

WHAT INFORMATION IS AVAILABLE ON THE 2014-15 UO with **ALL AAU PUBLIC PEERS** COMPARISON OF FACULTY SALARIES?

Data are collected according to criteria defined by the AAU Data Exchange (AAUDE). See footnotes on reports for more detail.

Average salary by rank compared to UO or **ALL AAU Public Peers** overall average salary. Indication of relative standing in relationship to all UO or **ALL AAU Public Peers** faculty included in the study.

Average salary by rank compared to UO or **ALL AAU Public Peers** average salary for that rank. Indication of relative standing in relationship to all UO or **ALL AAU Public Peers** faculty in the same rank. Calculated only on reports containing rank information. ^New on 2010-11 reports.

Campus Unit	Rank	UO Average Salary	UO Full Time Equivalent	UO Average Years in Rank	ALL AAU Public Peers Average Salary	ALL AAU Public Peers Full Time Equivalent	UO Average as % of ALL AAU Public Peers Average	UO Rank Average as % of UO Overall Average	ALL AAU Public Peers Rank Average as % of ALL AAU Public Peers Overall Average	UO Rank Average as % of UO Overall Rank Average^	ALL AAU Public Peers Rank Average as % of ALL AAU Public Peers Overall Rank Average^	UO Rank Differential	ALL AAU Public Peers Rank Differential	UO New Hire Average Salary	UO New Hire FTE	ALL AAU Public Peers New Hire Average Salary	ALL AAU Public Peers New Hire FTE
-------------	------	-------------------	-------------------------	--------------------------	-------------------------------------	---	---	--	--	--	--	----------------------	--	----------------------------	-----------------	--	-----------------------------------

UO Average Salary. Based on salary data from October 2014.

Average salary for **ALL AAU Public Peers**. See Appendix II for list of institutions.

Difference between ranks as percent of UO or **ALL AAU Public Peers** overall salary [example: (UO Prof Avg-UO Assoc Avg)/UO Overall Avg]. Indicator of relative salary compression. Calculated only on reports containing rank information.

Weighted Averages: The departmental, division, school/college, and overall averages on these reports are weighted by the FTE distribution within each department, division, school/college, or the UO as a whole. This is also true for the respective AAU peer group being compared (**ALL AAU Public Peers**). However, the FTE distributions for the UO and the respective AAU peer group within a comparison group (department, division, school/college, overall) are often not the same, often resulting in an overall UO average that is a lower percentage of the overall AAU average than any of the contributing averages by rank (see the Department of Art as an example). This is because the UO's distribution of ranks is different than the given peer group. The "All Ranks Weighted" line is intended to provide analogous data for the UO and the respective AAU peer group by making both groups "look" the same. The FTE distributions within a department, division, school/college, or the institution as a whole were weighted at 35% Professor, 30% Associate Professor, and 30% Assistant Professor for both the UO and each respective AAU Peer group. This weighting scheme is a standard scheme based on a "traditional" faculty distribution.

Duplicating Average Salary Calculations:

- Unweighted average salaries:** Multiply the reported average salary for the tenure/tenure track ranks within a comparison group (department, division, school/college, or overall) by their corresponding FTEs, sum these amounts, and divide by the total FTE.

Example:
$$\frac{(\text{Full Professor Average Salary} * \text{Full Professor FTE}) + (\text{Associate Professor Average Salary} * \text{Associate Professor FTE}) + (\text{Assistant Professor Average Salary} * \text{Assistant Professor FTE})}{(\text{Full Professor FTE} + \text{Associate Professor FTE} + \text{Assistant Professor FTE})}$$

- Weighted average salaries:** Multiply the reported average salary for the tenure/tenure track ranks within a comparison group (department, division, school/college, or overall) by the corresponding "traditional" weights of .35 for full professors and .30 for associate and assistant professors, sum these amounts, and divide by the total of the "traditional" weights.

Example:
$$\frac{(\text{Full Professor Average Salary} * .35) + (\text{Associate Professor Average Salary} * .30) + (\text{Assistant Professor Average Salary} * .30)}{\text{Sum of "traditional" weights for comparison group (.95 if averages are reported for all tenured/tenure-track ranks; if a rank has zero FTE, reduce the .95 by the rank's respective weight amount)}}$$

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 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 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	94,900	37	11.3	93,600	417	101%	93%	80%	67,000	1	67,900	18
<i>Weighted Averages</i>	<i>93,200</i>			<i>95,800</i>		<i>97%</i>	<i>91%</i>	<i>88%</i>				
AAA Art, Art History, Arts & Administration	78,800	35	6.8	87,700	846	90%	77%	75%	64,000	1	70,800	36
<i>Weighted Averages</i>	<i>88,300</i>			<i>84,600</i>		<i>104%</i>	<i>86%</i>	<i>78%</i>				
AAA Planning, Public Policy, & Mgmt	92,400	11	2.6	116,100	472	80%	90%	100%	77,000	1	114,500	29
<i>Weighted Averages</i>	<i>100,900</i>			<i>115,800</i>		<i>87%</i>	<i>99%</i>	<i>107%</i>				
Architecture and Allied Arts (AAA) Total	87,800	83	8.3	96,800	1,735	91%	86%	83%	69,300	3	85,400	83
<i>Weighted Averages</i>	<i>92,000</i>			<i>95,700</i>		<i>96%</i>	<i>90%</i>	<i>88%</i>				
CAS Humanities	84,800	124	6.2	97,400	4,209	87%	83%	84%	64,300	4	75,700	181
<i>Weighted Averages</i>	<i>85,100</i>			<i>92,500</i>		<i>92%</i>	<i>83%</i>	<i>85%</i>				
CAS Natural Sciences	106,100	177	8.4	118,800	7,866	89%	104%	102%	89,300	10	93,500	341
<i>Weighted Averages</i>	<i>100,400</i>			<i>107,800</i>		<i>93%</i>	<i>98%</i>	<i>99%</i>				
CAS Social Sciences	101,400	133	7.0	116,800	4,783	87%	99%	100%	85,500	5	101,000	262
<i>Weighted Averages</i>	<i>101,700</i>			<i>111,800</i>		<i>91%</i>	<i>100%</i>	<i>103%</i>				
College of Arts and Sciences (CAS) Total	98,600	434	7.3	112,900	16,858	87%	96%	97%	83,000	19	91,900	784
<i>Weighted Averages</i>	<i>96,300</i>			<i>105,000</i>		<i>92%</i>	<i>94%</i>	<i>97%</i>				

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

Weighted Averages = 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

2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 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 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
College of Education	118,400	36	5.9	96,900	1,542	122%	116%	83%	72,100	1	85,700	106
<i>Weighted Averages</i>	<i>113,700</i>			<i>95,300</i>		<i>119%</i>	<i>111%</i>	<i>88%</i>				
Lundquist College of Business	176,700	38	5.2	196,200	1,942	90%	172%	168%	164,400	5	181,900	142
<i>Weighted Averages</i>	<i>183,000</i>			<i>194,900</i>		<i>94%</i>	<i>179%</i>	<i>180%</i>				
Robert D. Clark Honors College*	93,900	12	4.5	104,900	4,543	90%	92%	90%			83,600	177
<i>Weighted Averages</i>	<i>101,700</i>			<i>98,300</i>		<i>103%</i>	<i>100%</i>	<i>91%</i>				
School of Journalism and Communication	91,000	33	6.9	96,600	364	94%	89%	83%	72,900	7	85,600	25
<i>Weighted Averages</i>	<i>94,400</i>			<i>96,600</i>		<i>98%</i>	<i>92%</i>	<i>89%</i>				
School of Law	153,700	26	9.5	193,400	798	79%	150%	166%			168,600	27
<i>Weighted Averages</i>	<i>146,400</i>			<i>167,600</i>		<i>87%</i>	<i>143%</i>	<i>154%</i>				
School of Music and Dance	72,500	45	5.9	89,000	1,103	81%	71%	76%			74,900	46
<i>Weighted Averages</i>	<i>73,300</i>			<i>83,300</i>		<i>88%</i>	<i>72%</i>	<i>77%</i>				
All Schools/Colleges	102,500	707	7.2	116,500	28,885	88%	100%	100%	91,100	35	100,000	1,390
<i>Weighted Averages</i>	<i>102,200</i>			<i>108,500</i>		<i>94%</i>	<i>100%</i>	<i>100%</i>				

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

Weighted Averages = 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

2014-15 Comparison of Faculty Salaries

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

Based on data from the Fall 2014 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 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
---------------	--------	----------------------	------------------------	-----------------	------------------------	--------------------------	--	------------------------	-----------------	---------------------------------	--------------------------

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 2014-15.
 - c. Faculty with research contracts were not included.
 - d. Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
 - e. Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
 - f. Faculty with post-retirement appointments were not included.
 - g. Instructor data include only tenured or tenure-track faculty.
2. Endowed Chairs, Department Head stipends, Teaching Awards, and Faculty Excellence Awards were included in UO reported salaries. Inclusion of regularly occurring stipends in faculty salaries varies among AAU peers depending on their data system capabilities.
3. Full-time equivalent salaries were used for all calculations.
4. Average and weighted average 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 note 1a).
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.

**Data for the Robert D. 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.*

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

Weighted Averages = 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.