

APPENDIX III

SELECT AAU PEERS* 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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Architecture and Allied Arts

ARCHITECTURE & INTERIOR ARCH

Discipline: Architecture

Professor	114,800	146,000	80,500	12	3			
Associate Professor	84,000	107,600	57,900	34	3			
Assistant Professor	66,600	87,400	58,000	22	3	60,600	7	1

ART

Discipline: Art/Art Studies, General

Professor	96,600	146,500	70,000	50	4			
Associate Professor	71,000	92,300	52,600	45	4	80,000	1	1
Assistant Professor	63,900	77,500	59,000	24	4	66,600	4	2

Discipline: Fine/Studio Arts, General

Professor	95,500	163,600	78,300	23	3			
Associate Professor	70,000	80,300	60,700	17	3			
Assistant Professor	49,900	69,300	35,000	23	2			
Instructor	47,900	47,900	47,900	1	1			

ART HISTORY

Discipline: Art History, Criticism and Conservation

Professor	119,700	195,700	80,700	25	4			
Associate Professor	77,600	118,500	64,800	28	4	76,000	1	1
Assistant Professor	64,200	75,000	45,000	17	3	70,000	2	1

HISTORIC PRESERVATION

Discipline: Historic Preservation and Conservation

Professor	130,700	130,700	130,700	1	1			
Associate Professor	86,500	93,000	83,000	4	1			
Assistant Professor	65,000	65,000	65,000	1	1			

LANDSCAPE ARCHITECTURE

Discipline: Landscape Architecture

Professor	85,800	85,800	85,800	1	1			
Associate Professor	76,400	95,000	64,100	8	2			
Assistant Professor	60,300	65,000	58,000	3	2			

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PLANNING, PUBLIC POLICY, & MGMT

Discipline: City/Urban, Community and Regional Planning

Professor	123,900	175,000	91,400	19	5		
Associate Professor	83,800	149,000	61,000	18	5		
Assistant Professor	70,000	96,900	53,600	17	5	67,500	4

Discipline: Public Policy Analysis

Professor	154,300	243,600	103,400	38	5	170,000	1
Associate Professor	102,700	159,500	81,200	29	4	96,500	1
Assistant Professor	88,600	118,900	65,000	36	5	88,900	5

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CAS Humanities

CLASSICS

Discipline: Classics and Classical Languages, Literatures, & Linguistics

Professor	111,600	166,900	71,800	36	7	91,300	1	1
Associate Professor	78,700	125,700	64,600	27	7			
Assistant Professor	61,800	68,000	57,700	15	7	62,700	3	1
Instructor	41,300	41,300	41,300	1	1			

Discipline: Latin Language & Literature

Professor	95,700	116,700	74,600	2	1			
Associate Professor	71,100	73,000	69,200	2	1			
Assistant Professor	58,400	68,000	50,000	5	1	60,000	1	1

COMPARATIVE LITERATURE

Discipline: Comparative Literature

Professor	101,800	135,100	80,700	14	5			
Associate Professor	70,900	80,200	60,000	10	4			
Assistant Professor	60,300	62,500	58,900	5	3			

CREATIVE WRITING

Discipline: Creative Writing

Professor	149,600	160,600	141,800	4	1			
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Discipline: Drama and Dramatics/Theatre Arts, General

Professor	101,300	170,900	72,200	34	8			
Associate Professor	68,100	108,200	60,000	37	8			
Assistant Professor	61,100	76,500	54,000	26	6	60,700	3	3
Instructor	48,000	54,900	40,000	6	1	40,000	1	1

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SELECT AAU PEERS* 2011-12 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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EAST ASIAN LANGUAGES & LITERATURE								
Discipline: East Asian Languages, Literatures, & Linguistics, General								
Professor	111,400	220,000	78,200	29	6	145,000	1	1
Associate Professor	72,700	83,100	66,500	19	6			
Assistant Professor	65,900	82,000	55,000	22	6	70,000	3	3
Instructor	46,200	50,600	41,100	8	1	47,000	2	1
Discipline: East Asian Languages, Literatures, & Linguistics, Other								
Professor	106,600	124,300	91,500	4	1			
Associate Professor	72,700	89,800	65,300	6	1			
Assistant Professor	62,200	66,700	56,300	4	1			
ENGLISH								
Discipline: English								
Professor	112,600	218,700	75,800	168	8			
Associate Professor	77,200	107,000	57,900	142	8	85,700	3	3
Assistant Professor	61,300	75,400	57,700	49	8	64,300	7	7
Instructor	41,100	50,600	38,700	7	2			
Discipline: English Composition								
Instructor	45,200	73,200	40,900	44	1			
GERMAN & SCANDINAVIAN								
Discipline: German Language & Literature								
Professor	98,100	196,900	80,900	22	7			
Associate Professor	79,500	106,800	61,800	31	7	90,000	1	1
Assistant Professor	62,500	69,200	57,200	13	5	65,000	1	1
Instructor	48,900	70,000	41,100	7	2	70,000	1	1
Discipline: Scandinavian Languages, Literatures, & Linguistics								
Professor	77,300	98,300	66,900	3	1			
Associate Professor	60,000	61,600	58,400	2	1			
Assistant Professor	54,300	54,300	54,300	1	1			

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LINGUISTICS								
Discipline:	Linguistics							
Professor	100,500	165,600	86,600	27	7			
Associate Professor	77,300	103,400	56,900	23	7			
Assistant Professor	63,900	74,000	40,000	11	5			
Instructor	47,100	47,100	47,100	1	1			
PHILOSOPHY								
Discipline:	Philosophy							
Professor	126,000	226,600	65,700	72	8			
Associate Professor	79,300	102,000	65,000	29	8	90,000	1	1
Assistant Professor	69,300	87,800	56,100	16	7	67,100	2	2
Instructor	41,600	41,700	41,400	3	1			
RELIGIOUS STUDIES								
Discipline:	Religion/Religious Studies							
Professor	111,200	185,100	81,200	39	6	145,000	1	1
Associate Professor	76,400	103,000	64,300	29	6			
Assistant Professor	62,400	72,000	57,400	22	6	64,400	5	3

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ROMANCE LANGUAGES								
Discipline: French Language & Literature								
Professor	88,900	163,400	76,600	18	4			
Associate Professor	71,600	103,200	56,900	25	4	72,000	1	1
Assistant Professor	59,500	70,000	42,000	12	4	58,000	1	1
Instructor	42,700	47,900	40,700	4	1			
Discipline: Hispanic and Latin American Languages, Literatures, and Linguistics, General								
Professor	120,200	174,000	86,300	9	1			
Associate Professor	39,000	84,800	69,300	4	1			
Assistant Professor	64,800	64,800	64,800	1	1			
Discipline: Romance Languages, Literatures, & Linguistics, General								
Professor	112,400	171,900	90,000	19	2			
Associate Professor	76,400	87,600	63,800	12	2			
Assistant Professor	65,700	66,500	65,000	4	1	66,000	1	1
Discipline: Romance Languages, Literatures, & Linguistics, Other								
Professor	102,900	135,100	74,500	9	2			
Associate Professor	75,500	94,200	60,400	14	2			
Assistant Professor	63,100	66,700	60,000	9	2	65,000	1	1
Discipline: Spanish Language & Literature								
Professor	109,800	172,700	79,200	22	4			
Associate Professor	73,300	91,100	64,000	26	4			
Assistant Professor	61,400	66,900	55,600	23	4	57,000	1	1
Instructor	44,300	55,600	40,400	11	1			
THEATRE ARTS								
Discipline: Drama and Dramatics/Theatre Arts, General								
Professor	101,300	170,900	72,200	34	8			
Associate Professor	68,100	108,200	60,000	37	8			
Assistant Professor	61,100	76,500	54,000	26	6	60,700	3	3
Instructor	48,000	54,900	40,000	6	1	40,000	1	1

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CAS Natural Sciences

BIOLOGY

Discipline: Biochemistry

Professor	159,900	204,400	69,000	5	2			
Associate Professor	81,200	108,200	80,000	2	1			
Assistant Professor	77,500	77,500	77,500	1	1	77,500	1	1

Discipline: Biology, General

Professor	121,300	226,300	78,000	83	5			
Associate Professor	83,900	106,700	58,500	45	5			
Assistant Professor	74,300	80,500	69,000	40	5	75,700	3	2

Discipline: Ecology

Professor	114,900	145,100	78,800	18	1			
Associate Professor	90,300	101,100	78,100	7	1			
Assistant Professor	74,500	77,300	71,700	4	1			

CHEMISTRY

Discipline: Biochemistry

Professor	159,900	204,400	69,000	5	2			
Associate Professor	81,200	108,200	80,000	2	1			
Assistant Professor	77,500	77,500	77,500	1	1	77,500	1	1

Discipline: Chemistry, General

Professor	142,700	262,500	85,500	147	8	190,000	1	1
Associate Professor	93,600	129,300	75,700	35	8	85,000	1	1
Assistant Professor	78,800	108,700	70,000	62	8	75,600	9	6
Instructor	54,600	66,400	41,400	3	1			

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COMPUTER & INFORMATION SCIENCE								
<i>Discipline: Computer Programming/Programmer, General</i>								
Professor	125,900	203,800	107,400	24	3			
Associate Professor	100,400	128,000	73,300	17	3	128,000	1	1
Assistant Professor	90,800	95,900	85,000	7	2	87,500	2	2
<i>Discipline: Computer Science</i>								
Professor	134,100	203,900	101,400	45	3			
Associate Professor	111,000	125,200	95,200	19	3			
Assistant Professor	93,700	109,800	88,000	13	3	90,000	1	1
Instructor	57,500	57,500	57,500	1	1			
GEOLOGICAL SCIENCES								
<i>Discipline: Geology</i>								
Professor	122,100	200,000	82,100	59	6			
Associate Professor	80,700	102,800	68,800	33	6			
Assistant Professor	73,200	87,600	61,000	25	6	71,400	3	3
Instructor	46,200	46,200	46,200	1	1			
HUMAN PHYSIOLOGY								
<i>Discipline: Kinesiology and Exercise Science</i>								
Professor	123,200	191,900	72,600	22	3	153,800	2	1
Associate Professor	90,300	116,100	63,800	17	3			
Assistant Professor	73,300	88,400	60,500	16	3	71,100	5	3
<i>Discipline: Physiology, General</i>								
Professor	126,400	159,100	86,600	8	1			
Associate Professor	81,000	90,600	68,400	8	1			
Assistant Professor	71,500	80,300	67,500	5	1			
Instructor	43,400	51,700	40,000	9	1			

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MATHEMATICS								
<i>Discipline: Mathematics, General</i>								
Professor	121,400	205,500	70,100	202	8			
Associate Professor	86,300	111,200	54,300	48	8			
Assistant Professor	73,800	92,100	40,000	31	7	77,500	2	2
Instructor	52,400	63,300	46,700	5	1	51,000	1	1
<i>Discipline: Statistics, General</i>								
Professor	139,400	221,900	86,300	34	6	197,000	1	1
Associate Professor	89,400	120,000	76,300	16	6	95,500	1	1
Assistant Professor	82,300	111,700	72,100	16	6	85,500	1	1
PHYSICS								
<i>Discipline: Astronomy</i>								
Professor	116,000	179,500	72,600	30	4	139,000	1	1
Associate Professor	95,400	106,500	76,100	11	4			
Assistant Professor	76,300	92,500	60,000	8	3			
<i>Discipline: Astrophysics</i>								
Professor	127,000	165,900	93,000	13	1	93,000	1	1
Associate Professor	88,000	98,000	79,000	7	1			
Assistant Professor	82,200	89,500	75,000	2	1			
Instructor	92,500	131,500	53,500	2	1			
<i>Discipline: Physics, General</i>								
Professor	124,500	270,200	61,700	196	8			
Associate Professor	87,500	114,400	67,200	40	8			
Assistant Professor	79,100	109,600	70,000	59	8	81,500	8	5
Instructor	63,700	87,500	40,000	2	1			
PSYCHOLOGY								
<i>Discipline: Psychology, General</i>								
Professor	133,600	290,500	61,300	191	8			
Associate Professor	83,400	117,100	61,700	80	8			
Assistant Professor	72,400	82,100	40,000	49	8	72,200	5	3
Instructor	49,100	55,900	42,000	5	1			

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CAS Social Sciences

ANTHROPOLOGY

Discipline: Anthropology

Professor	112,300	252,000	79,100	74	8			
Associate Professor	73,800	94,000	66,700	61	8			
Assistant Professor	66,000	77,300	53,000	30	7	67,000	2	2
Instructor	46,000	46,000	46,000	1	1			

ECONOMICS

Discipline: Economics, General

Professor	175,800	346,100	102,600	97	8	225,700	4	3
Associate Professor	124,700	190,000	58,400	30	8	175,000	2	2
Assistant Professor	107,400	140,000	89,900	57	8	112,700	7	5
Instructor	57,400	63,900	50,900	2	1			

ENVIRONMENTAL STUDIES

Discipline: Environmental Studies

Professor	116,600	146,300	86,300	6	2			
Associate Professor	87,400	89,400	85,400	1	1			
Assistant Professor	55,600	79,900	68,700	8	2			
Instructor	46,300	46,300	46,300	1	1			

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ETHNIC AND ASIAN STUDIES								
Discipline: Afro-American (Black) Studies								
Professor	118,900	218,300	82,600	18	4	118,000	1	1
Associate Professor	69,300	104,500	66,000	15	4	90,000	1	1
Assistant Professor	67,100	77,000	58,700	7	3			
Discipline: American Indian/Native American Studies								
Professor	92,300	107,300	81,900	3	1			
Associate Professor	83,300	83,300	83,300	1	1			
Assistant Professor	77,000	77,000	77,000	1	1			
Discipline: Asian Studies/Civilization								
Professor	90,500	90,500	90,500	1	1			
Associate Professor	75,700	83,300	71,200	4	1			
Assistant Professor	63,300	65,000	61,800	3	1			
Discipline: Asian-American Studies								
Professor	96,100	96,100	96,100	1	1			
Associate Professor	86,800	89,000	85,200	3	1			
Assistant Professor	71,400	72,700	70,000	2	1			
Discipline: Ethnic Studies								
Professor	94,500	102,600	86,300	2	1			
Associate Professor	85,000	89,300	80,400	4	1			
Assistant Professor	67,100	70,700	64,900	4	1			
Instructor	49,000	49,000	49,000	1	1	49,000	1	1
Discipline: Ethnic, Cultural Minority, and Gender Studies, Other								
Professor	113,200	122,800	99,300	3	1			
Associate Professor	74,200	87,500	63,100	4	1			
Assistant Professor	71,100	71,100	71,100	1	1			
Discipline: Hispanic-American Studies								
Professor	173,700	173,700	173,700	1	1			
Associate Professor	80,900	88,100	75,200	5	1			
Assistant Professor	60,500	76,000	45,000	2	2			

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GEOGRAPHY								
<i>Discipline: Geography</i>								
Professor	128,400	251,700	78,300	44	6			
Associate Professor	85,200	107,400	72,700	21	6			
Assistant Professor	70,500	88,000	58,700	28	6	69,500	8	4
HISTORY								
<i>Discipline: History, General</i>								
Professor	118,300	190,600	76,700	147	8	110,000	1	1
Associate Professor	79,700	111,200	60,900	106	8	96,500	2	2
Assistant Professor	64,900	78,500	58,100	50	8	67,000	3	3
Instructor	40,000	40,000	40,000	1	1			
INTERNATIONAL STUDIES								
<i>Discipline: Area Studies, Other</i>								
Professor	107,800	136,800	77,900	13	1			
Associate Professor	78,000	105,600	67,400	17	1			
Assistant Professor	67,000	68,600	65,000	4	1	65,000	1	1
<i>Discipline: International Relations and Affairs</i>								
Professor	153,700	179,400	102,700	5	1	125,800	1	1
Associate Professor	77,800	77,800	77,800	1	1			
Assistant Professor	73,400	80,600	67,000	3	1			
<i>Discipline: International/Global Studies</i>								
Associate Professor	65,100	66,300	63,200	1	1			
Assistant Professor				0	0			
Instructor	44,200	48,300	40,000	2	1			
POLITICAL SCIENCE								
<i>Discipline: Political Science and Government, General</i>								
Professor	144,300	288,900	74,300	101	8			
Associate Professor	85,900	119,600	67,200	71	8	112,000	1	1
Assistant Professor	75,200	94,000	64,000	47	8	93,300	2	2
Instructor	48,200	49,900	46,400	3	1			

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APPENDIX III

SELECT AAU PEERS* 2011-12 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 Average Salary	SELECT AAU PEERS High Salary	SELECT AAU PEERS Low Salary	SELECT AAU PEERS FTE	# of SELECT AAU PEER Institutions Reporting Data	SELECT AAU PEERS New Hire Avg Salary	SELECT AAU PEERS New Hire FTE	# of SELECT AAU PEER Institutions Reporting New Hire Data
SOCIOLOGY								
<i>Discipline:</i>	Sociology							
Professor	131,800	224,200	72,800	85	8			
Associate Professor	84,800	115,300	65,300	45	8			
Assistant Professor	72,700	86,500	63,000	26	7	68,500	2	2
Instructor	41,900	42,000	41,900	3	1			
WOMEN'S & GENDER STUDIES								
<i>Discipline:</i>	Women's Studies							
Professor	126,000	170,800	89,600	12	6			
Associate Professor	79,000	112,700	69,600	22	7			
Assistant Professor	66,100	73,300	60,000	12	6	68,000	1	1

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College of Education

EDUCATIONAL LEADERSHIP

Discipline: Education Leadership & Administration, General

Professor	126,800	190,800	86,200	15	3	110,000	1	1
Associate Professor	76,800	105,000	62,700	15	3	105,000	1	1
Assistant Professor	65,700	70,300	58,200	8	3	65,000	1	1

SPECIAL EDUCATION

Discipline: Audiology/Audiologist & Hearing Sciences

Professor	114,100	212,500	80,900	5	1			
Associate Professor	80,100	89,600	75,400	5	1			
Assistant Professor	80,800	82,500	79,200	2	1	82,500	1	1

Discipline: Communication Disorders, General

Professor	110,600	120,000	89,300	5	1			
Associate Professor	79,100	86,300	69,400	3	1			
Assistant Professor	61,900	63,400	61,100	3	1			
Instructor	40,700	40,700	40,700	1	1			

Discipline: Speech Pathology and Audiology

Professor	126,800	154,000	102,400	9	1			
Associate Professor	86,400	88,300	84,500	2	1			
Assistant Professor	71,600	72,200	70,400	3	1			

TEACHER EDUCATION

Discipline: Curriculum and Instruction

Professor	94,500	123,300	75,000	18	3			
Associate Professor	73,400	80,000	66,400	23	3	70,200	3	1
Assistant Professor	62,900	68,000	55,600	19	3	64,000	2	2

Discipline: Education, General

Professor	117,600	237,000	74,100	92	6	134,800	3	2
Associate Professor	87,500	122,300	67,600	50	5	105,000	1	1
Assistant Professor	68,300	89,700	57,000	40	5	69,400	7	3
Instructor	61,600	81,200	52,400	7	1			

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Lundquist College of Business

BUSINESS ADMINISTRATION

Discipline: Accounting

Professor	196,900	296,200	118,300	24	3	205,000	1	1
Associate Professor	183,400	256,700	105,500	10	3	180,000	1	1
Assistant Professor	173,400	185,000	152,300	11	3			

Discipline: Business Administration, Management & Operations

Professor	223,600	351,500	89,200	56	2			
Associate Professor	170,600	210,000	100,500	32	2	167,500	2	1
Assistant Professor	156,700	202,700	132,300	44	2	147,000	6	2
Instructor	166,000	187,000	145,000	2	1			

Discipline: Business/Commerce, General

Professor	201,100	326,000	96,800	98	5	190,000	1	1
Associate Professor	155,600	237,000	101,000	82	5			
Assistant Professor	144,700	208,000	94,800	85	5	138,900	7	4
Instructor	76,400	106,700	60,000	27	1	60,000	1	1

Discipline: Finance, General

Professor	198,900	285,000	50,000	17	3	240,000	1	1
Associate Professor	185,700	224,700	98,700	16	3			
Assistant Professor	176,600	197,100	75,000	21	3	181,000	5	3

Discipline: Management Science, General

Professor	177,500	220,000	111,500	15	1			
Associate Professor	136,100	160,000	105,700	8	1	160,000	1	1
Assistant Professor	138,200	149,000	129,100	8	1			

Discipline: Marketing/Marketing Management, General

Professor	170,500	243,200	116,300	12	3			
Associate Professor	166,500	192,000	136,400	12	3	166,700	3	2
Assistant Professor	144,300	155,000	128,400	12	3	147,700	3	2

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School of Journalism and Communication

JOURNALISM & COMMUNICATION

Discipline: Journalism

Professor	112,500	150,000	86,200	26	4			
Associate Professor	82,300	125,000	68,800	36	4	125,000	1	1
Assistant Professor	68,300	85,000	61,000	26	4	64,500	4	2
Instructor	59,100	75,000	49,900	5	2	75,000	1	1

Discipline: Mass Communications

Professor	146,600	220,000	85,900	19	3			
Associate Professor	79,300	102,400	65,200	15	3			
Assistant Professor	60,200	70,000	55,600	5	2			

School of Law

LAW

Discipline: Law

Professor	200,200	346,600	96,500	225	7	197,500	2	2
Associate Professor	139,400	187,500	102,200	52	6	126,400	6	3
Assistant Professor	128,700	178,500	60,000	24	3	113,700	6	3
Instructor	69,100	105,700	52,500	13	1			

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School of Music and Dance

DANCE

Discipline: Dance, General

Professor	88,900	128,600	69,600	9	3			
Associate Professor	69,000	74,200	64,000	8	3			
Assistant Professor	59,400	60,900	57,300	3	2			

MUSIC

Discipline: Conducting

Professor	121,300	121,800	120,800	2	1			
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Discipline: Jazz/Jazz Studies

Professor	117,700	146,900	88,400	2	1			
Associate Professor	64,000	64,000	64,000	1	1			
Assistant Professor	51,600	52,500	50,800	2	1			

Discipline: Music History, Literature, & Theory

Professor	84,600	104,600	74,100	6	1			
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Discipline: Music Pedagogy

Professor	99,300	105,900	93,000	2	1			
Associate Professor	68,900	84,000	59,000	5	1	76,500	1	1

Discipline: Music Performance, General

Professor	99,300	163,500	74,300	49	2			
Associate Professor	71,600	97,400	42,700	37	2	81,800	2	1
Assistant Professor	61,200	68,100	52,800	17	2	53,800	1	1
Instructor	45,300	82,600	25,000	11	1			

Discipline: Music Theory & Composition

Professor	96,300	107,600	86,000	4	1			
Associate Professor	66,000	75,200	55,100	5	1			
Assistant Professor	49,500	57,200	42,700	6	1	51,000	1	1

Discipline: Music, General

Professor	108,200	234,500	57,000	121	7	116,800	2	2
Associate Professor	77,400	157,400	56,700	81	7	91,000	2	1
Assistant Professor	61,600	85,000	42,700	40	7	62,300	8	4

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