

# UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS\*

## 2011-12 Comparison of Faculty Salaries

**BY SCHOOL/COLLEGE/DIVISION AND RANK 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
<b>Architecture and Allied Arts</b>																
<b>Architecture, Interior &amp; Landscape Arch</b>																
Professor	95,900	14	14.5	112,500	13	85%	106%	103%	84%	84%	22%	27%				
Associate Professor	76,200	18	8.5	82,500	42	92%	84%	75%	95%	92%	13%	15%				
Assistant Professor	64,700	7	1.4	65,800	25	98%	71%	60%	85%	80%			64,000	2	60,600	7
Instructor																
All Ranks <sup>1</sup>	81,200	39	9.3	82,200	80	99%	89%	75%					64,000	2	60,600	7
All Ranks Weighted <sup>1,2</sup>	79,800			88,300		90%	88%	88%								
<b>Art, Art History, Arts &amp; Administration</b>																
Professor	99,300	4	10.9	102,500	99	97%	109%	93%	87%	77%	34%	27%				
Associate Professor	68,400	17	9.1	73,400	94	93%	75%	67%	85%	82%	12%	13%			78,000	2
Assistant Professor	57,500	16	3.2	59,000	65	97%	63%	54%	76%	72%			57,500	2	67,800	6
Instructor				47,900	1					44%						
All Ranks <sup>1</sup>	67,000	37	6.7	81,000	258	83%	74%	74%					57,500	2	70,300	8
All Ranks Weighted <sup>1,2</sup>	76,300			79,600		96%	84%	79%								

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<b>Architecture and Allied Arts</b>																
<b>Planning, Public Policy, &amp; Mgmt</b>																
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 <sup>1</sup>	81,400	11	3.4	108,800	157	75%	90%	99%							89,200	11
All Ranks Weighted <sup>1,2</sup>	80,600			109,400		74%	88%	109%								
<b>AAA Total</b>																
Professor	96,700	18	13.7	117,300	169	82%	106%	107%	85%	88%	24%	33%			170,000	1
Associate Professor	74,900	41	8.1	81,200	183	92%	82%	74%	93%	91%	14%	11%			84,200	3
Assistant Professor	61,800	28	2.6	69,000	143	90%	68%	63%	82%	84%			60,800	4	70,200	22
Instructor				47,900	1			44%		89%						
All Ranks <sup>1</sup>	75,200	87	7.5	90,000	495	84%	83%	82%					60,800	4	75,700	26
All Ranks Weighted <sup>1,2</sup>	78,800			90,600		87%	86%	90%								

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<b>College of Arts and Sciences</b>																
<b>CAS Humanities</b>																
Professor	97,500	35	8.8	110,400	565	88%	107%	101%	86%	83%	30%	33%			127,100	3
Associate Professor	70,300	56	6.3	74,700	475	94%	77%	68%	87%	84%	13%	11%	82,000	1	84,800	6
Assistant Professor	58,900	28	2.6	62,400	264	94%	65%	57%	78%	76%			57,400	7	63,700	32
Instructor	61,500	1	18.1	45,300	98	136%	68%	41%	92%	84%					48,800	5
All Ranks <sup>1</sup>	75,600	119	6.2	87,700	1,304	86%	83%	80%					60,400	8	71,400	41
All Ranks Weighted <sup>1,2</sup>	76,700			84,000		91%	84%	83%								
<b>CAS Natural Sciences</b>																
Professor	109,300	90	12.5	128,500	1,082	85%	120%	117%	96%	96%	31%	37%			154,400	6
Associate Professor	81,500	54	5.2	88,100	387	93%	90%	80%	101%	99%	12%	10%			102,800	3
Assistant Professor	70,800	32	1.7	77,000	339	92%	78%	70%	94%	93%			68,400	8	76,800	41
Instructor	68,200	5	11.3	52,800	28	129%	75%	48%	102%	98%					51,000	1
All Ranks <sup>1</sup>	93,800	176	8.3	110,200	1,808	85%	103%	100%					68,400	8	87,700	50
All Ranks Weighted <sup>1,2</sup>	88,400			99,500		89%	97%	99%								

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<b>College of Arts and Sciences</b>																
<b>CAS Social Sciences</b>																
Professor	117,400	41	10.0	133,500	613	88%	129%	122%	103%	100%	44%	46%			179,500	7
Associate Professor	77,000	50	7.1	83,500	412	92%	85%	76%	96%	94%	6%	6%	79,800	1	124,200	6
Assistant Professor	71,100	33	2.2	76,500	285	93%	78%	70%	94%	93%			67,500	6	82,200	26
Instructor				46,800	14			43%		87%					49,000	1
All Ranks <sup>1</sup>	88,800	124	6.8	105,400	1,310	84%	98%	96%					69,300	7	106,100	39
All Ranks Weighted <sup>1,2</sup>	90,000			99,800		90%	99%	99%								
<b>CAS Total</b>																
Professor	108,800	166	11.1	125,300	2,260	87%	120%	114%	96%	94%	36%	40%			160,300	16
Associate Professor	76,200	160	6.2	81,600	1,274	93%	84%	74%	95%	91%	10%	8%	80,900	2	104,200	15
Assistant Professor	67,300	93	2.2	72,500	888	93%	74%	66%	89%	88%			64,500	21	74,000	99
Instructor	67,100	6	12.5	46,900	140	143%	74%	43%	100%	87%					49,100	7
All Ranks <sup>1</sup>	87,100	419	7.2	102,100	4,422	85%	96%	93%					65,900	23	88,100	130
All Ranks Weighted <sup>1,2</sup>	85,400			95,100		90%	94%	94%								

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<b>College of Education</b>																
Professor	132,100	12	5.8	115,900	144	114%	145%	106%	116%	87%	49%	31%	250,000	1	128,600	4
Associate Professor	88,000	16	3.7	81,900	98	107%	97%	75%	109%	92%	21%	14%	76,500	2	84,100	5
Assistant Professor	69,200	7	3.2	66,900	75	103%	76%	61%	91%	81%			69,000	2	69,200	11
Instructor				59,000	8			54%		109%						
All Ranks <sup>1</sup>	99,400	35	4.3	93,800	317	106%	109%	86%					108,200	5	84,800	20
All Ranks Weighted <sup>1,2</sup>	98,300			89,700		110%	108%	89%								

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<b><u>Lundquist College of Business</u></b>																
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 <sup>1</sup>	153,700	41	4.8	175,500	563	88%	169%	160%					175,000	2	161,700	31
All Ranks Weighted <sup>1,2</sup>	158,400			174,500		91%	174%	173%								

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<b><u>School of Journalism and Communication</u></b>																
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 <sup>1</sup>	83,800	23	8.8	94,000	127	89%	92%	86%					64,500	2	76,600	5
All Ranks Weighted <sup>1,2</sup>	82,100			93,600		88%	90%	93%								

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<b>School of Law</b>																
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 <sup>1</sup>	138,400	27	7.4	184,000	301	75%	152%	168%							131,100	14
All Ranks Weighted <sup>1,2</sup>	133,300			158,400		84%	146%	157%								
<b>Associate &amp; Assistant Combined</b>																
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 <sup>1</sup>	138,400	27	7.4	184,000	301	75%	152%	168%							131,100	14
All Ranks Weighted <sup>1,2</sup>	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.

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<b><u>School of Music and Dance</u></b>																
Professor	85,600	8	4.7	104,300	195	82%	94%	95%	75%	78%	25%	27%			116,800	2
Associate Professor	62,500	22	8.7	74,500	137	84%	69%	68%	78%	83%	12%	13%			84,400	5
Assistant Professor	51,900	11	2.3	60,000	68	87%	57%	55%	69%	73%			52,000	2	60,300	10
Instructor				45,300	11			41%		84%						
All Ranks <sup>1</sup>	64,100	41	6.2	86,600	400	74%	71%	79%					52,000	2	74,000	17
All Ranks Weighted <sup>1,2</sup>	67,700			80,900		84%	74%	80%								

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<b>University Totals</b>																
Professor	113,500	236	10.7	133,700	3,260	85%	125%	122%	100%	100%	36%	40%	250,000	1	161,200	28
Associate Professor	80,400	267	6.6	89,300	1,955	90%	89%	81%	100%	100%	5%	6%	78,700	4	112,300	42
Assistant Professor	75,700	170	2.4	82,400	1,410	92%	83%	75%	100%	100%			70,200	33	83,100	173
Instructor^	67,100	6	12.5	54,000	207	124%	74%	49%	100%	100%					53,200	9
All Institution <sup>1</sup>	90,800	673	7.0	109,700	6,625	83%	100%	100%					75,800	38	97,100	243
All Institution Weighted <sup>1,2</sup>	91,100			100,700		90%	100%	100%								

\*\*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.

<sup>1</sup>All 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.

<sup>2</sup>All 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

**BY SCHOOL/COLLEGE/DIVISION AND RANK 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
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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".

\*\*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.

<sup>1</sup>All 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.

<sup>2</sup>All 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.