

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2015-16 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 2015 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
Architecture and Allied Arts																
Architecture, Interior & Landscape Arch																
Professor	119,700	15	14.0	127,300	123	94%	115%	106%	93%	87%	30%	32%				
Associate Professor	88,200	15	10.5	88,900	182	99%	85%	74%	96%	92%	17%	14%	110,000	1	103,900	3
Assistant Professor	70,900	5	3.9	71,800	117	99%	68%	60%	84%	79%					73,800	9
Instructor																
All Ranks ¹	99,200	35	11.0	95,300	422	104%	96%	80%					110,000	1	81,300	12
All Ranks Weighted ^{1,2}	94,300			97,600		97%	91%	87%								
Art, Art History, Arts & Administration																
Professor	113,300	4	9.6	113,700	354	100%	109%	95%	88%	77%	31%	29%			154,500	2
Associate Professor	80,900	22	5.9	78,900	331	103%	78%	66%	88%	82%	16%	11%	87,000	3	80,200	3
Assistant Professor	63,900	15	2.4	66,300	157	96%	62%	55%	75%	73%			63,800	6	66,800	28
Instructor																
All Ranks ¹	77,800	41	5.0	91,200	842	85%	75%	76%					71,600	9	73,400	33
All Ranks Weighted ^{1,2}	87,500			87,800		100%	85%	79%								

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Architecture and Allied Arts																
Planning, Public Policy, & Mgmt																
Professor	129,000	2	2.1	155,900	189	83%	124%	130%	100%	106%	33%	42%			197,700	7
Associate Professor	94,500	3	4.8	106,100	167	89%	91%	89%	103%	110%	10%	15%			125,100	3
Assistant Professor	83,800	5	3.1	87,700	143	96%	81%	73%	99%	97%					84,600	17
Instructor																
All Ranks ¹	96,100	10	3.4	119,700	499	80%	93%	100%							118,500	27
All Ranks Weighted ^{1,2}	103,800			118,600		88%	101%	106%								
AAA Total																
Professor	119,400	21	12.0	128,200	666	93%	115%	107%	93%	87%	34%	33%			188,100	9
Associate Professor	84,600	40	7.5	88,300	680	96%	82%	74%	92%	92%	15%	11%	92,700	4	103,100	9
Assistant Professor	69,300	25	2.8	75,200	417	92%	67%	63%	82%	83%			63,800	6	73,600	54
Instructor																
All Ranks ¹	88,700	86	7.3	100,300	1,763	88%	85%	84%					75,400	10	91,600	72
All Ranks Weighted ^{1,2}	92,600			98,900		94%	90%	88%								

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College of Arts and Sciences																
CAS Humanities																
Professor	108,500	47	8.4	127,900	1,999	85%	105%	107%	84%	87%	30%	37%			139,800	15
Associate Professor	77,400	48	5.7	83,200	1,675	93%	75%	69%	84%	86%	12%	12%	85,000	1	93,300	21
Assistant Professor	65,400	30	2.9	69,400	829	94%	63%	58%	77%	77%			65,800	5	69,900	153
Instructor	69,900	1	22.1	67,500	1	104%	67%	56%	81%	102%					67,500	1
All Ranks ¹	86,200	125	6.0	100,500	4,503	86%	83%	84%					69,000	6	78,100	189
All Ranks Weighted ^{1,2}	85,100			95,300		89%	83%	85%								
CAS Natural Sciences																
Professor	125,200	96	12.0	144,300	4,927	87%	121%	120%	97%	98%	32%	40%			151,100	38
Associate Professor	92,000	42	6.4	96,600	1,955	95%	89%	81%	100%	100%	12%	9%	94,000	1	101,900	34
Assistant Professor	79,400	49	2.4	85,800	1,578	93%	76%	72%	94%	95%			78,600	14	86,600	269
Instructor	89,400	5	6.1				86%		104%							
All Ranks ¹	105,800	187	8.2	122,400	8,460	86%	102%	102%					79,600	15	95,300	341
All Ranks Weighted ^{1,2}	100,300			110,800		91%	97%	99%								

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College of Arts and Sciences																
CAS Social Sciences																
Professor	133,000	48	10.0	154,800	2,288	86%	128%	129%	104%	105%	44%	47%			173,600	47
Associate Professor	87,100	52	7.3	97,900	1,774	89%	84%	82%	95%	102%	4%	10%			109,800	28
Assistant Professor	82,700	30	2.9	86,500	1,088	96%	80%	72%	97%	96%			88,000	5	88,900	171
Instructor				64,500	1			54%		98%					64,500	1
All Ranks ¹	103,100	130	7.3	120,800	5,150	85%	99%	101%					88,000	5	107,500	246
All Ranks Weighted ^{1,2}	102,700			115,300		89%	100%	103%								
CAS Total																
Professor	123,100	191	10.6	143,300	9,214	86%	119%	120%	96%	98%	36%	42%			160,000	100
Associate Professor	85,300	142	6.5	92,900	5,404	92%	82%	78%	93%	97%	8%	9%	89,500	2	102,400	83
Assistant Professor	76,500	109	2.7	82,100	3,495	93%	74%	69%	90%	91%			77,900	24	83,000	593
Instructor	86,200	6	8.7	66,000	2	131%	83%	55%	100%	100%					66,000	2
All Ranks ¹	99,400	442	7.3	116,500	18,113	85%	96%	97%					78,800	26	95,000	776
All Ranks Weighted ^{1,2}	96,400			108,100		89%	94%	97%								

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College of Education																
Professor	164,700	16	7.5	127,000	642	130%	159%	106%	128%	86%	69%	35%	144,000	1	139,900	12
Associate Professor	92,900	15	5.1	85,500	575	109%	89%	71%	101%	89%	17%	10%	119,000	1	87,000	16
Assistant Professor	75,400	7	1.8	73,900	409	102%	73%	62%	89%	82%			76,000	3	75,300	71
Instructor																
All Ranks ¹	119,900	38	5.5	99,000	1,626	121%	116%	83%					98,200	5	85,000	99
All Ranks Weighted ^{1,2}	113,800			97,200		117%	110%	87%								

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<u>Lundquist College of Business</u>																
Professor	213,300	8	9.5	236,000	795	90%	205%	197%	166%	161%	31%	44%			269,800	10
Associate Professor	181,600	14	5.0	183,800	538	99%	175%	153%	198%	191%	20%	7%	210,000	1	193,100	20
Assistant Professor	161,000	22	2.3	175,800	685	92%	155%	147%	190%	194%			147,100	6	178,300	99
Instructor																
All Ranks ¹	177,000	44	4.5	201,600	2,018	88%	171%	168%					156,100	7	187,700	129
All Ranks Weighted ^{1,2}	186,700			200,500		93%	181%	179%								

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Robert D. Clark Honors College																
Professor	131,700	2	7.6	133,300	2,268	99%	127%	111%	102%	91%	41%	37%			143,800	24
Associate Professor	88,800	6	4.9	88,500	1,618	100%	86%	74%	97%	92%	11%	11%			98,500	20
Assistant Professor	77,300	4	4.9	75,100	845	103%	74%	63%	91%	83%					74,400	129
Instructor																
All Ranks ¹	92,200	12	5.4	107,600	4,731	86%	89%	90%							86,800	173
All Ranks Weighted ^{1,2}	101,000			100,800		100%	98%	90%								

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.

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<u>School of Journalism and Communication</u>																
Professor	126,800	9	11.8	128,800	119	98%	122%	108%	99%	88%	40%	33%			110,200	5
Associate Professor	85,700	8	11.6	88,700	150	97%	83%	74%	94%	92%	9%	12%			88,500	4
Assistant Professor	76,300	19	2.1	74,000	91	103%	74%	62%	90%	82%			77,200	5	72,000	16
Instructor																
All Ranks ¹	91,000	36	6.6	98,200	360	93%	88%	82%					77,200	5	82,300	25
All Ranks Weighted ^{1,2}	97,800			98,900		99%	95%	88%								

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School of Law																
Professor	175,700	13	12.5	209,500	674	84%	169%	175%	137%	143%	32%	61%			217,800	13
Associate Professor	142,000	9	2.6	136,600	97	104%	137%	114%	155%	142%	18%	-12%			142,000	4
Assistant Professor	123,200	3	4.2	151,300	52	81%	119%	126%	145%	167%					163,000	4
Instructor																
All Ranks ¹	157,300	25	7.9	197,200	823	80%	152%	165%							192,900	21
All Ranks Weighted ^{1,2}	148,500			168,100		88%	144%	150%								
Associate & Assistant Combined																
Professor	175,700	13	12.5	209,500	674	84%	169%	175%	137%	143%	37%	57%			217,800	13
Assoc/Assist Combined	137,300	12	3.0	141,700	149	97%	132%	118%	155%	151%					152,500	8
All Ranks ¹	157,300	25	7.9	197,200	823	80%	152%	165%							192,900	21
All Ranks Weighted ^{1,2}	148,500			168,100		88%	144%	150%								

Note: Combined averages for associate and assistant professors are provided to allow comparison with institutions that use only two ranks for Law professors.

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School of Music and Dance																
Professor	88,300	16	5.4	107,800	567	82%	85%	90%	69%	73%	19%	25%			112,600	6
Associate Professor	68,600	21	6.8	78,200	410	88%	66%	65%	75%	81%	11%	11%			88,700	7
Assistant Professor	57,600	8	2.5	65,300	200	88%	55%	55%	68%	72%			56,500	2	65,500	30
Instructor																
All Ranks ¹	73,600	45	5.5	90,300	1,177	82%	71%	75%					56,500	2	75,800	43
All Ranks Weighted ^{1,2}	72,400			85,000		85%	70%	76%								

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University Totals																
Professor	128,500	276	10.3	146,900	14,945	87%	124%	123%	100%	100%	36%	42%	144,000	1	165,200	179
Associate Professor	91,600	255	6.5	96,200	9,472	95%	88%	80%	100%	100%	6%	5%	109,900	8	111,600	163
Assistant Professor	84,900	197	2.6	90,400	6,194	94%	82%	75%	100%	100%			84,000	46	89,900	996
Instructor^	86,200	6	8.7	66,000	2	131%	83%	55%	100%	100%					66,000	2
All Institution ¹	103,800	728	6.9	119,800	30,611	87%	100%	100%					88,800	55	102,600	1,338
All Institution Weighted ^{1,2}	103,100			111,800		92%	100%	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 2015-16.
 - 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.

Please see additional notes on last page of report.