

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

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	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>Architecture and Allied Arts</b>																
<b>ARCHITECTURE &amp; INTERIOR ARCH</b>																
Professor	107,400	10	12.3	120,900	121	89%	113%	107%	92%	87%	24%	32%			107,100	1
Associate Professor	84,300	14	11.8	84,200	157	100%	89%	74%	98%	92%	16%	14%			77,500	3
Assistant Professor	68,700	6	3.4	68,500	103	100%	72%	61%	87%	80%					42,600	11
Instructor																
All Ranks <sup>1</sup>	88,900	30	10.3	91,600	381	97%	94%	81%							53,900	15
All Ranks Weighted <sup>1,2</sup>	87,900			92,800		95%	92%	88%								
<b>ART</b>																
Professor	106,700	2	11.1	100,200	216	106%	112%	89%	91%	72%	38%	24%				
Associate Professor	70,600	13	8.5	73,300	226	96%	74%	65%	82%	80%	11%	11%			55,200	3
Assistant Professor	60,000	5	3.1	61,200	103	98%	63%	54%	76%	72%					50,500	17
Instructor																
All Ranks <sup>1</sup>	71,600	20	7.4	81,700	545	88%	75%	72%							51,200	20
All Ranks Weighted <sup>1,2</sup>	80,600			79,400		102%	85%	76%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

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<b>Architecture and Allied Arts</b>																
<b>ART HISTORY</b>																
Professor	111,500	2	11.6	112,400	92	99%	117%	99%	95%	81%	31%	30%	90,000	1	171,500	1
Associate Professor	82,000	3	9.8	78,000	84	105%	86%	69%	95%	86%	20%	13%			88,900	2
Assistant Professor	62,600	3	2.8	63,300	45	99%	66%	56%	80%	74%					65,200	11
Instructor																
All Ranks <sup>1</sup>	82,100	8	7.6	89,300	221	92%	86%	79%					90,000	1	76,100	14
All Ranks Weighted <sup>1,2</sup>	86,700			86,000		101%	91%	82%								
<b>ARTS &amp; ADMINISTRATION</b>																
Professor																
Associate Professor	78,600	1	4.1				83%		92%		22%					
Assistant Professor	57,700	4	5.6				61%		73%				61,000	1		
Instructor																
All Ranks <sup>1</sup>	61,800	5	5.3				65%						61,000	1		
All Ranks Weighted <sup>1,2</sup>	68,100						72%									

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<b>Architecture and Allied Arts</b>																
<b>HISTORIC PRESERVATION</b>																
Professor	117,500	1	6.1	115,000	3	102%	124%	102%	100%	83%		24%				
Associate Professor				87,600	4			77%		96%		13%				
Assistant Professor				73,400	1			65%		86%						
Instructor																
All Ranks <sup>1</sup>	117,500	1	6.1	96,100	8	122%	124%	85%								
All Ranks Weighted <sup>1,2</sup>	117,500			93,200		126%	123%	89%								
<b>LANDSCAPE ARCHITECTURE</b>																
Professor	107,700	3	20.1	112,100	23	96%	113%	99%	92%	81%	32%	24%				
Associate Professor	77,400	3	6.4	84,400	28	92%	81%	75%	90%	93%	4%	16%			107,100	1
Assistant Professor	73,400	1	3.1	66,400	12	111%	77%	59%	93%	78%						
Instructor																
All Ranks <sup>1</sup>	89,800	7	11.8	91,100	63	99%	95%	80%							107,100	1
All Ranks Weighted <sup>1,2</sup>	87,300			88,900		98%	92%	85%								

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<b>Architecture and Allied Arts</b>																
<b>PLANNING, PUBLIC POLICY, &amp; MGMT</b>																
Professor	121,400	1	1.1	150,600	195	81%	128%	133%	104%	109%	29%	45%			190,000	1
Associate Professor	93,400	3	5.1	99,200	174	94%	98%	88%	109%	109%	17%	15%			82,400	7
Assistant Professor	77,100	6	2.8	82,600	165	93%	81%	73%	98%	97%			76,000	2	85,700	32
Instructor																
All Ranks <sup>1</sup>	86,400	10	3.3	112,800	534	77%	91%	100%					76,000	2	87,700	40
All Ranks Weighted <sup>1,2</sup>	98,600			112,900		87%	104%	108%								
<b>PRODUCT DESIGN</b>																
Professor				114,500	29			101%		83%		34%			125,000	1
Associate Professor	79,400	1	5.1	76,300	22	104%	84%	67%	92%	84%	17%	10%			78,500	1
Assistant Professor	63,100	4	2.9	65,300	14	97%	66%	58%	80%	76%					64,200	2
Instructor																
All Ranks <sup>1</sup>	66,400	5	3.3	91,000	65	73%	70%	80%							83,000	4
All Ranks Weighted <sup>1,2</sup>	71,200			86,900		82%	75%	83%								

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<b>CAS Humanities</b>																
<b>CLASSICS</b>																
Professor	96,000	2	3.6	117,900	93	81%	101%	104%	82%	85%	25%	33%			120,000	1
Associate Professor	71,800	1	13.1	80,500	76	89%	76%	71%	84%	88%	13%	13%			67,000	1
Assistant Professor	59,800	2	2.6	65,800	43	91%	63%	58%	76%	77%			60,000	1	59,000	9
Instructor																
All Ranks <sup>1</sup>	76,700	5	5.1	93,900	212	82%	81%	83%					60,000	1	65,300	11
All Ranks Weighted <sup>1,2</sup>	76,900			89,700		86%	81%	86%								
<b>COMPARATIVE LITERATURE</b>																
Professor	90,700	1	3.1	135,000	67	67%	95%	119%	77%	98%	23%	47%			156,500	2
Associate Professor	69,100	3	6.1	82,000	51	84%	73%	72%	80%	90%	10%	13%				
Assistant Professor	59,700	2	3.1	67,500	17	88%	63%	60%	76%	79%					65,200	4
Instructor																
All Ranks <sup>1</sup>	69,600	6	4.6	106,500	135	65%	73%	94%							95,700	6
All Ranks Weighted <sup>1,2</sup>	74,100			96,900		76%	78%	92%								

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<b>CAS Humanities</b>																
<b>CREATIVE WRITING</b>																
Professor	117,900	2	13.1	109,800	136	107%	124%	97%	101%	79%	42%	31%			101,800	3
Associate Professor	78,000	4	3.6	75,100	139	104%	82%	66%	91%	82%	82%	11%			78,400	3
Assistant Professor				63,100	67			56%		74%					66,300	13
Instructor																
All Ranks <sup>1</sup>	91,300	6	6.8	86,600	342	105%	96%	77%							73,800	19
All Ranks Weighted <sup>1,2</sup>	99,500			84,100		118%	105%	80%								
<b>EAST ASIAN LANGUAGES &amp; LITERATURE</b>																
Professor				120,300	62			106%		87%		36%			98,200	2
Associate Professor	73,700	5	4.3	79,500	64	93%	78%	70%	86%	87%	13%	12%				
Assistant Professor	61,800	7	3.4	66,000	48	94%	65%	58%	79%	77%			60,000	1	72,500	8
Instructor																
All Ranks <sup>1</sup>	66,800	12	3.8	90,300	174	74%	70%	80%					60,000	1	77,600	10
All Ranks Weighted <sup>1,2</sup>	67,800			90,300		75%	71%	86%								

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<b>CAS Humanities</b>																
<b>ENGLISH</b>																
Professor	96,900	17	7.7	119,700	607	81%	102%	106%	83%	86%	22%	35%			128,200	7
Associate Professor	75,600	12	5.9	79,800	507	95%	80%	70%	88%	88%	16%	12%	104,000	1	69,900	9
Assistant Professor	60,300	5	1.9	66,000	203	91%	63%	58%	77%	77%			64,000	1	62,800	31
Instructor																
All Ranks <sup>1</sup>	84,000	34	6.2	96,100	1,317	87%	88%	85%					84,000	2	73,900	47
All Ranks Weighted <sup>1,2</sup>	78,600			90,200		87%	83%	86%								
<b>GERMAN &amp; SCANDINAVIAN</b>																
Professor	99,500	4	8.4	109,600	77	91%	105%	97%	85%	79%	34%	27%			120,000	1
Associate Professor	67,300	2	4.6	78,700	63	86%	71%	70%	78%	86%	4%	15%			77,000	1
Assistant Professor	63,100	3	2.1	61,800	19	102%	66%	55%	80%	72%			66,500	1	66,300	4
Instructor																
All Ranks <sup>1</sup>	80,200	9	5.4	91,700	159	87%	84%	81%					66,500	1	77,000	6
All Ranks Weighted <sup>1,2</sup>	77,800			84,800		92%	82%	81%								

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<b>CAS Humanities</b>																
<b>LINGUISTICS</b>																
Professor	95,100	4	9.9	118,000	117	81%	100%	104%	81%	85%	26%	34%				
Associate Professor	70,200	2	7.1	79,500	72	88%	74%	70%	82%	87%	8%	9%				
Assistant Professor	62,500	4	2.1	69,200	39	90%	66%	61%	79%	81%			62,500	1	60,800	11
Instructor																
All Ranks <sup>1</sup>	77,100	10	6.2	97,500	228	79%	81%	86%					62,500	1	60,800	11
All Ranks Weighted <sup>1,2</sup>	76,900			90,500		85%	81%	86%								
<b>PHILOSOPHY</b>																
Professor	123,300	3	12.1	133,100	268	93%	130%	118%	105%	96%	51%	46%			115,400	1
Associate Professor	75,100	4	5.1	80,900	123	93%	79%	71%	87%	89%	11%	10%				
Assistant Professor	65,100	5	2.3	69,100	82	94%	69%	61%	83%	81%					65,900	18
Instructor																
All Ranks <sup>1</sup>	83,000	12	5.7	108,500	473	76%	87%	96%							68,500	19
All Ranks Weighted <sup>1,2</sup>	89,700			96,400		93%	94%	92%								

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<b>CAS Humanities</b>																
<b>RELIGIOUS STUDIES</b>																
Professor	97,600	2	2.1	122,100	55	80%	103%	108%	83%	88%	25%	39%			120,000	1
Associate Professor	73,800	3	5.1	77,900	63	95%	78%	69%	86%	85%	11%	13%			55,000	3
Assistant Professor	63,300	1	3.1	63,400	45	100%	67%	56%	80%	74%					63,700	6
Instructor																
All Ranks <sup>1</sup>	80,000	6	3.8	88,800	163	90%	84%	78%							66,700	10
All Ranks Weighted <sup>1,2</sup>	79,200			89,600		88%	83%	85%								
<b>ROMANCE LANGUAGES</b>																
Professor	94,900	6	7.9	113,000	251	84%	100%	100%	81%	82%	22%	33%			120,000	1
Associate Professor	73,700	9	7.3	75,100	268	98%	78%	66%	86%	82%	12%	9%				
Assistant Professor	62,700	4	3.1	64,600	120	97%	66%	57%	80%	76%					65,000	29
Instructor																
All Ranks <sup>1</sup>	78,100	19	6.6	88,000	639	89%	82%	78%							66,800	30
All Ranks Weighted <sup>1,2</sup>	78,000			85,700		91%	82%	82%								

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<b>CAS Humanities</b>																
<b>THEATRE ARTS</b>																
Professor	96,500	1	19.1	108,000	131	89%	102%	95%	82%	78%	30%	29%			101,800	3
Associate Professor	67,800	3	5.4	74,700	138	91%	71%	66%	79%	82%	12%	10%			78,400	3
Assistant Professor	56,400	3	1.8	63,100	67	89%	59%	56%	72%	74%					66,300	13
Instructor	64,700	1	20.1				68%		85%							
All Ranks <sup>1</sup>	67,000	7	5.8	85,400	336	78%	71%	75%							73,800	19
All Ranks Weighted <sup>1,2</sup>	74,800			83,300		90%	79%	79%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Natural Sciences</b>																
<b>BIOLOGY</b>																
Professor	113,100	19	13.0	132,200	531	86%	119%	117%	97%	96%	27%	39%			73,400	4
Associate Professor	87,800	5	3.3	87,900	312	100%	92%	78%	102%	96%	10%	8%			102,200	4
Assistant Professor	78,200	4	3.4	78,300	211	100%	82%	69%	99%	92%					72,600	33
Instructor	104,200	1	0.1				110%		138%							
All Ranks <sup>1</sup>	103,600	28	9.9	108,300	1,054	96%	109%	96%							75,600	41
All Ranks Weighted <sup>1,2</sup>	94,100			101,200		93%	99%	96%								
<b>CHEMISTRY</b>																
Professor	124,700	15	12.5	146,300	659	85%	131%	129%	106%	106%	40%	49%			182,000	4
Associate Professor	86,800	2	10.6	90,700	221	96%	91%	80%	101%	99%	14%	9%			120,000	3
Assistant Professor	73,800	5	2.7	80,100	228	92%	78%	71%	94%	94%			72,000	1	80,200	31
Instructor	83,400	2	0.1				88%		110%							
All Ranks <sup>1</sup>	109,700	22	10.1	121,600	1,108	90%	115%	107%					72,000	1	94,000	38
All Ranks Weighted <sup>1,2</sup>	96,700			107,800		90%	102%	103%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Natural Sciences</b>																
<b>COMPUTER &amp; INFORMATION SCIENCE</b>																
Professor	134,400	4	14.4	151,100	398	89%	141%	133%	115%	109%	27%	37%			175,200	2
Associate Professor	108,700	5	10.5	109,400	244	99%	114%	97%	127%	120%	14%	11%			115,000	3
Assistant Professor	95,500	4	2.0	97,300	107	98%	101%	86%	121%	114%			99,000	2	92,500	15
Instructor																
All Ranks <sup>1</sup>	112,500	13	9.1	129,800	749	87%	118%	115%					99,000	2	104,100	20
All Ranks Weighted <sup>1,2</sup>	114,000			120,900		94%	120%	115%								
<b>GEOLOGICAL SCIENCES</b>																
Professor	100,700	8	11.6	125,300	333	80%	106%	111%	86%	91%	24%	33%			165,000	1
Associate Professor	77,800	3	3.4	87,800	130	89%	82%	78%	91%	96%	5%	11%			72,000	1
Assistant Professor	73,300	3	3.4	75,600	95	97%	77%	67%	93%	89%					78,000	15
Instructor	45,600	1	9.1				48%		60%							
All Ranks <sup>1</sup>	89,900	14	8.1	108,100	558	83%	95%	95%							82,800	17
All Ranks Weighted <sup>1,2</sup>	84,800			97,800		87%	89%	93%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Natural Sciences</b>																
<b>HUMAN PHYSIOLOGY</b>																
Professor	102,100	3	1.4	127,900	134	80%	107%	113%	87%	92%	25%	37%			105,000	1
Associate Professor	78,400	2	3.1	86,100	104	91%	83%	76%	91%	94%	5%	9%			91,100	2
Assistant Professor	73,600	5	1.9	75,600	74	97%	77%	67%	94%	89%			72,000	1	73,200	11
Instructor																
All Ranks <sup>1</sup>	83,100	10	2.0	101,600	312	82%	87%	90%					72,000	1	78,100	14
All Ranks Weighted <sup>1,2</sup>	85,600			98,200		87%	90%	94%								
<b>MATHEMATICS</b>																
Professor	107,900	12	11.5	133,000	1,044	81%	114%	117%	92%	96%	26%	38%			136,600	7
Associate Professor	83,500	11	5.8	90,200	385	93%	88%	80%	97%	99%	11%	8%			108,000	6
Assistant Professor	73,100	5	1.9	81,300	251	90%	77%	72%	93%	95%					83,300	46
Instructor				55,000	1					49%		50%			55,000	1
All Ranks <sup>1</sup>	92,100	28	7.5	115,400	1,680	80%	97%	102%							92,100	59
All Ranks Weighted <sup>1,2</sup>	89,200			103,200		86%	94%	98%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Natural Sciences</b>																
<b>PHYSICS</b>																
Professor	111,600	16	13.7	131,900	959	85%	117%	117%	95%	95%	30%	36%			132,100	6
Associate Professor	82,900	5	7.3	91,100	285	91%	87%	80%	97%	100%	12%	7%			99,300	2
Assistant Professor	71,600	5	1.9	83,300	190	86%	75%	74%	91%	98%			72,000	1	75,400	28
Instructor	72,800	1	10.9				77%		96%							
All Ranks <sup>1</sup>	98,400	26	10.2	117,400	1,434	84%	104%	104%					72,000	1	86,200	36
All Ranks Weighted <sup>1,2</sup>	89,900			103,700		87%	94%	99%								
<b>PSYCHOLOGY</b>																
Professor	120,200	13	9.5	138,800	658	87%	127%	123%	103%	100%	42%	45%			121,400	5
Associate Professor	80,400	9	7.3	88,100	315	91%	85%	78%	94%	97%	7%	10%			117,500	4
Assistant Professor	73,600	6	2.3	76,600	227	96%	77%	68%	94%	90%			71,000	2	75,600	35
Instructor																
All Ranks <sup>1</sup>	97,400	28	7.2	113,700	1,200	86%	103%	100%					71,000	2	84,600	44
All Ranks Weighted <sup>1,2</sup>	92,900			103,100		90%	98%	98%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>ANTHROPOLOGY</b>																
Professor	111,700	5	14.6	121,400	262	92%	118%	107%	95%	88%	37%	36%				
Associate Professor	76,200	9	5.1	80,700	203	94%	80%	71%	89%	88%	9%	11%			44,300	4
Assistant Professor	67,700	3	1.8	68,100	110	99%	71%	60%	86%	80%					69,200	13
Instructor																
All Ranks <sup>1</sup>	85,100	17	7.3	96,900	575	88%	90%	86%							59,800	18
All Ranks Weighted <sup>1,2</sup>	86,600			91,700		94%	91%	87%								
<b>ECONOMICS</b>																
Professor	140,700	11	9.2	201,200	364	70%	148%	178%	120%	145%	30%	50%			271,000	7
Associate Professor	111,800	2	3.1	144,100	160	78%	118%	127%	130%	158%	8%	24%			187,800	7
Assistant Professor	104,500	6	2.6	116,700	185	90%	110%	103%	133%	137%					120,800	29
Instructor																
All Ranks <sup>1</sup>	126,200	19	6.4	166,300	709	76%	133%	147%							156,100	43
All Ranks Weighted <sup>1,2</sup>	120,100			156,500		77%	126%	149%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>ENVIRONMENTAL STUDIES</b>																
Professor	96,700	1	5.1	132,600	36	73%	102%	117%	83%	96%		33%				
Associate Professor				95,000	28			84%		104%		13%				
Assistant Professor				80,300	25			71%		94%					74,400	4
Instructor																
All Ranks <sup>1</sup>	96,700	1	5.1	106,100	89	91%	102%	94%							74,400	4
All Ranks Weighted <sup>1,2</sup>	96,700			104,200		93%	102%	99%								
<b>ETHNIC AND ASIAN STUDIES</b>																
Professor	102,800	1	3.1	126,500	94	81%	108%	112%	88%	91%	21%	33%			136,100	2
Associate Professor	82,800	4	2.1	89,000	158	93%	87%	79%	96%	98%	20%	18%			75,900	6
Assistant Professor	63,800	1	6.1	68,800	90	93%	67%	61%	81%	81%					51,200	11
Instructor																
All Ranks <sup>1</sup>	83,000	6	2.9	94,000	342	88%	87%	83%							68,000	19
All Ranks Weighted <sup>1,2</sup>	84,200			96,400		87%	88%	92%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.



# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>GEOGRAPHY</b>																
Professor	124,300	3	18.8	127,400	140	98%	131%	113%	106%	92%	44%	40%			185,900	4
Associate Professor	82,800	5	5.5	81,900	100	101%	87%	72%	96%	90%	13%	9%			107,000	1
Assistant Professor	70,400	3	3.8	71,800	89	98%	74%	63%	89%	84%					72,600	11
Instructor																
All Ranks <sup>1</sup>	90,800	11	8.6	98,500	329	92%	96%	87%							103,100	16
All Ranks Weighted <sup>1,2</sup>	94,200			95,500		99%	99%	91%								
<b>HISTORY</b>																
Professor	110,200	11	9.7	126,200	522	87%	116%	111%	94%	91%	35%	38%			94,000	8
Associate Professor	77,200	8	16.2	83,300	416	93%	81%	74%	90%	91%	13%	15%			91,900	8
Assistant Professor	64,400	8	2.2	65,900	176	98%	68%	58%	82%	77%			68,000	1	65,300	28
Instructor																
All Ranks <sup>1</sup>	86,800	27	9.4	100,600	1,114	86%	91%	89%					68,000	1	75,300	44
All Ranks Weighted <sup>1,2</sup>	85,300			93,600		91%	90%	89%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>INTERNATIONAL STUDIES</b>																
Professor	104,700	1	14.1	145,200	43	72%	110%	128%	89%	105%	35%	53%				
Associate Professor	71,200	1	18.1	85,300	31	83%	75%	75%	83%	94%	1%	4%				
Assistant Professor	70,400	2	3.6	80,900	26	87%	74%	71%	89%	95%					72,500	4
Instructor																
All Ranks <sup>1</sup>	79,200	4	9.9	109,900	100	72%	83%	97%							72,500	4
All Ranks Weighted <sup>1,2</sup>	83,300			106,000		79%	88%	101%								
<b>POLITICAL SCIENCE</b>																
Professor	129,500	5	7.5	148,400	351	87%	136%	131%	110%	107%	49%	47%			102,800	3
Associate Professor	83,200	6	4.9	94,700	270	88%	88%	84%	97%	104%	12%	13%			115,000	4
Assistant Professor	72,100	8	2.6	79,600	170	91%	76%	70%	92%	93%					79,200	37
Instructor																
All Ranks <sup>1</sup>	90,700	19	4.6	115,300	791	79%	95%	102%							84,000	44
All Ranks Weighted <sup>1,2</sup>	96,800			109,700		88%	102%	105%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>CAS Social Sciences</b>																
<b>SOCIOLOGY</b>																
Professor	128,400	4	8.1	139,600	344	92%	135%	123%	110%	101%	48%	45%			151,200	3
Associate Professor	82,400	9	7.6	89,100	211	92%	87%	79%	96%	98%	9%	13%			114,400	4
Assistant Professor	74,100	6	2.8	73,900	120	100%	78%	65%	94%	87%			76,000	1	67,700	34
Instructor																
All Ranks <sup>1</sup>	89,500	19	6.2	112,100	675	80%	94%	99%					76,000	1	78,300	41
All Ranks Weighted <sup>1,2</sup>	96,700			102,900		94%	102%	98%								
<b>WOMEN'S &amp; GENDER STUDIES</b>																
Professor	92,900	2	3.1	121,400	35	77%	98%	107%	79%	88%	7%	34%				
Associate Professor	85,900	4	6.4	82,600	64	104%	90%	73%	100%	91%	18%	12%			88,500	2
Assistant Professor	69,000	1	0.1	68,500	40	101%	73%	61%	88%	80%			69,000	1	70,900	7
Instructor																
All Ranks <sup>1</sup>	85,500	7	4.5	88,300	139	97%	90%	78%					69,000	1	74,800	9
All Ranks Weighted <sup>1,2</sup>	83,100			92,500		90%	87%	88%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>College of Education</b>																
<b>COUNSELING PSYCHOLOGY &amp; HUMAN SERVICES</b>																
Professor	125,100	3	3.4	114,700	134	109%	132%	101%	107%	83%	42%	31%	135,000	1	145,000	1
Associate Professor	84,800	4	2.1	80,000	103	106%	89%	71%	99%	88%	14%	8%			75,600	1
Assistant Professor	71,500	2	1.1	71,300	76	100%	75%	63%	91%	83%					62,400	16
Instructor																
All Ranks <sup>1</sup>	95,300	9	2.3	92,700	313	103%	100%	82%					135,000	1	67,700	18
All Ranks Weighted <sup>1,2</sup>	95,400			90,000		106%	100%	86%								
<b>EDUCATION STUDIES</b>																
Professor	108,200	1	3.1	118,300	310	91%	114%	105%	92%	85%	17%	32%			142,300	6
Associate Professor	92,400	5	4.3	82,300	312	112%	97%	73%	108%	90%	22%	11%			90,000	9
Assistant Professor	71,300	1	2.1	70,100	190	102%	75%	62%	91%	82%					68,300	36
Instructor																
All Ranks <sup>1</sup>	91,600	7	3.8	93,200	812	98%	96%	82%							80,800	51
All Ranks Weighted <sup>1,2</sup>	91,500			91,700		100%	96%	87%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>College of Education</b>																
<b>EDUCATIONAL METHODOLOGY, POLICY &amp; LEADERSHIP</b>																
Professor	184,900	5	9.3	120,400	78	154%	195%	106%	158%	87%	78%	35%			100,500	3
Associate Professor	110,500	3	3.1	81,200	82	136%	116%	72%	129%	89%	39%	11%			90,800	3
Assistant Professor	73,800	1	4.1	68,800	58	107%	78%	61%	94%	81%					63,500	14
Instructor																
All Ranks <sup>1</sup>	147,800	9	6.6	91,900	218	161%	156%	81%							73,200	20
All Ranks Weighted <sup>1,2</sup>	126,300			91,700		138%	133%	87%								
<b>SPECIAL EDUCATION &amp; CLINICAL SCIENCES</b>																
Professor	137,800	3	14.0	117,700	113	117%	145%	104%	118%	85%	46%	32%			103,800	3
Associate Professor	94,300	6	5.8	82,000	73	115%	99%	72%	110%	90%	23%	9%			95,500	2
Assistant Professor	72,100	3	2.8	72,200	78	100%	76%	64%	92%	85%					58,000	11
Instructor				75,000	1					66%		68%			75,000	1
All Ranks <sup>1</sup>	99,600	12	7.1	94,400	264	106%	105%	83%							71,300	16
All Ranks Weighted <sup>1,2</sup>	103,300			92,100		112%	109%	88%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b><u>Lundquist College of Business</u></b>																
<b>BUSINESS ADMINISTRATION</b>																
Professor	178,100	6	10.3	218,400	794	82%	187%	193%	152%	158%	15%	42%			237,300	14
Associate Professor	163,900	14	5.5	170,900	543	96%	173%	151%	191%	187%	9%	5%	190,000	1	187,400	15
Assistant Professor	155,600	18	3.0	165,600	642	94%	164%	146%	198%	194%			161,000	2	156,000	106
Instructor				171,500	2			152%		156%					143,000	1
All Ranks <sup>1</sup>	162,200	38	5.0	188,300	1,979	86%	171%	166%					170,700	3	167,900	135
All Ranks Weighted <sup>1,2</sup>	166,500			186,700		89%	175%	178%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Years Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>Robert D. Clark Honors College</b>																
<b>CLARK HONORS COLLEGE</b>																
Professor	120,100	2	11.6	125,700	2,091	96%	126%	111%	159%	114%	32%	37%			108,500	22
Associate Professor	90,100	7	4.5	83,300	1,474	108%	95%	74%	119%	76%	18%	11%			83,800	24
Assistant Professor	72,700	4	3.4	71,000	768	102%	77%	63%	96%	65%					69,100	122
Instructor																
All Ranks <sup>1</sup>	89,400	13	5.3	101,600	4,333	88%	94%	90%							76,400	168
All Ranks Weighted <sup>1,2</sup>	95,700			95,000		101%	101%	91%								

Note: Data for Clark Honors College peer comparators are based on disciplines represented in the College's faculty, and not the traditional 'Honors College' discipline located within the Humanities.

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>School of Journalism and Communication</b>																
<b>JOURNALISM &amp; COMMUNICATION</b>																
Professor	108,700	8	7.7	120,300	129	90%	114%	106%	93%	87%	33%	32%			101,700	1
Associate Professor	77,700	8	14.1	84,200	155	92%	82%	74%	90%	92%	7%	12%			84,600	4
Assistant Professor	71,500	9	2.7	70,100	100	102%	75%	62%	91%	82%			73,000	2	57,200	13
Instructor				76,400	1			67%		70%						
All Ranks <sup>1</sup>	85,400	25	7.9	92,700	384	92%	90%	82%					73,000	2	65,800	18
All Ranks Weighted <sup>1,2</sup>	87,100			93,100		94%	91%	89%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.



# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.  
Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>School of Law</b>																
<b>LAW</b>																
Professor	161,200	13	14.6	201,500	680	80%	170%	178%	138%	146%	25%	59%			210,500	9
Associate Professor	137,800	6	3.0	135,100	118	102%	145%	119%	160%	148%	26%	-9%			133,500	8
Assistant Professor	113,500	7	3.1	145,800	73	78%	119%	129%	144%	171%					133,700	10
Instructor																
All Ranks <sup>1</sup>	143,000	26	8.8	187,900	871	76%	151%	166%							159,200	27
All Ranks Weighted <sup>1,2</sup>	138,800			163,000		85%	146%	155%								
<b>LAW--Associate &amp; Assistant Combined</b>																
Professor	161,200	13	14.6	201,500	680	80%	170%	178%	138%	146%	38%	55%			210,500	9
Assoc/Assist Combined	124,700	13	3.0	139,200	191	90%	131%	123%	151%	156%					133,600	18
All Ranks <sup>1</sup>	143,000	26	8.8	187,900	871	76%	151%	166%							159,200	27
All Ranks Weighted <sup>1,2</sup>	138,800			163,000		85%	146%	155%								

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

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

	UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers New Hire FTE
<b>School of Music and Dance</b>																
<b>DANCE</b>																
Professor	65,100	1	1.1	92,300	31	71%	69%	82%	56%	67%	-3%	16%				
Associate Professor	67,900	3	12.4	74,200	20	92%	71%	66%	79%	81%	18%	13%				
Assistant Professor	50,600	2	4.6	59,400	14	85%	53%	52%	64%	70%					56,700	1
Instructor																
All Ranks <sup>1</sup>	61,700	6	7.9	79,700	65	77%	65%	70%							56,700	1
All Ranks Weighted <sup>1,2</sup>	61,400			76,200		81%	64%	73%								
<b>MUSIC</b>																
Professor	86,200	9	6.2	103,200	520	84%	91%	91%	74%	75%	23%	26%			103,000	5
Associate Professor	64,500	20	7.4	74,300	380	87%	68%	66%	75%	81%	8%	10%	75,000	1	86,700	8
Assistant Professor	56,800	10	2.1	62,800	165	90%	60%	55%	72%	74%			53,000	1	57,000	25
Instructor																
All Ranks <sup>1</sup>	67,500	39	5.8	86,600	1,065	78%	71%	77%					64,000	2	69,300	38
All Ranks Weighted <sup>1,2</sup>	70,000			81,300		86%	74%	78%								

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS 2013-14 Comparison of Faculty Salaries

**DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES**  
Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

UPDATED in March 2015 to reflect Fall 2013 UO Faculty Salaries that were retroactively awarded in Winter 2014.

Timing for data submission used to prepare previous report did not allow capture of all salary increases.

UO Avg Salary	UO FTE	UO in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Avg vs. AAU PUBLIC Peers Avg	UO Rank Overall Rank Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Overall Rank Avg	UO Rank Differential	AAU PUBLIC Peers Rank Differential	UO New Hire Avg Salary	UO New Hire FTE	AAU PUBLIC Peers New Hire Avg Salary	AAU PUBLIC Peers 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 2013-14.
  - 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.
  - h. Instructor data include only tenured or tenure-track faculty.
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.

<sup>1</sup>All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

<sup>2</sup>All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

Please see additional notes on last page of report.