

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2008-09 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION WITH WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2008 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 School Avg vs. UO Avg | AAU Publics School Avg vs. AAU Publics Avg | UO New Hire Avg Salary | UO New Hire FTE | AAU Publics New Hire Avg Salary | AAU Publics New Hire FTE |
|---|------------------|--------|----------------------|------------------------|-----------------|------------------------|--------------------------|--|------------------------|-----------------|---------------------------------|--------------------------|
| AAA Architecture, Interior & Landscape Arch <i>Weighted Averages</i> | 69,000 68,300 | 40 | 7.7 | 82,900 84,400 | 444 | 83% 81% | 84% 84% | 82% 89% | 52,700 | 3 | 72,600 | 20 |
| AAA Art, Art History, Arts & Administration <i>Weighted Averages</i> | 57,700 68,600 | 32 | 5.9 | 76,600 75,800 | 971 | 75% 91% | 71% 84% | 76% 80% | 53,000 | 7 | 61,500 | 55 |
| AAA Planning, Public Policy, & Mgmt <i>Weighted Averages</i> | 76,200 84,200 | 10 | 4.8 | 101,400 99,600 | 475 | 75% 85% | 93% 104% | 100% 105% | | | 89,300 | 32 |
| Architecture and Allied Arts (AAA) Total <i>Weighted Averages</i> | 65,500 69,400 | 82 | 6.6 | 84,300 83,900 | 1,890 | 78% 83% | 80% 85% | 83% 88% | 52,900 | 10 | 71,900 | 107 |
| CAS Humanities <i>Weighted Averages</i> | 69,300 71,100 | 112 | 5.7 | 84,200 81,800 | 4,822 | 82% 87% | 85% 87% | 83% 86% | 54,900 | 8 | 67,500 | 253 |
| CAS Natural Sciences <i>Weighted Averages</i> | 84,900 79,700 | 167 | 8.0 | 104,100 95,400 | 8,834 | 82% 84% | 104% 98% | 103% 100% | 73,200 | 6 | 82,200 | 425 |
| CAS Social Sciences <i>Weighted Averages</i> | 80,500 79,800 | 119 | 6.7 | 99,900 96,200 | 5,270 | 81% 83% | 98% 98% | 99% 101% | 74,900 | 6 | 86,100 | 309 |
| College of Arts and Sciences (CAS) Total <i>Weighted Averages</i> | 79,200 76,900 | 398 | 6.9 | 97,900 91,800 | 18,926 | 81% 84% | 97% 95% | 97% 97% | 66,400 | 20 | 79,700 | 987 |

Calculations include Professor, Associate Professor, and Assistant Professor ranks only.

Weighted Averages = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

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|--|----------------|--------|----------------------|------------------------|-----------------|------------------------|--------------------------|--|------------------------|-----------------|---------------------------------|--------------------------|
| College of Education | 89,600 | 31 | 5.2 | 85,500 | 1,875 | 105% | 110% | 84% | 68,000 | 2 | 73,400 | 118 |
| <i>Weighted Averages</i> | <i>90,200</i> | | | <i>85,200</i> | | <i>106%</i> | <i>111%</i> | <i>90%</i> | | | | |
| Lundquist College of Business | 136,100 | 37 | 6.1 | 159,500 | 2,013 | 85% | 166% | 157% | 152,300 | 6 | 155,500 | 179 |
| <i>Weighted Averages</i> | <i>136,900</i> | | | <i>158,100</i> | | <i>87%</i> | <i>168%</i> | <i>166%</i> | | | | |
| School of Journalism and Communication | 76,700 | 19 | 8.3 | 83,800 | 372 | 92% | 94% | 83% | 65,000 | 1 | 77,900 | 25 |
| <i>Weighted Averages</i> | <i>76,100</i> | | | <i>85,600</i> | | <i>89%</i> | <i>94%</i> | <i>90%</i> | | | | |
| School of Law | 129,000 | 24 | 9.1 | 164,900 | 671 | 78% | 158% | 163% | 111,700 | 3 | 133,100 | 24 |
| <i>Weighted Averages</i> | <i>125,500</i> | | | <i>143,300</i> | | <i>88%</i> | <i>154%</i> | <i>151%</i> | | | | |
| School of Music and Dance | 59,300 | 41 | 6.1 | 79,800 | 1,203 | 74% | 72% | 79% | 45,300 | 3 | 68,100 | 68 |
| <i>Weighted Averages</i> | <i>61,200</i> | | | <i>76,400</i> | | <i>80%</i> | <i>75%</i> | <i>80%</i> | | | | |
| All Schools/Colleges | 81,800 | 632 | 6.8 | 101,400 | 26,950 | 81% | 100% | 100% | 76,500 | 45 | 87,900 | 1,508 |
| <i>Weighted Averages</i> | <i>81,300</i> | | | <i>95,100</i> | | <i>85%</i> | <i>100%</i> | <i>100%</i> | | | | |

Calculations include Professor, Associate Professor, and Assistant Professor ranks only.

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Please see additional notes on last page of report.

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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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