

2004-05	Average Salary (dollars in thousands)						Average Compensation (dollars in thousands)					
	Full	Associate	Assistant	Instructor	Weighted w/o Instructors (35:30:30)	Weighted (35:30:30:5)	Full	Associate	Assistant	Instructor	Weighted w/o Instructors (35:30:30)	Weighted (35:30:30:5)
University of Michigan	120.2	81.6	67.1	55.4	91.2	89.5	145.6	102.2	85.3	71.5	112.9	110.8
UC Santa Barbara	110.6	68.4	61.0	*	81.6	*	143.8	89.7	80.1	*	106.6	*
University of Virginia	118.1	78.1	64.1	49.9	88.4	86.5	145.3	99.2	81.9	63.4	110.7	108.4
University of Iowa	102.8	69.1	61.7	*	79.2	*	128.3	88.6	80.1	*	100.5	*
U. North Carolina - Chapel Hill	112.7	77.2	65.8		86.7	82.3	134.2	94.2	80.8		104.7	99.5
Indiana University - Bloomington	101.8	70.7	61.3	*	79.2	*	129.7	91.7	78.3	*	101.5	*
University of Colorado - Boulder	100.6	72.7	63.0	44.3	79.9	78.1	122.4	90.1	78.6	56.5	98.4	96.3
University of Washington	98.1	70.2	64.7	42.4	78.7	76.9	120.5	87.4	78.9	53.8	96.9	94.8
Peer Average	108.1	73.5	63.6	48.0	83.1	81.4	133.7	92.9	80.5	61.3	104.0	101.9
Peer Average (weighted)	108.3	74.1	64.1	43.8	83.5	81.6	133.8	93.5	81.0	55.9	104.4	102.0
UO per <i>Academe</i>	83.6	59.0	54.4	38.4	66.6	65.2	110.3	81.1	74.1	56.2	89.6	88.0
UO Percentage of Peers	77.3%	80.3%	85.6%	80.0%	80.1%	80.1%	82.5%	87.3%	92.0%	91.7%	86.2%	86.3%
UO Percentage Prior Year	79.3%	83.2%	85.9%	73.2%	82.0%	81.7%	84.9%	89.3%	92.7%	82.9%	88.1%	87.9%
Difference	-2.0%	-2.9%	-0.3%	6.8%	-1.9%	-1.6%	-2.4%	-2.0%	-0.7%	8.8%	-1.9%	-1.5%

Notes:

1. **Salary.** This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration.

2. **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.

3. **Total Compensation.** Total compensation includes salary plus institutional contribution to benefits.

Source: UO Office of Resource Management.

**Average Salary
(dollars in thousands)**

**Average Compensation
(dollars in thousands)**

2003-04	Average Salary (dollars in thousands)						Average Compensation (dollars in thousands)					
	Full	Associate	Assistant	Instructor	Weighted w/o Instructors (35:30:30)	Weighted (35:30:30:5)	Full	Associate	Assistant	Instructor	Weighted w/o Instructors (35:30:30)	Weighted (35:30:30:5)
University of Michigan	117.8	80.9	66.7	58.4	90.0	88.4	142.4	100.8	84.3	74.5	110.9	109.1
UC Santa Barbara	109.6	70.0	60.0	*	81.4	*	141.5	91.3	78.2	*	105.7	*
University of Virginia	112.9	75.1	60.8	45.1	84.5	82.5	139.0	95.0	77.5	58.1	105.7	103.3
University of Iowa	100.8	67.5	59.8	*	77.3	*	125.5	86.6	77.4	*	98.0	*
U. North Carolina - Chapel Hill	106.3	74.1	61.8	65.3	82.1	81.2	126.4	90.4	76.2	80.0	99.2	98.2
Indiana University - Bloomington	99.1	68.5	59.6	*	77.0	*	126.5	89.0	76.4	*	98.8	*
University of Colorado - Boulder	98.4	71.2	61.0	43.9	78.0	76.3	118.7	87.3	75.2	55.0	95.0	93.0
University of Washington	93.2	66.7	63.2	42.8	75.4	73.7	113.8	82.4	76.1	53.3	92.0	90.0
Peer Average	104.8	71.8	61.6	51.1	80.7	79.2	129.2	90.4	77.7	64.2	100.7	98.8
Peer Average (<i>weighted</i>)	104.8	72.0	62.4	45.2	81.0	79.3	129.1	90.5	78.4	56.7	100.9	98.7
UO per <i>Academe</i>	83.1	59.7	52.9	37.4	66.2	64.7	109.7	80.7	72.0	53.2	88.6	86.9
UO Percentage of Peers	79.3%	83.2%	85.9%	73.2%	82.0%	81.7%	84.9%	89.3%	92.7%	82.9%	88.1%	87.9%
UO Percentage Prior Year	80.4%	85.3%	85.0%	72.6%	82.9%	82.5%	84.7%	90.2%	91.5%	84.3%	87.9%	87.8%
Difference	-1.0%	-2.1%	0.8%	0.6%	-0.9%	-0.8%	0.2%	-0.9%	1.2%	-1.4%	0.2%	0.1%

Notes:

1. *Salary.* This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration.

2. *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.

3. *Total Compensation.* Total compensation includes salary plus institutional contribution to benefits.

Source: UO Office of Resource Management.

**Average Salary
(dollars in thousands)**

**Average Compensation
(dollars in thousands)**

2002-03	Average Salary (dollars in thousands)						Average Compensation (dollars in thousands)					
	Full	Associate	Assistant	Instructor	Weighted w/o Instructors (35:30:30)	Weighted (35:30:30:5)	Full	Associate	Assistant	Instructor	Weighted w/o Instructors (35:30:30)	Weighted (35:30:30:5)
University of Michigan	114.8	78.9	65.3	56.2	87.8	86.3	138.1	97.7	81.7	71.1	107.5	105.7
UC Santa Barbara	106.6	68.0	57.7	*	79.0	*	142.2	92.6	79.3	*	106.7	*
University of Virginia	107.7	71.3	57.4	44.6	80.3	78.5	130.1	88.3	71.2	53.9	98.3	96.1
University of Iowa	99.4	65.8	59.3	*	76.1	*	123.0	84.0	76.3	*	95.9	*
U. North Carolina - Chapel Hill	105.2	73.4	61.3	66.7	81.3	80.6	123.7	88.4	74.7	80.2	97.1	96.2
Indiana University - Bloomington	96.8	66.2	58.8	*	75.1	*	123.1	85.6	74.6	*	95.9	*
University of Colorado - Boulder	95.7	69.8	59.9	44.6	76.2	74.6	115.2	85.2	73.5	55.5	92.6	90.7
University of Washington	91.2	65.8	60.2	42.2	73.4	71.8	111.4	81.5	72.7	52.4	89.7	87.9
Peer Average	102.2	69.9	60.0	50.9	78.7	77.3	125.9	87.9	75.5	62.6	98.0	96.2
Peer Average (weighted)	102.2	70.2	60.9	46.1	79.0	77.4	125.6	87.8	76.1	57.2	98.0	96.0
UO per <i>Academe</i>	80.3	58.3	50.0	35.6	63.8	62.4	104.2	77.6	67.7	50.9	84.3	82.6
UO March Average	82.1	59.6	51.0	36.9	65.2	63.8	106.5	79.3	69.1	52.8	86.1	84.4
UO Percentage of Peers	80.4%	85.3%	85.0%	72.6%	82.9%	82.5%	84.7%	90.2%	91.5%	84.3%	87.9%	87.8%
UO Percentage Prior Year	81.4%	86.4%	90.5%	72.5%	85.0%	84.6%	84.9%	90.0%	95.6%	82.4%	89.0%	88.8%
Difference	-1.1%	-1.1%	-5.5%	0.1%	-2.1%	-2.1%	-0.3%	0.2%	-4.2%	1.9%	-1.1%	-1.0%

Notes:

1. *Salary.* This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration.

2. *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.

3. *Total Compensation.* Total compensation includes salary plus institutional contribution to benefits.

Source: UO Office of Resource Management.

**Average Salary
(dollars in thousands)**

**Average Compensation
(dollars in thousands)**

2001-02	Average Salary (dollars in thousands)						Average Compensation (dollars in thousands)					
	Full	Associate	Assistant	Instructor	Weighted w/o Instructors (35:30:30)	Weighted (35:30:30:5)	Full	Associate	Assistant	Instructor	Weighted w/o Instructors (35:30:30)	Weighted (35:30:30:5)
University of Michigan	108.9	76.3	61.7	54.2	83.7	82.2	133.3	96.6	79.6	70.6	104.8	103.0
UC Santa Barbara	104.9	65.5	57.6	*	77.5	*	135.0	84.3	74.1	*	99.8	*
University of Virginia	107.6	71.2	56.8	43.8	80.1	78.3	130.0	88.3	70.3	54.6	98.0	95.8
University of Iowa	97.1	63.7	56.1	*	73.6	*	120.0	81.1	72.1	*	92.6	*
U. North Carolina - Chapel Hill	103.4	72.2	60.3	61.7	79.9	79.0	121.8	87.0	73.4	73.0	95.5	94.4
Indiana University - Bloomington	94.2	64.0	55.3	*	72.4	*	118.1	81.7	69.4	*	91.2	*
University of Colorado - Boulder	89.7	65.4	55.3	42.5	71.2	69.7	106.8	79.1	67.2	52.4	85.5	83.9
University of Washington	90.1	62.5	58.3	42.1	71.3	69.9	109.7	80.9	70.5	52.3	88.2	86.4
Peer Average	99.5	67.6	57.7	48.9	76.2	74.8	121.8	84.9	72.1	60.6	94.5	92.8
Peer Average (<i>weighted</i>)	99.4	67.6	58.2	44.0	76.4	74.8	121.8	85.1	73.0	54.5	94.8	92.8
UO per <i>Academe</i>	76.7	55.4	47.1	35.4	60.6	59.4	98.0	72.5	62.2	49.9	78.6	77.2
UO March Average	81.0	58.4	52.2	35.4	64.8	63.3	103.5	76.4	68.9	49.9	84.0	82.3
UO Percentage of Peers	81.4%	86.4%	90.5%	72.5%	85.0%	84.6%	84.9%	90.0%	95.6%	82.4%	89.0%	88.8%
UO Percentage Prior Year	80.2%	85.2%	88.6%	73.7%	83.6%	83.3%	83.6%	89.0%	93.9%	82.3%	87.6%	87.4%
Difference	1.2%	1.2%	1.9%	-1.3%	1.4%	1.3%	1.4%	1.1%	1.8%	0.1%	1.4%	1.4%

Notes:

1. *Salary.* This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration.

2. *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.

3. *Total Compensation.* Total compensation includes salary plus institutional contribution to benefits.

Source: UO Office of Resource Management.

**Average Salary
(dollars in thousands)**

**Average Compensation
(dollars in thousands)**

2000-01	Average Salary (dollars in thousands)						Average Compensation (dollars in thousands)					
	Full	Associate	Assistant	Instructor	Weighted w/o Instructors (35:30:30)	Weighted (35:30:30:5)	Full	Associate	Assistant	Instructor	Weighted w/o Instructors (35:30:30)	Weighted (35:30:30:5)
University of Michigan	105.2	73.3	59.7	54.2	80.8	79.4	128.3	92.4	76.5	70.0	100.6	99.1
UC Santa Barbara	102.2	65.8	55.6	*	76.0	*	130.1	84.9	71.7	*	97.4	*
University of Virginia	106.2	71.4	56.6	45.9	79.5	77.9	128.4	89.2	70.7	58.1	97.8	95.8
University of Iowa	94.3	62.5	54.6	*	71.7	*	117.2	77.7	67.6	*	89.1	*
U. North Carolina - Chapel Hill	100.9	71.4	58.5	60.5	78.2	77.3	117.9	84.9	69.8	70.9	92.3	91.2
Indiana University - Bloomington	88.2	61.1	49.8	*	67.5	*	110.6	77.7	62.2	*	84.9	*
University of Colorado - Boulder	85.7	62.4	52.0	39.8	67.7	66.3	104.1	76.8	64.4	49.6	82.9	81.3
University of Washington	85.5	62.6	53.6	36.9	68.2	66.6	104.2	77.5	65.6	46.0	83.6	81.7
Peer Average	96.0	66.3	55.1	47.5	73.7	72.4	117.6	82.6	68.6	58.9	91.1	89.5
Peer Average (<i>weighted</i>)	95.7	66.2	55.4	41.0	73.7	72.0	117.0	82.4	69.2	51.1	91.0	89.0
UO per <i>Academe</i>	75.6	55.4	47.0	36.1	60.2	59.0	96.5	72.1	62	50	77.9	76.5
UO March Average	77.0	56.5	48.8	35.0	61.6	60.3	98.3	73.5	64.4	48.5	79.8	78.2
UO Percentage of Peers	80.2%	85.2%	88.6%	73.7%	83.6%	83.3%	83.6%	89.0%	93.9%	82.3%	87.6%	87.4%
UO Percentage Prior Year	78.3%	81.4%	84.4%	76.8%	80.7%	80.5%	82.0%	86.0%	89.6%	86.8%	85.0%	85.8%
Difference	1.9%	3.8%	4.2%	-3.0%	3.0%	2.7%	1.6%	3.0%	4.2%	-4.5%	2.6%	1.6%

Notes:

1. *Salary.* This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other forms of remuneration.

2. *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.

3. *Total Compensation.* Total compensation includes salary plus institutional contribution to benefits.

Source: UO Office of Resource Management.

2004-05

Institution	Benefit Ratios				Institution	Number of Faculty			
	Full	Assoc.	Assis.	Instr.		Full	Assoc.	Assis.	Instr.
U Michigan	21.13%	25.25%	27.12%	29.06%	U Michigan	931	495	595	6
UC Santa Barbara	30.02%	31.14%	31.31%	*	UC Santa Barbara	492	158	149	0
U Virginia	23.03%	27.02%	27.77%	27.05%	U Virginia	506	292	220	13
U Iowa	24.81%	28.22%	29.82%	*	U Iowa	514	360	263	0
U North Carolina Chapel Hill	19.08%	22.02%	22.80%	#VALUE!	U North Carolina Chapel Hill	530	267	244	4
Indiana U Bloomington	27.41%	29.70%	27.73%	*	Indiana U Bloomington	646	393	351	0
U Colorado Boulder	21.67%	23.93%	24.76%	27.54%	U Colorado Boulder	432	253	253	168
U Washington	22.83%	24.50%	21.95%	26.89%	U Washington	884	370	370	37
Peer Average	23.69%	26.38%	26.60%	27.71%	Peer Total	4,935	2,588	2,445	228
University of Oregon	31.94%	37.46%	36.21%	46.35%	University of Oregon	203	198	183	102