

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2013-14 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 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 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
Architecture and Allied Arts																
Architecture, Interior & Landscape Arch																
Professor	107,500	13	14.1	119,500	144	90%	113%	106%	92%	86%	26%	31%			107,100	1
Associate Professor	83,100	17	10.8	84,200	185	99%	87%	74%	97%	92%	14%	14%			84,900	4
Assistant Professor	69,400	7	3.4	68,300	115	102%	73%	60%	88%	80%					42,600	11
Instructor																
All Ranks ¹	89,100	37	10.6	91,500	444	97%	94%	81%							57,200	16
All Ranks Weighted ^{1,2}	87,800			92,200		95%	92%	88%								
Art, Art History, Arts & Administration																
Professor	110,800	5	10.3	104,900	340	106%	117%	93%	95%	76%	39%	27%	90,000	1	148,300	2
Associate Professor	73,500	18	8.3	74,800	336	98%	77%	66%	86%	82%	13%	11%			70,300	6
Assistant Professor	60,700	16	3.6	62,200	163	98%	64%	55%	77%	73%			61,000	1	56,800	30
Instructor																
All Ranks ¹	73,000	39	6.6	84,600	839	86%	77%	75%					75,500	2	63,700	38
All Ranks Weighted ^{1,2}	83,200			81,900		102%	87%	78%								

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Architecture and Allied Arts																
Planning, Public Policy, & Mgmt																
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 ¹	86,400	10	3.3	112,800	534	77%	91%	100%					76,000	2	87,700	40
All Ranks Weighted ^{1,2}	98,600			112,900		87%	104%	108%								
AAA Total																
Professor	109,100	19	12.4	121,100	679	90%	115%	107%	93%	88%	31%	33%	90,000	1	148,400	4
Associate Professor	79,400	38	9.2	83,400	695	95%	84%	74%	92%	91%	14%	11%			78,700	17
Assistant Professor	66,200	29	3.4	71,400	443	93%	70%	63%	84%	84%			71,000	3	67,300	73
Instructor																
All Ranks ¹	81,500	86	7.9	94,600	1,817	86%	86%	84%					75,800	4	72,900	94
All Ranks Weighted ^{1,2}	86,100			93,500		92%	90%	89%								

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College of Arts and Sciences																
CAS Humanities																
Professor	99,400	42	8.3	119,200	1,864	83%	105%	105%	85%	86%	27%	36%			118,800	22
Associate Professor	73,600	48	5.8	78,200	1,564	94%	77%	69%	86%	86%	13%	11%	104,000	1	70,400	20
Assistant Professor	61,700	36	2.5	65,500	750	94%	65%	58%	78%	77%			62,600	5	64,600	146
Instructor	64,700	1	20.1				68%		85%							
All Ranks ¹	78,800	126	5.7	94,200	4,178	84%	83%	83%					69,500	6	71,500	188
All Ranks Weighted ^{1,2}	79,300			89,300		89%	83%	85%								
CAS Natural Sciences																
Professor	114,600	90	11.9	136,200	4,716	84%	121%	120%	98%	98%	30%	39%			133,200	30
Associate Professor	85,800	42	6.5	91,700	1,996	94%	90%	81%	100%	101%	10%	10%			107,400	25
Assistant Professor	76,100	37	2.4	80,700	1,383	94%	80%	71%	97%	94%			79,400	7	78,700	214
Instructor	77,900	5	4.1	55,000	1	142%	82%	49%	103%	50%					55,000	1
All Ranks ¹	99,000	169	8.5	115,700	8,095	86%	104%	102%					79,400	7	87,400	269
All Ranks Weighted ^{1,2}	93,300			104,600		89%	98%	100%								

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College of Arts and Sciences																
CAS Social Sciences																
Professor	121,400	44	9.9	144,200	2,191	84%	128%	127%	104%	104%	42%	46%			158,100	28
Associate Professor	81,800	48	7.5	92,200	1,641	89%	86%	81%	95%	101%	7%	11%			107,900	36
Assistant Professor	75,000	38	2.7	80,000	1,031	94%	79%	71%	95%	94%			71,000	3	78,100	178
Instructor																
All Ranks ¹	93,300	130	6.9	113,100	4,863	82%	98%	100%					71,000	3	91,800	242
All Ranks Weighted ^{1,2}	94,300			107,500		88%	99%	102%								
CAS Total																
Professor	112,700	176	10.5	134,600	8,771	84%	119%	119%	96%	97%	34%	41%			138,000	80
Associate Professor	80,200	138	6.6	87,800	5,201	91%	84%	78%	93%	96%	10%	10%	104,000	1	98,500	81
Assistant Professor	71,100	111	2.5	76,900	3,164	92%	75%	68%	90%	90%			72,100	15	74,700	538
Instructor	75,700	6	6.7	55,000	1	138%	80%	49%	100%	50%					55,000	1
All Ranks ¹	91,200	425	7.2	109,700	17,136	83%	96%	97%					74,100	16	84,700	699
All Ranks Weighted ^{1,2}	89,300			101,000		88%	94%	96%								

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College of Education																
Professor	151,800	12	8.5	117,700	635	129%	160%	104%	130%	85%	60%	32%	135,000	1	124,000	13
Associate Professor	94,400	18	4.1	81,700	570	116%	99%	72%	110%	90%	24%	10%			89,900	15
Assistant Professor	72,000	7	2.4	70,500	402	102%	76%	62%	91%	83%					64,700	77
Instructor				75,000	1					66%					75,000	1
All Ranks ¹	108,800	37	5.2	93,100	1,607	117%	115%	82%					135,000	1	75,700	105
All Ranks Weighted ^{1,2}	108,500			91,400		119%	114%	87%								

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<u>Lundquist College of Business</u>																
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 ¹	162,200	38	5.0	188,300	1,979	86%	171%	166%					170,700	3	167,900	135
All Ranks Weighted ^{1,2}	166,500			186,700		89%	175%	178%								

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Robert D. Clark Honors College																
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 ¹	89,400	13	5.3	101,600	4,333	88%	94%	90%							76,400	168
All Ranks Weighted ^{1,2}	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.

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School of Journalism and Communication																
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 ¹	85,400	25	7.9	92,700	384	92%	90%	82%					73,000	2	65,800	18
All Ranks Weighted ^{1,2}	87,100			93,100		94%	91%	89%								

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School of Law																
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 ¹	143,000	26	8.8	187,900	871	76%	151%	166%							159,200	27
All Ranks Weighted ^{1,2}	138,800			163,000		85%	146%	155%								
Associate & Assistant Combined																
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 ¹	143,000	26	8.8	187,900	871	76%	151%	166%							159,200	27
All Ranks Weighted ^{1,2}	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.

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School of Music and Dance																
Professor	84,000	10	5.7	102,600	551	82%	88%	91%	72%	74%	20%	25%			103,000	5
Associate Professor	64,900	23	8.1	74,300	400	87%	68%	66%	76%	81%	10%	10%	75,000	1	86,700	8
Assistant Professor	55,800	12	2.5	62,500	179	89%	59%	55%	71%	73%			53,000	1	56,900	26
Instructor																
All Ranks ¹	66,700	45	6.1	86,200	1,130	77%	70%	76%					64,000	2	69,000	39
All Ranks Weighted ^{1,2}	69,100			81,000		85%	73%	77%								

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University Totals																
Professor	117,200	246	10.5	138,400	14,330	85%	123%	122%	100%	100%	33%	42%	112,500	2	145,000	148
Associate Professor	85,900	252	7.0	91,200	9,156	94%	90%	81%	100%	100%	8%	5%	123,000	3	102,200	172
Assistant Professor	78,700	197	2.7	85,400	5,771	92%	83%	75%	100%	100%			79,000	23	81,400	965
Instructor^	75,700	6	6.7	109,900	5	69%	80%	97%	100%	100%					91,000	3
All Institution ¹	95,000	695	7.0	113,200	29,257	84%	100%	100%					86,100	28	104,900	1,285
All Institution Weighted ^{1,2}	95,200			104,900		91%	100%	100%								

¹All 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.

²All 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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 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:

- Definitions of faculty included in AAU salary data:
 - Regular, full-time (.50 FTE or greater) tenure and tenure track faculty in instructional departments.
 - Regular, full-time tenure and tenure track faculty on sabbatical or partial leave without pay in 2013-14.
 - Regular, full-time (1.0 FTE) non-tenure track faculty in instructional departments.
 - Faculty with research contracts were not included.
 - Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
 - Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
 - Faculty with post-retirement appointments were not included.
 - Instructor data include only tenured or tenure-track faculty.
- Endowed Chairs, Department Head stipends, Teaching Awards, and Faculty Excellence Awards were included in reported salaries.
- Full-time equivalent salaries were used for all calculations.
- Average and weighted salaries were rounded to the nearest 100 after calculations. Percentages were calculated using the rounded amounts.
- 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).
- Only UO departments reported to the AAU Data Exchange were included.
- AAU data were selected based on similarity to disciplines at UO, not exact CIP code match. See Appendix I for details.
- Because of selection criteria, averages in this comparison may differ from averages in other salary comparison reports.
- See Appendix II for institutions included in this analysis.

¹All 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.

²All 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.