

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2017-18 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION WITH 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 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	87,400	122	6.4	105,000	6,806	83%	82%	85%	69,800	5	86,700	242
<i>Weighted Averages</i>	87,400			99,700		88%	83%	86%				
AAU Peers with UO FTE Distribution	87,400			100,100		87%		85%				
CAS Natural Sciences	108,800	192	7.9	129,200	10,670	84%	102%	104%	92,700	14	109,700	344
<i>Weighted Averages</i>	103,800			116,800		89%	98%	100%				
AAU Peers with UO FTE Distribution	108,800			123,400		88%		105%				
CAS Social Sciences	107,300	136	6.7	125,500	6,127	85%	100%	101%	108,300	10	109,000	241
<i>Weighted Averages</i>	107,400			119,000		90%	101%	102%				
AAU Peers with UO FTE Distribution	107,300			119,100		90%		102%				
College of Arts and Sciences (CAS) Total	102,500	450	7.1	121,200	23,603	85%	96%	98%	94,100	29	102,800	827
<i>Weighted Averages</i>	100,400			112,400		89%	95%	96%				
AAU Peers with UO FTE Distribution	102,500			115,300		89%		98%				

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.

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DSGN Dept History of Art & Architecture	78,400	10	3.2	102,000	249	77%	73%	82%			77,100	9
<i>Weighted Averages</i>	84,900			98,300		86%	80%	84%				
AAU Peers with UO FTE Distribution	78,400			88,400		89%		75%				
DSGN School of Architecture & Environment	100,800	39	9.9	100,100	430	101%	94%	81%	72,000	1	90,600	20
<i>Weighted Averages</i>	97,000			101,500		96%	92%	87%				
AAU Peers with UO FTE Distribution	100,800			105,100		96%		90%				
DSGN School of Art & Design	78,100	26	4.3	94,800	517	82%	73%	76%	63,000	1	81,400	22
<i>Weighted Averages</i>	80,800			91,100		89%	76%	78%				
AAU Peers with UO FTE Distribution	78,100			81,500		96%		69%				
DSGN School of Planning, Public Pol & Mgmt	99,400	14	3.2	126,700	522	78%	93%	102%			102,200	28
<i>Weighted Averages</i>	103,600			124,200		83%	98%	107%				
AAU Peers with UO FTE Distribution	99,400			116,000		86%		99%				

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College of Design (DSGN) Total	91,400	89	6.4	106,900	1,718	86%	86%	86%	67,500	2	90,600	79
<i>Weighted Averages</i>	94,500			104,900		90%	89%	90%				
AAU Peers with UO FTE Distribution	91,400			100,600		91%		86%				
College of Education	115,300	51	4.6	105,200	1,559	110%	108%	85%	90,000	4	84,300	88
<i>Weighted Averages</i>	116,200			103,200		113%	110%	89%				
AAU Peers with UO FTE Distribution	115,300			102,400		113%		87%				
Lundquist College of Business	186,100	45	4.1	215,800	2,017	86%	174%	174%	185,000	4	190,600	121
<i>Weighted Averages</i>	187,700			214,600		87%	177%	184%				
AAU Peers with UO FTE Distribution	186,100			207,700		90%		177%				
Robert D. Clark Honors College*	96,100	14	5.2	115,200	9,038	83%	90%	93%	70,000	1	101,900	259
<i>Weighted Averages</i>	102,600			106,900		96%	97%	92%				
AAU Peers with UO FTE Distribution	96,100			100,000		96%		85%				

*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.

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School of Journalism and Communication	99,300	31	7.4	103,000	359	96%	93%	83%	90,300	3	81,500	24
<i>Weighted Averages</i>	100,300			103,700		97%	95%	89%				
AAU Peers with UO FTE Distribution	99,300			102,600		97%		87%				
School of Law	157,300	24	8.9	206,500	789	76%	147%	166%	108,800	1	164,100	16
<i>Weighted Averages</i>	141,200			167,800		84%	133%	144%				
AAU Peers with UO FTE Distribution	157,300			188,800		83%		161%				
School of Music and Dance	75,400	46	4.7	95,300	1,092	79%	71%	77%	65,100	4	81,400	41
<i>Weighted Averages</i>	74,300			89,700		83%	70%	77%				
AAU Peers with UO FTE Distribution	75,400			91,700		82%		78%				
All Schools/Colleges	106,900	750	6.6	124,200	40,175	86%	100%	100%	97,400	48	107,900	1,455
<i>Weighted Averages</i>	105,900			116,500		91%	100%	100%				
AAU Peers with UO FTE Distribution	106,900			117,300		91%		100%				

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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.

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