

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

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

Based on data from the Fall 2009 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 <i>Weighted Averages</i>	73,400 71,200	37	9.0	82,300 84,900	427	89% 84%	86% 84%	80% 86%			70,500	30
AAA Art, Art History, Arts & Administration <i>Weighted Averages</i>	62,000 71,700	33	6.4	77,900 76,600	931	80% 94%	73% 85%	75% 78%	55,000	2	68,500	34
AAA Planning, Public Policy, & Mgmt <i>Weighted Averages</i>	72,800 78,100	9	4.1	101,900 99,100	455	71% 79%	85% 92%	98% 101%			91,300	31
Architecture and Allied Arts (AAA) Total <i>Weighted Averages</i>	68,600 71,600	79	7.4	85,000 84,400	1,813	81% 85%	80% 84%	82% 86%	55,000	2	76,600	95
CAS Humanities <i>Weighted Averages</i>	72,100 73,000	113	6.0	85,800 82,900	4,716	84% 88%	85% 86%	83% 84%	57,000	1	71,300	209
CAS Natural Sciences ^ <i>Weighted Averages</i>	88,600 83,000	169	8.3	106,700 97,000	8,741	83% 86%	104% 98%	103% 99%	68,200	5	87,000	349
CAS Social Sciences <i>Weighted Averages</i>	84,300 83,400	119	7.1	102,000 97,900	5,308	83% 85%	99% 98%	99% 100%	76,600	7	87,600	278
College of Arts and Sciences (CAS) Total ^ <i>Weighted Averages</i>	82,700 80,000	401	7.3	100,100 93,200	18,765	83% 86%	97% 94%	97% 95%	71,800	13	83,200	836

^Assistant Professor of Mathematics data from the University of Michigan were excluded from AAU Peers Average Salary calculations to account for definitional differences.

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

Weighted Averages = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

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

Based on data from the Fall 2009 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
College of Education	92,700	36	4.9	86,400	1,859	107%	109%	83%	78,000	4	75,900	100
<i>Weighted Averages</i>	<i>92,300</i>			<i>85,200</i>		<i>108%</i>	<i>109%</i>	<i>87%</i>				
Lundquist College of Business	147,400	36	5.2	163,700	1,982	90%	173%	158%	159,000	5	163,500	128
<i>Weighted Averages</i>	<i>148,900</i>			<i>161,600</i>		<i>92%</i>	<i>176%</i>	<i>165%</i>				
School of Journalism and Communication	80,300	19	8.5	84,300	378	95%	94%	81%			84,700	18
<i>Weighted Averages</i>	<i>77,800</i>			<i>85,900</i>		<i>91%</i>	<i>92%</i>	<i>87%</i>				
School of Law	130,100	24	7.3	168,300	694	77%	153%	163%	105,000	4	148,200	38
<i>Weighted Averages</i>	<i>129,100</i>			<i>146,500</i>		<i>88%</i>	<i>152%</i>	<i>149%</i>				
School of Music and Dance	59,800	43	6.4	80,100	1,222	75%	70%	77%	47,300	3	68,100	39
<i>Weighted Averages</i>	<i>62,300</i>			<i>76,500</i>		<i>81%</i>	<i>73%</i>	<i>78%</i>				
All Schools/Colleges ^	85,300	638	7.0	103,500	26,713	82%	100%	100%	87,500	31	91,900	1,254
<i>Weighted Averages</i>	<i>84,800</i>			<i>98,200</i>		<i>86%</i>	<i>100%</i>	<i>100%</i>				

^Assistant Professor of Mathematics data from the University of Michigan were excluded from AAU Peers Average Salary calculations to account for definitional differences.

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

Weighted Averages = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND ALL PARTICIPATING PUBLIC AAU INSTITUTIONS

2009-10 Comparison of Faculty Salaries

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

Based on data from the Fall 2009 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
---------------	--------	----------------------	------------------------	-----------------	------------------------	--------------------------	--	------------------------	-----------------	---------------------------------	--------------------------

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 2009-10.
 - 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.
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.

^Assistant Professor of Mathematics data from the University of Michigan were excluded from AAU Peers Average Salary calculations to account for definitional differences.

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

Weighted Averages = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.