

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

## 2008-09 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 2008 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
<b><u>Architecture and Allied Arts</u></b>														
<b>Architecture, Interior &amp; Landscape Arch</b>														
Professor	87,000	15	10.8	119,500	16	73%	106%	115%	32%	39%				
Associate Professor	60,800	15	7.9	78,900	38	77%	74%	76%	8%	12%				
Assistant Professor	54,100	10	2.8	66,200	23	82%	66%	64%			52,700	3	61,800	4
Instructor	48,900	1	0.1				60%							
All Ranks <sup>1</sup>	69,000	40	7.7	83,500	77	83%	84%	81%			52,700	3	61,800	4
All Ranks Weighted <sup>1,2</sup>	68,300			89,800		76%	84%	93%						
<b>Art, Art History, Arts &amp; Administration</b>														
Professor	93,200	3	13.8	100,400	97	93%	114%	97%	43%	27%			115,000	1
Associate Professor	58,300	14	8.0	72,500	88	80%	71%	70%	10%	13%	60,000	1	82,500	1
Assistant Professor	50,100	15	2.3	58,600	73	85%	61%	57%			51,800	6	62,200	15
Instructor				39,500	7			38%					35,800	2
All Ranks <sup>1</sup>	57,700	32	5.9	79,100	258	73%	71%	76%			53,000	7	66,500	17
All Ranks Weighted <sup>1,2</sup>	68,600			78,400		88%	84%	81%						

<sup>1</sup>All 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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<b>Architecture and Allied Arts</b>														
<b>Planning, Public Policy, &amp; Mgmt</b>														
Professor	114,500	2	14.1	135,800	53	84%	140%	131%	49%	42%			165,500	2
Associate Professor	74,300	4	2.7	91,800	34	81%	91%	89%	19%	16%			150,000	1
Assistant Professor	58,800	4	2.4	74,700	36	79%	72%	72%					80,700	3
Instructor				70,000	1			68%					70,000	1
All Ranks <sup>1</sup>	76,200	10	4.8	105,700	123	72%	93%	102%					120,500	6
All Ranks Weighted <sup>1,2</sup>	84,200			102,600		82%	104%	106%						
<b>AAA Total</b>														
Professor	90,700	20	11.6	113,500	166	80%	111%	109%	36%	34%			148,700	3
Associate Professor	61,400	33	7.3	78,100	160	79%	75%	75%	11%	13%	60,000	1	116,300	2
Assistant Professor	52,700	29	2.5	64,300	132	82%	64%	62%			52,100	9	64,700	22
Instructor	48,900	1	0.1	43,300	8	113%	60%	42%					47,200	3
All Ranks <sup>1</sup>	65,500	82	6.6	87,000	458	75%	80%	84%			52,900	10	77,800	27
All Ranks Weighted <sup>1,2</sup>	69,400			86,800		80%	85%	90%						

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<b><u>College of Arts and Sciences</u></b>														
<b>CAS Humanities</b>														
Professor	88,700	32	7.8	109,200	525	81%	108%	105%	28%	35%			111,500	9
Associate Professor	65,900	46	6.3	72,600	474	91%	81%	70%	13%	12%			73,500	8
Assistant Professor	55,500	34	2.8	59,800	315	93%	68%	58%			54,900	8	60,000	54
Instructor	34,500	34	6.3	42,000	145	82%	42%	41%					42,600	16
All Ranks <sup>1</sup>	69,300	112	5.7	84,200	1,314	82%	85%	81%			54,900	8	68,100	71
All Ranks Weighted <sup>1,2</sup>	71,100			82,100		87%	87%	85%						
<b>CAS Natural Sciences</b>														
Professor	95,800	91	11.3	122,700	1,046	78%	117%	118%	24%	35%	118,000	1	135,800	13
Associate Professor	75,800	49	4.5	86,400	389	88%	93%	83%	13%	14%			94,300	6
Assistant Professor	64,800	27	3.0	72,100	409	90%	79%	70%			64,200	5	68,400	71
Instructor	54,500	18	7.9	51,400	35	106%	67%	50%					44,000	6
All Ranks <sup>1</sup>	84,900	167	8.0	103,800	1,844	82%	104%	100%			73,200	6	79,900	90
All Ranks Weighted <sup>1,2</sup>	79,700			95,300		84%	98%	99%						

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<b>College of Arts and Sciences</b>														
<b>CAS Social Sciences</b>														
Professor	103,000	44	9.3	127,500	596	81%	126%	123%	38%	45%	141,600	1	130,200	12
Associate Professor	71,800	45	6.6	81,200	377	88%	88%	78%	14%	7%			97,000	8
Assistant Professor	60,700	30	2.8	73,800	345	82%	74%	71%			61,600	5	74,800	61
Instructor	38,600	4	4.1	39,600	18	97%	47%	38%					55,900	2
All Ranks <sup>1</sup>	80,500	119	6.7	100,200	1,318	80%	98%	97%			74,900	6	85,200	81
All Ranks Weighted <sup>1,2</sup>	79,800			95,900		83%	98%	99%						
<b>CAS Total</b>														
Professor	96,300	167	10.1	120,700	2,167	80%	118%	116%	31%	40%	129,800	2	127,400	34
Associate Professor	71,300	140	5.8	79,600	1,240	90%	87%	77%	14%	10%			87,700	22
Assistant Professor	60,000	91	2.9	69,000	1,069	87%	73%	67%			59,300	18	68,100	186
Instructor	41,200	56	6.7	43,400	198	95%	50%	42%					44,100	24
All Ranks <sup>1</sup>	79,200	398	6.9	97,000	4,476	82%	97%	94%			66,400	20	78,200	242
All Ranks Weighted <sup>1,2</sup>	76,900			91,400		84%	95%	95%						

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<b>College of Education</b>														
Professor	119,400	11	6.4	112,700	149	106%	146%	109%	48%	31%			94,700	3
Associate Professor	80,100	10	6.5	80,700	106	99%	98%	78%	17%	15%			76,900	2
Assistant Professor	66,400	10	2.5	64,700	98	103%	81%	62%			68,000	2	63,000	19
Instructor	56,800	9	4.6	56,200	10	101%	69%	54%			58,000	1		
All Ranks <sup>1</sup>	89,600	31	5.2	89,800	353	100%	110%	87%			68,000	2	68,100	24
All Ranks Weighted <sup>1,2</sup>	90,200			87,500		103%	111%	91%						

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<b><u>Lundquist College of Business</u></b>														
Professor	147,200	10	13.6	192,900	217	76%	180%	186%	28%	39%			203,300	3
Associate Professor	124,600	11	4.8	152,800	144	82%	152%	147%	-15%	9%	162,000	1	181,700	3
Assistant Professor	137,100	16	2.3	143,500	203	96%	168%	138%			150,400	5	148,900	37
Instructor	66,700	18	6.5	93,400	35	71%	82%	90%			80,000	1	160,700	8
All Ranks <sup>1</sup>	136,100	37	6.1	164,900	564	83%	166%	159%			152,300	6	155,000	43
All Ranks Weighted <sup>1,2</sup>	136,900			164,600		83%	168%	171%						

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<b><u>School of Journalism and Communication</u></b>														
Professor	98,600	7	8.0	110,100	24	90%	121%	106%	41%	30%			131,700	3
Associate Professor	65,000	9	10.9	79,300	37	82%	79%	76%	5%	11%				
Assistant Professor	60,900	3	1.4	67,900	29	90%	74%	65%			65,000	1	64,900	4
Instructor	52,800	3	6.4	53,800	3	98%	65%	52%						
All Ranks <sup>1</sup>	76,700	19	8.3	83,800	90	92%	94%	81%			65,000	1	93,500	7
All Ranks Weighted <sup>1,2</sup>	76,100			87,000		87%	94%	90%						

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<b>School of Law</b>														
Professor	143,700	14	13.1	189,200	188	76%	176%	182%	22%	53%	122,000	1	168,000	1
Associate Professor	125,700	2	2.2	134,300	54	94%	154%	130%	26%	4%			112,500	3
Assistant Professor	104,100	8	3.8	130,300	21	80%	127%	126%			106,500	2		
Instructor	65,200	3	2.5	54,800	15	119%	80%	53%					50,000	1
All Ranks <sup>1</sup>	129,000	24	9.1	173,200	263	74%	158%	167%			111,700	3	126,400	4
All Ranks Weighted <sup>1,2</sup>	125,500			153,300		82%	154%	159%						
<b>Associate &amp; Assistant Combined</b>														
Professor	143,700	14	13.1	189,200	188	76%	176%	182%	43%	54%	122,000	1	168,000	1
Assoc/Assist Combined	108,400	10	3.5	133,200	75	81%	133%	128%			106,500	2	112,500	3
All Ranks <sup>1</sup>	129,000	24	9.1	173,200	263	74%	158%	167%			111,700	3	126,400	4
All Ranks Weighted <sup>1,2</sup>	125,500			153,300		82%	154%	159%						

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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<b><u>School of Music and Dance</u></b>														
Professor	74,200	10	5.7	100,500	190	74%	91%	97%	19%	26%			105,700	7
Associate Professor	58,600	18	8.9	73,300	127	80%	72%	71%	12%	14%			66,900	3
Assistant Professor	48,800	13	2.5	59,200	84	82%	60%	57%			45,300	3	57,300	15
Instructor	38,900	8	10.4	42,800	13	91%	48%	41%					32,500	1
All Ranks <sup>1</sup>	59,300	41	6.1	83,200	401	71%	72%	80%			45,300	3	72,000	25
All Ranks Weighted <sup>1,2</sup>	61,200			78,900		78%	75%	82%						

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<b>University Totals</b>														
Professor	100,900	239	10.2	127,900	3,101	79%	123%	123%	35%	40%	127,200	3	129,200	54
Associate Professor	72,100	223	6.4	86,300	1,868	84%	88%	83%	6%	8%	111,000	2	97,100	35
Assistant Professor	67,600	170	2.7	77,900	1,636	87%	83%	75%			71,000	40	77,400	283
Instructor	48,300	98	6.6	50,800	282	95%	59%	49%			69,000	2	69,400	37
All Institution	81,800	632	6.8	103,700	6,605	79%	100%	100%			76,500	45	86,800	372
All Institution Weighted	81,300			96,500		84%	100%	100%						

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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 2008-09.
  - 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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