

**2015-2016 Faculty Salary Study of UO vs. AAU Comparator Institutions
(Data from National AAUP Annual Report, *Academe*, March-April 2016)
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| 2015-16 | Average Salary (dollars in thousands) | | | | Average Compensation (dollars in thousands) | | | |
|---|--|--------------|--------------|--------------|--|--------------|--------------|--------------|
| | Full | Associate | Assistant | Instructor | Full | Associate | Assistant | Instructor |
| UC Santa Barbara | 161.3 | 100.2 | 85.7 | | 217.5 | 140.2 | 121.7 | |
| University of Colorado - Boulder | 134.4 | 96.4 | 87.5 | 65.0 | 168.7 | 124.6 | 113.1 | 86.5 |
| Indiana University - Bloomington | 138.8 | 94.1 | 91.8 | | 169.6 | 116.1 | 112.3 | |
| University of Iowa | 136.8 | 93.4 | 83.8 | 58.1 | 176.9 | 121.9 | 107.1 | 73.8 |
| University of Michigan | 167.5 | 111.6 | 95.3 | 75.7 | 203.6 | 140.8 | 121.7 | 96.4 |
| U. North Carolina - Chapel Hill | 150.6 | 101.8 | 87.1 | | 187.2 | 129.6 | 112.0 | |
| University of Virginia | 164.9 | 111.3 | 94.9 | 68.9 | 204.2 | 142.0 | 121.8 | 94.5 |
| University of Washington | 133.8 | 104.8 | 98.1 | 66.8 | 160.6 | 128.2 | 119.0 | 83.9 |
| Peer Average | 148.5 | 101.7 | 90.5 | 66.9 | 198.3 | 137.5 | 118.5 | 95.5 |
| UO per <i>Academe</i> | 127.5 | 91.5 | 84.3 | 52.4 | 177.9 | 130.2 | 117.0 | 80.7 |
| UO Percentage of Peers Per Academe 2015 - 16 | 85.9% | 90.0% | 93.1% | 78.3% | 89.7% | 94.7% | 98.7% | 84.5% |
| UO Percentage of Peers Per Academe 2014-15 | 87.5% | 94.1% | 97.2% | 82.7% | 94.2% | 101.7% | 104.3% | 100.4% |
| Change Since 2014-15 | -1.6% | -4.1% | -4.1% | -4.4% | -4.5% | -7.0% | -5.6% | -15.9% |
| UO Percentage of Peers Per Academe 1999-2000¹ | 78.3% | 81.4% | 84.4% | 76.8% | 82.0% | 86.0% | 89.6% | 86.8% |

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

Data Source: *Academe* March-April 2016 entered by M. Vitulli

Footnotes:

1. 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 comparators.
2. Salary data from University of Washington did not appear in the appendices to the AAUP Annual Report on the Status of the Profession.