

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2010-11 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 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 & Landscape Arch																
Professor	92,400	15	12.8	112,600	11	82%	107%	105%	87%	86%	29%	28%				
Associate Professor	67,700	16	8.5	82,200	44	82%	78%	77%	89%	94%	8%	14%				
Assistant Professor	61,000	7	2.4	67,100	22	91%	71%	63%	83%	83%			63,300	3	73,500	1
Instructor^																
All Ranks ¹	76,200	38	9.1	82,200	77	93%	88%	77%					63,300	3	73,500	1
All Ranks Weighted ^{1,2}	74,700			88,600		84%	87%	90%								
Art, Art History, Arts & Administration																
Professor	97,100	3	12.1	101,200	93	96%	112%	95%	92%	77%	40%	26%			120,000	1
Associate Professor	62,200	16	8.6	73,800	90	84%	72%	69%	82%	85%	9%	12%				
Assistant Professor	54,100	15	2.6	61,200	55	88%	63%	57%	74%	76%			58,000	3	63,000	2
Instructor^				41,500	2				39%	80%						
All Ranks ¹	61,700	34	6.3	81,600	238	76%	71%	76%					58,000	3	82,000	3
All Ranks Weighted ^{1,2}	72,500			79,900		91%	84%	81%								

**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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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																
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%								
AAA Total																
Professor	93,200	18	12.7	113,000	160	82%	108%	106%	88%	86%	30%	30%			131,700	3
Associate Professor	67,200	37	7.9	80,900	178	83%	78%	76%	89%	93%	9%	11%			116,000	2
Assistant Professor	59,100	28	2.4	69,100	122	86%	68%	65%	81%	86%			63,300	9	82,300	14
Instructor^				41,500	2					39%		80%				
All Ranks ¹	70,100	83	7.1	88,900	460	79%	81%	83%					63,300	9	93,600	19
All Ranks Weighted ^{1,2}	74,200			89,000		83%	86%	90%								

**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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Arts and Sciences																
CAS Humanities																
Professor	91,100	35	8.4	109,300	527	83%	105%	102%	86%	83%	27%	33%			120,600	5
Associate Professor	67,500	51	6.1	73,600	468	92%	78%	69%	89%	85%	12%	11%	77,000	1	86,400	7
Assistant Professor	56,700	28	3.1	61,300	264	92%	66%	57%	77%	76%			58,400	5	65,300	18
Instructor^	57,200	1	17.1	42,700	109	134%	66%	40%	89%	82%					46,400	5
All Ranks ¹	72,100	114	6.1	85,900	1,259	84%	83%	80%					61,500	6	79,400	30
All Ranks Weighted ^{1,2}	72,800			82,800		88%	84%	84%								
CAS Natural Sciences																
Professor	101,400	95	12.0	125,500	1,054	81%	117%	117%	96%	96%	27%	36%			139,300	2
Associate Professor	78,400	54	5.0	86,500	381	91%	91%	81%	104%	99%	14%	10%			89,300	3
Assistant Professor	66,300	27	2.0	75,500	350	88%	77%	71%	90%	94%			69,300	7	76,000	43
Instructor^	65,900	5	10.3	52,400	28	126%	76%	49%	102%	101%						
All Ranks ¹	89,000	176	8.3	107,400	1,785	83%	103%	100%					69,300	7	79,500	48
All Ranks Weighted ^{1,2}	83,100			97,400		85%	96%	98%								

**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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Arts and Sciences																
CAS Social Sciences																
Professor	107,600	44	10.1	129,300	612	83%	124%	121%	101%	99%	40%	45%			142,100	8
Associate Professor	72,700	47	6.9	81,500	396	89%	84%	76%	96%	94%	7%	7%			79,100	5
Assistant Professor	66,800	31	2.4	74,000	316	90%	77%	69%	91%	92%			75,300	8	82,400	29
Instructor^				51,600	14			48%		99%					83,600	2
All Ranks ¹	83,800	122	6.9	101,800	1,324	82%	97%	95%					75,300	8	93,400	42
All Ranks Weighted ^{1,2}	83,700			96,700		87%	97%	98%								
CAS Total																
Professor	100,900	174	10.8	122,700	2,193	82%	117%	115%	95%	94%	32%	40%			134,500	15
Associate Professor	73,000	152	6.0	80,000	1,245	91%	84%	75%	96%	92%	11%	8%	77,000	1	84,600	15
Assistant Professor	63,400	86	2.5	71,000	930	89%	73%	66%	86%	88%			69,000	20	75,900	90
Instructor^	64,500	6	11.5	45,400	151	142%	75%	42%	100%	87%					57,000	7
All Ranks ¹	82,800	412	7.3	99,500	4,368	83%	96%	93%					69,300	21	84,300	120
All Ranks Weighted ^{1,2}	80,200			93,200		86%	93%	94%								

**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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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																
Professor	118,800	12	6.5	112,100	149	106%	137%	105%	112%	86%	43%	31%				
Associate Professor	81,900	13	3.9	79,400	96	103%	95%	74%	108%	91%	15%	13%			68,000	1
Assistant Professor	68,600	6	3.8	65,100	76	105%	79%	61%	94%	81%					68,900	10
Instructor^				50,600	9			47%		97%					47,000	1
All Ranks ¹	93,600	31	4.9	91,200	321	103%	108%	85%							68,800	11
All Ranks Weighted ^{1,2}	91,300			86,900		105%	106%	88%								

**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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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>																
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%								

**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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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>School of Journalism and Communication</u>																
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%								

**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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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																
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%								
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.

**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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 Music and Dance																
Professor	76,200	9	5.3	101,200	190	75%	88%	95%	72%	77%	19%	26%			107,300	2
Associate Professor	59,700	20	9.3	73,100	139	82%	69%	68%	79%	84%	11%	14%			83,500	2
Assistant Professor	49,800	14	2.7	58,600	67	85%	58%	55%	68%	73%			50,000	2	54,900	2
Instructor^				46,800	9			44%		90%						
All Ranks ¹	59,900	43	6.3	84,100	396	71%	69%	79%					50,000	2	81,900	6
All Ranks Weighted ^{1,2}	62,600			78,900		79%	73%	80%								

**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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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
University Totals																
Professor	106,100	246	10.4	130,900	3,171	81%	123%	122%	100%	100%	35%	41%	148,000	2	144,000	26
Associate Professor	75,700	246	6.5	87,000	1,912	87%	88%	81%	100%	100%	3%	6%	109,800	2	97,400	25
Assistant Professor	73,300	167	2.5	80,600	1,432	91%	85%	75%	100%	100%			77,000	39	86,700	144
Instructor^	64,500	6	11.5	52,000	218	124%	75%	49%	100%	100%					78,600	12
All Institution ¹	86,500	659	7.0	107,000	6,515	81%	100%	100%					81,800	43	95,700	195
All Institution Weighted ^{1,2}	86,200			98,900		87%	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.

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

BY SCHOOL/COLLEGE/DIVISION AND RANK 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 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
---------------	--------	----------------------	-----------------------------	----------------------	-------------------------------------	------------------------	--	----------------------------	--	----------------------	------------------------------------	------------------------	-----------------	--------------------------------------	-------------------------------

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".

**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.