

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
CAS Humanities	88,600	120	6.2	101,500	6,617	87%	84%	84%	84,700	3	81,400	240
<i>Weighted Averages</i>	86,900			96,700		90%	83%	85%				
AAU Peers with UO FTE Distribution	88,600			98,700		90%		87%				
CAS Natural Sciences	108,500	188	8.2	125,000	10,202	87%	102%	104%	86,400	7	104,000	407
<i>Weighted Averages</i>	102,600			113,400		90%	97%	100%				
AAU Peers with UO FTE Distribution	108,500			120,800		90%		106%				
CAS Social Sciences	104,700	130	6.6	121,500	6,052	86%	99%	101%	88,300	9	107,200	282
<i>Weighted Averages</i>	103,900			115,500		90%	99%	102%				
AAU Peers with UO FTE Distribution	104,700			117,100		89%		103%				
College of Arts and Sciences (CAS) Total	101,900	438	7.2	117,300	22,871	87%	96%	97%	87,000	19	99,100	929
<i>Weighted Averages</i>	98,700			109,100		90%	94%	96%				
AAU Peers with UO FTE Distribution	101,900			113,200		90%		99%				

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.

UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

Please see additional notes on "What Information is Available..." page and last page of this report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
DSGN Dept History of Art & Architecture	75,000	10	2.8	98,300	245	76%	71%	82%	65,000	1	84,100	11
<i>Weighted Averages</i>	82,100			95,000		86%	78%	84%				
AAU Peers with UO FTE Distribution	75,000			80,000		94%		70%				
DSGN School of Architecture & Environment	99,700	39	10.5	99,100	433	101%	94%	82%	71,000	4	76,500	21
<i>Weighted Averages</i>	96,400			100,000		96%	92%	88%				
AAU Peers with UO FTE Distribution	99,700			103,100		97%		90%				
DSGN School of Art & Design	76,200	27	5.3	91,600	553	83%	72%	76%	61,000	2	83,300	25
<i>Weighted Averages</i>	86,000			88,100		98%	82%	78%				
AAU Peers with UO FTE Distribution	76,200			77,000		99%		67%				
DSGN School of Planning, Public Pol & Mgmt	93,200	15	2.9	125,700	501	74%	88%	104%	82,000	2	121,200	29
<i>Weighted Averages</i>	104,700			123,100		85%	99%	108%				
AAU Peers with UO FTE Distribution	93,200			109,800		85%		96%				

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.

UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

Please see additional notes on "What Information is Available..." page and last page of this report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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 Design (DSGN) Total	88,900	91	6.9	104,300	1,732	85%	84%	87%	70,600	9	94,500	86
<i>Weighted Averages</i>	94,400			102,200		92%	90%	90%				
AAU Peers with UO FTE Distribution	88,900			95,700		93%		84%				
College of Education	114,300	47	4.3	102,300	1,535	112%	108%	85%	96,500	10	93,800	79
<i>Weighted Averages</i>	115,000			100,500		114%	109%	89%				
AAU Peers with UO FTE Distribution	114,300			99,800		115%		87%				
Lundquist College of Business	186,600	43	4.2	210,300	2,055	89%	176%	175%	194,900	4	192,000	136
<i>Weighted Averages</i>	195,700			208,900		94%	186%	184%				
AAU Peers with UO FTE Distribution	186,600			197,800		94%		173%				
Robert D. Clark Honors College*	95,400	12	5.4	111,100	8,819	86%	90%	92%	70,000	1	94,100	314
<i>Weighted Averages</i>	102,800			103,500		99%	98%	91%				
AAU Peers with UO FTE Distribution	95,400			95,000		100%		83%				

*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.

UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

Please see additional notes on "What Information is Available..." page and last page of this report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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
School of Journalism and Communication	94,000	34	6.1	101,100	343	93%	89%	84%	150,000	1	85,300	26
<i>Weighted Averages</i>	99,300			102,400		97%	94%	90%				
AAU Peers with UO FTE Distribution	94,000			95,300		99%		84%				
School of Law	161,100	24	8.7	201,900	823	80%	152%	168%			171,200	30
<i>Weighted Averages</i>	148,600			172,200		86%	141%	152%				
AAU Peers with UO FTE Distribution	161,100			184,600		87%		162%				
School of Music and Dance	74,800	44	5.8	93,200	1,133	80%	71%	77%	64,000	2	79,100	48
<i>Weighted Averages</i>	73,800			87,400		84%	70%	77%				
AAU Peers with UO FTE Distribution	74,800			89,100		84%		78%				
All Schools/Colleges	105,900	733	6.7	120,500	39,311	88%	100%	100%	95,200	46	105,900	1,648
<i>Weighted Averages</i>	105,300			113,500		93%	100%	100%				
AAU Peers with UO FTE Distribution	105,900			114,100		93%		100%				

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.

UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

Please see additional notes on "What Information is Available..." page and last page of this report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2016-17 Comparison of Faculty Salaries

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

Based on data from the Fall 2016 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 2016-17.
 - 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.

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.

UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

Please see additional notes on "What Information is Available..." page and last page of this report.