

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2010 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	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
Architecture and Allied Arts																
ARCHITECTURE & INTERIOR ARCH																
Professor	89,000	10	9.8	111,700	107	80%	103%	105%	84%	86%	25%	28%			127,000	4
Associate Professor	67,300	14	8.9	81,900	142	82%	78%	77%	89%	96%	10%	16%			82,200	3
Assistant Professor	58,800	5	2.1	64,800	106	91%	68%	61%	80%	82%			60,000	2	62,200	7
Instructor^				52,300	2					49%		101%				
All Ranks ¹	73,300	29	8.0	85,800	355	85%	85%	81%					60,000	2	85,000	14
All Ranks Weighted ^{1,2}	72,600			87,500		83%	84%	89%								
ART																
Professor	88,700	2	8.1	94,500	256	94%	103%	89%	84%	72%	32%	24%			89,400	2
Associate Professor	61,400	11	8.8	68,900	257	89%	71%	65%	81%	80%	9%	9%			70,700	4
Assistant Professor	53,400	8	2.4	58,900	148	91%	62%	56%	73%	75%			57,000	2	56,700	10
Instructor^				39,700	7					37%		77%			41,000	2
All Ranks ¹	60,900	21	6.3	76,600	661	80%	70%	72%					57,000	2	64,300	16
All Ranks Weighted ^{1,2}	68,900			75,200		92%	80%	77%								

**New calculations added as of 2010-11 report.

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Architecture and Allied Arts																
ART HISTORY																
Professor	113,900	1	20.1	110,800	88	103%	132%	105%	107%	85%	59%	33%			120,000	1
Associate Professor	63,100	4	9.9	75,900	78	83%	73%	72%	83%	89%	6%	14%			72,500	2
Assistant Professor	58,300	4	1.9	61,000	57	96%	67%	58%	80%	77%			60,000	1	57,500	11
Instructor^																
All Ranks ¹	66,600	9	7.5	85,900	223	78%	77%	81%					60,000	1	64,100	14
All Ranks Weighted ^{1,2}	80,300			84,100		95%	93%	86%								

ARTS & ADMINISTRATION

Professor																
Associate Professor	68,000	1	1.1				79%		90%		20%					
Assistant Professor	50,800	3	4.4				59%		69%							
Instructor^																
All Ranks ¹	55,100	4	3.6				64%									
All Ranks Weighted ^{1,2}	59,400						69%									

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Architecture and Allied Arts																
LANDSCAPE ARCHITECTURE																
Professor	99,200	5	18.7	107,600	20	92%	115%	102%	93%	82%	34%	27%				
Associate Professor	70,000	2	5.6	78,700	45	89%	81%	74%	92%	92%	4%	14%				
Assistant Professor	66,500	2	3.1	63,800	21	104%	77%	60%	91%	81%			70,000	1	56,500	2
Instructor^				63,800	5			60%		124%					60,000	1
All Ranks ¹	85,500	9	12.3	81,800	86	105%	99%	77%					70,000	1	56,500	2
All Ranks Weighted ^{1,2}	79,700			84,700		94%	92%	86%								
PLANNING, PUBLIC POLICY, & MGMT																
Professor				130,600	175			123%		100%		37%			155,700	5
Associate Professor	81,700	5	3.9	91,600	135	89%	94%	86%	108%	107%	14%	15%			123,400	5
Assistant Professor	69,300	6	1.8	75,300	129	92%	80%	71%	95%	95%			68,700	3	74,700	30
Instructor^				60,000	1			57%		116%					60,000	1
All Ranks ¹	75,000	11	2.8	102,300	439	73%	87%	97%					68,700	3	90,900	40
All Ranks Weighted ^{1,2}	75,500			100,800		75%	88%	103%								

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CAS Humanities																
CLASSICS AND HUMANITIES																
Professor	83,500	1	2.1	108,200	122	77%	97%	102%	79%	83%	14%	31%			122,100	3
Associate Professor	71,400	2	10.1	75,300	85	95%	83%	71%	94%	88%	22%	13%			90,000	2
Assistant Professor	52,000	1	2.1	61,800	56	84%	60%	58%	71%	78%					59,400	4
Instructor^				43,600	3			41%		84%					52,000	1
All Ranks ¹	69,600	4	6.1	87,700	263	79%	80%	83%							87,100	9
All Ranks Weighted ^{1,2}	69,700			83,100		84%	81%	85%								
COMPARATIVE LITERATURE																
Professor				124,900	78			118%		96%		46%			111,800	1
Associate Professor	63,300	3	3.1	76,100	47	83%	73%	72%	84%	89%	11%	10%			68,600	1
Assistant Professor	54,000	1	2.1	65,100	29	83%	62%	61%	74%	82%					65,000	2
Instructor^				43,500	1			41%		84%						
All Ranks ¹	60,900	4	2.9	98,700	154	62%	70%	93%							77,600	4
All Ranks Weighted ^{1,2}	58,600			90,600		65%	68%	92%								

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CAS Humanities																
CREATIVE WRITING																
Professor	112,900	2	10.1	102,900	133	110%	131%	97%	106%	79%	37%	32%			147,300	1
Associate Professor	80,800	2	3.6	69,000	135	117%	93%	65%	107%	81%	24%	9%	77,000	1	85,000	1
Assistant Professor	60,000	1	3.1	59,000	86	102%	69%	56%	82%	75%					58,300	12
Instructor^				49,500	10			47%		96%					40,000	1
All Ranks ¹	89,500	5	6.1	79,300	354	113%	103%	75%					77,000	1	66,600	14
All Ranks Weighted ^{1,2}	86,000			78,300		110%	100%	80%								
EAST ASIAN LANGUAGES & LITERATURE																
Professor	74,900	1	0.1	110,800	65	68%	87%	105%	71%	85%	2%	35%				
Associate Professor	73,100	3	6.1	73,300	65	100%	85%	69%	97%	86%	20%	11%				
Assistant Professor	55,700	5	3.7	62,100	46	90%	64%	59%	76%	79%					60,100	6
Instructor^				41,100	11			39%		80%					45,000	1
All Ranks ¹	63,600	9	4.1	84,200	176	76%	74%	79%							60,100	6
All Ranks Weighted ^{1,2}	68,300			83,600		82%	79%	85%								

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CAS Humanities																
ENGLISH																
Professor	88,000	12	8.4	112,900	607	78%	102%	107%	83%	86%	25%	35%			110,700	5
Associate Professor	66,300	15	8.9	75,500	509	88%	77%	71%	88%	88%	11%	13%			85,600	4
Assistant Professor	57,200	8	4.2	62,000	228	92%	66%	58%	78%	78%					62,600	24
Instructor^				43,700	80					41%					45,000	1
All Ranks ¹	71,600	35	7.6	90,100	1,344	79%	83%	85%							72,700	33
All Ranks Weighted ^{1,2}	71,400			85,000		84%	83%	87%								
GERMAN & SCANDINAVIAN																
Professor	87,800	4	6.6	102,700	84	85%	102%	97%	83%	79%	30%	29%				
Associate Professor	62,000	3	3.4	72,200	78	86%	72%	68%	82%	84%		12%				
Assistant Professor				60,000	35					57%					66,500	2
Instructor^				46,600	9					44%					63,000	1
All Ranks ¹	76,700	7	5.2	83,000	197	92%	89%	78%							66,500	2
All Ranks Weighted ^{1,2}	75,900			79,600		95%	88%	81%								

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CAS Humanities																
LINGUISTICS																
Professor	82,100	3	9.4	113,400	123	72%	95%	107%	77%	87%	10%	33%			82,000	1
Associate Professor	73,100	4	5.6	78,600	63	93%	85%	74%	97%	92%	17%	13%			83,700	1
Assistant Professor	58,000	3	1.1	64,900	57	89%	67%	61%	79%	82%			58,500	2	61,400	5
Instructor^				34,500	4					67%						
All Ranks ¹	71,300	10	5.4	93,000	243	77%	82%	88%					58,500	2	67,500	7
All Ranks Weighted ^{1,2}	71,600			87,100		82%	83%	89%								
PHILOSOPHY																
Professor	111,200	4	11.9	122,300	258	91%	129%	115%	105%	94%	55%	42%			115,300	7
Associate Professor	63,200	3	2.4	77,900	136	81%	73%	73%	83%	91%	6%	12%			130,000	2
Assistant Professor	58,000	3	0.4	64,700	80	90%	67%	61%	79%	82%			57,500	2	66,000	10
Instructor^				40,100	6					78%						
All Ranks ¹	80,800	10	5.6	99,900	474	81%	93%	94%					57,500	2	90,900	19
All Ranks Weighted ^{1,2}	79,200			90,100		88%	92%	92%								

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CAS Humanities																
RELIGIOUS STUDIES																
Professor	97,300	1	0.1	110,400	52	88%	112%	104%	92%	85%	30%	36%			126,500	1
Associate Professor	71,600	4	2.6	72,500	56	99%	83%	68%	95%	85%	13%	11%			78,800	1
Assistant Professor	60,000	1	0.1	60,500	32	99%	69%	57%	82%	77%			60,000	1	65,300	3
Instructor^				59,800	1			56%		116%						
All Ranks ¹	73,900	6	1.8	83,900	140	88%	85%	79%					60,000	1	80,300	5
All Ranks Weighted ^{1,2}	77,400			82,700		94%	90%	84%								
ROMANCE LANGUAGES																
Professor	88,900	6	8.8	101,100	204	88%	103%	95%	84%	77%	27%	27%			82,200	1
Associate Professor	65,900	10	6.2	72,900	262	90%	76%	69%	87%	85%	12%	12%			74,000	3
Assistant Professor	55,400	3	5.4	60,300	146	92%	64%	57%	76%	76%					60,300	16
Instructor^				40,000	32			38%		78%					38,400	2
All Ranks ¹	71,500	19	6.9	79,300	612	90%	83%	75%							63,400	20
All Ranks Weighted ^{1,2}	71,100			79,300		90%	82%	81%								

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CAS Humanities																
THEATRE ARTS																
Professor	75,700	1	16.1	101,400	128	75%	88%	96%	71%	78%	16%	31%			147,300	1
Associate Professor	62,000	2	4.6	69,000	135	90%	72%	65%	82%	81%	6%	9%			85,000	1
Assistant Professor	56,500	2	3.6	59,000	86	96%	65%	56%	77%	75%					58,300	12
Instructor^	57,200	1	17.1	49,500	10	116%	66%	47%	89%	96%					40,000	1
All Ranks ¹	62,500	5	6.5	78,400	349	80%	72%	74%							66,600	14
All Ranks Weighted ^{1,2}	65,300			77,800		84%	76%	79%								

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CAS Natural Sciences																
BIOLOGY																
Professor	99,000	21	10.7	125,200	515	79%	114%	118%	93%	96%	22%	39%			143,000	4
Associate Professor	79,900	6	1.4	83,500	307	96%	92%	79%	106%	97%	15%	10%			96,700	9
Assistant Professor	66,600	5	2.0	72,500	258	92%	77%	68%	91%	92%			70,000	1	71,800	29
Instructor^	88,100	1	17.1	53,500	3	165%	102%	50%	137%	104%						
All Ranks ¹	90,300	32	7.6	100,800	1,080	90%	104%	95%					70,000	1	83,900	42
All Ranks Weighted ^{1,2}	82,700			95,400		87%	96%	97%								
CHEMISTRY																
Professor	110,300	13	13.2	137,200	657	80%	128%	129%	104%	105%	40%	47%			160,000	7
Associate Professor	75,800	6	5.4	87,900	193	86%	88%	83%	100%	103%	12%	13%			85,000	2
Assistant Professor	65,300	4	1.6	74,100	246	88%	75%	70%	89%	94%			65,000	2	73,000	40
Instructor^	68,400	2	10.3	49,900	7	137%	79%	47%	106%	97%					38,200	1
All Ranks ¹	93,500	23	9.1	114,400	1,096	82%	108%	108%					65,000	2	85,900	49
All Ranks Weighted ^{1,2}	85,200			101,700		84%	99%	104%								

**New calculations added as of 2010-11 report.

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2010 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	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
CAS Natural Sciences																
COMPUTER & INFORMATION SCIENCE																
Professor	117,200	8	13.6	140,400	303	83%	135%	132%	110%	108%	17%	35%			172,200	4
Associate Professor	102,600	7	8.5	102,800	207	100%	119%	97%	136%	120%	20%	10%			101,600	2
Assistant Professor	85,000	2	0.6	91,900	115	92%	98%	87%	116%	116%			85,000	1	94,400	11
Instructor^				73,900	8			70%		143%					125,000	1
All Ranks ¹	107,400	17	10.0	119,000	625	90%	124%	112%					85,000	1	113,600	17
All Ranks Weighted ^{1,2}	102,400			113,200		90%	119%	115%								
GEOLOGICAL SCIENCES																
Professor	91,800	7	12.1	119,500	312	77%	106%	113%	87%	92%	23%	36%			105,000	1
Associate Professor	72,000	5	2.5	81,700	126	88%	83%	77%	95%	95%	13%	10%			79,000	2
Assistant Professor	61,000	2	4.6	71,000	98	86%	71%	67%	83%	90%					73,000	12
Instructor^	41,400	1	6.1	46,300	2	89%	48%	44%	64%	90%						
All Ranks ¹	80,300	14	7.6	101,700	536	79%	93%	96%							75,900	15
All Ranks Weighted ^{1,2}	75,800			92,200		82%	88%	94%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2010 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	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
CAS Natural Sciences																
HUMAN PHYSIOLOGY																
Professor				117,600	121			111%		90%		34%			106,700	1
Associate Professor	74,800	5	4.5	81,300	116	92%	86%	77%	99%	95%	16%	10%				
Assistant Professor	60,700	2	2.1	71,200	85	85%	70%	67%	83%	90%					70,700	15
Instructor^				42,900	19			40%		83%						
All Ranks ¹	70,800	7	3.8	92,300	322	77%	82%	87%							72,900	16
All Ranks Weighted ^{1,2}	67,700			91,500		74%	79%	93%								
MATHEMATICS																
Professor	91,000	12	12.5	124,600	1,080	73%	105%	118%	86%	95%	20%	38%			132,500	14
Associate Professor	73,500	10	4.6	84,100	362	87%	85%	79%	97%	98%	10%	8%			88,400	9
Assistant Professor	64,700	5	1.5	76,000	272	85%	75%	72%	88%	96%					76,200	43
Instructor^				43,900	47			41%		85%					41,100	6
All Ranks ¹	79,700	27	7.5	108,400	1,714	74%	92%	102%							89,800	66
All Ranks Weighted ^{1,2}	77,200			96,500		80%	90%	98%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2010 AAU Data Exchange (AAUDE) Faculty Salary Survey

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CAS Natural Sciences																
PHYSICS																
Professor	98,900	19	13.6	124,000	922	80%	114%	117%	93%	95%	28%	37%			162,600	4
Associate Professor	74,900	6	5.0	85,100	259	88%	87%	80%	99%	99%	11%	7%			96,300	3
Assistant Professor	65,300	2	2.6	77,500	221	84%	75%	73%	89%	98%			65,000	1	77,000	21
Instructor^	63,100	1	7.9	68,700	6	92%	73%	65%	98%	133%						
All Ranks ¹	91,100	27	10.9	109,500	1,402	83%	105%	103%					65,000	1	91,300	28
All Ranks Weighted ^{1,2}	80,700			97,000		83%	94%	99%								
PSYCHOLOGY																
Professor	104,700	15	9.3	129,400	613	81%	121%	122%	99%	99%	36%	45%			154,600	5
Associate Professor	73,600	9	6.5	81,400	288	90%	85%	77%	97%	95%	9%	10%			85,700	6
Assistant Professor	65,800	5	1.9	71,300	241	92%	76%	67%	90%	90%			67,500	2	72,300	23
Instructor^				44,400	13					86%					44,000	2
All Ranks ¹	88,400	29	7.2	105,000	1,142	84%	102%	99%					67,500	2	86,800	34
All Ranks Weighted ^{1,2}	82,600			95,900		86%	96%	98%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

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	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU PUBLIC Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers	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
CAS Social Sciences																
ANTHROPOLOGY																
Professor	92,300	5	11.6	116,700	254	79%	107%	110%	87%	89%	29%	38%			102,700	1
Associate Professor	67,400	7	4.4	76,500	197	88%	78%	72%	89%	89%	14%	13%			78,000	1
Assistant Professor	55,400	3	4.4	62,800	139	88%	64%	59%	76%	79%					60,700	14
Instructor^				37,600	3					73%						
All Ranks ¹	73,300	15	6.8	90,600	590	81%	85%	85%							64,400	16
All Ranks Weighted ^{1,2}	72,800			87,000		84%	84%	89%								
ECONOMICS																
Professor	130,500	12	10.4	175,800	363	74%	151%	166%	123%	135%	38%	48%			197,700	3
Associate Professor	97,800	3	3.1	124,400	138	79%	113%	117%	129%	145%	3%	18%			169,000	2
Assistant Professor	95,000	5	0.5	104,800	195	91%	110%	99%	130%	133%			95,000	3	111,500	36
Instructor^				68,400	4					133%					110,000	1
All Ranks ¹	116,700	20	6.8	145,700	696	80%	135%	137%					95,000	3	120,600	41
All Ranks Weighted ^{1,2}	108,900			137,100		79%	126%	140%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

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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	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
CAS Social Sciences																
ENVIRONMENTAL STUDIES																
Professor	86,000	1	2.1	134,000	48	64%	99%	126%	81%	103%	20%	44%				
Associate Professor	68,400	1	1.1	87,400	31	78%	79%	82%	90%	102%		14%			89,500	1
Assistant Professor				72,100	37			68%		91%					80,100	5
Instructor^				53,700	3			51%		104%					39,100	1
All Ranks ¹	77,200	2	1.6	101,800	116	76%	89%	96%							81,700	6
All Ranks Weighted ^{1,2}	77,900			99,700		78%	90%	102%								
ETHNIC AND ASIAN STUDIES																
Professor	87,800	2	0.1	115,800	97	76%	102%	109%	83%	89%	7%	33%			125,000	1
Associate Professor	81,900	2	0.6	80,500	116	102%	95%	76%	108%	94%	22%	14%			87,500	3
Assistant Professor	62,800	3	2.8	65,500	99	96%	73%	62%	86%	83%					65,600	9
Instructor^				44,400	5			42%		86%						
All Ranks ¹	75,400	7	1.4	86,700	312	87%	87%	82%							75,200	13
All Ranks Weighted ^{1,2}	78,100			88,800		88%	91%	90%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

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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	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
CAS Social Sciences																
GEOGRAPHY																
Professor	109,700	4	13.4	119,700	148	92%	127%	113%	103%	92%	52%	38%			143,000	1
Associate Professor	64,500	4	4.4	79,700	98	81%	75%	75%	85%	93%	6%	12%				
Assistant Professor	59,300	3	2.4	66,600	85	89%	69%	63%	81%	84%			63,000	1	70,800	6
Instructor^				52,300	1					101%						
All Ranks ¹	79,500	11	7.1	94,200	331	84%	92%	89%					63,000	1	81,100	7
All Ranks Weighted ^{1,2}	79,500			90,300		88%	92%	92%								
HISTORY																
Professor	97,400	11	11.9	118,700	527	82%	113%	112%	92%	91%	29%	39%			124,600	8
Associate Professor	72,100	11	12.8	77,200	413	93%	83%	73%	95%	90%	15%	14%			82,200	7
Assistant Professor	59,000	3	1.1	61,900	189	95%	68%	58%	80%	78%			60,500	2	63,000	18
Instructor^				48,400	7					94%						
All Ranks ¹	81,700	25	11.0	94,000	1,129	87%	94%	89%					60,500	2	82,000	33
All Ranks Weighted ^{1,2}	77,300			87,700		88%	90%	89%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2010 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	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
CAS Social Sciences																
INTERNATIONAL STUDIES																
Professor	89,900	1	11.1	139,800	33	64%	104%	132%	85%	107%	24%	48%			200,000	1
Associate Professor	69,000	3	8.1	88,600	20	78%	80%	84%	91%	103%	15%	15%			120,000	1
Assistant Professor	56,200	1	3.1	73,000	14	77%	65%	69%	77%	92%					84,500	2
Instructor^				47,000	1					91%						
All Ranks ¹	70,600	5	7.7	110,500	67	64%	82%	104%							122,200	4
All Ranks Weighted ^{1,2}	72,600			102,500		71%	84%	104%								
POLITICAL SCIENCE																
Professor	110,800	5	4.5	137,900	348	80%	128%	130%	104%	106%	39%	48%			121,500	2
Associate Professor	77,000	4	6.1	87,400	268	88%	89%	82%	102%	102%	14%	13%			98,200	7
Assistant Professor	65,100	6	3.1	73,100	203	89%	75%	69%	89%	93%			66,500	2	73,200	21
Instructor^				49,000	6					95%					57,200	1
All Ranks ¹	83,500	15	4.4	105,300	819	79%	97%	99%					66,500	2	82,200	30
All Ranks Weighted ^{1,2}	85,700			101,500		84%	99%	103%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

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CAS Social Sciences																
SOCIOLOGY																
Professor	97,200	3	14.1	130,100	338	75%	112%	123%	92%	100%	30%	45%			163,300	3
Associate Professor	71,300	9	5.9	82,800	205	86%	82%	78%	94%	97%	10%	15%			100,000	1
Assistant Professor	62,800	6	2.4	67,100	162	94%	73%	63%	86%	85%					70,100	11
Instructor^				38,000	5					74%						
All Ranks ¹	72,800	18	6.1	101,900	705	71%	84%	96%							90,700	15
All Ranks Weighted ^{1,2}	78,100			95,300		82%	91%	97%								
WOMEN'S & GENDER STUDIES																
Professor				115,500	45			109%		88%		34%			137,300	2
Associate Professor	69,700	3	7.1	79,800	72	87%	81%	75%	92%	93%	10%	17%			82,500	1
Assistant Professor	61,400	1	4.1	61,900	43	99%	71%	58%	84%	78%					66,800	4
Instructor^				38,400	1					74%						
All Ranks ¹	67,600	4	6.4	85,000	160	80%	78%	80%							89,200	7
All Ranks Weighted ^{1,2}	65,600			87,300		75%	76%	89%								

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College of Education																
COUNSELING PSYCHOLOGY & HUMAN SERVICES																
Professor	98,700	2	2.1	111,900	50	88%	114%	106%	93%	86%	20%	33%				
Associate Professor	81,300	4	2.9	76,500	55	106%	94%	72%	107%	89%	15%	15%			84,000	1
Assistant Professor	68,000	1	2.1	60,400	44	113%	79%	57%	93%	76%					65,900	6
Instructor^				45,800	3			43%		89%						
All Ranks ¹	84,400	7	2.5	83,600	149	101%	98%	79%							68,500	7
All Ranks Weighted ^{1,2}	83,500			84,500		99%	97%	86%								
EDUCATIONAL LEADERSHIP																
Professor	124,200	4	5.4	112,900	87	110%	144%	107%	117%	86%	57%	33%			109,600	1
Associate Professor	75,000	1	0.1	77,700	74	97%	87%	73%	99%	91%	7%	13%				
Assistant Professor	69,100	1	5.1	63,700	56	108%	80%	60%	94%	81%					62,400	5
Instructor^																
All Ranks ¹	106,800	6	4.4	88,200	217	121%	123%	83%							70,300	6
All Ranks Weighted ^{1,2}	91,300			86,200		106%	106%	88%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2010 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	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
College of Education																
SPECIAL EDUCATION																
Professor	125,800	5	10.5	108,700	127	116%	145%	103%	119%	83%	49%	30%				
Associate Professor	83,700	4	6.6	77,400	96	108%	97%	73%	111%	90%	18%	12%			77,700	3
Assistant Professor	68,000	3	3.4	65,200	77	104%	79%	62%	93%	83%					64,900	10
Instructor^				46,200	6			44%		90%					59,800	1
All Ranks ¹	97,300	12	7.4	87,500	300	111%	112%	83%							67,900	13
All Ranks Weighted ^{1,2}	94,300			85,100		111%	109%	87%								
TEACHER EDUCATION																
Professor	102,000	1	0.1	110,700	366	92%	118%	104%	96%	85%	22%	31%			155,000	1
Associate Professor	82,600	4	3.1	78,300	311	105%	95%	74%	109%	91%	14%	13%			82,300	4
Assistant Professor	70,400	1	5.1	64,500	245	109%	81%	61%	96%	82%					66,100	24
Instructor^				43,500	27			41%		84%					46,300	3
All Ranks ¹	83,800	6	2.9	87,500	922	96%	97%	83%							71,400	29
All Ranks Weighted ^{1,2}	85,900			85,900		100%	100%	87%								

**New calculations added as of 2010-11 report.

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2010 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	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
<u>Lundquist College of Business</u>																
BUSINESS ADMINISTRATION																
Professor	174,000	11	10.3	196,400	772	89%	201%	185%	164%	150%	34%	41%	196,000	1	254,900	9
Associate Professor	144,700	11	4.1	153,400	482	94%	167%	145%	191%	179%	4%	4%	142,500	1	186,800	13
Assistant Professor	141,000	20	2.1	148,900	629	95%	163%	140%	192%	188%			137,000	5	154,800	91
Instructor^				80,700	58			76%		156%					113,000	8
All Ranks ¹	150,600	42	4.7	169,500	1,883	89%	174%	160%					146,200	7	166,400	113
All Ranks Weighted ^{1,2}	154,300			167,800		92%	179%	171%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2010 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg in Years	AAU PUBLIC Peers Avg Salary	AAU PUBLIC Peers FTE	UO Avg as % of AAU PUBLIC Peers	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 Journalism and Communication																
JOURNALISM & COMMUNICATION																
Professor	96,600	9	6.3	115,300	118	84%	112%	109%	91%	88%	30%	35%	100,000	1	133,300	3
Associate Professor	70,700	8	13.2	78,000	148	91%	82%	74%	93%	91%	9%	12%			67,000	1
Assistant Professor	62,500	4	3.9	64,800	85	96%	72%	61%	85%	82%			60,000	1	69,500	10
Instructor^				61,600	5					119%					70,000	1
All Ranks ¹	80,200	21	8.5	87,300	351	92%	93%	82%					80,000	2	83,000	14
All Ranks Weighted ^{1,2}	77,700			87,600		89%	90%	89%								

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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2010 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	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																
LAW																
Professor	151,600	13	12.8	187,200	693	81%	175%	177%	143%	143%	28%	57%			183,000	25
Associate Professor	127,300	5	2.0	127,300	97	100%	147%	120%	168%	149%	24%	5%			125,900	5
Assistant Professor	106,500	9	2.3	122,300	58	87%	123%	115%	145%	155%			105,000	2	117,200	13
Instructor^				67,400	27					131%					72,000	2
All Ranks ¹	132,100	27	7.3	175,900	848	75%	153%	166%					105,000	2	156,500	43
All Ranks Weighted ^{1,2}	129,700			147,800		88%	150%	151%								
LAW--Associate & Assistant Combined																
Professor	151,600	13	12.8	187,200	693	81%	175%	177%	143%	143%	43%	58%			183,000	25
Assoc/Assist Combined	114,000	14	2.2	125,400	155	91%	132%	118%	153%	151%			105,000	2	119,600	18
All Ranks ¹	132,100	27	7.3	175,900	848	75%	153%	166%					105,000	2	156,500	43
All Ranks Weighted ^{1,2}	129,700			147,800		88%	150%	151%								

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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UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2010-11 Comparison of Faculty Salaries

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School of Music and Dance																
DANCE																
Professor				84,700	32			80%		65%		15%				
Associate Professor	61,300	4	10.9	69,100	26	89%	71%	65%	81%	81%	22%	11%				
Assistant Professor	42,500	2	1.6	57,300	15	74%	49%	54%	58%	73%					56,000	1
Instructor^																
All Ranks ¹	55,000	6	7.8	73,500	73	75%	64%	69%							56,000	1
All Ranks Weighted ^{1,2}	51,900			71,100		73%	60%	72%								
MUSIC																
Professor	76,200	9	5.3	98,600	502	77%	88%	93%	72%	75%	20%	28%			108,100	5
Associate Professor	59,200	16	9.0	69,400	386	85%	68%	65%	78%	81%	9%	11%			81,700	3
Assistant Professor	51,000	12	2.9	58,200	190	88%	59%	55%	70%	74%			50,000	2	60,200	19
Instructor^				48,700	17					46%		94%			46,900	4
All Ranks ¹	60,700	37	6.1	81,000	1,078	75%	70%	76%					50,000	2	71,500	27
All Ranks Weighted ^{1,2}	62,900			76,600		82%	73%	78%								

**New calculations added as of 2010-11 report.

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2010-11 Comparison of Faculty Salaries

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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 2010-11.
 - c. Regular, full-time (1.0 FTE) non- tenure track faculty in instructional departments.
 - d. Faculty with research contracts were not included.
 - e. Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
 - f. Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
 - g. Faculty with post-retirement appointments were not included.
 - h. As of the 2010-11 data submission, reporting definitions were clarified to limit Instructor data to only those who were tenured or tenure-track.**
2. Endowed Chairs, Department Head stipends, Teaching Awards, and Faculty Excellence Awards were included in reported salaries.
3. Full-time equivalent salaries were used for all calculations.
4. Average and weighted 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 notes 1a and 1c).
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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