

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>CAS Humanities</b>																
<b>CINEMA STUDIES</b>																
Professor				145,200	51			117%		96%		46%				
Associate Professor	81,700	4	4.9	87,800	54	93%	76%	71%	84%	88%	6%	7%			98,200	3
Assistant Professor	75,600	3	2.8	78,500	26	96%	71%	63%	89%	85%					78,700	4
Instructor																
All Ranks <sup>1</sup>	79,100	7	4.0	108,300	131	73%	74%	87%							87,100	7
All Ranks Weighted <sup>1,2</sup>	78,600			106,000		74%	74%	91%								
UO FTE Distribution <sup>3</sup>	79,100			83,800		94%		71%								
<b>CLASSICS</b>																
Professor	103,000	3	6.1	125,200	108	82%	96%	101%	78%	83%	27%	31%			140,000	1
Associate Professor	74,200	1	3.1	87,000	66	85%	69%	70%	76%	87%	5%	12%				
Assistant Professor	68,900	1	2.1	71,500	50	96%	64%	58%	81%	78%					72,300	5
Instructor																
All Ranks <sup>1</sup>	90,400	5	4.7	102,000	224	89%	85%	82%							83,600	6
All Ranks Weighted <sup>1,2</sup>	83,100			96,200		86%	78%	83%								
UO FTE Distribution <sup>3</sup>	90,400			106,800		85%		91%								

<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.

<sup>3</sup>UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

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<b>CAS Humanities</b>																
<b>COMPARATIVE LITERATURE</b>																
Professor	104,300	1	7.1	152,700	146	68%	98%	123%	79%	101%	28%	50%			143,300	2
Associate Professor	74,700	4	7.9	90,200	114	83%	70%	73%	77%	90%	6%	12%			90,900	6
Assistant Professor	68,300	1	2.1	75,400	66	91%	64%	61%	80%	82%					104,000	2
Instructor																
All Ranks <sup>1</sup>	78,600	6	6.8	115,200	326	68%	74%	93%							104,000	10
All Ranks Weighted <sup>1,2</sup>	83,600			108,600		77%	79%	93%								
UO FTE Distribution <sup>3</sup>	78,600			98,200		80%		84%								
<b>CREATIVE WRITING</b>																
Professor	132,100	2	13.6	121,600	270	109%	124%	98%	100%	80%	45%	31%			114,800	8
Associate Professor	83,500	2	4.6	82,900	260	101%	78%	67%	86%	83%	12%	11%			79,900	4
Assistant Professor	70,500	2	1.1	69,500	180	101%	66%	56%	83%	76%			67,000	1	67,500	30
Instructor																
All Ranks <sup>1</sup>	95,400	6	6.4	94,200	710	101%	89%	76%					67,000	1	77,700	42
All Ranks Weighted <sup>1,2</sup>	97,300			92,900		105%	92%	80%								
UO FTE Distribution <sup>3</sup>	95,400			91,300		104%		78%								

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<sup>3</sup>UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC 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 Humanities</b>																
<b>EAST ASIAN LANGUAGES &amp; LITERATURE</b>																
Professor				135,900	145			109%		90%		37%				
Associate Professor	79,200	9	4.8	90,400	136	88%	74%	73%	82%	90%	11%	13%				
Assistant Professor	67,500	2	4.6	74,500	70	91%	63%	60%	80%	81%					74,600	9
Instructor																
All Ranks <sup>1</sup>	77,000	11	4.7	106,000	351	73%	72%	85%							74,600	9
All Ranks Weighted <sup>1,2</sup>	73,300			102,200		72%	69%	88%								
UO FTE Distribution <sup>3</sup>	77,000			87,600		88%		75%								
<b>ENGLISH</b>																
Professor	104,000	15	8.5	131,400	1,192	79%	97%	106%	79%	87%	23%	33%			148,100	14
Associate Professor	79,000	8	7.0	90,100	1,030	88%	74%	73%	81%	90%	9%	13%			104,000	18
Assistant Professor	69,200	5	2.9	73,700	382	94%	65%	59%	82%	80%			68,000	2	72,700	48
Instructor																
All Ranks <sup>1</sup>	90,700	28	7.1	106,600	2,604	85%	85%	86%					68,000	2	93,000	80
All Ranks Weighted <sup>1,2</sup>	85,100			100,100		85%	80%	86%								
UO FTE Distribution <sup>3</sup>	90,700			109,300		83%		93%								

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<sup>3</sup>UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

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<b>CAS Humanities</b>																
<b>GERMAN &amp; SCANDINAVIAN</b>																
Professor	117,800	4	12.4	122,100	85	96%	110%	98%	90%	81%	39%	29%			99,400	1
Associate Professor	76,500	4	4.6	85,900	59	89%	72%	69%	79%	86%		11%				
Assistant Professor				72,200	34			58%		79%					73,800	6
Instructor																
All Ranks <sup>1</sup>	97,200	8	8.5	100,600	178	97%	91%	81%							77,500	7
All Ranks Weighted <sup>1,2</sup>	98,800			94,900		104%	93%	81%								
UO FTE Distribution <sup>3</sup>	97,200			104,000		93%		89%								
<b>LINGUISTICS</b>																
Professor	108,900	5	11.3	133,300	145	82%	102%	107%	83%	88%	28%	36%			139,600	3
Associate Professor	78,600	5	3.9	88,700	75	89%	74%	71%	81%	89%		7%				
Assistant Professor				80,100	51			64%		87%					86,400	5
Instructor																
All Ranks <sup>1</sup>	93,700	10	7.6	110,900	271	84%	88%	89%							106,300	8
All Ranks Weighted <sup>1,2</sup>	94,900			102,400		93%	90%	88%								
UO FTE Distribution <sup>3</sup>	93,700			111,000		84%		95%								

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<b>CAS Humanities</b>																
<b>PHILOSOPHY</b>																
Professor	119,900	5	8.9	155,900	283	77%	112%	126%	91%	103%	37%	49%			164,000	5
Associate Professor	80,300	5	4.3	95,500	124	84%	75%	77%	83%	95%	3%	16%			130,000	1
Assistant Professor	77,000	1	0.1	75,900	89	101%	72%	61%	91%	83%			77,000	1	72,500	6
Instructor																
All Ranks <sup>1</sup>	98,000	11	6.0	126,400	496	78%	92%	102%					77,000	1	115,400	12
All Ranks Weighted <sup>1,2</sup>	93,800			111,600		84%	89%	96%								
UO FTE Distribution <sup>3</sup>	98,000			121,200		81%		103%								
<b>RELIGIOUS STUDIES</b>																
Professor	104,400	1	5.1	135,000	66	77%	98%	109%	79%	89%	22%	40%			120,400	2
Associate Professor	81,400	4	7.1	85,600	68	95%	76%	69%	84%	86%	11%	11%			74,100	2
Assistant Professor	69,300	2	0.6	72,000	44	96%	65%	58%	82%	78%			69,000	1	77,600	3
Instructor																
All Ranks <sup>1</sup>	81,200	7	5.0	100,600	178	81%	76%	81%					69,000	1	88,800	7
All Ranks Weighted <sup>1,2</sup>	86,000			99,500		86%	81%	85%								
UO FTE Distribution <sup>3</sup>	81,200			88,800		91%		76%								

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<b>CAS Humanities</b>																
<b>ROMANCE LANGUAGES</b>																
Professor	110,700	5	7.5	128,500	262	86%	104%	103%	84%	85%	31%	36%			100,400	3
Associate Professor	77,100	8	7.5	84,100	262	92%	72%	68%	79%	84%	8%	9%				
Assistant Professor	68,700	4	4.9	73,100	111	94%	64%	59%	81%	80%					72,300	11
Instructor																
All Ranks <sup>1</sup>	85,000	17	6.9	100,500	635	85%	80%	81%							78,300	14
All Ranks Weighted <sup>1,2</sup>	86,800			97,000		89%	82%	83%								
UO FTE Distribution <sup>3</sup>	85,000			94,600		90%		81%								
<b>THEATRE ARTS</b>																
Professor				120,700	264			97%		80%		31%			103,200	6
Associate Professor	73,500	4	7.1	82,600	258	89%	69%	67%	76%	83%	8%	11%			79,900	4
Assistant Professor	65,300	2	3.6	69,500	180	94%	61%	56%	77%	76%					67,500	30
Instructor	73,500	1	24.1				69%		88%							
All Ranks <sup>1</sup>	70,700	6	5.9	93,600	702	76%	66%	75%							74,100	40
All Ranks Weighted <sup>1,2</sup>	69,400			92,500		75%	66%	79%								
UO FTE Distribution <sup>3</sup>	70,700			78,200		90%		67%								

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<b>CAS Natural Sciences</b>																
<b>BIOLOGY</b>																
Professor	134,200	20	12.9	149,400	1,310	90%	126%	120%	102%	99%	36%	41%	220,000	1	160,400	21
Associate Professor	95,600	8	2.6	98,300	625	97%	89%	79%	99%	98%	11%	9%	97,200	1	122,000	2
Assistant Professor	83,700	10	2.2	87,500	490	96%	78%	70%	99%	95%			80,000	1	85,500	45
Instructor																
All Ranks <sup>1</sup>	112,800	38	8.0	123,700	2,425	91%	106%	100%					132,400	3	109,700	68
All Ranks Weighted <sup>1,2</sup>	106,100			113,700		93%	100%	98%								
UO FTE Distribution <sup>3</sup>	112,800			122,400		92%		104%								
<b>CHEMISTRY</b>																
Professor	134,400	15	14.5	161,300	871	83%	126%	130%	102%	106%	31%	50%			167,400	15
Associate Professor	101,600	6	5.1	99,600	296	102%	95%	80%	105%	100%	19%	9%			114,000	4
Assistant Professor	81,100	4	2.4	88,200	302	92%	76%	71%	96%	96%			80,000	1	89,400	38
Instructor	95,500	2	4.1				89%		114%							
All Ranks <sup>1</sup>	118,000	25	10.3	133,800	1,469	88%	110%	108%					80,000	1	111,600	57
All Ranks Weighted <sup>1,2</sup>	107,200			118,700		90%	101%	102%								
UO FTE Distribution <sup>3</sup>	118,000			134,800		88%		115%								

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<b>CAS Natural Sciences</b>																
<b>COMPUTER &amp; INFORMATION SCIENCE</b>																
Professor	153,700	7	7.5	171,900	476	89%	144%	138%	117%	113%	36%	40%			179,200	6
Associate Professor	115,000	6	10.6	122,400	189	94%	108%	99%	119%	122%	18%	10%			137,200	10
Assistant Professor	95,900	2	0.6	110,100	221	87%	90%	89%	113%	120%			96,000	1	106,100	30
Instructor																
All Ranks <sup>1</sup>	130,500	15	7.8	145,900	886	89%	122%	117%					96,000	1	122,400	46
All Ranks Weighted <sup>1,2</sup>	123,200			136,800		90%	116%	117%								
UO FTE Distribution <sup>3</sup>	130,500			143,900		91%		123%								
<b>GEOLOGICAL SCIENCES</b>																
Professor	111,100	8	10.4	142,600	714	78%	104%	115%	84%	94%	21%	35%			149,300	6
Associate Professor	89,000	3	3.1	98,700	246	90%	83%	79%	92%	99%	9%	12%			99,700	8
Assistant Professor	79,200	6	3.4	84,300	198	94%	74%	68%	93%	92%			82,600	1	85,500	14
Instructor	60,700	1	2.1					57%		72%						
All Ranks <sup>1</sup>	95,900	17	6.6	123,300	1,158	78%	90%	99%					82,600	1	103,200	28
All Ranks Weighted <sup>1,2</sup>	94,000			110,300		85%	89%	95%								
UO FTE Distribution <sup>3</sup>	95,900			114,300		84%		97%								

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<b>CAS Natural Sciences</b>																
<b>HUMAN PHYSIOLOGY</b>																
Professor	110,400	4	4.9	139,200	127	79%	103%	112%	84%	92%	19%	32%			197,400	7
Associate Professor	90,500	4	2.1	98,900	106	92%	85%	80%	93%	99%	11%	16%	90,000	1	93,200	1
Assistant Professor	78,600	7	2.0	79,400	96	99%	74%	64%	93%	86%			78,000	4	78,300	15
Instructor																
All Ranks <sup>1</sup>	90,300	15	2.8	108,800	329	83%	84%	88%					80,400	5	115,200	23
All Ranks Weighted <sup>1,2</sup>	94,100			107,600		87%	89%	92%								
UO FTE Distribution <sup>3</sup>	90,300			100,500		90%		86%								
<b>MATHEMATICS</b>																
Professor	119,300	15	10.8	149,800	1,086	80%	112%	121%	91%	99%	28%	38%			168,900	8
Associate Professor	89,600	8	7.0	102,100	349	88%	84%	82%	92%	102%	8%	7%			116,500	11
Assistant Professor	80,600	7	3.0	93,400	294	86%	75%	75%	95%	102%			79,000	1	93,200	40
Instructor																
All Ranks <sup>1</sup>	102,300	30	8.0	130,600	1,729	78%	96%	105%					79,000	1	107,800	59
All Ranks Weighted <sup>1,2</sup>	97,700			116,900		84%	92%	100%								
UO FTE Distribution <sup>3</sup>	102,300			123,900		83%		106%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>CAS Natural Sciences</b>																
<b>PHYSICS</b>																
Professor	125,600	15	12.8	147,100	1,037	85%	117%	118%	96%	97%	34%	36%			148,600	4
Associate Professor	89,600	7	3.0	102,300	240	88%	84%	82%	92%	102%	9%	7%			105,400	4
Assistant Professor	80,100	4	2.6	93,000	247	86%	75%	75%	94%	101%			80,000	1	89,000	26
Instructor	94,400	1	3.1				88%		113%							
All Ranks <sup>1</sup>	108,900	26	8.6	131,300	1,524	83%	102%	106%					80,000	1	97,900	34
All Ranks Weighted <sup>1,2</sup>	99,900			115,900		86%	94%	99%								
UO FTE Distribution <sup>3</sup>	108,900			126,700		86%		108%								
<b>PSYCHOLOGY</b>																
Professor	145,200	9	11.9	153,600	661	95%	136%	124%	110%	101%	48%	40%			165,400	4
Associate Professor	93,500	10	9.9	104,000	274	90%	87%	84%	96%	104%	12%	15%			118,200	6
Assistant Professor	81,100	7	2.4	85,500	215	95%	76%	69%	96%	93%			81,000	1	89,000	19
Instructor																
All Ranks <sup>1</sup>	108,000	26	8.6	129,000	1,150	84%	101%	104%					81,000	1	105,600	29
All Ranks Weighted <sup>1,2</sup>	108,600			116,400		93%	103%	100%								
UO FTE Distribution <sup>3</sup>	108,000			116,200		93%		99%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>CAS Social Sciences</b>																
<b>ANTHROPOLOGY</b>																
Professor	116,200	7	6.6	138,000	265	84%	109%	111%	88%	91%	29%	38%			172,200	5
Associate Professor	85,500	5	5.9	90,300	214	95%	80%	73%	88%	90%	11%	8%			97,100	5
Assistant Professor	73,400	5	2.1	80,500	108	91%	69%	65%	86%	88%			72,000	1	78,600	12
Instructor																
All Ranks <sup>1</sup>	94,600	17	5.1	110,000	587	86%	88%	89%					72,000	1	104,100	22
All Ranks Weighted <sup>1,2</sup>	93,000			104,800		89%	88%	90%								
UO FTE Distribution <sup>3</sup>	94,600			107,100		88%		91%								
<b>ECONOMICS</b>																
Professor	164,800	12	11.2	232,500	377	71%	154%	187%	125%	153%	33%	58%			267,500	3
Associate Professor	129,300	3	1.1	160,600	176	81%	121%	129%	133%	160%	12%	22%			182,700	5
Assistant Professor	116,700	7	2.2	133,200	205	88%	109%	107%	137%	145%			122,000	2	134,800	30
Instructor																
All Ranks <sup>1</sup>	144,600	22	7.0	188,900	758	77%	135%	152%					122,000	2	151,600	38
All Ranks Weighted <sup>1,2</sup>	138,400			178,400		78%	131%	153%								
UO FTE Distribution <sup>3</sup>	144,600			191,100		76%		163%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>CAS Social Sciences</b>																
<b>ENVIRONMENTAL STUDIES</b>																
Professor				153,400	48			124%		101%		37%				
Associate Professor	77,700	1	0.1	106,900	28	73%	73%	86%	80%	107%	0%	15%			107,300	1
Assistant Professor	78,100	4	1.1	88,100	27	89%	73%	71%	92%	96%			82,000	1	87,600	5
Instructor																
All Ranks <sup>1</sup>	78,000	5	0.9	123,700	103	63%	73%	100%					82,000	1	90,900	6
All Ranks Weighted <sup>1,2</sup>	77,900			118,100		66%	74%	101%								
UO FTE Distribution <sup>3</sup>	78,000			91,900		85%		78%								
<b>ETHNIC STUDIES</b>																
Professor	147,400	2	4.1	144,400	131	102%	138%	116%	112%	95%	47%	34%			196,400	2
Associate Professor	97,300	5	6.3	102,400	191	95%	91%	82%	100%	102%	24%	18%			99,700	4
Assistant Professor	71,400	2	3.1	80,600	107	89%	67%	65%	84%	88%					81,800	14
Instructor																
All Ranks <sup>1</sup>	102,600	9	5.1	109,800	429	93%	96%	88%							96,800	20
All Ranks Weighted <sup>1,2</sup>	107,600			111,000		97%	102%	95%								
UO FTE Distribution <sup>3</sup>	102,600			106,900		96%		91%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>CAS Social Sciences</b>																
<b>GEOGRAPHY</b>																
Professor	126,100	5	15.1	143,800	149	88%	118%	116%	96%	95%	36%	41%			180,000	1
Associate Professor	88,100	6	5.8	92,600	106	95%	82%	75%	91%	93%	7%	9%			98,900	2
Assistant Professor	80,700	2	1.9	81,200	80	99%	75%	65%	95%	88%					79,700	9
Instructor																
All Ranks <sup>1</sup>	101,600	13	8.8	112,600	335	90%	95%	91%							91,200	12
All Ranks Weighted <sup>1,2</sup>	99,800			107,900		92%	94%	93%								
UO FTE Distribution <sup>3</sup>	101,600			110,500		92%		94%								
<b>HISTORY</b>																
Professor	127,100	9	10.4	140,800	1,040	90%	119%	113%	97%	93%	29%	38%			160,400	14
Associate Professor	95,700	13	8.9	94,000	854	102%	90%	76%	99%	94%	12%	15%	139,300	3	107,000	18
Assistant Professor	83,400	2	0.6	75,300	308	111%	78%	61%	98%	82%			71,000	1	79,400	28
Instructor																
All Ranks <sup>1</sup>	106,500	24	8.8	113,500	2,202	94%	100%	91%					122,200	4	106,600	60
All Ranks Weighted <sup>1,2</sup>	103,400			105,400		98%	98%	90%								
UO FTE Distribution <sup>3</sup>	106,500			110,000		97%		94%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>CAS Social Sciences</b>																
<b>INTERNATIONAL STUDIES</b>																
Professor	125,100	1	18.1	131,400	16	95%	117%	106%	95%	87%	42%	36%				
Associate Professor	80,100	3	10.8	87,000	23	92%	75%	70%	83%	87%	3%	10%			88,800	1
Assistant Professor	76,900	2	4.4	75,100	15	102%	72%	60%	91%	82%					85,000	1
Instructor																
All Ranks <sup>1</sup>	86,600	6	9.9	96,900	54	89%	81%	78%							86,900	2
All Ranks Weighted <sup>1,2</sup>	95,700			99,600		96%	90%	85%								
UO FTE Distribution <sup>3</sup>	86,600			90,400		96%		77%								
<b>POLITICAL SCIENCE</b>																
Professor	137,600	7	8.7	168,200	365	82%	129%	135%	105%	111%	43%	49%			200,300	4
Associate Professor	91,100	8	5.0	106,900	276	85%	85%	86%	94%	107%	13%	15%	120,000	1	140,300	5
Assistant Professor	77,200	3	5.8	88,800	177	87%	72%	71%	91%	97%					87,700	29
Instructor																
All Ranks <sup>1</sup>	106,900	18	6.5	130,300	818	82%	100%	105%					120,000	1	106,500	38
All Ranks Weighted <sup>1,2</sup>	103,900			123,800		84%	98%	106%								
UO FTE Distribution <sup>3</sup>	106,900			127,700		84%		109%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>CAS Social Sciences</b>																
<b>SOCIOLOGY</b>																
Professor	136,800	5	6.3	155,100	353	88%	128%	125%	104%	102%	43%	45%			151,500	4
Associate Professor	90,900	10	5.1	99,800	176	91%	85%	80%	94%	100%	12%	13%			107,400	3
Assistant Professor	78,000	3	2.4	83,800	147	93%	73%	67%	92%	91%					82,100	24
Instructor																
All Ranks <sup>1</sup>	101,500	18	5.0	125,200	676	81%	95%	101%							93,500	31
All Ranks Weighted <sup>1,2</sup>	103,700			115,100		90%	98%	99%								
UO FTE Distribution <sup>3</sup>	101,500			112,500		90%		96%								
<b>WOMEN'S &amp; GENDER STUDIES</b>																
Professor				135,200	55			109%		89%		33%			123,000	2
Associate Professor	94,400	2	13.7	94,400	64	100%	88%	76%	97%	94%	17%	16%			113,300	3
Assistant Professor	76,100	2	2.1	75,100	46	101%	71%	60%	90%	82%			76,000	1	77,000	7
Instructor																
All Ranks <sup>1</sup>	85,200	4	7.9	102,600	165	83%	80%	83%					76,000	1	93,700	12
All Ranks Weighted <sup>1,2</sup>	85,200			103,300		82%	80%	89%								
UO FTE Distribution <sup>3</sup>	85,200			84,700		101%		72%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC 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>DSGN Dept of the History of Art &amp; Architecture</u></b>																
<b>HISTORY OF ART &amp; ARCHITECTURE</b>																
Professor	105,200	2	2.1	129,900	103	81%	98%	105%	80%	86%	25%	35%				
Associate Professor	78,300	3	4.4	86,900	99	90%	73%	70%	81%	87%	10%	11%			86,300	2
Assistant Professor	67,800	5	2.9	72,700	47	93%	63%	59%	80%	79%					74,400	7
Instructor																
All Ranks <sup>1</sup>	78,400	10	3.2	102,000	249	77%	73%	82%							77,100	9
All Ranks Weighted <sup>1,2</sup>	84,900			98,300		86%	80%	84%								
UO FTE Distribution <sup>3</sup>	78,400			88,400		89%		75%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>DSGN School of Architecture &amp; Environment</b>																
<b>ARCHITECTURE &amp; INTERIOR ARCH</b>																
Professor	123,800	12	11.3	132,700	107	93%	116%	107%	94%	88%	30%	32%			136,500	1
Associate Professor	91,500	16	12.0	93,300	152	98%	86%	75%	94%	93%	17%	15%			93,000	1
Assistant Professor	73,000	2	3.1	75,000	88	97%	68%	60%	86%	82%			72,000	1	77,500	8
Instructor																
All Ranks <sup>1</sup>	103,200	30	11.2	100,800	347	102%	97%	81%					72,000	1	85,000	10
All Ranks Weighted <sup>1,2</sup>	97,600			102,000		96%	92%	88%								
UO FTE Distribution <sup>3</sup>	103,200			107,800		96%		92%								
<b>HISTORIC PRESERVATION</b>																
Professor				151,600	1			122%		100%		45%				
Associate Professor	80,600	1	1.1	95,800	3	84%	75%	77%	83%	96%		3%				
Assistant Professor				92,000	1			74%		100%					92,000	1
Instructor																
All Ranks <sup>1</sup>	80,600	1	1.1	106,200	5	76%	75%	86%							92,000	1
All Ranks Weighted <sup>1,2</sup>	80,600			115,100		70%	76%	99%								
UO FTE Distribution <sup>3</sup>	80,600			95,800		84%		82%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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><u>DSGN School of Architecture &amp; Environment</u></b>																
<b>LANDSCAPE ARCHITECTURE</b>																
Professor	129,800	3	11.1	115,800	21	112%	121%	93%	99%	76%	38%	15%			128,600	1
Associate Professor	89,200	1	9.1	97,300	35	92%	83%	78%	92%	97%	19%	16%			102,000	4
Assistant Professor	69,100	4	1.6	77,300	22	89%	65%	62%	81%	84%					83,300	4
Instructor																
All Ranks <sup>1</sup>	94,400	8	6.1	96,600	78	98%	88%	78%							96,700	9
All Ranks Weighted <sup>1,2</sup>	97,800			97,800		100%	92%	84%								
UO FTE Distribution <sup>3</sup>	94,400			94,200		100%		80%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>DSGN School of Art &amp; Design</b>																
<b>ART</b>																
Professor	92,700	2	0.1	112,700	199	82%	87%	91%	70%	74%	12%	25%			156,500	2
Associate Professor	80,100	12	6.4	81,900	177	98%	75%	66%	83%	82%	16%	9%			94,000	1
Assistant Professor	62,600	5	2.3	70,700	74	89%	59%	57%	74%	77%			63,000	1	70,400	14
Instructor																
All Ranks <sup>1</sup>	76,800	19	4.7	93,700	450	82%	72%	75%					63,000	1	81,900	17
All Ranks Weighted <sup>1,2</sup>	79,200			89,700		88%	75%	77%								
UO FTE Distribution <sup>3</sup>	76,800			82,200		93%		70%								
<b>PRODUCT DESIGN</b>																
Professor				139,200	26			112%		92%		43%				
Associate Professor	92,000	4	3.9	85,200	20	108%	86%	69%	95%	85%	23%	10%			86,400	1
Assistant Professor	67,900	3	2.8	73,400	21	93%	64%	59%	80%	80%					77,800	4
Instructor																
All Ranks <sup>1</sup>	81,700	7	3.4	102,500	67	80%	76%	83%							79,500	5
All Ranks Weighted <sup>1,2</sup>	80,000			101,400		79%	76%	87%								
UO FTE Distribution <sup>3</sup>	81,700			80,100		102%		68%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC 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>DSGN School of Planning, Public Policy, &amp; Mgmt</u></b>																
<b>PLANNING, PUBLIC POLICY, &amp; MGMT</b>																
Professor	123,300	3	2.8	161,100	210	77%	115%	130%	94%	106%	22%	38%			150,900	2
Associate Professor	100,300	6	3.8	113,700	168	88%	94%	92%	103%	114%	15%	18%			129,000	6
Assistant Professor	83,900	5	2.7	91,800	144	91%	78%	74%	99%	100%					89,300	20
Instructor																
All Ranks <sup>1</sup>	99,400	14	3.2	126,700	522	78%	93%	102%							102,200	28
All Ranks Weighted <sup>1,2</sup>	103,600			124,200		83%	98%	107%								
UO FTE Distribution <sup>3</sup>	99,400			116,000		86%		99%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>College of Education</b>																
<b>COUNSELING PSYCHOLOGY &amp; HUMAN SERVICES</b>																
Professor	138,700	6	5.1	131,300	145	106%	130%	106%	105%	87%	41%	32%			145,000	1
Associate Professor	94,800	5	2.3	91,000	112	104%	89%	73%	98%	91%	9%	10%	100,000	1	110,000	1
Assistant Professor	84,800	4	1.1	79,200	84	107%	79%	64%	100%	86%					77,900	17
Instructor																
All Ranks <sup>1</sup>	109,700	15	3.1	105,200	341	104%	103%	85%					100,000	1	83,100	19
All Ranks Weighted <sup>1,2</sup>	107,800			102,100		106%	102%	88%								
UO FTE Distribution <sup>3</sup>	109,700			104,000		105%		89%								
<b>EDUCATION STUDIES</b>																
Professor	169,100	1	0.9	136,300	309	124%	158%	110%	129%	90%	59%	37%			132,500	5
Associate Professor	106,200	6	5.1	90,200	256	118%	99%	73%	109%	90%	20%	12%			94,500	5
Assistant Professor	84,900	3	1.1	75,800	192	112%	79%	61%	100%	82%			87,000	1	74,200	30
Instructor																
All Ranks <sup>1</sup>	106,100	10	3.5	105,400	757	101%	99%	85%					87,000	1	84,000	40
All Ranks Weighted <sup>1,2</sup>	122,700			102,600		120%	116%	88%								
UO FTE Distribution <sup>3</sup>	106,100			90,500		117%		77%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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	206,600	4	12.6	133,900	69	154%	193%	108%	157%	88%	101%	35%				
Associate Professor	99,100	3	5.4	90,600	89	109%	93%	73%	102%	91%	13%	13%			105,000	3
Assistant Professor	85,000	1	3.1	74,500	48	114%	80%	60%	100%	81%					74,300	6
Instructor																
All Ranks <sup>1</sup>	151,100	8	8.7	101,400	206	149%	141%	82%							84,600	9
All Ranks Weighted <sup>1,2</sup>	134,200			101,500		132%	127%	87%								
UO FTE Distribution <sup>3</sup>	151,100			110,200		137%		94%								
<b>SPECIAL EDUCATION &amp; CLINICAL SCIENCES</b>																
Professor	138,400	6	6.4	142,700	96	97%	129%	115%	105%	94%	34%	41%			184,500	1
Associate Professor	102,400	7	5.3	91,900	78	111%	96%	74%	106%	92%	18%	8%			85,000	1
Assistant Professor	83,400	5	1.4	81,500	81	102%	78%	66%	98%	89%			86,500	2	80,300	18
Instructor																
All Ranks <sup>1</sup>	109,100	18	4.8	107,700	255	101%	102%	87%					86,500	2	85,800	20
All Ranks Weighted <sup>1,2</sup>	109,700			107,300		102%	104%	92%								
UO FTE Distribution <sup>3</sup>	109,100			105,900		103%		90%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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><u>Lundquist College of Business</u></b>																
<b>BUSINESS ADMINISTRATION</b>																
Professor	204,100	11	6.0	253,300	793	81%	191%	204%	155%	167%	13%	45%	187,500	2	252,100	7
Associate Professor	190,200	20	3.7	197,700	553	96%	178%	159%	196%	198%	23%	9%	225,000	1	204,800	17
Assistant Professor	166,000	14	3.0	186,300	671	89%	155%	150%	196%	203%			140,000	1	183,700	97
Instructor				204,300	4					164%					225,000	1
All Ranks <sup>1</sup>	186,100	45	4.1	215,800	2,017	86%	174%	174%					185,000	4	190,600	121
All Ranks Weighted <sup>1,2</sup>	187,700			214,600		87%	177%	184%								
UO FTE Distribution <sup>3</sup>	186,100			207,700		90%		177%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>Robert D. Clark Honors College</b>																
<b>Discipline: Biology</b>																
Professor				149,400	1,310			120%		99%		41%			160,400	21
Associate Professor				98,300	625			79%		98%		9%			122,000	2
Assistant Professor	89,200	1	5.1	87,500	490	102%	83%	70%	105%	95%					85,500	45
Instructor																
All Ranks <sup>1</sup>	89,200	1	5.1	123,700	2,425	72%	83%	100%							109,700	68
All Ranks Weighted <sup>1,2</sup>	89,200			113,700		78%	84%	98%								
UO FTE Distribution <sup>3</sup>	89,200			87,500		102%		75%								
<b>Discipline: Geology</b>																
Professor				142,600	714			115%		94%		35%			149,300	6
Associate Professor	96,500	1	3.1	98,700	246	98%	90%	79%	99%	99%		12%			99,700	8
Assistant Professor				84,300	198			68%		92%					85,500	14
Instructor																
All Ranks <sup>1</sup>	96,500	1	3.1	123,300	1,158	78%	90%	99%							103,200	28
All Ranks Weighted <sup>1,2</sup>	96,500			110,300		87%	91%	95%								
UO FTE Distribution <sup>3</sup>	96,500			98,700		98%		84%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>Robert D. Clark Honors College</b>																
<b>Discipline: History</b>																
Professor	126,400	2	2.6	140,800	1,040	90%	118%	113%	96%	93%	33%	38%			160,400	14
Associate Professor	90,800	3	5.4	94,000	854	97%	85%	76%	94%	94%	19%	15%			107,000	18
Assistant Professor	70,300	2	0.6	75,300	308	93%	66%	61%	83%	82%			70,000	1	79,400	28
Instructor																
All Ranks <sup>1</sup>	95,100	7	3.2	113,500	2,202	84%	89%	91%					70,000	1	106,600	60
All Ranks Weighted <sup>1,2</sup>	97,400			105,400		92%	92%	90%								
UO FTE Distribution <sup>3</sup>	95,100			102,100		93%		87%								
<b>Discipline: Literature</b>																
Professor				133,700	1,338			108%		88%		35%			147,500	16
Associate Professor	88,500	3	6.8	90,100	1,144	98%	83%	73%	91%	90%	13%	13%			100,700	24
Assistant Professor	74,700	1	8.1	74,000	448	101%	70%	60%	88%	81%					74,000	50
Instructor																
All Ranks <sup>1</sup>	85,000	4	7.1	107,500	2,930	79%	80%	87%							94,200	90
All Ranks Weighted <sup>1,2</sup>	81,600			101,100		81%	77%	87%								
UO FTE Distribution <sup>3</sup>	85,000			86,100		99%		73%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>Robert D. Clark Honors College</b>																
<b>Discipline: Rhetoric</b>																
Professor	153,700	1	14.1	132,500	128	116%	144%	107%	117%	87%		33%			125,300	3
Associate Professor				91,500	112			74%		91%		11%			104,000	1
Assistant Professor				78,100	83			63%		85%					76,300	9
Instructor																
All Ranks <sup>1</sup>	153,700	1	14.1	104,300	323	147%	144%	84%							89,800	13
All Ranks Weighted <sup>1,2</sup>	153,700			102,400		150%	145%	88%								
UO FTE Distribution <sup>3</sup>	153,700			132,500		116%		113%								

<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.

<sup>3</sup>UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

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# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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>School of Journalism and Communication</b>																
<b>JOURNALISM &amp; COMMUNICATION</b>																
Professor	124,400	11	11.1	135,000	123	92%	116%	109%	95%	89%	29%	34%	123,000	1	130,000	1
Associate Professor	93,600	9	8.1	93,200	130	100%	88%	75%	96%	93%	14%	12%			94,800	2
Assistant Professor	78,800	11	3.0	77,800	106	101%	74%	63%	93%	85%			74,000	2	77,900	21
Instructor																
All Ranks <sup>1</sup>	99,300	31	7.4	103,000	359	96%	93%	83%					90,300	3	81,500	24
All Ranks Weighted <sup>1,2</sup>	100,300			103,700		97%	95%	89%								
UO FTE Distribution <sup>3</sup>	99,300			102,600		97%		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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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	169,400	15	12.5	216,500	683	78%	158%	174%	129%	143%	27%	59%			208,100	7
Associate Professor	140,500	8	3.1	143,500	82	98%	131%	116%	145%	143%	30%	7%			129,900	9
Assistant Professor	108,800	1	1.2	135,300	24	80%	102%	109%	128%	147%			108,800	1		
Instructor																
All Ranks <sup>1</sup>	157,300	24	8.9	206,500	789	76%	147%	166%					108,800	1	164,100	16
All Ranks Weighted <sup>1,2</sup>	141,200			167,800		84%	133%	144%								
UO FTE Distribution <sup>3</sup>	157,300			188,800		83%		161%								
<b>LAW--Associate &amp; Assistant Combined</b>																
Professor	169,400	15	12.5	216,500	683	78%	158%	174%	129%	143%	30%	60%			208,100	7
Assoc/Assist Combined	137,000	9	2.9	141,600	106	97%	128%	114%	148%	146%			108,800	1	129,900	9
All Ranks <sup>1</sup>	157,300	24	8.9	206,500	789	76%	147%	166%					108,800	1	164,100	16
All Ranks Weighted <sup>1,2</sup>	141,200			167,800		84%	133%	144%								
UO FTE Distribution <sup>3</sup>	157,300			188,800		83%		161%								

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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

	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 Music and Dance</b>																
<b>DANCE</b>																
Professor	75,000	1	5.1	100,500	33	75%	70%	81%	57%	66%	9%	20%				
Associate Professor	65,200	4	7.4	75,900	26	86%	61%	61%	67%	76%	9%	5%				
Assistant Professor	55,300	1	2.1	69,100	16	80%	52%	56%	65%	75%					65,000	2
Instructor																
All Ranks <sup>1</sup>	65,200	6	6.1	85,300	75	76%	61%	69%							65,000	2
All Ranks Weighted <sup>1,2</sup>	65,700			82,800		79%	62%	71%								
UO FTE Distribution <sup>3</sup>	65,200			78,900		83%		67%								
<b>MUSIC</b>																
Professor	89,600	17	5.6	115,900	493	77%	84%	93%	68%	76%	18%	27%			140,700	7
Associate Professor	70,500	14	4.9	82,100	346	86%	66%	66%	73%	82%	7%	11%			79,500	9
Assistant Professor	63,100	9	1.5	68,100	178	93%	59%	55%	74%	74%			65,100	4	65,500	23
Instructor																
All Ranks <sup>1</sup>	76,900	40	4.5	96,000	1,017	80%	72%	77%					65,100	4	82,200	39
All Ranks Weighted <sup>1,2</sup>	75,200			90,100		83%	71%	77%								
UO FTE Distribution <sup>3</sup>	76,900			93,300		82%		80%								

<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.

<sup>3</sup>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

## 2017-18 Comparison of Faculty Salaries

### DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2017 AAU Data Exchange (AAUDE) Faculty Salary Survey

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 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
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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 2017-18.
  - 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.

<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.

<sup>3</sup>UO FTE Distribution = AAU average salary when UO departmental ratios of Professors, Associate Professors, and Assistant Professors are applied to AAU data.

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