

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2017-18 Comparison of Faculty Salaries

BY SCHOOL/COLLEGE/DIVISION AND RANK WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 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 Avg vs. UO 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
College of Arts and Sciences																
CAS Humanities																
Professor	110,000	41	9.1	132,800	3,017	83%	103%	107%	84%	88%	30%	36%			131,500	45
Associate Professor	78,400	58	5.8	87,900	2,506	89%	73%	71%	81%	88%	8%	12%			95,500	38
Assistant Professor	69,900	23	2.9	72,900	1,283	96%	65%	59%	82%	79%			69,800	5	71,900	159
Instructor	73,500	1	24.1				69%		88%							
All Ranks ¹	87,400	122	6.4	105,000	6,806	83%	82%	85%					69,800	5	86,700	242
All Ranks Weighted ^{1,2}	87,400			99,700		88%	83%	86%								
UO FTE Distribution ³	87,400			100,100		87%		85%								
CAS Natural Sciences																
Professor	130,000	93	11.7	151,900	6,282	86%	122%	122%	99%	100%	32%	40%	220,000	1	166,800	71
Associate Professor	95,600	52	5.9	102,100	2,325	94%	89%	82%	99%	102%	13%	9%	93,600	2	116,900	46
Assistant Professor	81,500	47	2.5	90,600	2,063	90%	76%	73%	96%	99%			81,000	11	90,400	227
Instructor	86,500	4	3.4				81%		103%							
All Ranks ¹	108,800	192	7.9	129,200	10,670	84%	102%	104%					92,700	14	109,700	344
All Ranks Weighted ^{1,2}	103,800			116,800		89%	98%	100%								
UO FTE Distribution ³	108,800			123,400		88%		105%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO 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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Avg vs. UO 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
College of Arts and Sciences																
CAS Social Sciences																
Professor	138,200	48	9.8	158,700	2,799	87%	129%	128%	105%	105%	42%	45%			175,300	35
Associate Professor	93,200	56	6.5	102,200	2,108	91%	87%	82%	96%	102%	7%	10%	134,500	4	116,600	47
Assistant Professor	85,600	32	2.5	89,600	1,220	96%	80%	72%	101%	97%			90,800	6	92,100	159
Instructor																
All Ranks ¹	107,300	136	6.7	125,500	6,127	85%	100%	101%					108,300	10	109,000	241
All Ranks Weighted ^{1,2}	107,400			119,000		90%	101%	102%								
UO FTE Distribution ³	107,300			119,100		90%		102%								
CAS Total																
Professor	127,600	182	10.6	148,700	12,098	86%	119%	120%	97%	98%	36%	42%	220,000	1	158,200	151
Associate Professor	88,800	166	6.1	97,000	6,939	92%	83%	78%	92%	97%	8%	9%	120,900	6	110,600	131
Assistant Professor	80,200	102	2.6	85,400	4,566	94%	75%	69%	94%	93%			81,100	22	85,500	545
Instructor	83,900	5	7.5						78%	100%						
All Ranks ¹	102,500	450	7.1	121,200	23,603	85%	96%	98%					94,100	29	102,800	827
All Ranks Weighted ^{1,2}	100,400			112,400		89%	95%	96%								
UO FTE Distribution ³	102,500			115,300		89%		98%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO 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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Avg vs. UO 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
College of Design																
DSGN Dept of the History of Art & Architecture																
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 ¹	78,400	10	3.2	102,000	249	77%	73%	82%							77,100	9
All Ranks Weighted ^{1,2}	84,900			98,300		86%	80%	84%								
UO FTE Distribution ³	78,400			88,400		89%		75%								
DSGN School of Architecture & Environment																
Professor	125,000	15	11.3	130,100	129	96%	117%	105%	95%	86%	32%	29%			132,600	2
Associate Professor	90,800	18	11.3	94,100	190	96%	85%	76%	94%	94%	19%	15%			100,200	5
Assistant Professor	70,400	6	2.1	75,600	111	93%	66%	61%	83%	82%			72,000	1	80,400	13
Instructor																
All Ranks ¹	100,800	39	9.9	100,100	430	101%	94%	81%					72,000	1	90,600	20
All Ranks Weighted ^{1,2}	97,000			101,500		96%	92%	87%								
UO FTE Distribution ³	100,800			105,100		96%		90%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO 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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Avg vs. UO 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
College of Design																
DSGN School of Art & Design																
Professor	92,700	2	0.1	115,800	225	80%	87%	93%	70%	76%	9%	27%			156,500	2
Associate Professor	83,100	16	5.8	82,200	197	101%	78%	66%	86%	82%	17%	9%			90,200	2
Assistant Professor	64,500	8	2.5	71,300	95	90%	60%	57%	76%	78%			63,000	1	72,000	18
Instructor																
All Ranks ¹	78,100	26	4.3	94,800	517	82%	73%	76%					63,000	1	81,400	22
All Ranks Weighted ^{1,2}	80,800			91,100		89%	76%	78%								
UO FTE Distribution ³	78,100			81,500		96%		69%								
DSGN School of Planning, Public Policy, & Mgmt																
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 ¹	99,400	14	3.2	126,700	522	78%	93%	102%							102,200	28
All Ranks Weighted ^{1,2}	103,600			124,200		83%	98%	107%								
UO FTE Distribution ³	99,400			116,000		86%		99%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO 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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Avg vs. UO 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
College of Design																
DSGN Total																
Professor	120,100	22	8.3	135,000	667	89%	112%	109%	91%	89%	30%	33%			146,600	6
Associate Professor	88,400	43	7.7	94,400	654	94%	83%	76%	91%	94%	17%	12%			108,500	15
Assistant Professor	70,700	24	2.5	80,100	397	88%	66%	64%	83%	87%			67,500	2	80,100	58
Instructor																
All Ranks ¹	91,400	89	6.4	106,900	1,718	86%	86%	86%					67,500	2	90,600	79
All Ranks Weighted ^{1,2}	94,500			104,900		90%	89%	90%								
UO FTE Distribution ³	91,400			100,600		91%		86%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO 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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Avg vs. UO 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
College of Education																
Professor	156,300	17	7.1	135,800	619	115%	146%	109%	119%	90%	52%	36%			141,700	7
Associate Professor	101,200	21	4.5	90,700	535	112%	95%	73%	104%	91%	16%	11%	100,000	1	98,300	10
Assistant Professor	84,300	13	1.4	77,500	405	109%	79%	62%	99%	84%			86,700	3	76,600	71
Instructor																
All Ranks ¹	115,300	51	4.6	105,200	1,559	110%	108%	85%					90,000	4	84,300	88
All Ranks Weighted ^{1,2}	116,200			103,200		113%	110%	89%								
UO FTE Distribution ³	115,300			102,400		113%		87%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO 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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Avg vs. UO 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
<u>Lundquist College of Business</u>																
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 ¹	186,100	45	4.1	215,800	2,017	86%	174%	174%					185,000	4	190,600	121
All Ranks Weighted ^{1,2}	187,700			214,600		87%	177%	184%								
UO FTE Distribution ³	186,100			207,700		90%		177%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO 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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Avg vs. UO 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
Robert D. Clark Honors College																
Professor	135,500	3	6.4	141,200	4,530	96%	127%	114%	103%	93%	42%	38%			154,100	60
Associate Professor	90,600	7	5.7	93,700	2,981	97%	85%	75%	93%	94%	14%	11%			103,600	53
Assistant Professor	76,100	4	3.6	80,100	1,527	95%	71%	64%	90%	87%			70,000	1	79,800	146
Instructor																
All Ranks ¹	96,100	14	5.2	115,200	9,038	83%	90%	93%					70,000	1	101,900	259
All Ranks Weighted ^{1,2}	102,600			106,900		96%	97%	92%								
UO FTE Distribution ³	96,100			100,000		96%		85%								

Note: Data for Clark Honors College peer comparators are based on disciplines represented in the College's faculty, and not the traditional 'Honors College' discipline located within the Humanities.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO 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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Avg vs. UO 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
<u>School of Journalism and Communication</u>																
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 ¹	99,300	31	7.4	103,000	359	96%	93%	83%					90,300	3	81,500	24
All Ranks Weighted ^{1,2}	100,300			103,700		97%	95%	89%								
UO FTE Distribution ³	99,300			102,600		97%		87%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO 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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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
School of Law																
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 ¹	157,300	24	8.9	206,500	789	76%	147%	166%					108,800	1	164,100	16
All Ranks Weighted ^{1,2}	141,200			167,800		84%	133%	144%								
UO FTE Distribution ³	157,300			188,800		83%		161%								
Associate & Assistant Combined																
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 ¹	157,300	24	8.9	206,500	789	76%	147%	166%					108,800	1	164,100	16
All Ranks Weighted ^{1,2}	141,200			167,800		84%	133%	144%								
UO FTE Distribution ³	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.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO 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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Avg vs. UO 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
<u>School of Music and Dance</u>																
Professor	88,800	18	5.6	114,900	526	77%	83%	93%	68%	76%	18%	27%			140,700	7
Associate Professor	69,300	18	5.4	81,600	372	85%	65%	66%	71%	82%	7%	11%			79,500	9
Assistant Professor	62,300	10	1.6	68,200	194	91%	58%	55%	73%	74%			65,100	4	65,400	25
Instructor																
All Ranks ¹	75,400	46	4.7	95,300	1,092	79%	71%	77%					65,100	4	81,400	41
All Ranks Weighted ^{1,2}	74,300			89,700		83%	70%	77%								
UO FTE Distribution ³	75,400			91,700		82%		78%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO 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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Avg vs. UO 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
University Totals																
Full Professor	131,500	279	9.8	151,600	20,039	87%	123%	122%	157%	74%	32%	41%	179,500	4	159,900	246
Associate Professor	97,000	292	6.0	100,100	12,246	97%	91%	81%	116%	49%	11%	7%	131,300	8	114,400	246
Assistant Professor	84,900	179	2.5	91,900	7,890	92%	79%	74%	101%	45%			80,700	36	92,900	963
Instructor	83,900	5	7.5	204,300	4	41%	78%	164%	100%	100%					225,000	1
All Ranks ¹	106,900	750	6.6	124,200	40,175	86%	100%	100%					97,400	48	107,900	1,455
All Ranks Weighted ^{1,2}	105,900			116,500		91%	100%	100%								
UO FTE Distribution ³	106,900			117,300		91%		100%								

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO 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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Peers Avg	UO Rank Avg vs. UO Avg	AAU PUBLIC Peers Rank Avg vs. AAU PUBLIC Peers Avg	UO Rank Avg vs. UO 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
---------------	--------	----------------------	-----------------------------	----------------------	------------------------------	------------------------	--	-------------------------------------	---	----------------------	------------------------------------	------------------------	-----------------	--------------------------------------	-------------------------------

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.

¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. T/TT Instructor data are for information only and are not included in any overall averages.

²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

³UO 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.