

**2009-2010 Faculty Salary Study of UO vs. AAU Comparator Institutions
(Data from National AAUP Annual Report, Academe, March-April 2010)
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2009-10	Average Salary (dollars in thousands)				Average Compensation (dollars in thousands)			
	Full	Associate	Assistant	Instructor	Full	Associate	Assistant	Instructor
University of Michigan	144.0	94.3	83.1	63.5	175.6	119.7	106.6	83.8
UC Santa Barbara	131.1	80.1	76.4	*	174.0	109.9	105.3	*
University of Virginia	134.7	92.7	75.2	53.3	166.8	118.2	96.6	70.8
University of Iowa	124.1	82.5	71.4	46.5	158.2	106.2	91.9	59.8
U. North Carolina - Chapel Hill	143.0	92.6	80.8	88.9	173.2	115.4	101.3	110.3
Indiana University - Bloomington	120.7	82.0	72.4	*	153.4	106.8	93.9	*
University of Colorado - Boulder	121.6	88.7	75.2	51.7	149.5	111.6	95.7	68.0
University of Washington	121.9	88.1	77.2	45.7	151.0	111.1	96.4	61.1
Peer Average	130.1	87.6	76.5	58.3	162.7	112.4	98.5	75.6
UO per Academe	103.0	74.6	69.4	44.7	137.9	104.1	95.1	67.9
UO Percentage of Peers Per Academe 2009-10	79.1%	85.1%	90.8%	76.7%	84.8%	92.6%	96.6%	89.8%
UO Percentage of Peers Per Academe 2008-09	77.3%	83.0%	87.1%	75.0%	85.2%	93.2%	94.8%	89.5%
Change Since 2008-09	1.9%	2.2%	3.6%	1.7%	-0.5%	-0.5%	1.8%	0.3%
UO Percentage of Peers Per Academe 1999-2000¹	78.3%	81.4%	84.4%	76.8%	82.0%	86.0%	89.6%	86.8%
Change Since White Paper	0.8%	3.7%	6.4%	-0.1%	2.8%	6.6%	7.0%	3.0%

Notes:

- Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration.*
- Benefits. Compensation includes benefits made by the institution on behalf of the individual faculty member; the amount does not include the employee contribution. Major benefits include a) retirement, b) medical insurance, c) disability income protection, d) tuition for faculty dependents, e) dental insurance, f) social security, g) unemployment insurance, h) group life insurance, i) workers' compensation insurance, j) other benefits in-kind with cash alternatives.*
- Total Compensation. Total compensation includes salary plus institutional contribution to benefits.*

Footnotes:

- The Senate White Paper came out in 1999-2000 and called for bringing compensation up to 95% of the average of our AAU comparators. The Update to the Senate White Paper of 2007-2008 called for bringing salaries as well as compensation up to the full averages of our AAU comparitors.