

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2020-21 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 2020 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 Arts and Sciences</b>																
<b>CAS Humanities</b>																
Professor	118,700	44	6.8	141,800	2,177	84%	103%	104%	84%	85%	30%	37%			146,400	31
Associate Professor	83,900	59	7.3	91,800	1,825	91%	73%	67%	81%	83%	8%	10%			90,300	30
Assistant Professor	74,400	25	2.6	77,500	912	96%	65%	57%	81%	74%			73,300	3	79,200	139
Instructor	78,400	1	27.1				68%		82%							
All Ranks <sup>1</sup>	94,000	128	6.2	111,300	4,914	84%	82%	81%					73,300	3	91,300	200
All Ranks Weighted <sup>1,2</sup>	93,700			105,700		89%	82%	82%								
UO FTE Distribution <sup>3</sup>	94,000			106,200		89%		82%								
<b>CAS Natural Sciences</b>																
Professor	143,700	95	11.1	161,100	5,202	89%	125%	118%	101%	96%	39%	38%	128,800	2	164,100	45
Associate Professor	99,100	60	5.8	108,500	1,936	91%	86%	79%	95%	99%	10%	8%	95,000	1	112,100	41
Assistant Professor	87,200	54	2.9	97,800	1,869	89%	76%	71%	95%	94%			86,400	5	97,600	279
Instructor	100,600	3	6.1				88%		106%							
All Ranks <sup>1</sup>	116,300	209	7.5	136,700	9,007	85%	101%	100%					98,100	8	107,400	365
All Ranks Weighted <sup>1,2</sup>	111,800			124,500		90%	98%	96%								
UO FTE Distribution <sup>3</sup>	116,300			129,600		90%		100%								

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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>College of Arts and Sciences</b>																
<b>CAS Social Sciences</b>																
Professor	147,900	51	9.2	174,100	2,329	85%	129%	127%	104%	104%	44%	46%			165,500	24
Associate Professor	97,700	61	7.1	110,900	1,703	88%	85%	81%	94%	101%	5%	8%			116,100	28
Assistant Professor	91,600	31	2.7	99,700	1,114	92%	80%	73%	99%	95%					95,300	152
Instructor				82,000	1			60%		50%					82,000	1
All Ranks <sup>1</sup>	114,300	143	6.9	137,100	5,146	83%	99%	100%							106,400	204
All Ranks Weighted <sup>1,2</sup>	114,300			130,600		88%	100%	101%								
UO FTE Distribution <sup>3</sup>	114,300			131,000		87%		101%								
<b>CAS Total</b>																
Professor	139,000	190	9.6	159,900	9,708	87%	121%	117%	98%	96%	40%	41%	128,800	2	158,900	100
Associate Professor	93,600	180	6.7	103,700	5,464	90%	81%	76%	90%	94%	7%	7%	95,000	1	106,600	99
Assistant Professor	85,500	110	2.8	93,600	3,895	91%	74%	68%	93%	90%			81,500	8	92,500	570
Instructor	95,100	4	11.4	82,000	1	116%	83%	60%	100%	50%					82,000	1
All Ranks <sup>1</sup>	109,700	480	7.0	130,200	19,067	84%	95%	95%					91,300	11	103,000	769
All Ranks Weighted <sup>1,2</sup>	107,800			121,200		89%	94%	94%								
UO FTE Distribution <sup>3</sup>	109,700			123,600		89%		95%								

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<b>College of Design</b>																
<b>DSGN Dept of the History of Art &amp; Architecture</b>																
Professor	114,900	1	7.1	130,900	103	88%	100%	96%	81%	78%	28%	29%				
Associate Professor	82,900	4	5.6	91,000	106	91%	72%	67%	80%	83%	8%	8%			98,000	1
Assistant Professor	73,200	4	3.4	79,900	50	92%	64%	58%	79%	76%			73,000	1	79,500	8
Instructor																
All Ranks <sup>1</sup>	82,100	9	4.8	104,700	259	78%	71%	77%					73,000	1	81,500	9
All Ranks Weighted <sup>1,2</sup>	91,600			102,200		90%	80%	79%								
UO FTE Distribution <sup>3</sup>	82,100			90,500		91%		70%								
<b>DSGN School of Architecture &amp; Environment</b>																
Professor	136,700	11	9.0	136,000	130	101%	119%	99%	96%	81%	38%	29%			195,000	1
Associate Professor	92,800	17	13.1	96,800	199	96%	81%	71%	89%	88%	16%	14%			94,300	5
Assistant Professor	74,800	6	2.6	77,900	99	96%	65%	57%	81%	75%					78,900	6
Instructor																
All Ranks <sup>1</sup>	103,800	34	9.9	104,300	428	100%	90%	76%							95,000	12
All Ranks Weighted <sup>1,2</sup>	103,300			105,300		98%	90%	81%								
UO FTE Distribution <sup>3</sup>	103,800			106,100		98%		82%								

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<b>College of Design</b>																
<b>DSGN School of Art &amp; Design</b>																
Professor	97,100	6	1.6	123,600	231	79%	85%	90%	68%	74%	8%	28%			108,900	3
Associate Professor	88,100	12	7.3	85,800	179	103%	77%	63%	85%	78%	18%	8%			77,400	2
Assistant Professor	67,500	8	3.7	74,300	109	91%	59%	54%	73%	71%			63,000	1	76,000	9
Instructor																
All Ranks <sup>1</sup>	83,900	26	4.9	100,200	519	84%	73%	73%					63,000	1	83,200	14
All Ranks Weighted <sup>1,2</sup>	84,900			96,100		88%	74%	74%								
UO FTE Distribution <sup>3</sup>	83,900			91,000		92%		70%								
<b>DSGN School of Planning, Public Policy, &amp; Mgmt</b>																
Professor	139,400	3	5.8	179,800	197	78%	121%	131%	98%	108%	30%	44%			202,500	2
Associate Professor	105,000	10	4.4	119,300	209	88%	91%	87%	101%	108%	19%	15%			123,700	10
Assistant Professor	83,100	4	2.6	98,200	155	85%	72%	72%	90%	94%					94,000	29
Instructor																
All Ranks <sup>1</sup>	105,900	17	4.2	134,700	561	79%	92%	98%							106,600	41
All Ranks Weighted <sup>1,2</sup>	110,800			134,900		82%	97%	104%								
UO FTE Distribution <sup>3</sup>	105,900			125,000		85%		96%								

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<b>College of Design</b>																
<b>DSGN Total</b>																
Professor	124,700	21	6.3	143,900	661	87%	109%	105%	88%	86%	27%	32%			154,500	6
Associate Professor	93,400	43	8.7	99,900	693	93%	81%	73%	90%	91%	17%	11%			109,000	18
Assistant Professor	73,400	22	3.1	84,800	413	87%	64%	62%	80%	81%			68,000	2	86,900	52
Instructor																
All Ranks <sup>1</sup>	95,900	86	6.7	112,800	1,767	85%	83%	82%					68,000	2	97,500	76
All Ranks Weighted <sup>1,2</sup>	98,600			111,300		89%	86%	86%								
UO FTE Distribution <sup>3</sup>	95,900			106,800		90%		82%								

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<b>College of Education</b>																
Professor	144,900	18	4.9	143,600	657	101%	126%	105%	102%	86%	34%	35%			127,300	16
Associate Professor	105,900	15	4.9	96,400	599	110%	92%	70%	102%	88%	13%	11%	102,000	1	97,700	29
Assistant Professor	90,700	17	3.4	81,200	437	112%	79%	59%	98%	78%					80,900	69
Instructor																
All Ranks <sup>1</sup>	114,800	50	4.4	110,800	1,693	104%	100%	81%					102,000	1	91,700	114
All Ranks Weighted <sup>1,2</sup>	115,500			109,000		106%	101%	84%								
UO FTE Distribution <sup>3</sup>	114,800			108,200		106%		83%								

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<b><u>Knight Campus</u></b>																
Professor	172,800	1	1.2	179,100	200	96%	150%	131%	122%	107%	-27%	42%			184,400	4
Associate Professor	203,300	1	1.1	121,200	122	168%	177%	89%	196%	110%	80%	14%			136,200	5
Assistant Professor	110,900	4	0.6	101,600	117	109%	97%	74%	120%	97%			110,600	3	107,900	13
Instructor																
All Ranks <sup>1</sup>	136,600	6	0.8	142,400	439	96%	119%	104%					110,600	3	128,200	22
All Ranks Weighted <sup>1,2</sup>	162,900			136,300		120%	143%	105%								
UO FTE Distribution <sup>3</sup>	136,600			117,800		116%		91%								

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<b><u>Lundquist College of Business</u></b>																
Professor	225,700	11	7.2	273,900	798	82%	196%	200%	159%	164%	11%	47%			282,700	11
Associate Professor	212,600	22	3.8	210,000	573	101%	185%	154%	205%	191%	28%	11%			240,700	15
Assistant Professor	180,500	16	2.1	195,600	749	92%	157%	143%	196%	187%					197,400	101
Instructor				193,400	3					141%					177,000	1
All Ranks <sup>1</sup>	205,100	49	4.0	229,000	2,120	90%	179%	167%							209,900	127
All Ranks Weighted <sup>1,2</sup>	207,300			229,000		91%	182%	177%								
UO FTE Distribution <sup>3</sup>	205,100			219,700		93%		170%								

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<b><u>School of Journalism and Communication</u></b>																
Professor	141,500	15	10.0	147,800	132	96%	123%	108%	100%	89%	41%	37%	110,000	1	180,000	1
Associate Professor	94,100	12	5.9	97,700	149	96%	82%	71%	91%	89%	13%	11%			109,800	3
Assistant Professor	79,500	11	2.6	82,700	92	96%	69%	60%	86%	79%					82,400	18
Instructor																
All Ranks <sup>1</sup>	108,600	38	6.6	111,700	373	97%	95%	82%					110,000	1	90,600	22
All Ranks Weighted <sup>1,2</sup>	107,000			111,400		96%	94%	86%								
UO FTE Distribution <sup>3</sup>	108,600			113,100		96%		87%								

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	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>																
Professor	188,300	13	14.5	224,200	707	84%	164%	164%	133%	134%	33%	60%			237,500	18
Associate Professor	149,900	7	5.9	142,100	73	105%	130%	104%	144%	129%	20%	0%			140,800	9
Assistant Professor	126,400	4	2.2	141,600	38	89%	110%	104%	137%	136%					136,900	8
Instructor																
All Ranks <sup>1</sup>	166,800	24	9.9	213,000	818	78%	145%	156%							189,600	35
All Ranks Weighted <sup>1,2</sup>	156,600			172,200		91%	137%	133%								
UO FTE Distribution <sup>3</sup>	166,800			186,500		89%		144%								
<b>Associate &amp; Assistant Combined</b>																
Professor	188,300	13	14.5	224,200	707	84%	164%	164%	133%	134%	41%	60%			237,500	18
Assoc/Assist Combined	141,300	11	4.6	141,900	111	100%	123%	104%	142%	132%					138,900	17
All Ranks <sup>1</sup>	166,800	24	9.9	213,000	818	78%	145%	156%							189,600	35
All Ranks Weighted <sup>1,2</sup>	156,600			172,200		91%	137%	133%								
UO FTE Distribution <sup>3</sup>	166,800			186,500		89%		144%								

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

Note: Because of changes to how tenure-related faculty in the Robert D. Clark Honors College are assigned, the Honors College has been removed and faculty have been assigned to home departments based on their discipline.

<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

## 2020-21 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 2020 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 Music and Dance</b>																
Professor	103,600	18	7.4	120,100	552	86%	90%	88%	73%	72%	25%	26%			114,600	8
Associate Professor	74,900	16	6.3	84,800	354	88%	65%	62%	72%	77%	7%	10%			92,000	8
Assistant Professor	66,300	12	2.7	71,600	198	93%	58%	52%	72%	69%			63,000	1	75,200	24
Instructor																
All Ranks <sup>1</sup>	83,900	46	5.8	100,100	1,104	84%	73%	73%					63,000	1	86,500	40
All Ranks Weighted <sup>1,2</sup>	82,800			93,600		88%	73%	72%								
UO FTE Distribution <sup>3</sup>	83,900			95,200		88%		73%								

Note: Because of changes to how tenure-related faculty in the Robert D. Clark Honors College are assigned, the Honors College has been removed and faculty have been assigned to home departments based on their discipline.

<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

## 2020-21 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 2020 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>University Totals</b>																
Full Professor	141,900	287	9.0	167,000	13,415	85%	123%	122%	100%	100%	33%	42%	122,500	3	171,200	164
Associate Professor	103,800	296	6.6	110,000	8,027	94%	90%	80%	100%	100%	10%	4%	98,500	2	118,200	186
Assistant Professor	92,200	196	2.8	104,500	5,939	88%	80%	76%	100%	100%			84,500	14	103,600	855
Instructor	95,100	4	11.4	165,500	4	57%	83%	121%	100%	100%					129,500	2
All Ranks <sup>1</sup>	114,900	779	6.5	136,800	27,381	84%	100%	100%					92,000	19	115,000	1,205
All Ranks Weighted <sup>1,2</sup>	114,200			129,300		88%	100%	100%								
UO FTE Distribution <sup>3</sup>	114,900			129,600		89%		100%								

Note: Because of changes to how tenure-related faculty in the Robert D. Clark Honors College are assigned, the Honors College has been removed and faculty have been assigned to home departments based on their discipline.

<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

## 2020-21 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 2020 AAU Data Exchange (AAUDE) Faculty Salary Survey

UO Avg Salary	UO FTE	UO Avg in Rank	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU Peers Avg	UO Rank vs. UO Avg	AAU PUBLIC Peers Avg vs. AAU PUBLIC Peers Avg	UO Rank vs. UO Overall Rank Avg	AAU PUBLIC Peers Rank 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:

- Definitions of faculty included in AAU salary data:
  - Regular, full-time (.50 FTE or greater) tenure and tenure track faculty in instructional departments.
  - Regular, full-time tenure and tenure track faculty on sabbatical or partial leave without pay in 2020-21. Faculty on leave to perform administrative duties were excluded.
  - Faculty with research contracts were not included.
  - Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
  - Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
  - Faculty with post-retirement appointments were not included.
  - Instructor data include only tenured or tenure-track faculty.
- 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.
- Full-time equivalent salaries were used for all calculations.
- Average and weighted average salaries were rounded to the nearest 100 after calculations. Percentages were calculated using the rounded amounts.
- 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).
- Only UO departments reported to the AAU Data Exchange were included.
- AAU data were selected based on similarity to disciplines at UO, not exact CIP code match. See Appendix I for details.
- Because of selection criteria, averages in this comparison may differ from averages in other salary comparison reports.
- See Appendix II for institutions included in this analysis.

*Note: Because of changes to how tenure-related faculty in the Robert D. Clark Honors College are assigned, the Honors College has been removed and faculty have been assigned to home departments based on their discipline.*

<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.