

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Avg vs. UO Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
Architecture and Allied Arts																
ARCHITECTURE & INTERIOR ARCH																
Professor	93,100	9	11.5	114,800	12	81%	103%	105%	82%	86%	18%	28%				
Associate Professor	76,900	15	9.3	84,000	34	92%	85%	77%	96%	94%	14%	16%				
Assistant Professor	63,800	6	1.4	66,600	22	96%	70%	61%	84%	81%			64,000	2	60,600	7
Instructor																
All Ranks ¹	79,100	30	8.4	83,800	68	94%	87%	76%					64,000	2	60,600	7
All Ranks Weighted ^{1,2}	78,700			89,800		88%	86%	89%								
ART																
Professor	91,200	2	9.1	96,200	73	95%	100%	88%	80%	72%	27%	23%				
Associate Professor	66,600	10	10.5	70,700	62	94%	73%	64%	83%	79%	11%	12%			80,000	1
Assistant Professor	56,900	7	3.5	57,000	47	100%	63%	52%	75%	69%			57,500	2	66,600	4
Instructor				47,900	1			44%		89%						
All Ranks ¹	65,600	19	7.8	77,400	182	85%	72%	71%					57,500	2	69,300	5
All Ranks Weighted ^{1,2}	72,600			75,800		96%	80%	75%								

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Architecture and Allied Arts																
ART HISTORY																
Professor	120,000	1	21.1	119,700	25	100%	132%	109%	106%	90%	56%	38%				
Associate Professor	69,300	5	8.7	77,600	28	89%	76%	71%	86%	87%	10%	12%			76,000	1
Assistant Professor	60,000	3	1.8	64,200	17	93%	66%	59%	79%	78%					70,000	2
Instructor																
All Ranks ¹	71,800	9	7.8	89,400	70	80%	79%	81%							72,000	3
All Ranks Weighted ^{1,2}	85,000			88,900		96%	93%	88%								
ARTS & ADMINISTRATION																
Professor																
Associate Professor	74,800	1	2.1				82%		93%		22%					
Assistant Professor	54,500	3	5.4				60%		72%							
Instructor																
All Ranks ¹	59,600	4	4.6				66%									
All Ranks Weighted ^{1,2}	64,700						71%									

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Architecture and Allied Arts																
HISTORIC PRESERVATION																
Professor	94,800	1	4.1	130,700	1	73%	104%	119%	84%	98%		40%				
Associate Professor				86,500	4			79%		97%		20%				
Assistant Professor				65,000	1			59%		79%						
Instructor																
All Ranks ¹	94,800	1	4.1	90,300	6	105%	104%	82%								
All Ranks Weighted ^{1,2}	94,800			96,000		99%	104%	95%								
LANDSCAPE ARCHITECTURE																
Professor	100,900	5	19.7	85,800	1	118%	111%	78%	89%	64%	31%	9%				
Associate Professor	73,000	3	4.4	76,400	8	96%	80%	70%	91%	86%	3%	15%				
Assistant Professor	70,000	1	1.1	60,300	3	116%	77%	55%	92%	73%						
Instructor																
All Ranks ¹	88,200	9	12.5	73,200	12	120%	97%	67%								
All Ranks Weighted ^{1,2}	82,300			74,800		110%	90%	74%								

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Architecture and Allied Arts																
PLANNING, PUBLIC POLICY, & MGMT																
Professor				144,200	57			131%		108%		44%			170,000	1
Associate Professor	89,700	6	4.1	95,500	47	94%	99%	87%	112%	107%	20%	12%			96,500	1
Assistant Professor	71,400	5	2.5	82,600	53	86%	79%	75%	94%	100%					79,400	9
Instructor																
All Ranks ¹	81,400	11	3.4	108,800	157	75%	90%	99%							89,200	11
All Ranks Weighted ^{1,2}	80,600			109,400		74%	88%	109%								
PRODUCT DESIGN																
Professor																
Associate Professor	75,200	1	3.1				83%		94%		17%					
Assistant Professor	59,700	3	1.8				66%		79%							
Instructor																
All Ranks ¹	63,500	4	2.1				70%									
All Ranks Weighted ^{1,2}	67,400						74%									

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CAS Humanities																
CLASSICS																
Professor	86,800	2	1.6	110,800	38	78%	96%	101%	76%	83%	18%	30%			91,300	1
Associate Professor	70,600	1	11.1	78,200	29	90%	78%	71%	88%	88%	16%	16%				
Assistant Professor	56,000	1	3.1	60,900	20	92%	62%	56%	74%	74%					62,000	4
Instructor				41,300	1			38%		76%						
All Ranks ¹	75,000	4	4.4	88,500	87	85%	83%	81%							67,900	5
All Ranks Weighted ^{1,2}	71,900			84,700		85%	79%	84%								
COMPARATIVE LITERATURE																
Professor				101,800	14			93%		76%		28%				
Associate Professor	65,800	3	4.1	70,900	10	93%	72%	65%	82%	79%	11%	10%				
Assistant Professor	56,200	1	3.1	60,300	5	93%	62%	55%	74%	73%						
Instructor																
All Ranks ¹	63,400	4	3.9	84,000	29	75%	70%	77%								
All Ranks Weighted ^{1,2}	61,000			78,900		77%	67%	78%								

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CAS Humanities																
CREATIVE WRITING																
Professor	112,900	2	11.1	106,400	38	106%	124%	97%	99%	80%	35%	35%				
Associate Professor	80,800	2	4.6	68,100	37	119%	89%	62%	100%	76%	19%	6%				
Assistant Professor	64,000	1	4.1	61,100	26	105%	70%	56%	85%	74%					60,700	3
Instructor				48,000	6			44%		89%					40,000	1
All Ranks ¹	90,300	5	7.1	80,700	101	112%	99%	74%							60,700	3
All Ranks Weighted ^{1,2}	87,300			80,000		109%	96%	79%								
EAST ASIAN LANGUAGES & LITERATURE																
Professor	86,700	1	1.1	110,800	33	78%	95%	101%	76%	83%	18%	35%			145,000	1
Associate Professor	70,700	5	4.3	72,700	25	97%	78%	66%	88%	81%	12%	7%				
Assistant Professor	59,700	5	2.3	65,300	26	91%	66%	60%	79%	79%			58,000	2	70,000	3
Instructor				46,200	8			42%		86%					47,000	2
All Ranks ¹	67,200	11	3.1	85,400	84	79%	74%	78%					58,000	2	88,800	4
All Ranks Weighted ^{1,2}	73,100			84,400		87%	80%	84%								

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CAS Humanities																
ENGLISH																
Professor	100,000	12	9.4	112,600	168	89%	110%	103%	88%	84%	33%	32%				
Associate Professor	69,900	18	8.3	77,200	142	91%	77%	70%	87%	86%	13%	14%	82,000	1	85,700	3
Assistant Professor	58,100	7	3.8	61,300	49	95%	64%	56%	77%	74%			54,500	1	64,300	7
Instructor				44,600	51			41%		83%						
All Ranks ¹	77,400	37	7.8	91,600	359	84%	85%	84%					68,300	2	70,700	10
All Ranks Weighted ^{1,2}	77,300			85,200		91%	85%	85%								
GERMAN & SCANDINAVIAN																
Professor	93,400	4	7.6	95,600	25	98%	103%	87%	82%	72%	31%	16%				
Associate Professor	65,200	3	4.4	78,300	33	83%	72%	71%	81%	88%	9%	15%			90,000	1
Assistant Professor	57,000	2	1.1	61,900	14	92%	63%	56%	75%	75%			57,000	2	65,000	1
Instructor				48,900	7			45%		91%					70,000	1
All Ranks ¹	75,900	9	5.1	81,100	72	94%	84%	74%					57,000	2	77,500	2
All Ranks Weighted ^{1,2}	73,000			79,500		92%	80%	79%								

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CAS Humanities																
LINGUISTICS																
Professor	88,300	3	10.4	100,500	27	88%	97%	92%	78%	75%	12%	21%				
Associate Professor	77,500	4	6.6	77,300	23	100%	85%	70%	96%	87%	19%	12%				
Assistant Professor	60,200	3	2.1	63,900	11	94%	66%	58%	80%	78%						
Instructor				47,100	1			43%		87%						
All Ranks ¹	75,600	10	6.4	85,200	61	89%	83%	78%								
All Ranks Weighted ^{1,2}	76,000			81,600		93%	83%	81%								
PHILOSOPHY																
Professor	115,600	3	10.1	126,000	72	92%	127%	115%	102%	94%	53%	43%				
Associate Professor	67,700	3	3.4	79,300	29	85%	75%	72%	84%	89%	8%	9%			90,000	1
Assistant Professor	60,600	3	1.4	69,300	16	87%	67%	63%	80%	84%					67,100	2
Instructor				41,600	3			38%		77%						
All Ranks ¹	81,300	9	5.0	106,600	117	76%	90%	97%							74,700	3
All Ranks Weighted ^{1,2}	83,100			93,300		89%	91%	93%								

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CAS Humanities																
RELIGIOUS STUDIES																
Professor	93,300	1	1.1	111,200	39	84%	103%	101%	82%	83%	21%	32%			145,000	1
Associate Professor	74,200	4	3.6	76,400	29	97%	82%	70%	92%	86%	15%	13%				
Assistant Professor	60,400	1	1.1	62,400	22	97%	67%	57%	80%	76%					64,400	5
Instructor																
All Ranks ¹	75,100	6	2.8	88,000	90	85%	83%	80%							77,800	6
All Ranks Weighted ^{1,2}	76,900			84,800		91%	84%	84%								
ROMANCE LANGUAGES																
Professor	94,000	6	9.8	106,000	77	89%	104%	97%	83%	79%	28%	31%				
Associate Professor	68,900	11	6.6	71,900	81	96%	76%	66%	86%	81%	10%	9%			72,000	1
Assistant Professor	59,900	2	3.1	61,700	49	97%	66%	56%	79%	75%			62,000	1	61,500	4
Instructor				43,900	15			40%		81%						
All Ranks ¹	75,900	19	7.2	82,200	207	92%	84%	75%					62,000	1	63,600	5
All Ranks Weighted ^{1,2}	75,300			81,200		93%	83%	81%								

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CAS Humanities																
THEATRE ARTS																
Professor	82,700	1	17.1	101,300	34	82%	91%	92%	73%	76%	18%	30%				
Associate Professor	66,300	2	5.6	68,100	37	97%	73%	62%	82%	76%	11%	6%				
Assistant Professor	55,900	2	2.6	61,100	26	91%	62%	56%	74%	74%			55,000	1	60,700	3
Instructor	61,500	1	18.1	48,000	6	128%	68%	44%	92%	89%					40,000	1
All Ranks ¹	65,400	5	6.7	77,900	97	84%	72%	71%					55,000	1	60,700	3
All Ranks Weighted ^{1,2}	69,000			78,100		88%	76%	78%								

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¹All Ranks calculations include Professor, Associate Professor, and Assistant Professor ranks only. Instructor data are provided 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.

Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Natural Sciences																
BIOLOGY																
Professor	104,200	20	11.0	122,000	106	85%	115%	111%	92%	91%	27%	34%				
Associate Professor	79,400	6	1.6	84,700	54	94%	87%	77%	99%	95%	8%	9%				
Assistant Professor	72,100	5	1.7	74,400	45	97%	79%	68%	95%	90%			72,000	1	76,100	4
Instructor	89,100	1	18.1				98%		133%							
All Ranks ¹	94,200	31	7.7	101,700	205	93%	104%	93%					72,000	1	76,100	4
All Ranks Weighted ^{1,2}	86,200			95,200		91%	95%	95%								
CHEMISTRY																
Professor	118,100	14	13.2	143,200	152	82%	130%	131%	104%	107%	40%	46%			190,000	1
Associate Professor	81,700	5	5.9	92,900	37	88%	90%	85%	102%	104%	15%	13%			85,000	1
Assistant Professor	68,500	5	2.1	78,800	63	87%	75%	72%	90%	96%			65,000	1	75,800	10
Instructor	68,400	2	11.3	54,600	3	125%	75%	50%	102%	101%						
All Ranks ¹	100,200	24	9.3	119,700	252	84%	110%	109%					65,000	1	86,100	12
All Ranks Weighted ^{1,2}	90,900			107,000		85%	100%	106%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Avg vs. UO Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Natural Sciences																
COMPUTER & INFORMATION SCIENCE																
Professor	121,300	7	14.7	131,300	69	92%	134%	120%	107%	98%	22%	23%				
Associate Professor	101,000	6	8.1	106,000	36	95%	111%	97%	126%	119%	15%	12%			128,000	1
Assistant Professor	87,100	2	1.6	92,700	20	94%	96%	85%	115%	113%					88,300	3
Instructor				57,500	1			52%		106%						
All Ranks ¹	108,600	15	10.3	117,800	125	92%	120%	107%							98,300	4
All Ranks Weighted ^{1,2}	104,100			111,100		94%	114%	110%								
GEOLOGICAL SCIENCES																
Professor	100,000	7	13.1	122,100	59	82%	110%	111%	88%	91%	25%	38%				
Associate Professor	77,000	6	2.9	80,700	33	95%	85%	74%	96%	90%	10%	7%				
Assistant Professor	68,300	2	2.6	73,200	25	93%	75%	67%	90%	89%			68,000	1	71,400	3
Instructor	42,500	1	7.1	46,200	1	92%	47%	42%	63%	86%						
All Ranks ¹	86,600	15	7.6	100,000	117	87%	95%	91%					68,000	1	71,400	3
All Ranks Weighted ^{1,2}	82,700			93,600		88%	91%	93%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Avg vs. UO Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Natural Sciences																
HUMAN PHYSIOLOGY																
Professor	101,200	1	0.1	124,100	30	82%	111%	113%	89%	93%	20%	33%			153,800	2
Associate Professor	82,700	3	4.4	87,400	25	95%	91%	80%	103%	98%	14%	13%				
Assistant Professor	69,700	4	1.6	72,900	21	96%	77%	66%	92%	88%			68,500	2	71,000	5
Instructor				43,400	9			40%		80%						
All Ranks ¹	78,500	8	2.5	97,800	76	80%	86%	89%					68,500	2	94,700	7
All Ranks Weighted ^{1,2}	85,400			96,300		89%	94%	96%								
MATHEMATICS																
Professor	102,200	10	11.6	124,000	236	82%	113%	113%	90%	93%	25%	34%			197,000	1
Associate Professor	79,100	11	5.1	87,100	64	91%	87%	79%	98%	98%	8%	9%			95,500	1
Assistant Professor	71,800	5	1.7	76,700	47	94%	79%	70%	95%	93%			72,000	1	80,200	3
Instructor				52,400	5			48%		97%					51,000	1
All Ranks ¹	86,600	26	6.9	110,800	347	78%	95%	101%					72,000	1	106,600	5
All Ranks Weighted ^{1,2}	85,300			97,400		88%	94%	97%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Avg vs. UO Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Natural Sciences																
PHYSICS																
Professor	107,200	18	14.7	123,500	239	87%	118%	113%	94%	92%	30%	31%			116,000	2
Associate Professor	79,800	7	5.1	89,100	58	90%	88%	81%	99%	100%	13%	9%				
Assistant Professor	67,900	3	0.8	78,900	69	86%	75%	72%	90%	96%			66,000	1	81,500	8
Instructor	72,300	1	8.9	78,100	4	93%	80%	71%	108%	145%						
All Ranks ¹	96,100	28	10.8	109,700	366	88%	106%	100%					66,000	1	88,400	10
All Ranks Weighted ^{1,2}	86,100			98,500		87%	95%	98%								
PSYCHOLOGY																
Professor	115,200	13	11.4	133,600	191	86%	127%	122%	101%	100%	42%	46%				
Associate Professor	77,000	10	6.8	83,400	80	92%	85%	76%	96%	93%	9%	10%				
Assistant Professor	68,700	6	1.6	72,400	49	95%	76%	66%	91%	88%			67,000	1	72,200	5
Instructor				49,100	5			45%		91%						
All Ranks ¹	92,400	29	7.8	111,600	320	83%	102%	102%					67,000	1	72,200	5
All Ranks Weighted ^{1,2}	88,400			98,400		90%	97%	98%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Avg vs. UO Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Social Sciences																
ANTHROPOLOGY																
Professor	99,200	5	12.6	112,300	74	88%	109%	102%	87%	84%	33%	35%				
Associate Professor	68,800	7	4.4	73,800	61	93%	76%	67%	86%	83%	7%	7%				
Assistant Professor	62,200	3	1.4	66,000	30	94%	69%	60%	82%	80%			63,000	2	67,000	2
Instructor				46,000	1			42%		85%						
All Ranks ¹	77,600	15	6.5	89,700	165	87%	85%	82%					63,000	2	67,000	2
All Ranks Weighted ^{1,2}	77,900			85,500		91%	86%	85%								
ECONOMICS																
Professor	142,900	12	11.4	175,800	97	81%	157%	160%	126%	131%	43%	47%			225,700	4
Associate Professor	104,100	3	4.1	124,700	30	83%	115%	114%	129%	140%	8%	16%			175,000	2
Assistant Professor	96,700	5	1.5	107,400	57	90%	106%	98%	128%	130%					112,700	7
Instructor				57,400	2			52%		106%						
All Ranks ¹	125,500	20	7.8	146,300	184	86%	138%	133%							157,100	13
All Ranks Weighted ^{1,2}	116,100			138,100		84%	127%	137%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

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	UO Avg Salary	UO FTE	UO Avg Years	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Avg vs. UO Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Social Sciences																
ENVIRONMENTAL STUDIES																
Professor	91,700	1	3.1	116,600	6	79%	101%	106%	81%	87%	13%	27%				
Associate Professor	80,300	1	2.1	87,400	1	92%	88%	80%	100%	98%		29%				
Assistant Professor				55,600	8			51%		67%						
Instructor				46,300	1			42%		86%						
All Ranks ¹	86,000	2	2.6	82,100	15	105%	95%	75%								
All Ranks Weighted ^{1,2}	86,400			88,100		98%	95%	87%								
ETHNIC AND ASIAN STUDIES																
Professor	93,400	2	1.1	114,000	29	82%	103%	104%	82%	85%	13%	35%			118,000	1
Associate Professor	81,900	2	1.6	75,700	36	108%	90%	69%	102%	85%	18%	8%			90,000	1
Assistant Professor	65,400	3	3.8	67,000	20	98%	72%	61%	86%	81%						
Instructor				49,000	1			45%		91%					49,000	1
All Ranks ¹	78,100	7	2.4	86,700	85	90%	86%	79%							104,000	2
All Ranks Weighted ^{1,2}	80,900			87,100		93%	89%	86%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

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	UO Avg Salary	UO FTE	UO Avg Years	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Avg vs. UO Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Social Sciences																
GEOGRAPHY																
Professor	115,500	3	16.8	128,400	44	90%	127%	117%	102%	96%	43%	39%				
Associate Professor	76,300	5	4.3	85,200	21	90%	84%	78%	95%	95%	7%	13%				
Assistant Professor	70,100	4	1.4	70,500	28	99%	77%	64%	93%	86%			73,500	2	69,500	8
Instructor																
All Ranks ¹	84,000	12	6.4	101,200	93	83%	93%	92%					73,500	2	69,500	8
All Ranks Weighted ^{1,2}	88,800			96,500		92%	97%	96%								
HISTORY																
Professor	106,900	10	8.9	118,300	147	90%	118%	108%	94%	88%	37%	35%			110,000	1
Associate Professor	73,300	11	13.2	79,700	106	92%	81%	73%	91%	89%	14%	13%	79,800	1	96,500	2
Assistant Professor	60,400	4	1.6	64,900	50	93%	67%	59%	80%	79%			61,000	1	67,000	3
Instructor				40,000	1					36%		74%				
All Ranks ¹	84,700	25	9.6	96,000	303	88%	93%	88%					70,400	2	84,000	6
All Ranks Weighted ^{1,2}	81,600			89,200		91%	90%	89%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Avg vs. UO Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Social Sciences																
INTERNATIONAL STUDIES																
Professor	95,900	1	12.1	120,500	18	80%	106%	110%	84%	90%	25%	39%			125,800	1
Associate Professor	72,900	3	9.1	77,300	19	94%	80%	70%	91%	87%	6%	7%				
Assistant Professor	67,000	1	4.1	69,800	7	96%	74%	64%	89%	85%					65,000	1
Instructor				44,200	2			40%		82%						
All Ranks ¹	76,300	5	8.7	93,800	44	81%	84%	86%							95,400	2
All Ranks Weighted ^{1,2}	79,500			90,800		88%	87%	90%								
POLITICAL SCIENCE																
Professor	121,700	5	5.5	144,300	101	84%	134%	132%	107%	108%	48%	53%				
Associate Professor	77,900	6	4.8	85,900	71	91%	86%	78%	97%	96%	10%	10%			112,000	1
Assistant Professor	68,800	6	1.9	75,200	47	91%	76%	69%	91%	91%					93,300	2
Instructor				48,200	3			44%		89%						
All Ranks ¹	87,600	17	4.0	110,500	219	79%	96%	101%							99,500	3
All Ranks Weighted ^{1,2}	91,200			104,000		88%	100%	103%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 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	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Avg vs. UO Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Social Sciences																
SOCIOLOGY																
Professor	101,700	2	13.1	131,800	85	77%	112%	120%	90%	99%	25%	43%				
Associate Professor	79,100	9	6.9	84,800	45	93%	87%	77%	98%	95%	9%	11%				
Assistant Professor	70,800	5	2.3	72,700	26	97%	78%	66%	94%	88%			71,000	1	68,500	2
Instructor				41,900	3			38%		78%						
All Ranks ¹	79,300	16	6.3	108,400	156	73%	87%	99%					71,000	1	68,500	2
All Ranks Weighted ^{1,2}	84,800			98,300		86%	93%	98%								
WOMEN'S & GENDER STUDIES																
Professor				126,000	12			115%		94%		43%				
Associate Professor	75,100	3	8.1	79,000	22	95%	83%	72%	93%	88%	15%	12%				
Assistant Professor	61,500	2	5.6	66,100	12	93%	68%	60%	81%	80%					68,000	1
Instructor																
All Ranks ¹	69,700	5	7.1	87,900	46	79%	77%	80%							68,000	1
All Ranks Weighted ^{1,2}	68,300			92,200		74%	75%	92%								

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
College of Education																
COUNSELING PSYCHOLOGY & HUMAN SERVICES																
Professor	106,500	2	3.1			117%			94%		25%					
Associate Professor	84,200	5	3.1			93%			105%		18%		74,000	1		
Assistant Professor	68,000	1	3.1			75%			90%							
Instructor																
All Ranks ¹	87,700	8	3.1			97%							74,000	1		
All Ranks Weighted ^{1,2}	87,300					96%										
EDUCATIONAL LEADERSHIP																
Professor	153,200	5	5.3	126,800	15	121%	169%	116%	135%	95%	56%	46%	250,000	1	110,000	1
Associate Professor	102,200	3	1.1	76,800	15	133%	113%	70%	127%	86%	35%	10%			105,000	1
Assistant Professor	70,000	1	2.1	65,700	8	107%	77%	60%	92%	80%					65,000	1
Instructor																
All Ranks ¹	126,900	9	3.5	94,200	38	135%	140%	86%					250,000	1	93,300	3
All Ranks Weighted ^{1,2}	110,800			91,700		121%	122%	91%								

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

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²All Ranks Weighted = average salaries weighted by rank and discipline. See "What Information is Available..." page for additional information.

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 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	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Avg vs. UO Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
College of Education																
SPECIAL EDUCATION																
Professor	126,100	4	9.1	119,200	19	106%	139%	109%	111%	89%	48%	35%				
Associate Professor	82,200	4	6.1	81,000	10	101%	91%	74%	102%	91%	14%	10%	79,000	1		
Assistant Professor	69,300	3	3.8	70,300	8	99%	76%	64%	92%	85%			70,000	1	82,500	1
Instructor				40,700	1					37%						
All Ranks ¹	94,600	11	6.5	98,300	37	96%	104%	90%					74,500	2	82,500	1
All Ranks Weighted ^{1,2}	94,300			91,700		103%	104%	91%								
TEACHER EDUCATION																
Professor	102,000	1	1.1	113,900	110	90%	112%	104%	90%	85%	15%	28%			134,800	3
Associate Professor	88,000	4	4.1	83,000	73	106%	97%	76%	109%	93%	21%	15%			78,900	4
Assistant Professor	69,200	2	3.1	66,600	59	104%	76%	61%	91%	81%			68,000	1	68,200	9
Instructor				61,600	7					56%						
All Ranks ¹	84,600	7	3.4	93,000	242	91%	93%	85%					68,000	1	83,400	16
All Ranks Weighted ^{1,2}	87,200			89,200		98%	96%	89%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
<u>Lundquist College of Business</u>																
BUSINESS ADMINISTRATION																
Professor	177,000	9	10.1	202,900	222	87%	195%	185%	156%	152%	30%	36%			211,700	3
Associate Professor	150,000	13	4.3	163,200	160	92%	165%	149%	187%	183%	5%	10%			167,900	7
Assistant Professor	145,200	19	2.6	152,700	181	95%	160%	139%	192%	185%			175,000	2	152,500	21
Instructor				82,600	29			75%		153%					60,000	1
All Ranks ¹	153,700	41	4.8	175,500	563	88%	169%	160%					175,000	2	161,700	31
All Ranks Weighted ^{1,2}	158,400			174,500		91%	174%	173%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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

Based on data from the Fall 2011 AAU Data Exchange (AAUDE) Faculty Salary Survey

*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
<u>School of Journalism and Communication</u>																
JOURNALISM & COMMUNICATION																
Professor	103,500	9	7.3	126,900	45	82%	114%	116%	91%	95%	32%	41%				
Associate Professor	74,800	9	13.4	81,400	51	92%	82%	74%	93%	91%	11%	13%			125,000	1
Assistant Professor	64,400	5	2.9	67,000	31	96%	71%	61%	85%	81%			64,500	2	64,500	4
Instructor				59,100	5			54%		109%					75,000	1
All Ranks ¹	83,800	23	8.8	94,000	127	89%	92%	86%					64,500	2	76,600	5
All Ranks Weighted ^{1,2}	82,100			93,600		88%	90%	93%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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

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*Eight AAU Public institutions defined by the Oregon University System as University of Oregon Peers. See Appendix II for specific institutions.

	UO Avg Salary	UO FTE	UO Avg Years	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of SELECT AAU Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Overall Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
School of Law																
LAW																
Professor	157,000	14	12.5	200,200	225	78%	173%	182%	138%	150%	26%	55%			197,500	2
Associate Professor	133,500	6	1.5	139,400	52	96%	147%	127%	166%	156%	31%	10%			126,400	6
Assistant Professor	105,400	7	2.1	128,700	24	82%	116%	117%	139%	156%					113,700	6
Instructor				69,100	13			63%		128%						
All Ranks ¹	138,400	27	7.4	184,000	301	75%	152%	168%							131,100	14
All Ranks Weighted ^{1,2}	133,300			158,400		84%	146%	157%								
LAW--Associate & Assistant Combined																
Professor	157,000	14	12.5	200,200	225	78%	173%	182%	138%	150%	43%	59%			197,500	2
Assoc/Assist Combined	118,400	13	1.8	136,000	76	87%	130%	124%	151%	157%					120,000	12
All Ranks ¹	138,400	27	7.4	184,000	301	75%	152%	168%							131,100	14
All Ranks Weighted ^{1,2}	133,300			158,400		84%	146%	157%								

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

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

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 Comparison of Faculty Salaries

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School of Music and Dance																
DANCE																
Professor				88,900	9			81%		66%		18%				
Associate Professor	63,300	4	11.9	69,000	8	92%	70%	63%	79%	77%	17%	9%				
Assistant Professor	47,800	2	2.6	59,400	3	80%	53%	54%	63%	72%						
Instructor																
All Ranks ¹	58,100	6	8.8	76,500	20	76%	64%	70%								
All Ranks Weighted ^{1,2}	55,500			73,300		76%	61%	73%								
MUSIC																
Professor	85,600	8	4.7	105,000	186	82%	94%	96%	75%	79%	26%	28%			116,800	2
Associate Professor	62,300	18	8.0	74,800	129	83%	69%	68%	77%	84%	10%	13%			84,400	5
Assistant Professor	52,800	9	2.2	60,100	65	88%	58%	55%	70%	73%			52,000	2	60,300	10
Instructor				45,300	11			41%		84%						
All Ranks ¹	65,200	35	5.8	87,100	380	75%	72%	79%					52,000	2	74,000	17
All Ranks Weighted ^{1,2}	67,900			81,300		84%	75%	81%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2011-12 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	SELECT AAU Peers Avg Salary	SELECT AAU Peers FTE	UO Avg as % of Peers Avg	UO Rank Avg vs. UO Avg	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers	UO Rank Overall Rank Avg**	SELECT AAU Peers Rank Avg vs. SELECT AAU Peers Rank Avg**	UO Rank Differential	SELECT AAU Peers Rank Differential	UO New Hire Avg	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
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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 2011-12.
 - 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.
10. This report was previously titled "UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS".

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