture</i>						
Associate Professor	78,100	11	2			
Assistant Professor	58,700	3	2			
PLANNING, PUBLIC POLICY, & MGMT						
<i>Discipline: City/Urban, Community and Regional Planning</i>						
Professor	119,100	20	5	120,000	1	1
Associate Professor	84,800	19	5			
Assistant Professor	70,200	15	4	77,300	3	3
<i>Discipline: Public Policy Analysis</i>						
Professor	140,300	36	4	155,000	1	1
Associate Professor	101,200	25	4	116,000	2	1
Assistant Professor	84,600	30	4	90,000	8	3

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SELECT AAU PEERS* 2010-11 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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SELECT AAU PEERS Avg Salary	SELECT AAU PEERS FTE	# of SELECT AAU PEERS Institutions Reporting Data	SELECT AAU PEERS New Hire Avg Salary	SELECT AAU PEERS New Hire	# of SELECT AAU PEERS Institutions Reporting Data
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CAS Humanities

CLASSICS AND HUMANITIES

Discipline: Classics and Classical Languages, Literatures, & Linguistics

Professor	112,300	34	7		
Associate Professor	76,600	31	7	90,000	2
Assistant Professor	59,800	14	6	59,500	1
Instructor	40,000	1	1		

Discipline: Latin Language & Literature

Professor	89,500	3	1		
Associate Professor	65,800	2	1		
Assistant Professor	55,900	3	1		

COMPARATIVE LITERATURE

Discipline: Comparative Literature

Professor	98,500	13	5		
Associate Professor	67,300	7	3		
Assistant Professor	60,100	7	3		
Instructor	43,500	1	1		

CREATIVE WRITING

Discipline: Creative Writing

Professor	139,700	5	1		
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Discipline: Drama/Theater Arts, General

Professor	99,600	33	8		
Associate Professor	67,800	42	8	85,000	1
Assistant Professor	58,100	27	6	68,600	2
Instructor	46,600	6	1	40,000	1

EAST ASIAN LANGUAGES & LITERATURE

Discipline: East Asian Languages, Literatures, & Linguistics, General

Professor	110,800	26	5		
Associate Professor	72,700	17	5		
Assistant Professor	63,400	17	4	62,800	3
Instructor	41,100	11	1	45,000	1

Discipline: East Asian Languages, Literatures, & Linguistics, Other

Professor	99,900	4	1		
Associate Professor	71,700	5	1		
Assistant Professor	59,100	5	1		

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SELECT AAU PEERS* 2010-11 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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ENGLISH						
<i>Discipline: English</i>						
Professor	112,500	167	8	100,400	2	2
Associate Professor	76,000	141	8	84,000	2	2
Assistant Professor	62,800	51	8	67,200	3	2
Instructor	43,000	3	1			
<i>Discipline: English Composition</i>						
Instructor	43,200	49	1			
GERMAN & SCANDINAVIAN						
<i>Discipline: German Language & Literature</i>						
Professor	101,100	22	7			
Associate Professor	75,000	29	7			
Assistant Professor	58,600	11	6			
Instructor	46,000	8	2	63,000	1	1
<i>Discipline: Scandinavian Languages, Literatures, & Linguistics</i>						
Professor	77,300	3	1			
Associate Professor	60,000	2	1			
Assistant Professor	54,300	1	1			
LINGUISTICS						
<i>Discipline: Linguistics</i>						
Professor	103,200	25	7			
Associate Professor	77,500	18	7			
Assistant Professor	64,400	15	5	62,000	1	1
Instructor	44,900	1	1			
PHILOSOPHY						
<i>Discipline: Philosophy</i>						
Professor	125,400	65	8	137,800	2	2
Associate Professor	78,600	34	8			
Assistant Professor	67,000	20	7	67,500	2	2
Instructor	38,500	5	1			
RELIGIOUS STUDIES						
<i>Discipline: Religion/Religious Studies</i>						
Professor	108,600	40	6	126,500	1	1
Associate Professor	72,500	27	6			
Assistant Professor	60,900	20	6	67,000	1	1

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ROMANCE LANGUAGES						
<i>Discipline: French Language & Literature</i>						
Professor	93,400	16	4			
Associate Professor	69,700	22	4			
Assistant Professor	57,800	12	3			
Instructor	35,900	7	1			
<i>Discipline: Romance Languages, Literatures, & Linguistics, General</i>						
Professor	109,300	15	2			
Associate Professor	75,600	14	2			
Assistant Professor	65,300	4	2			
<i>Discipline: Romance Languages, Literatures, & Linguistics, Other</i>						
Professor	108,500	11	2			
Associate Professor	75,300	13	2	87,000	1	1
Assistant Professor	65,200	8	2			
<i>Discipline: Spanish Language & Literature</i>						
Professor	85,900	12	3			
Associate Professor	71,000	22	3			
Assistant Professor	60,600	22	3	62,300	3	2
Instructor	41,800	11	1	44,000	1	1
THEATRE ARTS						
<i>Discipline: Drama/Theater Arts, General</i>						
Professor	99,600	33	8			
Associate Professor	67,800	42	8	85,000	1	1
Assistant Professor	58,100	27	6	68,600	2	1
Instructor	46,600	6	1	40,000	1	1

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CAS Natural Sciences

BIOLOGY

Discipline: Biochemistry

Professor	145,000	5	2		
Associate Professor	75,700	2	1		

Discipline: Biology, General

Professor	119,100	82	5			
Associate Professor	82,300	43	5			
Assistant Professor	72,500	46	5	71,700	3	2

Discipline: Ecology

Professor	112,500	18	1		
Associate Professor	84,100	4	1		
Assistant Professor	63,900	7	1		

CHEMISTRY

Discipline: Biochemistry

Professor	145,000	5	2		
Associate Professor	75,700	2	1		

Discipline: Chemistry, General

Professor	140,200	150	8			
Associate Professor	94,000	33	8			
Assistant Professor	77,700	59	8	78,900	10	4
Instructor	54,800	4	1			

COMPUTER & INFORMATION SCIENCE

Discipline: Computer Programming/Programmer, General

Professor	120,100	23	3		
Associate Professor	95,200	16	3		
Assistant Professor	89,800	6	3		

Discipline: Computer Science

Professor	133,400	45	3			
Associate Professor	107,200	21	3			
Assistant Professor	91,800	11	3	91,000	2	2
Instructor	120,500	1	1			

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GEOLOGICAL SCIENCES						
<i>Discipline: Geology</i>						
Professor	119,400	57	6			
Associate Professor	79,300	35	6			
Assistant Professor	72,000	25	6	76,000	5	4
Instructor	44,800	1	1			
HUMAN PHYSIOLOGY						
<i>Discipline: Kinesiology and Exercise Science</i>						
Professor	113,500	20	3			
Associate Professor	87,100	20	3			
Assistant Professor	70,800	10	2	68,100	3	2
<i>Discipline: Physiology, General</i>						
Professor	104,300	9	1			
Associate Professor	78,800	8	1			
Assistant Professor	69,500	5	1	70,000	1	1
Instructor	42,300	9	1			
MATHEMATICS						
<i>Discipline: Mathematics, General</i>						
Professor	118,100	198	8	139,300	2	1
Associate Professor	84,000	47	8	95,000	1	1
Assistant Professor	75,500	42	8	71,500	6	3
Instructor	41,200	5	1			
<i>Discipline: Statistics, General</i>						
Professor	134,600	32	6			
Associate Professor	86,600	14	5			
Assistant Professor	79,300	19	6	80,100	3	3

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PHYSICS						
<i>Discipline: Astronomy</i>						
Professor	113,200	28	4			
Associate Professor	93,200	12	4			
Assistant Professor	75,500	9	3	79,300	2	1
<i>Discipline: Astrophysics</i>						
Professor	126,700	12	1			
Associate Professor	87,600	5	1			
Assistant Professor	81,000	3	1			
Instructor	89,600	2	1			
<i>Discipline: Physics, General</i>						
Professor	123,300	187	8			
Associate Professor	87,000	45	8	87,000	1	1
Assistant Professor	77,100	56	8	75,100	4	4
Instructor	84,400	1	1			
PSYCHOLOGY						
<i>Discipline: Psychology, General</i>						
Professor	130,200	183	8			
Associate Professor	82,500	74	8	86,000	1	1
Assistant Professor	72,100	52	8	74,900	4	3
Instructor	46,700	5	1			

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CAS Social Sciences

ANTHROPOLOGY

Discipline: Anthropology

Professor	111,000	71	8	102,700	1	1
Associate Professor	76,400	54	8	78,000	1	1
Assistant Professor	63,900	37	8	65,000	3	2
Instructor	44,800	1	1			

ECONOMICS

Discipline: Economics, General

Professor	167,500	99	8	207,000	1	1
Associate Professor	112,500	25	7			
Assistant Professor	102,600	66	8	116,200	8	5
Instructor	74,200	3	2	110,000	1	1

ENVIRONMENTAL STUDIES

Discipline: Environmental Studies

Professor	135,800	14	1			
Associate Professor	81,900	4	2			
Assistant Professor	60,100	10	2	81,500	2	1
Instructor	45,000	1	1			

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ETHNIC AND ASIAN STUDIES						
<i>Discipline: Afro-American (Black) Studies</i>						
Professor	116,400	17	4			
Associate Professor	74,800	15	4			
Assistant Professor	67,000	10	4	68,700	3	2
Instructor	60,000	1	1			
<i>Discipline: American Indian/Native American Studies</i>						
Professor	97,600	2	1			
Associate Professor	79,300	2	1			
Assistant Professor	69,300	1	1			
<i>Discipline: Asian Studies/Civilization</i>						
Professor	93,100	6	2			
Associate Professor	71,900	10	2	87,000	1	1
Assistant Professor	60,700	2	2			
<i>Discipline: Asian-American Studies</i>						
Professor	93,300	1	1			
Associate Professor	83,200	2	1			
Assistant Professor	70,600	1	1			
<i>Discipline: Ethnic, Cultural Minority, and Gender Studies, Other</i>						
Professor	113,200	3	1			
Associate Professor	74,200	4	1			
Assistant Professor	60,000	1	1			
<i>Discipline: Hispanic-American Studies</i>						
Professor	158,700	2	1			
Associate Professor	76,100	5	1			
Assistant Professor	62,600	3	2			
GEOGRAPHY						
<i>Discipline: Geography</i>						
Professor	126,000	43	6			
Associate Professor	82,300	21	6			
Assistant Professor	65,700	20	5	69,300	3	2

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SELECT AAU PEERS* 2010-11 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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HISTORY						
<i>Discipline: History, General</i>						
Professor	115,500	149	8	133,000	5	3
Associate Professor	77,600	103	8	89,000	2	2
Assistant Professor	61,900	59	8	65,400	4	3
Instructor	41,500	1	1			
INTERNATIONAL STUDIES						
<i>Discipline: Area Studies, Other</i>						
Professor	111,300	9	1			
Associate Professor	76,600	13	1			
Assistant Professor	67,500	5	1			
<i>Discipline: International Relations and Affairs</i>						
Professor	142,600	5	1			
Associate Professor	75,500	1	1			
Assistant Professor	71,100	2	1			
<i>Discipline: International/Global Studies</i>						
Assistant Professor	58,800	1	1			
Instructor	47,000	1	1			
POLITICAL SCIENCE						
<i>Discipline: Political Science and Government, General</i>						
Professor	139,400	90	8			
Associate Professor	83,400	71	8	52,500	1	1
Assistant Professor	72,400	55	8	73,400	4	4
Instructor	47,200	3	1	57,200	1	1
SOCIOLOGY						
<i>Discipline: Sociology</i>						
Professor	124,700	90	8			
Associate Professor	84,100	43	8			
Assistant Professor	72,100	32	8	67,000	1	1
Instructor	40,000	3	1			
WOMEN'S & GENDER STUDIES						
<i>Discipline: Women's Studies</i>						
Professor	110,600	11	5	162,000	1	1
Associate Professor	78,900	23	6			
Assistant Professor	62,000	11	6	65,000	1	1

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SELECT AAU PEERS* 2010-11 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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College of Education

EDUCATIONAL LEADERSHIP

Discipline: Education Leadership & Administration, General

Professor	108,400	16	3			
Associate Professor	68,900	16	3			
Assistant Professor	62,300	10	3	60,000	1	1

SPECIAL EDUCATION

Discipline: Audiology/Audiologist & Hearing Sciences

Professor	114,000	5	1			
Associate Professor	82,900	5	1			
Assistant Professor	74,700	3	1	79,200	1	1

Discipline: Communication Disorders, General

Professor	107,000	5	1			
Associate Professor	77,000	3	1	68,000	1	1
Assistant Professor	60,700	3	1			
Instructor	43,700	3	1			

Discipline: Speech Pathology and Audiology

Professor	124,300	9	1			
Associate Professor	85,200	2	1			
Assistant Professor	69,400	4	1			

TEACHER EDUCATION

Discipline: Curriculum and Instruction

Professor	90,100	19	3			
Associate Professor	72,300	19	3			
Assistant Professor	61,600	19	3	68,000	2	1

Discipline: Education, General

Professor	116,100	95	6			
Associate Professor	84,200	50	6			
Assistant Professor	66,700	37	5	69,000	6	3
Instructor	54,000	6	1	47,000	1	1

Discipline: Teacher Education, Multiple Levels

Associate Professor	120,200	1	1			
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Lundquist College of Business

BUSINESS ADMINISTRATION

Discipline: Accounting

Professor	191,000	23	3		
Associate Professor	170,100	9	3		
Assistant Professor	165,600	11	3	175,000	1

Discipline: Business Administration, Management & Operations

Professor	220,900	54	2		
Associate Professor	165,600	32	2		
Assistant Professor	155,200	41	2	139,300	3
Instructor	166,000	2	1	166,000	2

Discipline: Business/Commerce, General

Professor	200,500	99	5	215,000	1
Associate Professor	152,900	74	5	180,000	1
Assistant Professor	140,700	93	5	134,100	8
Instructor	74,000	29	1	95,000	1

Discipline: Finance, General

Professor	195,700	18	3		
Associate Professor	168,700	16	3	192,000	1
Assistant Professor	173,400	18	3	177,300	3

Discipline: Management Science, General

Professor	171,100	15	1		
Associate Professor	129,400	8	1		
Assistant Professor	137,000	8	1	142,000	2

Discipline: Marketing/Marketing Management, General

Professor	162,700	12	3		
Associate Professor	150,400	11	3		
Assistant Professor	137,100	10	3	145,000	1

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School of Journalism and Communication

JOURNALISM & COMMUNICATION

Discipline: Journalism

Professor	112,900	25	4		
Associate Professor	79,400	38	4	67,000	1
Assistant Professor	67,600	25	4	72,000	4
Instructor	57,900	4	2	70,000	1

Discipline: Mass Communications

Professor	141,600	16	3		
Associate Professor	75,900	15	3		
Assistant Professor	60,100	8	3		

School of Law

LAW

Discipline: Law

Professor	196,900	217	7	180,500	5
Associate Professor	133,600	51	6	129,800	2
Assistant Professor	133,600	23	3	131,200	6
Instructor	67,900	12	1		

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<u>School of Music and Dance</u>						
DANCE						
<i>Discipline: Dance, General</i>						
Professor	87,500	9	3			
Associate Professor	68,100	5	3			
Assistant Professor	59,200	5	2			
MUSIC						
<i>Discipline: Conducting</i>						
Professor	117,800	2	1			
<i>Discipline: Jazz/Jazz Studies</i>						
Professor	113,300	2	1			
Associate Professor	61,200	1	1			
Assistant Professor	48,500	2	1			
<i>Discipline: Music History, Literature, & Theory</i>						
Professor	81,200	6	1			
<i>Discipline: Music Pedagogy</i>						
Professor	95,100	2	1			
Associate Professor	64,000	4	1			
Assistant Professor	40,000	1	1			
<i>Discipline: Music Performance, General</i>						
Professor	94,100	48	2			
Associate Professor	70,100	39	2			
Assistant Professor	58,800	20	2			
Instructor	46,800	9	1			
<i>Discipline: Music Theory & Composition</i>						
Professor	91,200	5	1			
Associate Professor	62,700	5	1			
Assistant Professor	48,000	5	1	47,000	1	1
<i>Discipline: Music, General</i>						
Professor	106,200	116	7	107,300	2	2
Associate Professor	75,900	85	7	83,500	2	1
Assistant Professor	61,100	34	7	62,800	1	1

*Eight institutions defined by OUS as University of Oregon peers; previously titled "OUS Defined Peers."

See Appendix II for specific institutions.