

APPENDIX III

ALL AAU PUBLIC PEERS 2020-21 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
CAS Humanities								
CINEMA STUDIES								
Discipline:	Film/Cinema/Video Studies							
Professor	157,200	286,500	68,100	49	11	225,200	2	2
Associate Professor	89,100	176,500	55,000	53	11	95,000	1	1
Assistant Professor	77,500	116,300	51,300	34	11	91,700	3	3
CLASSICS								
Discipline:	Classics and Classical Languages, Literatures, & Linguistics							
Professor	136,700	289,700	82,500	108	23	121,000	1	1
Associate Professor	93,200	125,800	61,800	64	24	101,000	1	1
Assistant Professor	72,500	101,700	58,500	55	21	81,800	8	7
Discipline:	Greek Language & Literature							
Professor	143,700	143,700	143,700	1	1			
Associate Professor	82,800	82,800	82,800	1	1			
Assistant Professor	71,600	71,600	71,600	1	1			
COMPARATIVE LITERATURE								
Discipline:	Comparative Literature							
Professor	177,500	395,400	92,400	61	13	130,000	1	1
Associate Professor	98,200	165,500	70,300	54	13	91,100	1	1
Assistant Professor	83,000	105,500	67,000	24	9	81,700	3	3
CREATIVE WRITING								
Discipline:	Creative Writing							
Professor	148,900	213,200	89,300	10	3			
Associate Professor	94,900	133,100	57,200	4	2			
Assistant Professor	89,500	102,000	77,000	2	2	77,000	1	1
Discipline:	Drama/Theater Arts, General							
Professor	130,900	247,800	70,000	114	27	106,700	3	3
Associate Professor	86,300	131,400	63,300	115	27	84,200	4	3
Assistant Professor	75,000	103,900	61,000	71	23	75,500	12	10
EAST ASIAN LANGUAGES & LITERATURE								
Discipline:	Chinese Language & Literature							
Professor	123,400	162,100	96,400	8	1			
Associate Professor	98,900	107,700	89,800	5	1			
Assistant Professor	85,600	91,800	78,800	4	1	90,000	1	1
Discipline:	East Asian Languages, Literatures, & Linguistics, General							
Professor	158,900	319,500	72,900	47	11			
Associate Professor	94,900	138,600	61,400	58	11			
Assistant Professor	80,300	112,500	70,000	27	7	90,000	3	3

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ALL AAU PUBLIC PEERS 2020-21 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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Discipline: East Asian Languages, Literatures, & Linguistics, Other								
Professor	118,500	149,300	101,700	3	1			
Associate Professor	88,500	89,500	82,500	3	1			
Assistant Professor	70,600	76,500	69,400	4	1	70,000	1	1
Discipline: Japanese Language & Literature								
Professor	113,600	123,500	109,700	5	1			
Associate Professor	91,200	101,400	86,000	8	1			
Assistant Professor	78,800	78,800	78,800	1	1			
ENGLISH								
Discipline: American Literature								
Professor	113,000	152,400	84,800	4	1			
Associate Professor	85,800	98,900	61,300	10	1			
Assistant Professor	75,900	75,900	75,900	1	1			
Discipline: English								
Professor	139,000	510,100	72,400	576	31	148,400	6	5
Associate Professor	96,500	248,900	58,800	500	31	109,000	3	3
Assistant Professor	78,500	112,300	63,000	159	31	80,500	21	12
GERMAN & SCANDINAVIAN								
Discipline: German Language & Literature								
Professor	141,700	271,900	84,000	49	13			
Associate Professor	83,100	113,800	67,400	33	12			
Assistant Professor	77,600	97,300	67,900	23	11	79,300	3	3
Discipline: German Languages, Literatures, & Linguistics, General								
Professor	121,000	215,900	93,500	21	3			
Associate Professor	71,800	102,200	67,900	16	3	75,000	1	1
Assistant Professor	76,500	89,300	65,000	13	2	75,800	2	1
Discipline: Scandinavian Languages, Literatures, & Linguistics								
Professor	157,900	243,200	104,100	5	2	243,200	1	1
Associate Professor	109,300	123,100	91,100	3	2			
Assistant Professor	78,500	79,200	77,900	1	1			
LINGUISTICS								
Discipline: Linguistics								
Professor	140,900	279,900	57,200	139	23			
Associate Professor	95,100	151,500	48,700	74	23	77,500	1	1
Assistant Professor	85,800	114,800	58,800	56	22	86,800	11	10

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ALL AAU PUBLIC PEERS 2020-21 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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PHILOSOPHY								
Discipline: Philosophy								
Professor	169,200	386,000	73,300	294	32	209,500	6	5
Associate Professor	98,300	188,800	48,900	131	32	104,700	3	3
Assistant Professor	82,300	118,300	61,500	78	26	81,000	15	12
RELIGIOUS STUDIES								
Discipline: Religion/Religious Studies								
Professor	142,600	313,300	85,600	69	14	85,600	1	1
Associate Professor	92,200	138,000	63,900	76	15	76,400	1	1
Assistant Professor	77,800	93,800	65,900	31	16	77,400	3	3
ROMANCE LANGUAGES								
Discipline: French Language & Literature								
Professor	127,500	229,300	71,800	60	13	80,800	1	1
Associate Professor	91,300	131,000	61,900	69	15			
Assistant Professor	75,400	99,500	57,000	20	11	80,300	3	3
Discipline: Hispanic and Latin American Languages, Literatures, and Linguistics, General								
Professor	170,700	293,300	109,000	34	5			
Associate Professor	108,800	131,400	96,700	7	4			
Assistant Professor	90,800	105,500	73,000	16	5	87,900	1	1
Discipline: Italian Language & Literature								
Professor	140,900	224,700	104,900	5	3			
Associate Professor	116,200	120,200	110,600	3	2	117,700	1	1
Discipline: Portuguese Language & Literatures								
Assistant Professor	73,700	73,700	73,700	1	1			
Discipline: Romance Languages, Literatures, & Linguistics, General								
Professor	123,500	227,200	78,200	40	7			
Associate Professor	89,400	120,400	67,700	32	7			
Assistant Professor	71,100	96,600	58,500	25	7	76,900	4	3
Discipline: Romance Languages, Literatures, & Linguistics, Other								
Professor	107,400	133,000	92,600	8	2			
Associate Professor	84,200	99,000	74,100	11	2			
Assistant Professor	70,200	77,800	65,000	10	2	72,000	1	1
Discipline: Spanish Language & Literature								
Professor	116,800	245,600	74,500	90	15			
Associate Professor	84,500	144,300	63,800	117	15			
Assistant Professor	70,000	89,100	56,700	23	11	72,000	6	5

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RUSSIAN, EAST EUROPEAN, & EURASIAN STUDIES								
Discipline: Russian Language & Literature								
Professor	92,900	146,200	94,500	11	4			
Associate Professor	95,900	125,200	85,400	5	2			
Assistant Professor	73,000	73,000	73,000	1	1			
Discipline: Russian Studies								
Associate Professor	68,200	68,200	68,200	1	1			
Assistant Professor	60,600	66,500	56,700	3	1			
Discipline: Slavic Languages, Literatures, & Linguistics, General								
Professor	137,000	216,600	81,900	21	8			
Associate Professor	92,700	129,300	70,500	21	8	87,000	1	1
Assistant Professor	81,300	103,600	64,600	13	6	85,100	1	1
THEATRE ARTS								
Discipline: Acting								
Professor	109,500	109,500	109,500	1	1			
Associate Professor	89,500	89,500	89,500	1	1			
Discipline: Drama and Dramatics/Theatre Arts, General								
Professor	130,900	247,800	70,000	114	27	106,700	3	3
Associate Professor	86,300	131,400	63,300	115	27	84,200	4	3
Assistant Professor	75,000	103,900	61,000	71	23	75,500	12	10
Discipline: Technical Theatre/Theatre Design and Technology								
Professor	104,700	112,200	97,200	2	1			
Associate Professor	90,800	97,200	86,800	5	1			
Assistant Professor	69,500	71,800	67,300	2	1			

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CAS Natural Sciences								
BIOLOGY								
Discipline: Biochemistry								
Professor	155,100	365,200	87,400	101	10	150,000	1	1
Associate Professor	103,100	130,700	76,000	42	8	98,100	2	1
Assistant Professor	90,600	110,000	73,700	34	9	90,600	4	3
Discipline: Biology, General								
Professor	147,500	310,000	89,300	230	17	113,600	3	1
Associate Professor	101,300	163,100	62,400	132	17	106,800	5	4
Assistant Professor	87,400	107,800	74,900	86	16	92,500	13	8
Discipline: Botany/Plant Biology								
Professor	158,100	402,700	97,700	62	7			
Associate Professor	108,700	145,700	87,100	32	7	141,500	1	1
Assistant Professor	93,600	121,900	80,000	29	7	90,400	3	3
Discipline: Ecology								
Professor	153,500	347,800	98,400	68	7	170,000	1	1
Associate Professor	109,300	144,800	86,600	34	7			
Assistant Professor	88,600	101,100	78,000	26	7	89,100	3	3
Discipline: Evolutionary Biology								
Professor	179,700	289,500	121,000	20	1			
Associate Professor	110,300	140,500	91,500	3	1			
Assistant Professor	92,800	105,000	88,000	7	1	105,000	1	1
Discipline: Marine Biology & Biological Oceanography								
Professor	152,800	340,400	91,400	25	2			
Associate Professor	96,300	115,400	79,100	7	2			
Assistant Professor	81,900	99,000	71,000	7	2			
Discipline: Microbiology, General								
Professor	154,600	326,400	106,200	35	4			
Associate Professor	112,500	125,800	90,000	9	4			
Assistant Professor	98,500	116,900	81,600	13	4	88,700	3	2
Discipline: Molecular Biology								
Professor	174,900	395,800	91,900	63	5			
Associate Professor	109,400	160,700	68,700	40	5			
Assistant Professor	94,100	126,700	71,800	20	5	90,700	3	2
Discipline: Zoology, General								
Professor	133,200	200,000	101,200	16	2			
Associate Professor	101,300	111,000	92,000	8	2			
Assistant Professor	89,100	98,600	82,900	13	2	86,500	1	1

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CHEMISTRY								
Discipline: Biochemistry								
Professor	155,100	365,200	87,400	101	10	150,000	1	1
Associate Professor	103,100	130,700	76,000	42	8	98,100	2	1
Assistant Professor	90,600	110,000	73,700	34	9	90,600	4	3
Discipline: Chemistry, General								
Professor	172,600	468,200	90,200	600	31	150,800	4	4
Associate Professor	105,300	145,000	71,600	191	31	110,800	4	4
Assistant Professor	95,600	131,500	76,400	190	31	90,600	14	12
COMPUTER & INFORMATION SCIENCE								
Discipline: Computer Programming/Programmer, General								
Professor	185,800	321,400	116,000	208	13	194,000	2	2
Associate Professor	135,800	183,100	87,900	122	12	137,600	4	3
Assistant Professor	118,400	135,100	84,800	133	11	118,000	20	8
Discipline: Computer Science								
Professor	178,000	361,800	112,200	275	17	196,700	6	4
Associate Professor	126,600	188,900	81,800	110	17	128,300	1	1
Assistant Professor	117,500	189,700	93,200	167	17	117,000	26	15
Discipline: Information Technology								
Professor	172,300	176,000	164,900	3	2	176,000	1	1
Associate Professor	163,300	206,900	134,300	4	2			
Assistant Professor	118,200	128,000	109,400	5	2	120,300	1	1
EARTH SCIENCES								
Discipline: Geology/Earth Science, General								
Professor	150,100	334,000	83,100	328	28	142,300	5	5
Associate Professor	103,100	173,100	65,400	105	27	84,600	2	1
Assistant Professor	87,900	125,900	72,500	112	28	86,200	25	14
HUMAN PHYSIOLOGY								
Discipline: Anatomy								
Professor	147,300	221,000	110,100	16	1	155,400	1	1
Associate Professor	107,700	144,600	94,500	6	1			
Assistant Professor	94,700	115,000	83,200	3	1			
Discipline: Exercise Physiology								
Professor	157,800	219,000	123,300	6	2			
Associate Professor	96,100	118,100	62,100	8	2			
Assistant Professor	84,400	89,500	78,000	6	2	80,000	1	1

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Discipline: Kinesiology and Exercise Science								
Professor	144,100	254,500	78,800	95	14	140,000	1	1
Associate Professor	101,700	146,700	76,200	78	14	106,300	3	2
Assistant Professor	81,700	99,800	64,800	77	14	80,200	14	9
Discipline: Physiology, General								
Professor	167,900	259,100	106,400	37	5			
Associate Professor	109,700	174,900	93,000	23	5			
Assistant Professor	94,300	120,600	79,900	11	5	102,800	2	2
MATHEMATICS								
Discipline: Mathematics, General								
Professor	157,200	526,200	59,600	887	32	154,600	4	4
Associate Professor	102,700	165,000	57,800	269	32	109,100	4	4
Assistant Professor	96,500	133,000	63,900	216	32	96,600	38	19
Discipline: Statistics, General								
Professor	170,700	331,600	103,800	187	23	180,700	3	3
Associate Professor	116,000	197,100	72,300	92	23	126,000	2	2
Assistant Professor	106,000	144,000	82,500	135	23	107,300	25	16
PHYSICS								
Discipline: Astronomy								
Professor	145,500	228,700	71,100	103	11	216,000	1	1
Associate Professor	104,400	148,700	71,500	34	10			
Assistant Professor	90,200	120,400	72,600	37	11	91,800	10	8
Discipline: Astrophysics								
Professor	159,700	264,900	111,700	17	2			
Associate Professor	116,400	147,000	74,900	8	2			
Assistant Professor	96,300	118,600	91,200	13	2	95,600	2	1
Discipline: Optics/Optical Sciences								
Professor	128,700	177,600	91,900	16	1	132,800	1	1
Associate Professor	134,000	181,800	102,000	3	1			
Assistant Professor	86,600	92,500	76,500	6	1	76,500	1	1
Discipline: Physics, General								
Professor	157,900	363,600	61,400	888	33	175,600	6	4
Associate Professor	110,800	170,500	72,700	215	32	109,000	4	4
Assistant Professor	98,300	163,900	71,500	213	32	99,600	30	20
PSYCHOLOGY								
Discipline: Psychology, General								
Professor	162,900	398,700	62,500	613	30	177,500	2	2
Associate Professor	102,000	203,600	63,000	235	30	134,000	3	3
Assistant Professor	91,600	149,500	68,000	208	30	89,800	27	18

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CAS Social Sciences								
ANTHROPOLOGY								
<i>Discipline: Anthropology</i>								
Professor	146,000	352,700	80,300	266	31	85,600	1	1
Associate Professor	98,300	203,000	61,300	204	31	83,300	2	1
Assistant Professor	84,600	129,100	66,300	107	29	79,200	12	10
ECONOMICS								
<i>Discipline: Economics, General</i>								
Professor	251,100	508,000	75,100	385	31	375,000	2	2
Associate Professor	170,700	307,800	73,400	170	30	150,500	2	2
Assistant Professor	145,100	218,900	105,000	225	31	140,200	24	17
ENVIRONMENTAL STUDIES								
<i>Discipline: Environmental Sciences</i>								
Professor	159,500	335,500	98,400	79	8	180,800	1	1
Associate Professor	112,800	235,900	82,500	35	8			
Assistant Professor	99,000	159,900	71,400	32	8	111,600	3	3
<i>Discipline: Environmental Studies</i>								
Professor	153,100	288,000	92,700	42	7			
Associate Professor	109,300	165,000	79,700	33	7	165,000	1	1
Assistant Professor	101,800	146,400	79,000	32	7	94,100	2	2
ETHNIC STUDIES								
<i>Discipline: African-American/Black Studies</i>								
Professor	151,100	325,800	97,100	56	16	185,000	1	1
Associate Professor	108,100	200,900	68,200	68	22	97,400	4	3
Assistant Professor	84,100	135,800	0	50	20	88,500	7	5
Instructor	82,000	82,000	82,000	1	1	82,000	1	1
<i>Discipline: American Indian/Native American Studies</i>								
Professor	132,200	169,800	85,000	8	3			
Associate Professor	100,500	127,500	69,100	13	6	91,300	2	2
Assistant Professor	86,900	98,500	79,100	4	3			
<i>Discipline: American/United States Studies/Civilization</i>								
Professor	133,500	212,700	94,200	33	10	104,100	1	1
Associate Professor	99,800	134,100	69,600	45	11	106,500	2	2
Assistant Professor	82,500	100,000	66,200	28	8	84,000	5	4
<i>Discipline: Asian-American Studies</i>								
Professor	159,900	194,100	122,100	13	4			
Associate Professor	107,400	178,400	110,400	13	4			
Assistant Professor	99,100	110,700	87,500	9	4	95,500	2	2

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Discipline: Ethnic Studies								
Professor	155,600	195,100	123,500	8	2			
Associate Professor	130,000	169,400	79,000	11	2			
Assistant Professor	81,500	96,700	73,300	8	2	80,000	1	1
Discipline: Ethnic, Cultural Minority, and Gender Studies, Other								
Professor	169,000	313,700	93,000	16	5	93,000	1	1
Associate Professor	115,100	174,700	89,700	18	6			
Assistant Professor	95,200	126,800	78,700	14	5	89,000	2	2
Discipline: Hispanic-American, Puerto Rican, and Mexican-American/Chicano Studies								
Professor	166,500	274,500	85,500	22	9			
Associate Professor	114,900	184,900	68,000	30	9	132,500	2	1
Assistant Professor	88,900	117,800	64,800	24	9	84,400	4	3
GEOGRAPHY								
Discipline: Geography								
Professor	142,700	255,000	89,700	144	20	133,700	3	3
Associate Professor	97,000	143,200	64,200	105	21	71,600	1	1
Assistant Professor	84,300	125,900	65,500	79	20	83,200	11	9
GLOBAL STUDIES								
Discipline: International/Global Studies								
Professor	135,200	242,200	93,900	10	3			
Associate Professor	86,600	117,900	68,200	20	5			
Assistant Professor	77,500	97,300	67,000	10	3			
HISTORY								
Discipline: European History								
Professor	134,200	134,200	134,200	1	1			
Discipline: History, General								
Professor	150,700	357,300	68,200	477	31	120,800	6	3
Associate Professor	100,000	180,000	46,200	425	31	106,600	4	4
Assistant Professor	80,600	113,000	64,500	134	30	82,400	26	14
POLITICAL SCIENCE								
Discipline: Political Science and Government, General								
Professor	182,300	364,100	84,400	376	32	103,200	1	1
Associate Professor	116,300	261,400	70,900	255	32	167,300	3	3
Assistant Professor	94,000	152,900	67,700	183	32	90,400	21	18

APPENDIX III

ALL AAU PUBLIC PEERS 2020-21 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in AAU departments with matches to UO submitted data were included (see Appendix I for detailed explanation). UO data were not included.

NOTE: Because of changes to how tenure-related faculty in the Robert D. Clark Honors College are assigned, the Honors College has been removed and faculty have been assigned to home departments based on their discipline.

	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
SOCIOLOGY								
<i>Discipline:</i>	Sociology							
Professor	168,300	365,900	81,500	346	31	192,000	7	6
Associate Professor	106,200	257,500	70,300	183	31	113,900	5	5
Assistant Professor	91,900	148,900	65,000	137	30	91,200	24	17
WOMEN'S, GENDER, & SEXUALITY STUDIES								
<i>Discipline:</i>	Women's Studies							
Professor	139,400	265,100	88,500	47	18			
Associate Professor	95,800	148,000	69,300	75	19			
Assistant Professor	81,500	99,500	66,600	38	16	84,700	8	4

APPENDIX III

ALL AAU PUBLIC PEERS 2020-21 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
<u>DSGN Dept of the History of Art & Architecture</u>								
HISTORY OF ART & ARCHITECTURE								
Discipline: Art History, Criticism and Conservation								
Professor	130,900	297,000	88,100	103	18			
Associate Professor	91,100	174,100	67,900	106	18	98,000	1	1
Assistant Professor	79,900	108,800	64,500	50	16	79,500	8	6
<u>DSGN School of Architecture & Environment</u>								
ARCHITECTURE								
Discipline: Architectural and Building Sciences/Technology								
Professor	114,500	114,500	114,500	1	1			
Associate Professor	94,400	97,900	90,800	2	1			
Assistant Professor	77,500	77,500	77,500	1	1			
Discipline: Architecture								
Professor	138,300	241,000	86,400	110	15	195,000	1	1
Associate Professor	97,100	145,300	70,300	168	16	96,000	4	4
Assistant Professor	78,600	98,500	64,000	82	16	82,700	4	4
HISTORIC PRESERVATION								
Discipline: Historic Preservation and Conservation								
Professor	119,900	119,900	119,900	1	1			
Associate Professor	100,500	108,100	93,800	3	2			
LANDSCAPE ARCHITECTURE								
Discipline: Landscape Architecture								
Professor	124,400	180,300	82,300	18	8			
Associate Professor	94,000	129,300	72,300	26	8	87,500	1	1
Assistant Professor	74,400	85,500	64,300	16	7	71,500	2	2

APPENDIX III

ALL AAU PUBLIC PEERS 2020-21 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in AAU departments with matches to UO submitted data were included (see Appendix I for detailed explanation). UO data were not included.

NOTE: Because of changes to how tenure-related faculty in the Robert D. Clark Honors College are assigned, the Honors College has been removed and faculty have been assigned to home departments based on their discipline.

	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
<u>DSGN School of Art & Design</u>								
ART								
Discipline: Art/Art Studies, General								
Professor	115,200	222,600	63,200	137	13	122,600	2	2
Associate Professor	86,200	125,100	52,500	98	13			
Assistant Professor	74,300	96,500	52,200	50	12	73,300	6	6
Discipline: Digital Arts								
Professor	108,900	108,900	108,900	1	1			
Associate Professor	77,900	77,900	77,900	1	1			
Discipline: Fine/Studio Arts, General								
Professor	133,800	206,100	82,600	61	8			
Associate Professor	82,400	134,800	67,900	39	6	75,000	1	1
Assistant Professor	76,700	97,300	63,000	23	6	86,700	1	1
Discipline: Photography								
Professor	101,700	101,700	101,700	1	1			
Associate Professor	85,200	93,400	77,100	2	1			
PRODUCT DESIGN								
Discipline: Design & Applied Arts, Other								
Professor	203,700	203,700	203,700	1	1			
Discipline: Design & Visual Communications								
Professor	139,800	194,700	81,600	27	5	81,600	1	1
Associate Professor	86,500	120,000	63,700	34	6	79,800	1	1
Assistant Professor	72,600	99,300	60,000	27	6	78,600	2	2
Discipline: Industrial and Product Design								
Professor	136,900	162,300	105,900	3	1			
Associate Professor	101,500	109,700	97,500	5	3			
Assistant Professor	73,300	83,200	67,000	9	3			

APPENDIX III

**ALL AAU PUBLIC PEERS 2020-21 Comparison of AAUDE Faculty Salaries
Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank**

Only disciplines in AAU departments with matches to UO submitted data were included (see Appendix I for detailed explanation). UO data were not included.

NOTE: Because of changes to how tenure-related faculty in the Robert D. Clark Honors College are assigned, the Honors College has been removed and faculty have been assigned to home departments based on their discipline.

AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
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DSGN School of Planning, Public Policy, & Mgmt

PLANNING, PUBLIC POLICY, & MGMT

Discipline: City/Urban, Community and Regional Planning

Professor	158,200	391,000	105,000	60	18		
Associate Professor	97,700	179,500	70,000	68	17	119,800	4
Assistant Professor	84,300	134,300	60,000	50	15	81,400	9

Discipline: Public Administration

Professor	175,300	330,100	118,700	34	5		
Associate Professor	127,300	173,400	84,200	59	6	123,700	3
Assistant Professor	97,200	135,000	72,500	32	6	89,700	5

Discipline: Public Policy Analysis

Professor	194,000	357,200	100,200	103	13	202,500	2
Associate Professor	131,500	205,000	90,200	82	13	129,000	3
Assistant Professor	108,200	163,800	78,000	73	13	103,100	15

APPENDIX III

ALL AAU PUBLIC PEERS 2020-21 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in AAU departments with matches to UO submitted data were included (see Appendix I for detailed explanation). UO data were not included.

NOTE: Because of changes to how tenure-related faculty in the Robert D. Clark Honors College are assigned, the Honors College has been removed and faculty have been assigned to home departments based on their discipline.

	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
College of Education								
COUNSELING PSYCHOLOGY & HUMAN SERVICES								
Discipline: Clinical Psychology								
Professor	156,200	295,800	103,700	29	3			
Associate Professor	110,700	162,400	89,500	17	3			
Assistant Professor	93,400	97,900	85,500	4	2			
Discipline: Counseling Psychology								
Professor	142,500	156,600	129,200	4	1			
Associate Professor	98,000	102,100	95,700	3	1			
Assistant Professor	79,000	79,000	79,000	2	1			
Discipline: Educational Psychology								
Professor	136,800	265,600	84,200	94	12	160,000	1	1
Associate Professor	97,900	144,500	74,600	71	11	97,700	3	3
Assistant Professor	80,300	104,100	67,300	51	12	78,200	6	5
Discipline: Individual & Family Development Studies, General								
Professor	141,100	227,000	95,000	28	5			
Associate Professor	98,300	138,900	63,600	41	6	105,000	1	1
Assistant Professor	79,600	109,200	71,800	27	6	87,900	3	3
EDUCATION STUDIES								
Discipline: Curriculum and Instruction								
Professor	126,500	194,200	83,200	92	13	159,800	2	1
Associate Professor	90,000	118,900	65,500	94	13	96,400	5	3
Assistant Professor	76,500	95,900	65,000	93	13	76,800	13	9
Discipline: Education, General								
Professor	149,900	340,600	82,200	239	16	120,500	11	3
Associate Professor	97,900	185,000	69,700	188	16	96,500	9	4
Assistant Professor	84,500	115,200	66,600	117	14	83,100	20	7
Discipline: Teacher Education, Multiple Levels								
Professor	127,700	140,500	110,800	4	1			
Associate Professor	102,100	111,800	96,100	4	1			
Assistant Professor	84,400	90,400	75,800	4	1	85,000	1	1
EDUCATIONAL METHODOLOGY, POLICY & LEADERSHIP								
Discipline: Education Leadership & Administration, General								
Professor	142,100	211,000	91,000	68	13	125,000	1	1
Associate Professor	93,800	145,000	76,000	86	13	93,000	3	3
Assistant Professor	77,100	102,000	67,000	47	13	75,800	12	5

APPENDIX III

ALL AAU PUBLIC PEERS 2020-21 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

Only disciplines in AAU departments with matches to UO submitted data were included (see Appendix I for detailed explanation). UO data were not included.

NOTE: Because of changes to how tenure-related faculty in the Robert D. Clark Honors College are assigned, the Honors College has been removed and faculty have been assigned to home departments based on their discipline.

	AAU PUBLIC PEERS Average Salary	AAU PUBLIC PEERS High Salary	AAU PUBLIC PEERS Low Salary	AAU PUBLIC PEERS FTE	# of AAU PUBLIC PEER Institutions Reporting Data	AAU PUBLIC PEERS New Hire Avg Salary	AAU PUBLIC PEERS New Hire FTE	# of AAU PUBLIC PEER Institutions Reporting New Hire Data
SPECIAL EDUCATION & CLINICAL SCIENCES								
Discipline: Audiology/Audiologist & Hearing Sciences								
Professor	166,400	200,800	128,900	4	1			
Associate Professor	96,800	99,700	95,300	4	1			
Assistant Professor	86,100	88,700	82,800	3	1			
Discipline: Communication Disorders, General								
Professor	154,600	256,300	91,700	20	6			
Associate Professor	96,200	132,300	69,500	15	6			
Assistant Professor	85,600	140,000	68,600	29	6	97,500	2	2
Discipline: School Psychology								
Professor	162,200	187,900	136,000	3	2			
Associate Professor	106,500	115,000	90,000	6	2	115,000	2	1
Assistant Professor	95,000	95,000	95,000	1	1			
Discipline: Special Education & Teaching, General								
Professor	138,500	226,900	91,900	41	8			
Associate Professor	94,300	123,400	67,200	35	8	95,700	3	3
Assistant Professor	79,200	118,000	62,000	24	8	77,900	6	3
Discipline: Speech Pathology and Audiology								
Professor	156,900	291,100	103,900	31	9	107,000	1	1
Associate Professor	99,300	124,900	81,500	35	9	96,500	3	3
Assistant Professor	86,100	108,000	77,000	35	9	88,200	6	5

Knight Campus

KNIGHT CAMPUS

Discipline: Biomedical/Medical Engineering

Professor	179,100	343,000	111,500	200	25	184,400	4	4
Associate Professor	121,200	171,200	80,600	122	24	136,200	5	4
Assistant Professor	101,600	160,700	76,500	117	26	107,900	13	11

APPENDIX III

ALL AAU PUBLIC PEERS 2020-21 Comparison of AAUDE Faculty Salaries Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank

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<u>Lundquist College of Business</u>								
BUSINESS ADMINISTRATION								
<i>Discipline: Accounting</i>								
Professor	280,200	394,300	155,600	73	14	312,500	2	2
Associate Professor	219,700	293,800	92,000	69	14	270,000	1	1
Assistant Professor	221,500	245,000	162,000	84	14	232,300	11	6
Instructor	230,000	230,000	230,000	1	1			
<i>Discipline: Business Administration, Management & Operations</i>								
Professor	281,500	492,200	124,000	356	22	320,000	5	5
Associate Professor	209,100	320,000	105,800	253	23	230,000	4	4
Assistant Professor	189,400	271,900	125,000	291	23	183,500	35	15
Instructor	177,000	177,000	177,000	1	1	177,000	1	1
<i>Discipline: Business/Commerce, General</i>								
Professor	257,000	377,000	114,100	166	7	230,000	3	2
Associate Professor	205,600	280,000	130,000	124	6	237,800	9	4
Assistant Professor	191,400	243,800	133,500	198	7	194,700	32	6
<i>Discipline: Finance, General</i>								
Professor	292,400	459,000	104,300	87	15			
Associate Professor	229,800	280,000	105,500	60	14	280,000	1	1
Assistant Professor	224,900	245,000	172,100	87	15	234,500	10	6
<i>Discipline: Human Resource Management/Personnel Administration, General</i>								
Professor	249,100	485,000	161,300	13	2	195,000	1	1
Associate Professor	204,200	216,500	189,600	6	1			
Assistant Professor	140,100	171,400	96,700	15	2	122,000	1	1
Instructor	173,100	173,100	173,100	1	1			
<i>Discipline: Management Science, General</i>								
Professor	252,800	407,000	176,400	24	3			
Associate Professor	197,900	229,600	134,800	21	3			
Assistant Professor	179,000	198,300	166,800	15	3			
<i>Discipline: Marketing/Marketing Management, General</i>								
Professor	259,800	425,200	138,500	79	13			
Associate Professor	190,700	260,200	123,000	40	13			
Assistant Professor	178,500	205,000	143,600	59	13	188,500	12	8

APPENDIX III

**ALL AAU PUBLIC PEERS 2020-21 Comparison of AAUDE Faculty Salaries
Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank**

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School of Journalism and Communication								
JOURNALISM & COMMUNICATION								
<i>Discipline: Advertising</i>								
Professor	139,200	214,400	113,000	19	4			
Associate Professor	104,700	142,000	84,600	21	4			
Assistant Professor	83,000	94,500	73,000	21	4	80,300	4	3
<i>Discipline: Journalism</i>								
Professor	140,100	213,300	77,400	80	15	180,000	1	1
Associate Professor	94,500	136,500	68,900	106	17	88,300	1	1
Assistant Professor	80,500	112,000	65,900	52	17	81,700	10	5
<i>Discipline: Journalism & Mass Communications, Other</i>								
Professor	148,300	168,000	134,300	3	1			
Associate Professor	116,000	123,000	109,400	6	1			
Assistant Professor	98,200	103,400	94,000	3	1			
<i>Discipline: Mass Communication/Media Studies</i>								
Professor	177,200	316,400	73,900	28	4			
Associate Professor	103,400	125,000	73,700	14	4	120,500	2	2
Assistant Professor	87,800	98,000	75,300	14	4	86,400	4	3
<i>Discipline: Public Relations/Image Management</i>								
Professor	122,800	139,300	106,300	2	1			
Associate Professor	95,300	101,100	89,500	2	1			
Assistant Professor	77,800	78,000	77,500	2	1			

School of Law

LAW

<i>Discipline: Law</i>								
Professor	224,200	432,600	87,200	707	24	237,500	18	10
Associate Professor	142,100	207,000	82,200	73	16	140,800	9	6
Assistant Professor	141,600	184,300	114,300	38	11	136,900	8	6

APPENDIX III

**ALL AAU PUBLIC PEERS 2020-21 Comparison of AAUDE Faculty Salaries
Included Disciplines with Peer Average Salaries, FTEs, and # of Institutions by Rank**

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School of Music and Dance								
DANCE								
<i>Discipline: Dance, General</i>								
Professor	112,200	214,500	68,000	33	8			
Associate Professor	85,600	115,000	53,800	19	9	82,000	1	1
Assistant Professor	74,600	97,000	50,400	24	9	76,100	4	4
MUSIC								
<i>Discipline: Music History, Literature, & Theory</i>								
Professor	113,700	138,300	97,000	6	1			
Associate Professor	77,000	79,500	74,400	2	1			
Assistant Professor	72,300	74,000	70,700	2	1			
<i>Discipline: Music Performance, General</i>								
Professor	109,300	185,100	86,900	28	2			
Associate Professor	83,300	178,500	72,200	45	2			
Assistant Professor	70,800	80,100	64,300	10	2			
<i>Discipline: Music Teacher Education</i>								
Professor	103,700	103,700	103,700	1	1			
Associate Professor	80,400	80,400	80,400	1	1			
Assistant Professor	76,700	80,000	73,400	2	1			
<i>Discipline: Music Theory & Composition</i>								
Professor	107,600	107,600	107,600	1	1			
Associate Professor	84,900	84,900	84,900	1	1			
<i>Discipline: Music, General</i>								
Professor	121,400	283,500	61,000	483	27	114,600	8	5
Associate Professor	85,000	181,800	44,100	286	27	93,500	7	3
Assistant Professor	71,100	126,700	50,400	160	25	75,100	20	12