

UNIVERSITY OF OREGON AND SELECT AAU PUBLIC PEER INSTITUTIONS*

2009-10 Comparison of Faculty Salaries

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

Based on data from the Fall 2009 AAUDE Faculty Salary Survey

*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 School Avg vs. UO Avg	SELECT AAU Peers School Avg vs. SELECT AAU Peers Avg	UO New Hire Avg Salary	UO New Hire FTE	SELECT AAU Peers New Hire Avg Salary	SELECT AAU Peers New Hire FTE
AAA Architecture, Interior & Landscape Arch	73,400	37	9.0	81,500	74	90%	86%	77%			69,000	6
<i>Weighted Averages</i>	<i>71,200</i>			<i>88,800</i>		<i>80%</i>	<i>84%</i>	<i>91%</i>				
AAA Art, Art History, Arts & Administration	62,000	33	6.4	80,000	249	78%	73%	76%	55,000	2	74,700	8
<i>Weighted Averages</i>	<i>71,700</i>			<i>79,500</i>		<i>90%</i>	<i>85%</i>	<i>82%</i>				
AAA Planning, Public Policy, & Mgmt	72,800	9	4.1	102,800	130	71%	85%	98%			84,400	12
<i>Weighted Averages</i>	<i>78,100</i>			<i>101,300</i>		<i>77%</i>	<i>92%</i>	<i>104%</i>				
Architecture and Allied Arts (AAA) Total	68,600	79	7.4	86,800	453	79%	80%	83%	55,000	2	77,900	26
<i>Weighted Averages</i>	<i>71,600</i>			<i>87,300</i>		<i>82%</i>	<i>84%</i>	<i>90%</i>				
CAS Humanities	72,100	113	6.0	83,900	1,299	86%	85%	80%	57,000	1	70,200	48
<i>Weighted Averages</i>	<i>73,000</i>			<i>81,800</i>		<i>89%</i>	<i>86%</i>	<i>84%</i>				
CAS Natural Sciences ^	88,600	169	8.3	107,000	1,775	83%	104%	102%	68,200	5	87,600	57
<i>Weighted Averages</i>	<i>83,000</i>			<i>96,900</i>		<i>86%</i>	<i>98%</i>	<i>100%</i>				
CAS Social Sciences	84,300	119	7.1	100,700	1,347	84%	99%	96%	76,600	7	93,800	78
<i>Weighted Averages</i>	<i>83,400</i>			<i>96,300</i>		<i>87%</i>	<i>98%</i>	<i>99%</i>				
College of Arts and Sciences (CAS) Total ^	82,700	401	7.3	98,300	4,421	84%	97%	93%	71,800	13	85,700	183
<i>Weighted Averages</i>	<i>80,000</i>			<i>92,500</i>		<i>86%</i>	<i>94%</i>	<i>95%</i>				

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

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

Weighted Averages = average salaries weighted by rank and discipline.

Please see additional notes on last page of report.

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College of Education	92,700	36	4.9	92,100	339	101%	109%	88%	78,000	4	87,500	14
<i>Weighted Averages</i>	<i>92,300</i>			<i>87,800</i>		<i>105%</i>	<i>109%</i>	<i>90%</i>				
Lundquist College of Business	147,400	36	5.2	168,600	548	87%	173%	160%	159,000	5	159,600	27
<i>Weighted Averages</i>	<i>148,900</i>			<i>167,500</i>		<i>89%</i>	<i>176%</i>	<i>173%</i>				
School of Journalism and Communication	80,300	19	8.5	83,300	117	96%	94%	79%			82,200	3
<i>Weighted Averages</i>	<i>77,800</i>			<i>86,400</i>		<i>90%</i>	<i>92%</i>	<i>89%</i>				
School of Law	130,100	24	7.3	176,100	277	74%	153%	167%	105,000	4	149,100	18
<i>Weighted Averages</i>	<i>129,100</i>			<i>156,400</i>		<i>83%</i>	<i>152%</i>	<i>161%</i>				
School of Music and Dance	59,800	43	6.4	83,500	396	72%	70%	79%	47,300	3	74,000	12
<i>Weighted Averages</i>	<i>62,300</i>			<i>79,300</i>		<i>79%</i>	<i>73%</i>	<i>82%</i>				
All Schools/Colleges ^	85,300	638	7.0	105,200	6,551	81%	100%	100%	87,500	31	95,600	283
<i>Weighted Averages</i>	<i>84,800</i>			<i>97,100</i>		<i>87%</i>	<i>100%</i>	<i>100%</i>				

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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 2009-10.
 - c. Regular, full-time (1.0 FTE) non-tenure track faculty in instructional departments.
 - d. Faculty with research contracts were not included.
 - e. Only employees with 9-month appointments were included. Employees in 12-month administrative positions were not included.
 - f. Visitors were included only if their salaries are representative of salaries for that department. (The UO data contain no visitors.)
 - g. Faculty with post-retirement appointments were not included.
2. Endowed Chairs, Department Head stipends, Teaching Awards, and Faculty Excellence Awards were included in reported salaries.
3. Full-time equivalent salaries were used for all calculations.
4. Average and weighted salaries were rounded to the nearest 100 after calculations. Percentages were calculated using the rounded amounts.
5. FTEs were rounded to the nearest full number prior to average salary calculations. If a peer institution reported less than .50 FTE in a discipline, data for that instance were excluded. The UO data contain no FTEs less than .50 (see notes 1a and 1c).
6. Only UO departments reported to the AAU Data Exchange were included.
7. AAU data were selected based on similarity to disciplines at UO, not exact CIP code match. See Appendix I for details.
8. Because of selection criteria, averages in this comparison may differ from averages in other salary comparison reports.
9. See Appendix II for institutions included in this analysis.
10. This report was previously titled "UNIVERSITY OF OREGON AND OUS DEFINED PEER INSTITUTIONS".

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