

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
Architecture and Allied Arts														
ARCHITECTURE & INTERIOR ARCH														
Professor	84,900	10	7.8	108,200	111	78%	104%	107%	28%	28%			126,000	2
Associate Professor	61,700	12	8.7	79,700	144	77%	75%	79%	9%	17%			75,000	3
Assistant Professor	54,400	8	3.0	62,400	103	87%	67%	62%			53,500	2	59,300	13
Instructor	48,900	1	0.1	52,000	1	94%	60%	51%						
All Ranks ¹	67,500	30	6.9	83,600	358	81%	83%	82%			53,500	2	69,300	18
All Ranks Weighted ^{1,2}	67,900			84,700		80%	84%	89%						
ART														
Professor	71,500	1	5.1	92,600	248	77%	87%	91%	17%	24%			100,000	1
Associate Professor	57,300	10	7.7	68,400	267	84%	70%	67%	11%	12%	60,000	1	82,500	3
Assistant Professor	48,700	9	2.2	56,100	185	87%	60%	55%			51,800	4	55,400	32
Instructor				36,900	16			36%					23,000	2
All Ranks ¹	54,200	20	5.1	73,700	700	74%	66%	73%			53,400	5	58,900	36
All Ranks Weighted ^{1,2}	59,900			73,400		82%	74%	77%						

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.

²All Ranks Weighted = average salaries weighted by rank and discipline.

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<u>Architecture and Allied Arts</u>														
ART HISTORY														
Professor	104,000	2	18.1	107,900	117	96%	127%	106%	53%	34%			134,500	2
Associate Professor	60,800	4	8.6	73,400	81	83%	74%	72%	9%	15%				
Assistant Professor	53,500	3	2.1	58,100	73	92%	65%	57%			53,000	1	58,500	17
Instructor				33,800	5			33%					33,800	5
All Ranks ¹	68,000	9	8.5	84,200	271	81%	83%	83%			53,000	1	66,500	19
All Ranks Weighted ^{1,2}	74,400			81,300		92%	92%	85%						
ARTS & ADMINISTRATION														
Professor														
Associate Professor														
Assistant Professor	50,800	3	2.8				62%				51,000	1		
Instructor														
All Ranks ¹	50,800	3	2.8				62%				51,000	1		
All Ranks Weighted ^{1,2}	50,800						62%							

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Architecture and Allied Arts														
LANDSCAPE ARCHITECTURE														
Professor	91,100	5	16.7	105,900	20	86%	111%	104%	41%	28%			145,000	1
Associate Professor	57,200	3	5.1	77,300	45	74%	70%	76%	5%	15%				
Assistant Professor	53,200	2	2.1	62,200	21	86%	65%	61%			51,000	1	58,000	1
Instructor				60,600	2			60%						
All Ranks ¹	73,400	10	10.3	80,300	86	91%	90%	79%			51,000	1	101,500	2
All Ranks Weighted ^{1,2}	68,400			83,100		82%	84%	87%						
PLANNING, PUBLIC POLICY, & MGMT														
Professor	114,500	2	14.1	129,700	191	88%	140%	128%	49%	39%			131,100	9
Associate Professor	74,300	4	2.7	90,100	147	82%	91%	89%	19%	16%			150,000	1
Assistant Professor	58,800	4	2.4	74,000	137	79%	72%	73%					69,400	22
Instructor				70,000	1			69%					70,000	1
All Ranks ¹	76,200	10	4.8	101,400	475	75%	93%	100%					89,300	32
All Ranks Weighted ^{1,2}	84,200			99,600		85%	104%	105%						

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CAS Humanities														
CLASSICS AND HUMANITIES														
Professor	75,500	1	0.1	102,600	129	74%	92%	101%	8%	31%			96,100	2
Associate Professor	68,800	2	8.1	71,500	88	96%	84%	71%	21%	11%				
Assistant Professor	52,000	1	0.1	59,900	76	87%	64%	59%			52,000	1	62,600	14
Instructor				37,600	1			37%						
All Ranks ¹	66,300	4	4.1	82,200	293	81%	81%	81%			52,000	1	66,800	16
All Ranks Weighted ^{1,2}	66,000			79,300		83%	81%	83%						
COMPARATIVE LITERATURE														
Professor				122,800	87			121%		46%				
Associate Professor	59,900	3	1.1	76,000	67	79%	73%	75%		15%			82,000	1
Assistant Professor				61,200	48			60%					62,100	8
Instructor				33,600	3			33%					36,100	1
All Ranks ¹	59,900	3	1.1	92,600	202	65%	73%	91%					64,300	9
All Ranks Weighted ^{1,2}	59,900			88,600		68%	74%	93%						

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CAS Humanities														
CREATIVE WRITING														
Professor	102,800	2	8.1	96,800	91	106%	126%	95%	26%	28%			93,000	1
Associate Professor	81,300	1	5.1	68,600	137	119%	99%	68%	25%	12%			58,200	3
Assistant Professor	61,000	1	4.1	56,200	100	109%	75%	55%					53,700	17
Instructor				46,700	11			46%					32,400	1
All Ranks ¹	87,000	4	6.4	72,700	328	120%	106%	72%					56,200	21
All Ranks Weighted ^{1,2}	82,800			75,100		110%	102%	79%						
EAST ASIAN LANGUAGES & LITERATURE														
Professor				107,600	57			106%		37%			130,000	1
Associate Professor	69,100	4	9.7	70,200	62	98%	84%	69%	16%	9%				
Assistant Professor	56,200	6	1.9	61,100	40	92%	69%	60%			53,300	3	59,700	9
Instructor	36,500	8	4.0	43,700	15	84%	45%	43%					44,000	4
All Ranks ¹	61,300	10	5.1	81,300	159	75%	75%	80%			53,300	3	66,800	10
All Ranks Weighted ^{1,2}	62,600			81,100		77%	77%	85%						

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CAS Humanities														
ENGLISH														
Professor	85,700	10	9.1	110,200	669	78%	105%	109%	24%	35%			128,200	9
Associate Professor	66,300	15	9.4	74,400	554	89%	81%	73%	13%	14%			79,900	18
Assistant Professor	56,000	12	2.9	59,700	312	94%	68%	59%			57,000	2	59,200	54
Instructor	28,100	3	3.1	42,300	110	66%	34%	42%					38,000	12
All Ranks ¹	68,200	37	7.2	87,000	1,535	78%	83%	86%			57,000	2	71,500	81
All Ranks Weighted ^{1,2}	70,200			83,000		85%	86%	87%						
GERMAN & SCANDINAVIAN														
Professor	82,500	4	4.6	102,000	89	81%	101%	101%	27%	29%				
Associate Professor	60,700	3	2.8	72,300	87	84%	74%	71%	8%	16%			72,000	2
Assistant Professor	54,000	1	1.1	56,400	41	96%	66%	56%					60,800	12
Instructor	37,000	1	9.0	44,600	12	83%	45%	44%					46,600	2
All Ranks ¹	70,800	8	3.5	81,500	217	87%	87%	80%					62,400	14
All Ranks Weighted ^{1,2}	66,600			78,200		85%	82%	82%						

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CAS Humanities														
JUDAIC STUDIES														
Professor	137,400	1	8.1	110,000	12	125%	168%	108%		32%				
Associate Professor				77,900	6			77%		11%				
Assistant Professor				67,200	7			66%					55,000	1
Instructor				49,500	1			49%						
All Ranks ¹	137,400	1	8.1	90,300	25	152%	168%	89%					55,000	1
All Ranks Weighted ^{1,2}	137,400			86,400		159%	169%	91%						
LINGUISTICS														
Professor	78,300	3	7.4	112,700	127	69%	96%	111%	7%	36%			149,700	1
Associate Professor	72,900	3	5.1	75,900	79	96%	89%	75%	21%	12%				
Assistant Professor	55,400	1	6.1	63,400	67	87%	68%	63%					58,100	7
Instructor				30,200	5			30%					22,400	2
All Ranks ¹	72,700	7	6.2	90,000	273	81%	89%	89%					69,600	8
All Ranks Weighted ^{1,2}	69,400			85,500		81%	85%	90%						

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CAS Humanities														
PHILOSOPHY														
Professor	104,300	4	9.9	120,400	275	87%	128%	119%	53%	45%			131,300	7
Associate Professor	60,800	1	3.1	74,800	149	81%	74%	74%	8%	12%			73,900	2
Assistant Professor	54,500	3	4.1	62,700	92	87%	67%	62%					63,400	20
Instructor				32,400	13			32%					46,900	5
All Ranks ¹	80,200	8	6.9	96,900	516	83%	98%	96%					80,500	29
All Ranks Weighted ^{1,2}	74,800			87,800		85%	92%	92%						
RELIGIOUS STUDIES														
Professor				110,000	39			108%		36%				
Associate Professor	70,200	3	3.4	73,600	46	95%	86%	73%	14%	15%				
Assistant Professor	58,600	2	2.6	58,400	47	100%	72%	58%			60,000	1	61,300	5
Instructor				34,300	3			34%					36,800	2
All Ranks ¹	65,600	5	3.1	78,900	132	83%	80%	78%			60,000	1	61,300	5
All Ranks Weighted ^{1,2}	64,400			82,200		78%	79%	86%						

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CAS Humanities														
ROMANCE LANGUAGES														
Professor	84,900	6	6.8	105,300	250	81%	104%	104%	27%	34%			132,400	3
Associate Professor	63,200	9	4.8	70,600	266	90%	77%	70%	11%	13%			78,000	2
Assistant Professor	54,200	4	3.9	57,800	200	94%	66%	57%			53,000	1	57,900	27
Instructor	33,500	20	7.3	40,200	30	83%	41%	40%					50,000	1
All Ranks ¹	68,100	19	5.2	79,100	716	86%	83%	78%			53,000	1	66,100	32
All Ranks Weighted ^{1,2}	68,300			79,300		86%	84%	83%						
RUSSIAN & EASTERN EUROPEAN STUDIES														
Professor				104,300	45			103%		39%			98,000	1
Associate Professor				65,100	31			64%		8%				
Assistant Professor				56,800	29			56%					55,800	5
Instructor	37,000	1	5.1	30,300	2	122%	45%	30%						
All Ranks ¹				79,600	105			79%					62,800	6
All Ranks Weighted ^{1,2}				76,900				81%						

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CAS Humanities														
THEATRE ARTS														
Professor	72,800	1	14.1	94,000	85	77%	89%	93%	14%	25%			93,000	1
Associate Professor	61,600	2	2.6	68,600	137	90%	75%	68%	11%	12%			58,200	3
Assistant Professor	52,900	3	1.4	56,100	99	94%	65%	55%					53,700	17
Instructor	53,200	1	15.1	46,700	11	114%	65%	46%					32,400	1
All Ranks ¹	59,100	6	3.9	71,400	321	83%	72%	70%					56,200	21
All Ranks Weighted ^{1,2}	63,000			74,000		85%	77%	78%						

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<u>CAS Natural Sciences</u>														
BIOLOGY														
Professor	91,900	20	9.2	122,100	592	75%	112%	120%	17%	39%			149,500	9
Associate Professor	77,600	4	0.9	82,100	318	95%	95%	81%	15%	12%			107,500	5
Assistant Professor	65,600	6	2.4	69,900	330	94%	80%	69%			64,000	2	68,900	39
Instructor	57,000	6	8.8	46,600	4	122%	70%	46%						
All Ranks ¹	84,700	30	6.7	98,000	1,240	86%	104%	97%			64,000	2	86,300	53
All Ranks Weighted ^{1,2}	79,100			93,000		85%	97%	98%						
CHEMISTRY														
Professor	104,000	12	12.2	133,100	710	78%	127%	131%	38%	46%			165,000	3
Associate Professor	72,800	6	4.6	86,200	224	84%	89%	85%	9%	14%			91,700	3
Assistant Professor	65,300	3	2.4	71,700	257	91%	80%	71%			65,000	1	71,800	40
Instructor	61,000	3	6.2	45,800	9	133%	75%	45%					42,400	3
All Ranks ¹	89,600	21	8.6	111,000	1,191	81%	110%	109%			65,000	1	79,200	46
All Ranks Weighted ^{1,2}	82,000			98,900		83%	101%	104%						

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CAS Natural Sciences														
COMPUTER & INFORMATION SCIENCE														
Professor	110,100	8	11.6	137,300	341	80%	135%	135%	16%	34%			156,700	5
Associate Professor	97,300	6	7.9	102,500	210	95%	119%	101%	5%	13%			105,800	3
Assistant Professor	93,000	1	4.1	89,700	171	104%	114%	88%					87,200	20
Instructor	52,900	2	8.5	65,200	4	81%	65%	64%						
All Ranks ¹	103,800	15	9.6	115,900	722	90%	127%	114%					101,600	28
All Ranks Weighted ^{1,2}	100,600			111,300		90%	124%	117%						
GEOLOGICAL SCIENCES														
Professor	88,300	8	10.1	115,900	342	76%	108%	114%	19%	36%			131,400	7
Associate Professor	72,600	2	2.6	79,200	139	92%	89%	78%	15%	12%			92,100	5
Assistant Professor	60,600	5	3.7	67,400	118	90%	74%	66%					67,000	22
Instructor	39,300	1	4.1	63,900	2	62%	48%	63%					85,500	1
All Ranks ¹	77,000	15	7.0	97,900	599	79%	94%	97%					84,000	34
All Ranks Weighted ^{1,2}	74,600			89,000		84%	92%	94%						

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.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
CAS Natural Sciences														
HUMAN PHYSIOLOGY														
Professor	100,500	2	16.1	116,100	128	87%	123%	114%	36%	37%			137,600	5
Associate Professor	71,100	5	2.5	78,600	111	90%	87%	78%	15%	9%			82,200	3
Assistant Professor	59,000	1	1.1	69,700	98	85%	72%	69%					70,500	16
Instructor	49,900	2	13.6	43,700	35	114%	61%	43%					48,900	4
All Ranks ¹	76,900	8	5.7	90,200	337	85%	94%	89%					85,900	24
All Ranks Weighted ^{1,2}	78,100			89,600		87%	96%	94%						
MATHEMATICS														
Professor	86,500	12	11.3	122,100	1,157	71%	106%	120%	18%	40%			134,300	13
Associate Professor	72,000	10	3.2	81,700	360	88%	88%	81%	11%	12%			90,100	8
Assistant Professor	62,600	2	2.1	69,100	440	91%	77%	68%					66,100	98
Instructor	48,300	1	3.1	44,700	48	108%	59%	44%					46,500	1
All Ranks ¹	78,400	24	7.2	102,800	1,957	76%	96%	101%					75,100	119
All Ranks Weighted ^{1,2}	74,400			92,600		80%	92%	97%						

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²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
<u>CAS Natural Sciences</u>														
PHYSICS														
Professor	93,600	16	15.5	121,700	969	77%	114%	120%	25%	38%			113,100	8
Associate Professor	72,900	8	5.5	83,500	260	87%	89%	82%	9%	8%			84,000	4
Assistant Professor	65,500	3	3.8	75,500	279	87%	80%	74%					74,200	39
Instructor	54,800	2	7.5	68,700	5	80%	67%	68%					43,100	2
All Ranks ¹	84,400	27	11.2	106,500	1,508	79%	103%	105%					81,000	51
All Ranks Weighted ^{1,2}	78,200			95,000		82%	96%	100%						
PSYCHOLOGY														
Professor	100,400	13	8.7	127,800	679	79%	123%	126%	34%	47%	118,000	1	168,100	10
Associate Professor	72,300	8	6.2	80,300	301	90%	88%	79%	10%	10%			95,600	4
Assistant Professor	64,000	6	3.6	69,700	300	92%	78%	69%			64,000	2	68,500	56
Instructor	53,500	1	5.1	44,000	10	122%	65%	43%						
All Ranks ¹	84,000	27	6.8	103,000	1,280	82%	103%	102%			82,000	3	84,300	70
All Ranks Weighted ^{1,2}	80,000			94,500		85%	98%	99%						

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES
Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
<u>CAS Social Sciences</u>														
ANTHROPOLOGY														
Professor	91,300	8	9.9	114,700	270	80%	112%	113%	34%	40%			108,400	2
Associate Professor	63,100	5	3.9	73,700	205	86%	77%	73%	8%	12%			82,200	2
Assistant Professor	56,500	5	3.3	61,800	162	91%	69%	61%			57,000	1	62,500	24
Instructor														
All Ranks ¹	73,800	18	6.4	88,000	637	84%	90%	87%			57,000	1	67,200	28
All Ranks Weighted ^{1,2}	71,400			85,000		84%	88%	89%						
ECONOMICS														
Professor	125,600	12	10.2	168,600	386	74%	154%	166%	39%	48%			220,200	6
Associate Professor	93,600	5	4.5	119,600	145	78%	114%	118%	13%	19%			143,100	8
Assistant Professor	82,900	2	4.6	100,400	237	83%	101%	99%					103,200	47
Instructor				54,000	3			53%						
All Ranks ¹	112,700	19	8.1	138,300	768	81%	138%	136%					119,900	61
All Ranks Weighted ^{1,2}	102,000			131,600		78%	125%	138%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES
Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
CAS Social Sciences														
ENVIRONMENTAL STUDIES														
Professor	82,700	1	0.1	123,300	53	67%	101%	122%		32%				
Associate Professor				90,900	27			90%		18%			131,200	2
Assistant Professor	60,900	1	5.1	73,100	37	83%	74%	72%					69,800	7
Instructor	44,900	1	3.1	60,000	2	75%	55%	59%						
All Ranks ¹	71,800	2	2.6	99,900	117	72%	88%	99%					83,400	9
All Ranks Weighted ^{1,2}	72,600			97,200		75%	89%	102%						
ETHNIC AND ASIAN STUDIES														
Professor				110,100	103			109%		31%			124,700	6
Associate Professor				78,400	119			77%		15%			79,000	1
Assistant Professor	61,800	4	1.9	63,100	123	98%	76%	62%			63,000	1	65,400	23
Instructor				45,900	5			45%					49,000	2
All Ranks ¹	61,800	4	1.9	82,400	345	75%	76%	81%			63,000	1	77,700	30
All Ranks Weighted ^{1,2}	61,800			85,200		73%	76%	90%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
CAS Social Sciences														
GEOGRAPHY														
Professor	101,700	5	10.1	116,200	154	88%	124%	115%	50%	38%			105,000	1
Associate Professor	61,200	3	3.4	77,800	89	79%	75%	77%	7%	13%			105,000	1
Assistant Professor	55,800	3	2.4	64,900	97	86%	68%	64%					67,100	18
Instructor				56,100	4			55%					51,900	1
All Ranks ¹	78,100	11	6.2	91,500	340	85%	95%	90%					70,900	20
All Ranks Weighted ^{1,2}	74,400			87,800		85%	92%	92%						
HISTORY														
Professor	92,400	12	9.1	117,100	551	79%	113%	115%	27%	40%			127,700	7
Associate Professor	70,100	11	10.8	76,500	438	92%	86%	75%	16%	15%			89,300	16
Assistant Professor	57,300	2	1.6	61,000	256	94%	70%	60%			61,000	1	59,200	40
Instructor				32,900	4			32%						
All Ranks ¹	79,800	25	9.3	91,300	1,245	87%	98%	90%			61,000	1	74,400	63
All Ranks Weighted ^{1,2}	74,300			86,600		86%	91%	91%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES
Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
CAS Social Sciences														
INTERNATIONAL STUDIES														
Professor	80,200	1	9.1	143,100	19	56%	98%	141%	14%	20%				
Associate Professor	69,100	2	10.1	122,400	3	56%	84%	121%	16%	49%				
Assistant Professor	56,100	2	4.1	72,900	11	77%	69%	72%					58,000	1
Instructor				47,000	1			46%						
All Ranks ¹	66,100	5	7.5	117,800	33	56%	81%	116%					58,000	1
All Ranks Weighted ^{1,2}	69,100			114,400		60%	85%	120%						
POLITICAL SCIENCE														
Professor	119,900	2	1.6	132,400	385	91%	147%	131%	52%	46%	141,600	1	136,600	10
Associate Professor	77,200	7	8.1	85,500	259	90%	94%	84%	19%	16%			100,800	6
Assistant Professor	61,800	6	3.4	69,500	235	89%	76%	69%					72,700	32
Instructor	52,000	1	1.1	41,300	11	126%	64%	41%					64,300	3
All Ranks ¹	76,700	15	5.4	101,800	879	75%	94%	100%			141,600	1	89,500	48
All Ranks Weighted ^{1,2}	88,100			97,700		90%	108%	103%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
CAS Social Sciences														
SOCIOLOGY														
Professor	91,100	3	12.1	126,200	334	72%	111%	124%	28%	44%			128,700	7
Associate Professor	68,300	9	3.9	81,900	212	83%	83%	81%	10%	14%			87,300	5
Assistant Professor	60,500	4	1.1	67,400	202	90%	74%	66%			63,500	2	66,600	25
Instructor	28,800	2	6.1	34,400	5	84%	35%	34%						
All Ranks ¹	70,600	16	4.8	97,800	748	72%	86%	96%			63,500	2	81,100	37
All Ranks Weighted ^{1,2}	74,200			93,600		79%	91%	98%						
WOMEN'S & GENDER STUDIES														
Professor				111,300	43			110%		30%			104,000	1
Associate Professor	67,000	3	5.1	81,100	62	83%	82%	80%	10%	19%			82,900	4
Assistant Professor	59,100	1	2.1	61,700	53	96%	72%	61%					60,100	7
Instructor				33,700	3			33%						
All Ranks ¹	65,000	4	4.4	82,800	158	79%	79%	82%					71,400	12
All Ranks Weighted ^{1,2}	63,000			86,100		73%	77%	91%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
College of Education														
COUNSELING PSYCHOLOGY & HUMAN SERVICES														
Professor	96,400	3	2.4	111,600	142	86%	118%	110%	21%	34%			150,000	1
Associate Professor	79,200	1	5.1	77,100	130	103%	97%	76%	13%	15%			82,000	4
Assistant Professor	68,200	2	2.6	61,700	98	111%	83%	61%			68,000	1	61,800	14
Instructor				47,100	2			46%						
All Ranks ¹	84,100	6	2.9	86,300	370	97%	103%	85%			68,000	1	70,700	19
All Ranks Weighted ^{1,2}	82,000			85,000		96%	101%	89%						
EDUCATIONAL LEADERSHIP														
Professor	128,200	4	5.1	112,700	89	114%	157%	111%		32%			114,600	3
Associate Professor				79,800	73			79%		16%			96,400	2
Assistant Professor	65,800	3	3.0	63,500	70	104%	80%	63%					58,700	5
Instructor	59,000	1	16.1					72%						
All Ranks ¹	101,500	7	4.2	87,500	232	116%	124%	86%					83,000	10
All Ranks Weighted ^{1,2}	99,400			86,800		115%	122%	91%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
College of Education														
SPECIAL EDUCATION														
Professor	127,800	4	10.8	111,500	121	115%	156%	110%	58%	34%			113,000	3
Associate Professor	80,000	4	6.9	76,800	112	104%	98%	76%	19%	13%			107,700	2
Assistant Professor	64,800	3	2.1	63,800	85	102%	79%	63%			68,000	1	65,300	11
Instructor	54,500	5	4.5	51,400	11	106%	67%	51%					65,000	1
All Ranks ¹	93,200	11	7.0	86,500	318	108%	114%	85%			68,000	1	79,500	16
All Ranks Weighted ^{1,2}	92,800			85,500		109%	114%	90%						
TEACHER EDUCATION														
Professor				110,000	341			108%		33%			118,900	9
Associate Professor	80,400	5	6.5	77,000	310	104%	98%	76%	15%	14%			77,600	9
Assistant Professor	67,800	2	2.1	63,300	304	107%	83%	62%					62,600	55
Instructor	59,800	3	1.0	42,600	28	140%	73%	42%			58,000	1	33,800	1
All Ranks ¹	76,800	7	5.2	84,400	955	91%	94%	83%					71,400	73
All Ranks Weighted ^{1,2}	74,100			84,800		87%	91%	89%						

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES
Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
<u>Lundquist College of Business</u>														
BUSINESS ADMINISTRATION														
Professor	147,200	10	13.6	185,300	815	79%	180%	183%	28%	40%			218,900	19
Associate Professor	124,600	11	4.8	145,200	513	86%	152%	143%	-15%	6%	162,000	1	170,100	18
Assistant Professor	137,100	16	2.3	139,400	685	98%	168%	137%			150,400	5	145,200	142
Instructor	66,700	18	6.5	87,000	53	77%	82%	86%			80,000	1	142,500	13
All Ranks ¹	136,100	37	6.1	159,500	2,013	85%	166%	157%			152,300	6	155,500	179
All Ranks Weighted ^{1,2}	136,900			158,100		87%	168%	166%						

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
<u>School of Journalism and Communication</u>														
JOURNALISM & COMMUNICATION														
Professor	98,600	7	8.0	109,300	114	90%	121%	108%	41%	30%			118,100	6
Associate Professor	65,000	9	10.9	78,400	143	83%	79%	77%	5%	13%			76,800	5
Assistant Professor	60,900	3	1.4	65,300	115	93%	74%	64%			65,000	1	61,100	14
Instructor	52,800	3	6.4	50,500	9	105%	65%	50%						
All Ranks ¹	76,700	19	8.3	83,800	372	92%	94%	83%			65,000	1	77,900	25
All Ranks Weighted ^{1,2}	76,100			85,600		89%	94%	90%						

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2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
School of Law														
LAW														
Professor	143,700	14	13.1	178,200	506	81%	176%	176%	22%	51%	122,000	1	173,900	8
Associate Professor	125,700	2	2.2	126,400	107	99%	154%	125%	26%	7%			109,000	4
Assistant Professor	104,100	8	3.8	119,300	58	87%	127%	118%			106,500	2	113,900	12
Instructor	65,200	3	2.5	59,900	17	109%	80%	59%					50,000	1
All Ranks ¹	129,000	24	9.1	164,900	671	78%	158%	163%			111,700	3	133,100	24
All Ranks Weighted ^{1,2}	125,500			143,300		88%	154%	151%						
LAW--Associate & Assistant Combined														
Professor	143,700	14	13.1	178,200	506	81%	176%	176%	43%	54%	122,000	1	173,900	8
Assoc/Assist Combined	108,400	10	3.5	123,900	165	87%	133%	122%			106,500	2	112,600	16
All Ranks ¹	129,000	24	9.1	164,900	671	78%	158%	163%			111,700	3	133,100	24
All Ranks Weighted ^{1,2}	125,500			143,300		88%	154%	151%						

Note: Combined averages for associate and assistant professors are provided to allow comparison with institutions that use only two ranks for Law professors.

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.

²All Ranks Weighted = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
School of Music and Dance														
DANCE														
Professor				87,300	25			86%		18%			79,100	1
Associate Professor	57,100	4	8.9	69,000	20	83%	70%	68%	21%	9%				
Assistant Professor	40,000	1	0.1	60,200	15	66%	49%	59%			40,000	1	58,900	1
Instructor	39,500	1	8.9	60,100	1	66%	48%	59%						
All Ranks ¹	53,700	5	7.1	74,400	60	72%	66%	73%			40,000	1	69,000	2
All Ranks Weighted ^{1,2}	48,500			73,000		66%	60%	77%						
MUSIC														
Professor	74,200	10	5.7	97,900	514	76%	91%	97%	19%	27%			105,500	14
Associate Professor	59,000	14	8.9	70,500	388	84%	72%	70%	12%	13%			68,900	5
Assistant Professor	49,500	12	2.7	57,700	241	86%	61%	57%			48,000	2	56,800	47
Instructor	38,900	7	10.6	43,500	23	89%	48%	43%					32,500	1
All Ranks ¹	60,100	36	5.9	80,100	1,143	75%	73%	79%			48,000	2	68,100	66
All Ranks Weighted ^{1,2}	61,600			76,500		81%	76%	80%						

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 AAU Data Exchange (AAUDE) Faculty Salary Survey

UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO Rank Avg vs. UO Avg	AAU Publics Rank Avg vs. AAU Publics Avg	UO Rank Differential	AAU Publics Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
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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.

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