

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2018-19 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 2018 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	114,500	40	8.3	137,100	2,926	84%	104%	107%	85%	88%	30%	37%	165,000	1	133,700	111
Associate Professor	81,200	59	6.0	90,200	2,483	90%	73%	71%	81%	88%	8%	12%			89,400	170
Assistant Professor	72,000	24	2.2	75,100	1,114	96%	65%	59%	81%	79%			71,300	7	74,500	195
Instructor	75,700	1	25.1	75,000	2	101%	68%	59%	86%	48%					75,000	2
All Ranks ¹	90,200	123	6.0	108,600	6,523	83%	82%	85%					83,000	8	93,600	476
All Ranks Weighted ^{1,2}	90,600			102,700		88%	83%	86%								
UO FTE Distribution ³	90,200			102,500		88%		85%								
CAS Natural Sciences																
Professor	135,000	101	11.8	155,600	6,304	87%	122%	122%	100%	100%	33%	41%	148,000	1	149,200	356
Associate Professor	98,100	52	6.0	103,900	2,304	94%	89%	81%	98%	102%	13%	8%			105,800	109
Assistant Professor	83,900	53	2.4	93,500	2,190	90%	76%	73%	94%	99%			86,200	6	91,600	443
Instructor	90,800	4	4.4	105,000	1	86%	82%	82%	104%	68%					105,000	1
All Ranks ¹	112,500	206	7.9	132,000	10,798	85%	102%	103%					95,000	7	115,900	908
All Ranks Weighted ^{1,2}	107,200			119,700		90%	98%	100%								
UO FTE Distribution ³	112,500			126,600		89%		105%								

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College of Arts and Sciences																
CAS Social Sciences																
Professor	141,500	50	9.8	164,300	2,815	86%	128%	129%	105%	105%	41%	47%			152,800	125
Associate Professor	96,600	58	6.2	104,900	2,117	92%	87%	82%	97%	103%	8%	9%			114,800	110
Assistant Professor	87,500	38	1.7	93,400	1,186	94%	79%	73%	98%	98%			83,600	12	93,200	202
Instructor																
All Ranks ¹	109,600	146	6.3	130,000	6,118	84%	99%	102%					83,600	12	115,700	437
All Ranks Weighted ^{1,2}	110,300			123,100		90%	101%	103%								
UO FTE Distribution ³	109,600			122,200		90%		101%								
CAS Total																
Professor	132,400	191	10.5	153,100	12,045	86%	120%	120%	98%	98%	37%	42%	156,500	2	147,000	592
Associate Professor	91,700	169	6.1	99,300	6,904	92%	83%	78%	92%	97%	8%	8%			101,200	389
Assistant Professor	82,600	115	2.1	88,900	4,490	93%	75%	70%	92%	94%			80,800	25	88,000	840
Instructor	87,700	5	8.5	85,000	3	103%	79%	67%	100%	55%					85,000	3
All Ranks ¹	105,900	475	6.9	125,000	23,439	85%	96%	98%					86,400	27	110,000	1,821
All Ranks Weighted ^{1,2}	103,800			115,900		90%	95%	97%								
UO FTE Distribution ³	105,900			118,400		89%		98%								

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College of Design																
DSGN Dept of the History of Art & Architecture																
Professor	109,000	2	3.1	134,400	108	81%	99%	105%	81%	86%	25%	37%			135,200	1
Associate Professor	80,800	3	5.4	87,700	104	92%	73%	69%	81%	86%	9%	10%			83,000	2
Assistant Professor	70,300	6	3.3	74,800	48	94%	64%	59%	79%	79%			72,000	1	77,700	6
Instructor																
All Ranks ¹	80,200	11	3.8	104,700	260	77%	73%	82%					72,000	1	85,200	9
All Ranks Weighted ^{1,2}	87,900			100,800		87%	80%	84%								
UO FTE Distribution ³	80,200			89,200		90%		74%								
DSGN School of Architecture & Environment																
Professor	133,100	14	10.5	129,300	131	103%	120%	101%	99%	83%	37%	26%			126,000	5
Associate Professor	92,000	16	12.0	96,100	177	96%	83%	75%	92%	94%	19%	14%			92,600	5
Assistant Professor	71,500	6	2.1	77,700	122	92%	65%	61%	80%	82%			72,500	1	76,300	18
Instructor																
All Ranks ¹	104,500	36	9.7	101,000	430	103%	94%	79%					72,500	1	88,100	28
All Ranks Weighted ^{1,2}	100,600			102,500		98%	92%	86%								
UO FTE Distribution ³	104,500			106,000		99%		88%								

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College of Design																
DSGN School of Art & Design																
Professor	93,800	4	0.6	119,900	223	78%	85%	94%	69%	77%	9%	29%			114,400	14
Associate Professor	83,800	15	5.2	82,900	188	101%	76%	65%	84%	81%	16%	7%			80,100	20
Assistant Professor	65,900	7	2.2	74,500	107	88%	60%	58%	74%	79%			68,000	1	71,400	32
Instructor																
All Ranks ¹	80,500	26	3.7	97,100	518	83%	73%	76%					68,000	1	83,200	66
All Ranks Weighted ^{1,2}	81,800			93,900		87%	75%	78%								
UO FTE Distribution ³	80,500			86,300		93%		71%								
DSGN School of Planning, Public Policy, & Mgmt																
Professor	141,900	4	7.4	170,600	201	83%	128%	134%	105%	109%	36%	42%			180,900	12
Associate Professor	102,400	7	4.1	116,500	176	88%	93%	91%	102%	114%	17%	16%			116,800	10
Assistant Professor	83,600	7	2.4	95,900	159	87%	76%	75%	94%	101%			80,000	3	95,800	36
Instructor																
All Ranks ¹	103,900	18	4.2	130,700	536	79%	94%	102%					80,000	3	117,000	58
All Ranks Weighted ^{1,2}	111,000			129,900		85%	101%	109%								
UO FTE Distribution ³	103,900			120,500		86%		100%								

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College of Design																
DSGN Total																
Professor	126,000	24	7.7	139,500	663	90%	114%	109%	93%	89%	33%	34%			141,800	32
Associate Professor	90,000	41	7.7	96,500	645	93%	81%	76%	90%	94%	15%	10%			91,900	37
Assistant Professor	73,000	26	2.5	83,200	436	88%	66%	65%	82%	88%			75,400	6	82,300	92
Instructor																
All Ranks ¹	94,600	91	6.2	109,500	1,744	86%	86%	86%					75,400	6	96,300	161
All Ranks Weighted ^{1,2}	97,900			108,100		91%	89%	90%								
UO FTE Distribution ³	94,600			104,000		91%		86%								

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College of Education																
Professor	149,300	19	6.2	140,100	597	107%	135%	110%	111%	90%	41%	36%			136,300	47
Associate Professor	104,000	18	5.0	93,700	556	111%	94%	73%	104%	92%	16%	11%			94,800	53
Assistant Professor	86,700	14	2.1	79,700	427	109%	78%	62%	97%	84%			87,500	1	78,900	92
Instructor																
All Ranks ¹	116,100	51	4.7	107,500	1,580	108%	105%	84%					87,500	1	97,400	192
All Ranks Weighted ^{1,2}	115,200			106,400		108%	105%	89%								
UO FTE Distribution ³	116,100			107,100		108%		89%								

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<u>Lundquist College of Business</u>																
Professor	203,600	13	6.0	263,000	755	77%	184%	206%	151%	169%	0%	47%			257,900	42
Associate Professor	203,800	18	3.3	202,400	522	101%	184%	159%	204%	198%	29%	9%			209,900	47
Assistant Professor	171,900	19	2.0	190,600	641	90%	155%	149%	192%	201%			176,300	8	191,000	123
Instructor				207,900	7					163%					200,000	2
All Ranks ¹	191,600	50	3.5	222,300	1,918	86%	173%	174%					176,300	8	208,500	212
All Ranks Weighted ^{1,2}	193,600			221,000		88%	177%	185%								
UO FTE Distribution ³	191,600			213,700		90%		177%								

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Robert D. Clark Honors College																
Professor	127,700	5	4.5	144,900	4,475	88%	115%	114%	95%	93%	27%	38%			137,600	222
Associate Professor	97,300	8	2.8	95,900	2,994	101%	88%	75%	97%	94%	22%	10%	114,000	1	97,500	146
Assistant Professor	73,000	2	1.6	83,000	1,496	88%	66%	65%	82%	87%					81,200	276
Instructor				75,000	2			59%		48%					75,000	2
All Ranks ¹	104,200	15	3.2	118,200	8,965	88%	94%	93%					114,000	1	104,300	644
All Ranks Weighted ^{1,2}	100,800			109,900		92%	92%	92%								
UO FTE Distribution ³	104,200			110,500		94%		92%								

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	129,600	12	10.5	143,000	122	91%	117%	112%	96%	92%	29%	38%			151,900	15
Associate Professor	97,300	8	6.9	94,300	143	103%	88%	74%	97%	92%	16%	12%			95,700	15
Assistant Professor	79,200	14	2.3	79,200	108	100%	72%	62%	89%	83%			76,000	5	78,700	23
Instructor																
All Ranks ¹	101,300	34	6.3	105,900	373	96%	92%	83%					76,000	5	104,200	53
All Ranks Weighted ^{1,2}	103,500			107,500		96%	95%	90%								
UO FTE Distribution ³	101,300			105,300		96%		87%								

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School of Law																
Professor	169,900	13	12.8	219,800	706	77%	154%	172%	126%	141%	23%	62%			207,600	39
Associate Professor	144,900	8	3.8	140,900	90	103%	131%	110%	145%	138%	24%	3%			132,600	7
Assistant Professor	118,600	2	1.2	137,700	31	86%	107%	108%	133%	145%			125,000	1	135,200	7
Instructor																
All Ranks ¹	156,800	23	8.7	208,200	827	75%	142%	163%					125,000	1	188,200	53
All Ranks Weighted ^{1,2}	145,800			169,000		86%	133%	141%								
UO FTE Distribution ³	156,800			185,200		85%		153%								
Associate & Assistant Combined																
Professor	169,900	13	12.8	219,800	706	77%	154%	172%	126%	141%	27%	62%			207,600	39
Assoc/Assist Combined	139,700	10	3.3	140,100	121	100%	126%	110%	146%	141%			125,000	1	133,900	14
All Ranks ¹	156,800	23	8.7	208,200	827	75%	142%	163%					125,000	1	188,200	53
All Ranks Weighted ^{1,2}	145,800			169,000		86%	133%	141%								
UO FTE Distribution ³	156,800			185,200		85%		153%								

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

Based on data from the Fall 2018 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
<u>School of Music and Dance</u>																
Professor	96,200	20	6.3	117,200	538	82%	87%	92%	71%	75%	23%	26%			105,400	48
Associate Professor	70,900	15	5.6	84,500	360	84%	64%	66%	71%	83%	7%	12%			82,000	27
Assistant Professor	63,300	9	2.0	69,100	193	92%	57%	54%	71%	73%			65,000	1	69,600	32
Instructor																
All Ranks ¹	80,900	44	5.1	97,900	1,091	83%	73%	77%					65,000	1	88,800	107
All Ranks Weighted ^{1,2}	77,800			91,700		85%	71%	77%								
UO FTE Distribution ³	80,900			96,200		84%		80%								

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.

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University Totals																
Full Professor	135,100	297	9.5	155,900	19,901	87%	122%	122%	154%	101%	32%	42%	156,500	2	149,300	1,037
Associate Professor	100,000	285	5.9	102,300	12,214	98%	90%	80%	114%	66%	10%	6%	114,000	1	106,100	721
Assistant Professor	89,300	201	2.2	94,900	7,822	94%	81%	74%	102%	61%			96,600	47	94,100	1,485
Instructor	87,700	5	8.5	155,100	12	57%	79%	122%	100%	100%					115,000	7
All Ranks ¹	110,600	783	6.3	127,600	39,937	87%	100%	100%					99,300	50	114,400	3,243
All Ranks Weighted ^{1,2}	109,500			119,700		91%	100%	100%								
UO FTE Distribution ³	110,600			120,700		92%		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 2018-19. Faculty on leave to perform administrative duties were excluded.
 - 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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