

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER 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

*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 in Rank	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 Avg	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 Salary	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	89,000	10	9.8	112,600	11	79%	103%	105%	84%	86%	25%	27%				
Associate Professor	67,300	14	8.9	83,600	33	81%	78%	78%	89%	96%	10%	14%				
Assistant Professor	58,800	5	2.1	68,400	19	86%	68%	64%	80%	85%			60,000	2	73,500	1
Instructor^																
All Ranks ¹	73,300	29	8.0	84,100	63	87%	85%	79%					60,000	2	73,500	1
All Ranks Weighted ^{1,2}	72,600			89,500		81%	84%	90%								
ART																
Professor	88,700	2	8.1	94,900	68	93%	103%	89%	84%	72%	32%	20%				
Associate Professor	61,400	11	8.8	73,200	65	84%	71%	68%	81%	84%	9%	12%				
Assistant Professor	53,400	8	2.4	60,200	40	89%	62%	56%	73%	75%			57,000	2	61,000	1
Instructor^				41,500	2			39%		80%						
All Ranks ¹	60,900	21	6.3	78,700	173	77%	70%	74%					57,000	2	61,000	1
All Ranks Weighted ^{1,2}	68,900			77,100		89%	80%	78%								

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

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Architecture and Allied Arts																
ART HISTORY																
Professor	113,900	1	20.1	118,300	25	96%	132%	111%	107%	90%	59%	40%			120,000	1
Associate Professor	63,100	4	9.9	75,400	25	84%	73%	70%	83%	87%	6%	11%				
Assistant Professor	58,300	4	1.9	63,800	15	91%	67%	60%	80%	79%			60,000	1	65,000	1
Instructor^																
All Ranks ¹	66,600	9	7.5	89,200	65	75%	77%	83%					60,000	1	92,500	2
All Ranks Weighted ^{1,2}	80,300			87,600		92%	93%	89%								
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			115%			93%		34%					
Associate Professor	70,000	2	5.6	78,100	11	90%	81%	73%	92%	90%	4%	18%				
Assistant Professor	66,500	2	3.1	58,700	3	113%	77%	55%	91%	73%			70,000	1		
Instructor^																
All Ranks ¹	85,500	9	12.3	73,900	14	116%	99%	69%					70,000	1		
All Ranks Weighted ^{1,2}	79,700			68,400		117%	92%	69%								
PLANNING, PUBLIC POLICY, & MGMT																
Professor				132,700	56			124%		101%		36%			137,500	2
Associate Professor	81,700	5	3.9	94,100	44	87%	94%	88%	108%	108%	14%	13%			116,000	2
Assistant Professor	69,300	6	1.8	79,800	45	87%	80%	75%	95%	99%			68,700	3	86,500	11
Instructor^																
All Ranks ¹	75,000	11	2.8	104,600	145	72%	87%	98%					68,700	3	97,300	15
All Ranks Weighted ^{1,2}	75,500			103,800		73%	88%	105%								

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CAS Humanities																
CLASSICS AND HUMANITIES																
Professor	83,500	1	2.1	110,400	37	76%	97%	103%	79%	84%	14%	32%				
Associate Professor	71,400	2	10.1	75,900	33	94%	83%	71%	94%	87%	22%	16%			90,000	2
Assistant Professor	52,000	1	2.1	59,100	17	88%	60%	55%	71%	73%					59,500	1
Instructor^				40,000	1			37%		77%						
All Ranks ¹	69,600	4	6.1	87,300	87	80%	80%	82%							79,800	3
All Ranks Weighted ^{1,2}	69,700			83,300		84%	81%	84%								
COMPARATIVE LITERATURE																
Professor				98,500	13			92%		75%		29%				
Associate Professor	63,300	3	3.1	67,300	7	94%	73%	63%	84%	77%	11%	7%				
Assistant Professor	54,000	1	2.1	60,100	7	90%	62%	56%	74%	75%						
Instructor^				43,500	1			41%		84%						
All Ranks ¹	60,900	4	2.9	80,500	27	76%	70%	75%								
All Ranks Weighted ^{1,2}	58,600			76,500		77%	68%	77%								

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CAS Humanities																
CREATIVE WRITING																
Professor	112,900	2	10.1	104,900	38	108%	131%	98%	106%	80%	37%	35%				
Associate Professor	80,800	2	3.6	67,800	42	119%	93%	63%	107%	78%	24%	9%	77,000	1	85,000	1
Assistant Professor	60,000	1	3.1	58,100	27	103%	69%	54%	82%	72%					68,600	2
Instructor^				46,600	6					44%					40,000	1
All Ranks ¹	89,500	5	6.1	78,500	107	114%	103%	73%					77,000	1	74,000	3
All Ranks Weighted ^{1,2}	86,000			78,400		110%	100%	79%								
EAST ASIAN LANGUAGES & LITERATURE																
Professor	74,900	1	0.1	109,400	30	68%	87%	102%	71%	84%	2%	34%				
Associate Professor	73,100	3	6.1	72,500	22	101%	85%	68%	97%	83%	20%	9%				
Assistant Professor	55,700	5	3.7	62,400	22	89%	64%	58%	76%	77%					62,800	3
Instructor^				41,100	11					38%					45,000	1
All Ranks ¹	63,600	9	4.1	84,400	74	75%	74%	79%							62,800	3
All Ranks Weighted ^{1,2}	68,300			82,900		82%	79%	84%								

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CAS Humanities																
ENGLISH																
Professor	88,000	12	8.4	112,500	167	78%	102%	105%	83%	86%	25%	34%			100,400	2
Associate Professor	66,300	15	8.9	76,000	141	87%	77%	71%	88%	87%	11%	12%			84,000	2
Assistant Professor	57,200	8	4.2	62,800	51	91%	66%	59%	78%	78%					67,200	3
Instructor^				43,200	52			40%		83%						
All Ranks ¹	71,600	35	7.6	91,100	359	79%	83%	85%							81,500	7
All Ranks Weighted ^{1,2}	71,400			85,300		84%	83%	86%								
GERMAN & SCANDINAVIAN																
Professor	87,800	4	6.6	98,300	25	89%	102%	92%	83%	75%	30%	23%				
Associate Professor	62,000	3	3.4	74,000	31	84%	72%	69%	82%	85%		15%				
Assistant Professor				58,200	12			54%		72%						
Instructor^				46,000	8			43%		88%					63,000	1
All Ranks ¹	76,700	7	5.2	80,100	68	96%	89%	75%								
All Ranks Weighted ^{1,2}	75,900			78,000		97%	88%	79%								

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CAS Humanities																
LINGUISTICS																
Professor	82,100	3	9.4	103,200	25	80%	95%	96%	77%	79%	10%	24%				
Associate Professor	73,100	4	5.6	77,500	18	94%	85%	72%	97%	89%	17%	12%				
Assistant Professor	58,000	3	1.1	64,400	15	90%	67%	60%	79%	80%			58,500	2	62,000	1
Instructor^				44,900	1			42%		86%						
All Ranks ¹	71,300	10	5.4	85,200	58	84%	82%	80%					58,500	2	62,000	1
All Ranks Weighted ^{1,2}	71,600			82,800		86%	83%	84%								
PHILOSOPHY																
Professor	111,200	4	11.9	125,400	65	89%	129%	117%	105%	96%	55%	44%			137,800	2
Associate Professor	63,200	3	2.4	78,500	34	81%	73%	73%	83%	90%	6%	11%				
Assistant Professor	58,000	3	0.4	67,000	20	87%	67%	63%	79%	83%			57,500	2	67,500	2
Instructor^				38,500	5			36%		74%						
All Ranks ¹	80,800	10	5.6	102,200	119	79%	93%	96%					57,500	2	102,600	4
All Ranks Weighted ^{1,2}	79,200			92,200		86%	92%	93%								

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CAS Humanities																
RELIGIOUS STUDIES																
Professor	97,300	1	0.1	108,600	40	90%	112%	101%	92%	83%	30%	34%			126,500	1
Associate Professor	71,600	4	2.6	72,500	27	99%	83%	68%	95%	83%	13%	11%				
Assistant Professor	60,000	1	0.1	60,900	20	99%	69%	57%	82%	76%			60,000	1	67,000	1
Instructor^																
All Ranks ¹	73,900	6	1.8	86,400	87	86%	85%	81%					60,000	1	96,800	2
All Ranks Weighted ^{1,2}	77,400			82,100		94%	90%	83%								
ROMANCE LANGUAGES																
Professor	88,900	6	8.8	99,200	54	90%	103%	93%	84%	76%	27%	25%				
Associate Professor	65,900	10	6.2	72,300	71	91%	76%	68%	87%	83%	12%	10%			87,000	1
Assistant Professor	55,400	3	5.4	61,100	46	91%	64%	57%	76%	76%					62,300	3
Instructor^				39,500	18					37%					44,000	1
All Ranks ¹	71,500	19	6.9	77,800	171	92%	83%	73%							68,500	4
All Ranks Weighted ^{1,2}	71,100			78,700		90%	82%	80%								

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CAS Humanities																
THEATRE ARTS																
Professor	75,700	1	16.1	99,600	33	76%	88%	93%	71%	76%	16%	30%				
Associate Professor	62,000	2	4.6	67,800	42	91%	72%	63%	82%	78%	6%	9%			85,000	1
Assistant Professor	56,500	2	3.6	58,100	27	97%	65%	54%	77%	72%					68,600	2
Instructor^	57,200	1	17.1	46,600	6	123%	66%	44%	89%	90%					40,000	1
All Ranks ¹	62,500	5	6.5	75,500	102	83%	72%	71%							74,000	3
All Ranks Weighted ^{1,2}	65,300			76,500		85%	76%	77%								

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CAS Natural Sciences																
BIOLOGY																
Professor	99,000	21	10.7	119,200	105	83%	114%	111%	93%	91%	22%	35%				
Associate Professor	79,900	6	1.4	82,200	49	97%	92%	77%	106%	94%	15%	10%				
Assistant Professor	66,600	5	2.0	71,400	53	93%	77%	67%	91%	89%			70,000	1	71,700	3
Instructor^	88,100	1	17.1				102%		137%							
All Ranks ¹	90,300	32	7.6	98,200	207	92%	104%	92%					70,000	1	71,700	3
All Ranks Weighted ^{1,2}	82,700			92,400		90%	96%	93%								
CHEMISTRY																
Professor	110,300	13	13.2	140,400	155	79%	128%	131%	104%	107%	40%	44%				
Associate Professor	75,800	6	5.4	92,900	35	82%	88%	87%	100%	107%	12%	14%				
Assistant Professor	65,300	4	1.6	77,700	59	84%	75%	73%	89%	96%			65,000	2	78,900	10
Instructor^	68,400	2	10.3	54,800	4	125%	79%	51%	106%	105%						
All Ranks ¹	93,500	23	9.1	118,800	249	79%	108%	111%					65,000	2	78,900	10
All Ranks Weighted ^{1,2}	85,200			105,600		81%	99%	107%								

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

^As of the 2010-11 data submission, only data for tenured and tenure-track Instructors are included for the UO and its Select AAU Public Peers.

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*

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

*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 in Rank	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 Avg	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 Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Natural Sciences																
COMPUTER & INFORMATION SCIENCE																
Professor	117,200	8	13.6	128,900	68	91%	135%	120%	110%	98%	17%	25%				
Associate Professor	102,600	7	8.5	102,000	37	101%	119%	95%	136%	117%	20%	10%				
Assistant Professor	85,000	2	0.6	91,100	17	93%	98%	85%	116%	113%			85,000	1	91,000	2
Instructor^				120,500	1					113%						
All Ranks ¹	107,400	17	10.0	115,500	122	93%	124%	108%					85,000	1	91,000	2
All Ranks Weighted ^{1,2}	102,400			108,500		94%	119%	110%								
GEOLOGICAL SCIENCES																
Professor	91,800	7	12.1	119,400	57	77%	106%	112%	87%	91%	23%	37%				
Associate Professor	72,000	5	2.5	79,300	35	91%	83%	74%	95%	91%	13%	7%				
Assistant Professor	61,000	2	4.6	72,000	25	85%	71%	67%	83%	89%					76,000	5
Instructor^	41,400	1	6.1	44,800	1	92%	48%	42%	64%	86%						
All Ranks ¹	80,300	14	7.6	97,300	117	83%	93%	91%							76,000	5
All Ranks Weighted ^{1,2}	75,800			91,800		83%	88%	93%								

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

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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*

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

*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 in Rank	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 Avg	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 Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Natural Sciences																
HUMAN PHYSIOLOGY																
Professor				110,700	29			103%		85%		24%				
Associate Professor	74,800	5	4.5	84,700	28	88%	86%	79%	99%	97%	16%	13%				
Assistant Professor	60,700	2	2.1	70,300	15	86%	70%	66%	83%	87%			68,600		68,600	4
Instructor^				42,300	9			40%		81%						
All Ranks ¹	70,800	7	3.8	92,200	72	77%	82%	86%							68,600	4
All Ranks Weighted ^{1,2}	67,700			89,700		75%	79%	91%								
MATHEMATICS																
Professor	91,000	12	12.5	120,400	230	76%	105%	113%	86%	92%	20%	33%			139,300	2
Associate Professor	73,500	10	4.6	84,600	61	87%	85%	79%	97%	97%	10%	7%			95,000	1
Assistant Professor	64,700	5	1.5	76,700	61	84%	75%	72%	88%	95%					74,400	9
Instructor^				41,200	5			39%		79%						
All Ranks ¹	79,700	27	7.5	106,600	352	75%	92%	100%							86,900	12
All Ranks Weighted ^{1,2}	77,200			95,300		81%	90%	96%								

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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.

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER 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

*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 in Rank	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 Avg	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 Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Natural Sciences																
PHYSICS																
Professor	98,900	19	13.6	122,200	227	81%	114%	114%	93%	93%	28%	32%				
Associate Professor	74,900	6	5.0	88,300	62	85%	87%	83%	99%	101%	11%	10%			87,000	1
Assistant Professor	65,300	2	2.6	77,100	68	85%	75%	72%	89%	96%			65,000	1	76,500	6
Instructor^	63,100	1	7.9	87,800	3	72%	73%	82%	98%	169%						
All Ranks ¹	91,100	27	10.9	107,700	357	85%	105%	101%					65,000	1	78,000	7
All Ranks Weighted ^{1,2}	80,700			97,200		83%	94%	98%								
PSYCHOLOGY																
Professor	104,700	15	9.3	130,200	183	80%	121%	122%	99%	99%	36%	45%				
Associate Professor	73,600	9	6.5	82,500	74	89%	85%	77%	97%	95%	9%	10%			86,000	1
Assistant Professor	65,800	5	1.9	72,100	52	91%	76%	67%	90%	89%			67,500	2	74,900	4
Instructor^				46,700	5					44%						
All Ranks ¹	88,400	29	7.2	109,000	309	81%	102%	102%					67,500	2	77,200	5
All Ranks Weighted ^{1,2}	82,600			96,800		85%	96%	98%								

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER 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

*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 in Rank	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 Avg	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 Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Social Sciences																
ANTHROPOLOGY																
Professor	92,300	5	11.6	111,000	71	83%	107%	104%	87%	85%	29%	32%			102,700	1
Associate Professor	67,400	7	4.4	76,400	54	88%	78%	71%	89%	88%	14%	12%			78,000	1
Assistant Professor	55,400	3	4.4	63,900	37	87%	64%	60%	76%	79%					65,000	3
Instructor^				44,800	1					86%						
All Ranks ¹	73,300	15	6.8	88,700	162	83%	85%	83%							75,200	5
All Ranks Weighted ^{1,2}	72,800			85,200		85%	84%	86%								
ECONOMICS																
Professor	130,500	12	10.4	167,500	99	78%	151%	157%	123%	128%	38%	51%			207,000	1
Associate Professor	97,800	3	3.1	112,500	25	87%	113%	105%	129%	129%	3%	9%				
Assistant Professor	95,000	5	0.5	102,600	66	93%	110%	96%	130%	127%			95,000	3	116,200	8
Instructor^				74,200	3					143%					110,000	1
All Ranks ¹	116,700	20	6.8	137,700	190	85%	135%	129%					95,000	3	126,300	9
All Ranks Weighted ^{1,2}	108,900			129,600		84%	126%	131%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER 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

*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 in Rank	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 Avg	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 Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Social Sciences																
ENVIRONMENTAL STUDIES																
Professor	86,000	1	2.1	135,800	14	63%	99%	127%	81%	104%	20%	50%				
Associate Professor	68,400	1	1.1	81,900	4	84%	79%	77%	90%	94%		20%				
Assistant Professor				60,100	10			56%		75%					81,500	2
Instructor^				45,000	1			42%		87%						
All Ranks ¹	77,200	2	1.6	101,100	28	76%	89%	94%							81,500	2
All Ranks Weighted ^{1,2}	77,900			94,900		82%	90%	96%								
ETHNIC AND ASIAN STUDIES																
Professor	87,800	2	0.1	112,400	31	78%	102%	105%	83%	86%	7%	35%				
Associate Professor	81,900	2	0.6	74,800	38	109%	95%	70%	108%	86%	22%	9%			87,000	1
Assistant Professor	62,800	3	2.8	65,500	18	96%	73%	61%	86%	81%					68,700	3
Instructor^				60,000	1			56%		115%						
All Ranks ¹	75,400	7	1.4	86,300	87	87%	87%	81%							73,300	4
All Ranks Weighted ^{1,2}	78,100			85,700		91%	91%	87%								

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER 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

*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 in Rank	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 Avg	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 Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Social Sciences																
GEOGRAPHY																
Professor	109,700	4	13.4	126,000	43	87%	127%	118%	103%	96%	52%	41%				
Associate Professor	64,500	4	4.4	82,300	21	78%	75%	77%	85%	95%	6%	16%				
Assistant Professor	59,300	3	2.4	65,700	20	90%	69%	61%	81%	82%			63,000	1	69,300	3
Instructor^																
All Ranks ¹	79,500	11	7.1	100,700	84	79%	92%	94%					63,000	1	69,300	3
All Ranks Weighted ^{1,2}	79,500			93,100		85%	92%	94%								
HISTORY																
Professor	97,400	11	11.9	115,500	149	84%	113%	108%	92%	88%	29%	35%			133,000	5
Associate Professor	72,100	11	12.8	77,600	103	93%	83%	73%	95%	89%	15%	15%			89,000	2
Assistant Professor	59,000	3	1.1	61,900	59	95%	68%	58%	80%	77%			60,500	2	65,400	4
Instructor^				41,500	1					39%		80%				
All Ranks ¹	81,700	25	11.0	92,800	311	88%	94%	87%					60,500	2	100,400	11
All Ranks Weighted ^{1,2}	77,300			86,600		89%	90%	88%								

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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.

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER 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

*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 in Rank	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 Avg	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 Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Social Sciences																
INTERNATIONAL STUDIES																
Professor	89,900	1	11.1	122,500	14	73%	104%	114%	85%	94%	24%	43%				
Associate Professor	69,000	3	8.1	76,500	14	90%	80%	71%	91%	88%	15%	9%				
Assistant Professor	56,200	1	3.1	67,300	8	84%	65%	63%	77%	83%						
Instructor^				47,000	1			44%		90%						
All Ranks ¹	70,600	5	7.7	92,300	36	76%	82%	86%								
All Ranks Weighted ^{1,2}	72,600			90,500		80%	84%	92%								
POLITICAL SCIENCE																
Professor	110,800	5	4.5	139,400	90	79%	128%	130%	104%	106%	39%	52%				
Associate Professor	77,000	4	6.1	83,400	71	92%	89%	78%	102%	96%	14%	10%			52,500	1
Assistant Professor	65,100	6	3.1	72,400	55	90%	75%	68%	89%	90%			66,500	2	73,400	4
Instructor^				47,200	3			44%		91%					57,200	1
All Ranks ¹	83,500	15	4.4	103,900	216	80%	97%	97%					66,500	2	69,200	5
All Ranks Weighted ^{1,2}	85,700			100,500		85%	99%	102%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER 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

*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 in Rank	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 Avg	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 Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
CAS Social Sciences																
SOCIOLOGY																
Professor	97,200	3	14.1	124,700	90	78%	112%	117%	92%	95%	30%	38%				
Associate Professor	71,300	9	5.9	84,100	43	85%	82%	79%	94%	97%	10%	11%				
Assistant Professor	62,800	6	2.4	72,100	32	87%	73%	67%	86%	89%					67,000	1
Instructor^				40,000	3			37%		77%						
All Ranks ¹	72,800	18	6.1	103,900	165	70%	84%	97%							67,000	1
All Ranks Weighted ^{1,2}	78,100			95,200		82%	91%	96%								
WOMEN'S & GENDER STUDIES																
Professor				110,600	11			103%		84%		30%			162,000	1
Associate Professor	69,700	3	7.1	78,900	23	88%	81%	74%	92%	91%	10%	16%				
Assistant Professor	61,400	1	4.1	62,000	11	99%	71%	58%	84%	77%					65,000	1
Instructor^																
All Ranks ¹	67,600	4	6.4	82,500	45	82%	78%	77%							113,500	2
All Ranks Weighted ^{1,2}	65,600			85,200		77%	76%	86%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER 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

*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 in Rank	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 Avg	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 Salary	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	98,700	2	2.1			114%			93%		20%					
Associate Professor	81,300	4	2.9			94%			107%		15%					
Assistant Professor	68,000	1	2.1			79%			93%							
Instructor^																
All Ranks ¹	84,400	7	2.5			98%										
All Ranks Weighted ^{1,2}	83,500					97%										
EDUCATIONAL LEADERSHIP																
Professor	124,200	4	5.4	108,400	16	115%	144%	101%	117%	83%	57%	37%				
Associate Professor	75,000	1	0.1	68,900	16	109%	87%	64%	99%	79%	7%	6%				
Assistant Professor	69,100	1	5.1	62,300	10	111%	80%	58%	94%	77%					60,000	1
Instructor^																
All Ranks ¹	106,800	6	4.4	82,400	42	130%	123%	77%							60,000	1
All Ranks Weighted ^{1,2}	91,300			81,400		112%	106%	82%								

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Please see additional notes on last page of report.

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER 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

*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 in Rank	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 Avg	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 Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
College of Education																
SPECIAL EDUCATION																
Professor	125,800	5	10.5	117,000	19	108%	145%	109%	119%	89%	49%	33%				
Associate Professor	83,700	4	6.6	81,600	10	103%	97%	76%	111%	94%	18%	12%			68,000	1
Assistant Professor	68,000	3	3.4	68,400	10	99%	79%	64%	93%	85%					79,200	1
Instructor^				43,700	3					41%						
All Ranks ¹	97,300	12	7.4	95,500	39	102%	112%	89%							73,600	2
All Ranks Weighted ^{1,2}	94,300			90,500		104%	109%	92%								
TEACHER EDUCATION																
Professor	102,000	1	0.1	111,700	114	91%	118%	104%	96%	85%	22%	28%				
Associate Professor	82,600	4	3.1	81,500	70	101%	95%	76%	109%	94%	14%	15%				
Assistant Professor	70,400	1	5.1	65,000	56	108%	81%	61%	96%	81%					68,800	8
Instructor^				54,000	6					50%		104%			47,000	1
All Ranks ¹	83,800	6	2.9	92,000	240	91%	97%	86%							68,800	8
All Ranks Weighted ^{1,2}	85,900			87,400		98%	100%	88%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER 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

*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 in Rank	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 Avg	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 Salary	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	174,000	11	10.3	200,000	221	87%	201%	187%	164%	153%	34%	40%	196,000	1	215,000	1
Associate Professor	144,700	11	4.1	156,900	150	92%	167%	147%	191%	180%	4%	8%	142,500	1	186,000	2
Assistant Professor	141,000	20	2.1	148,400	181	95%	163%	139%	192%	184%			137,000	5	145,900	18
Instructor^				79,900	31			75%		154%					142,300	3
All Ranks ¹	150,600	42	4.7	171,400	552	88%	174%	160%					146,200	7	153,000	21
All Ranks Weighted ^{1,2}	154,300			170,100		91%	179%	172%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER 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

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

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<u>School of Journalism and Communication</u>																
JOURNALISM & COMMUNICATION																
Professor	96,600	9	6.3	124,100	41	78%	112%	116%	91%	95%	30%	43%	100,000	1		
Associate Professor	70,700	8	13.2	78,400	53	90%	82%	73%	93%	90%	9%	12%			67,000	1
Assistant Professor	62,500	4	3.9	65,800	33	95%	72%	61%	85%	82%			60,000	1	72,000	4
Instructor^				57,900	4			54%		111%					70,000	1
All Ranks ¹	80,200	21	8.5	89,900	127	89%	93%	84%					80,000	2	71,000	5
All Ranks Weighted ^{1,2}	77,700			91,200		85%	90%	92%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER 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

*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 in Rank	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 Avg	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 Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
School of Law																
LAW																
Professor	151,600	13	12.8	196,900	217	77%	175%	184%	143%	150%	28%	59%			180,500	5
Associate Professor	127,300	5	2.0	133,600	51	95%	147%	125%	168%	154%	24%	0%			129,800	2
Assistant Professor	106,500	9	2.3	133,600	23	80%	123%	125%	145%	166%			105,000	2	131,200	6
Instructor^				67,900	12			63%		131%						
All Ranks ¹	132,100	27	7.3	180,800	291	73%	153%	169%					105,000	2	149,900	13
All Ranks Weighted ^{1,2}	129,700			156,900		83%	150%	159%								
LAW--Associate & Assistant Combined																
Professor	151,600	13	12.8	196,900	217	77%	175%	184%	143%	150%	43%	59%			180,500	5
Assoc/Assist Combined	114,000	14	2.2	133,600	74	85%	132%	125%	153%	159%			105,000	2	130,800	8
All Ranks ¹	132,100	27	7.3	180,800	291	73%	153%	169%					105,000	2	149,900	13
All Ranks Weighted ^{1,2}	129,700			156,900		83%	150%	159%								

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 SELECT AAU PUBLIC PEER INSTITUTIONS*

2010-11 Comparison of Faculty Salaries

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School of Music and Dance																
DANCE																
Professor				87,500	9			82%		67%		18%				
Associate Professor	61,300	4	10.9	68,100	5	90%	71%	64%	81%	78%	22%	8%				
Assistant Professor	42,500	2	1.6	59,200	5	72%	49%	55%	58%	73%						
Instructor^																
All Ranks ¹	55,000	6	7.8	75,000	19	73%	64%	70%								
All Ranks Weighted ^{1,2}	51,900			72,500		72%	60%	73%								
MUSIC																
Professor	76,200	9	5.3	101,900	181	75%	88%	95%	72%	78%	20%	27%			107,300	2
Associate Professor	59,200	16	9.0	73,300	134	81%	68%	69%	78%	84%	9%	14%			83,500	2
Assistant Professor	51,000	12	2.9	58,500	62	87%	59%	55%	70%	73%			50,000	2	54,900	2
Instructor^				46,800	9			44%		90%						
All Ranks ¹	60,700	37	6.1	84,600	377	72%	70%	79%					50,000	2	81,900	6
All Ranks Weighted ^{1,2}	62,900			79,100		80%	73%	80%								

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UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2010-11 Comparison of Faculty Salaries

DEPARTMENT DETAIL WITH SALARY COMPRESSION, WEIGHTED AND NEW HIRE AVERAGE 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.
10. This report was previously titled "UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS".

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