

# UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

## 2013-14 Comparison of Faculty Salaries

### BY SCHOOL/COLLEGE/DIVISION WITH WEIGHTED AND NEW HIRE AVERAGE SALARIES

Based on data from the Fall 2013 AAU Data Exchange (AAUDE) Faculty Salary Survey

	UO Avg Salary	UO FTE	UO Avg Years in Rank	AAU Publics Avg Salary	AAU Publics FTE	UO Avg as % of AAU Avg	UO School Avg vs. UO Avg	AAU Publics School Avg vs. AAU Publics Avg	UO New Hire Avg Salary	UO New Hire FTE	AAU Publics New Hire Avg Salary	AAU Publics New Hire FTE
AAA Architecture, Interior & Landscape Arch	86,600	37	10.6	91,500	444	95%	93%	81%			57,200	16
<i>Weighted Averages</i>	<i>85,300</i>			<i>92,200</i>		<i>93%</i>	<i>92%</i>	<i>88%</i>				
AAA Art, Art History, Arts & Administration	71,000	39	6.6	84,600	839	84%	77%	75%	75,500	2	63,700	38
<i>Weighted Averages</i>	<i>80,500</i>			<i>81,900</i>		<i>98%</i>	<i>87%</i>	<i>78%</i>				
AAA Planning, Public Policy, & Mgmt	84,900	10	3.3	112,800	534	75%	92%	100%	76,000	2	87,700	40
<i>Weighted Averages</i>	<i>97,600</i>			<i>112,900</i>		<i>86%</i>	<i>105%</i>	<i>108%</i>				
Architecture and Allied Arts (AAA) Total	79,300	86	7.9	94,600	1,817	84%	86%	84%	75,700	4	72,900	94
<i>Weighted Averages</i>	<i>83,800</i>			<i>93,500</i>		<i>90%</i>	<i>90%</i>	<i>89%</i>				
CAS Humanities	76,600	126	5.7	94,200	4,178	81%	83%	83%	69,500	6	71,500	188
<i>Weighted Averages</i>	<i>77,100</i>			<i>89,300</i>		<i>86%</i>	<i>83%</i>	<i>85%</i>				
CAS Natural Sciences	97,300	169	8.5	115,700	8,095	84%	105%	102%	79,400	7	87,400	269
<i>Weighted Averages</i>	<i>91,600</i>			<i>104,600</i>		<i>88%</i>	<i>99%</i>	<i>100%</i>				
CAS Social Sciences	90,400	130	6.9	113,100	4,863	80%	98%	100%	71,000	3	91,800	242
<i>Weighted Averages</i>	<i>91,400</i>			<i>107,500</i>		<i>85%</i>	<i>98%</i>	<i>102%</i>				
College of Arts and Sciences (CAS) Total	89,000	425	7.2	109,700	17,136	81%	96%	97%	74,100	16	84,700	699
<i>Weighted Averages</i>	<i>87,100</i>			<i>101,000</i>		<i>86%</i>	<i>94%</i>	<i>96%</i>				

Calculations include Professor, Associate Professor, and Assistant Professor ranks only.

Weighted Averages = 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.

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College of Education	106,600	37	5.2	93,100	1,607	115%	115%	82%	135,000	1	75,700	105
<i>Weighted Averages</i>	<i>106,300</i>			<i>91,400</i>		<i>116%</i>	<i>114%</i>	<i>87%</i>				
Lundquist College of Business	157,500	38	5.0	188,300	1,979	84%	170%	166%	170,700	3	167,900	135
<i>Weighted Averages</i>	<i>161,600</i>			<i>186,700</i>		<i>87%</i>	<i>174%</i>	<i>178%</i>				
Robert D. Clark Honors College*	86,700	13	5.3	101,600	4,333	85%	94%	90%			76,400	168
<i>Weighted Averages</i>	<i>93,700</i>			<i>95,000</i>		<i>99%</i>	<i>101%</i>	<i>91%</i>				
School of Journalism and Communication	82,300	25	7.9	92,700	384	89%	89%	82%	73,000	2	65,800	18
<i>Weighted Averages</i>	<i>83,900</i>			<i>93,100</i>		<i>90%</i>	<i>90%</i>	<i>89%</i>				
School of Law	143,000	26	8.8	187,900	871	76%	154%	166%			159,200	27
<i>Weighted Averages</i>	<i>138,800</i>			<i>163,000</i>		<i>85%</i>	<i>149%</i>	<i>155%</i>				
School of Music and Dance	64,500	45	6.1	86,200	1,130	75%	70%	76%	64,000	2	69,000	39
<i>Weighted Averages</i>	<i>66,700</i>			<i>81,000</i>		<i>82%</i>	<i>72%</i>	<i>77%</i>				
All Schools/Colleges	92,700	695	7.0	113,200	29,257	82%	100%	100%	86,100	28	91,600	1,285
<i>Weighted Averages</i>	<i>92,900</i>			<i>104,900</i>		<i>89%</i>	<i>100%</i>	<i>100%</i>				

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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 2013-14.
  - 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. Instructor data include only tenured or tenure-track faculty.
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.

*\*Data for the Robert D. 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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