

## University of Oregon and AAU Public Peers

### Comparison of 2008-09 Annual Salaries

As Reported to the 2008-09 CUPA Administrative Survey in Fall 2008

All AAU Data Exchange Public Institutions Submitting Data as of May 5, 2009

<b>University President</b>		
<b>CUPA Position #1003 -- Chief Executive Officer of a Single Institution</b>		
<b>Institution</b>	<b>Salary</b>	<b>Years of Service</b>
<i>Indiana University*</i>	\$ 293,440	1.0
Iowa State University	\$ 423,316	8.0
Michigan State University	\$ 520,000	4.0
State University of New York at Buffalo	\$ 265,000	4.0
Texas A&M	\$ 425,000	1.0
University of Arizona	\$ 420,000	2.0
University of California--Berkeley	\$ 436,800	4.0
<i>University of Colorado at Boulder*</i>	\$ 363,478	2.0
University of Florida	\$ 416,161	5.0
University of Illinois	\$ 395,500	not reported
<i>University of Iowa*</i>	\$ 450,000	1.0
University of Maryland	\$ 464,600	10.0
University of Missouri	\$ 324,383	4.0
University of Nebraska--Lincoln	\$ 305,825	8.0
<i>University of North Carolina--Chapel Hill*</i>	\$ 420,000	1.0
University of Texas--Austin	\$ 600,600	3.0
University of Wisconsin	\$ 437,000	0.0
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<i>Average of 4 OUS Peers</i>	\$ 381,730	1.3
Average of All Peers	\$ 409,477	3.6
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UO as reported to CUPA (Fall 2008)	\$ 444,960	14.0
UO as of February 28, 2009 (includes November 2008 Increase)	\$ 444,960	--

\*Oregon University System defined peers for the UO

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<b>Senior Vice President and Provost</b>		
<b>CUPA Position #1026 -- Chief Academic Affairs Officer and Provost</b>		
<b>Institution</b>	<b>Salary</b>	<b>Years of Service</b>
Iowa State University	\$ 326,581	1.0
Michigan State University	\$ 340,000	3.0
Ohio State University	\$ 517,500	1.0
Purdue University	\$ 309,000	0.0
Rutgers University	\$ 450,000	5.0
State University of New York at Buffalo	\$ 272,875	4.0
Texas A&M	\$ 350,000	0.0
University of Arizona	\$ 350,000	0.0
University of California--Berkeley	\$ 309,100	3.0
<i>University of Colorado at Boulder*</i>	<i>\$ 292,990</i>	<i>2.0</i>
University of Florida	\$ 300,000	0.0
University of Illinois	\$ 352,500	not reported
<i>University of Iowa*</i>	<i>\$ 350,000</i>	<i>0.0</i>
University of Kansas	\$ 302,089	2.0
University of Maryland	\$ 310,740	1.0
<i>University of Michigan*</i>	<i>\$ 366,331</i>	<i>2.0</i>
University of Minnesota	\$ 340,750	4.0
University of Missouri	\$ 255,695	3.0
University of Nebraska--Lincoln	\$ 254,582	4.0
<i>University of North Carolina--Chapel Hill*</i>	<i>\$ 350,000</i>	<i>3.0</i>
University of Pittsburgh	\$ 348,000	14.0
University of Texas--Austin	\$ 369,925	2.0
University of Wisconsin	\$ 248,100	3.0
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<i>Average of 4 OUS Peers</i>	<i>\$ 339,830</i>	<i>1.8</i>
Average of All Peers	\$ 333,337	2.6
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UO as reported to CUPA (Fall 2008)	\$ 295,000	0.0
UO as of February 28, 2009 (includes November 2008 Increase)	\$ 295,000	--

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<b>Vice President for Research and Graduate Studies</b>		
<b>CUPA Position #1027 -- Chief Research Officer</b>		
<b>Institution</b>	<b>Salary</b>	<b>Years of Service</b>
<i>Indiana University*</i>	\$ 200,000	4.0
Iowa State University	\$ 243,297	not reported
Michigan State University	\$ 250,000	4.0
Ohio State University	\$ 285,130	0.0
Purdue University	\$ 285,000	0.0
Rutgers University	\$ 261,225	2.0
State University of New York at Buffalo	\$ 245,958	3.0
University of Arizona	\$ 218,066	3.0
University of Florida	\$ 339,150	20.0
<i>University of Iowa*</i>	\$ 285,000	3.0
University of Kansas	\$ 280,000	1.0
University of Maryland	\$ 256,872	2.0
<i>University of Michigan*</i>	\$ 315,979	3.0
University of Minnesota	\$ 258,500	3.0
University of Missouri	\$ 195,000	0.0
University of Nebraska--Lincoln	\$ 241,545	7.0
<i>University of North Carolina--Chapel Hill*</i>	\$ 315,000	7.0
University of Pittsburgh	\$ 192,246	13.0
University of Texas--Austin	\$ 302,935	10.0
University of Wisconsin	\$ 232,157	7.0
<b>Average of 4 OUS Peers</b>		
	\$ 278,995	4.3
<b>Average of All Peers</b>		
	\$ 260,153	4.8
<b>UO as reported to CUPA (Fall 2008)</b>		
	\$ 190,846	8.0
<b>UO as of February 28, 2009 (includes November 2008 Increase)</b>		
	\$ 197,280	--

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All AAU Data Exchange Public Institutions Submitting Data as of May 5, 2009

<b>Vice President for Finance and Administration</b>		
<b>CUPA Position #1029 -- Chief Business Officer</b>		
<b>Institution</b>	<b>Salary</b>	<b>Years of Service</b>
Iowa State University	\$ 265,488	24.0
Michigan State University	\$ 310,000	9.0
Ohio State University	\$ 341,550	9.0
Purdue University	\$ 342,900	4.0
Rutgers University	\$ 147,800	2.0
University of Arizona	\$ 225,000	17.0
University of Florida	\$ 235,620	8.0
<i>University of Iowa*</i>	<i>\$ 353,098</i>	<i>15.0</i>
University of Kansas	\$ 161,000	0.0
University of Maryland	\$ 184,211	5.0
University of Minnesota	\$ 231,500	6.0
University of Missouri	\$ 180,795	5.0
University of Nebraska--Lincoln	\$ 223,234	8.0
<i>University of North Carolina--Chapel Hill*</i>	<i>\$ 340,000</i>	<i>2.0</i>
University of Wisconsin	\$ 242,112	6.0
<b>Average of 2 OUS Peers</b>		
	<b>\$ 346,549</b>	<b>8.5</b>
<b>Average of All Peers</b>		
	<b>\$ 252,287</b>	<b>8.0</b>
<b>UO as reported to CUPA (Fall 2008)</b>		
	<b>\$ 205,307</b>	<b>3.0</b>
<b>UO as of February 28, 2009 (includes November 2008 Increase)</b>		
	<b>\$ 212,493</b>	<b>--</b>

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All AAU Data Exchange Public Institutions Submitting Data as of May 5, 2009

<b>General Counsel</b>		
<b>CUPA Position #1036 -- Chief Legal Affairs Officer (General Counsel)</b>		
<b>Institution</b>	<b>Salary</b>	<b>Years of Service</b>
Iowa State University	\$ 195,524	14.0
Michigan State University	\$ 300,000	13.0
Ohio State University	\$ 305,000	3.0
Rutgers University	\$ 270,000	4.0
State University of New York at Buffalo	\$ 178,200	not reported
University of Arizona	\$ 225,000	10.0
University of California--Berkeley	\$ 180,900	35.0
University of Florida	\$ 249,000	2.0
<i>University of Iowa*</i>	\$ 224,000	3.0
University of Kansas	\$ 169,950	8.0
University of Maryland	\$ 167,926	11.0
<i>University of Michigan*</i>	\$ 295,000	0.0
University of Minnesota	\$ 288,400	16.0
<i>University of North Carolina--Chapel Hill*</i>	\$ 291,200	6.0
University of Texas--Austin	\$ 237,433	11.0
University of Wisconsin	\$ 151,499	0.0
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<i>Average of 3 OUS Peers</i>	\$ 270,067	3.0
Average of All Peers	\$ 233,065	9.1
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UO as reported to CUPA (Fall 2008)	\$ 178,464	10.0
UO as of February 28, 2009 (includes November 2008 Increase)	\$ 184,710	--

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### Comparison of 2008-09 Annual Salaries

As Reported to the 2008-09 CUPA Administrative Survey in Fall 2008

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<b>Vice President for Student Affairs</b>		
<b>CUPA Position #1043 -- Chief Student Affairs/Life Officer</b>		
<b>Institution</b>	<b>Salary</b>	<b>Years of Service</b>
Iowa State University	\$ 206,438	10.0
Michigan State University	\$ 220,000	14.0
Ohio State University	\$ 205,551	3.0
Purdue University	\$ 207,000	10.0
Rutgers University	\$ 201,408	4.0
State University of New York at Buffalo	\$ 230,388	10.0
Texas A&M	\$ 250,001	0.0
University of Arizona	\$ 250,000	2.0
University of California--Berkeley	\$ 215,000	1.0
<i>University of Colorado at Boulder*</i>	<i>\$ 183,000</i>	<i>0.0</i>
University of Florida	\$ 224,400	4.0
University of Illinois	\$ 211,250	not reported
<i>University of Iowa*</i>	<i>\$ 217,000</i>	<i>19.0</i>
University of Kansas	\$ 186,000	5.0
University of Maryland	\$ 233,147	8.0
<i>University of Michigan*</i>	<i>\$ 252,938</i>	<i>8.0</i>
University of Missouri	\$ 158,312	5.0
University of Nebraska--Lincoln	\$ 216,000	2.0
<i>University of North Carolina--Chapel Hill*</i>	<i>\$ 236,000</i>	<i>4.0</i>
University of Texas--Austin	\$ 232,456	3.0
<b>Average of 4 OUS Peers</b>		
	<b>\$ 222,235</b>	<b>2.0</b>
<b>Average of All Peers</b>		
	<b>\$ 216,814</b>	<b>5.9</b>
<b>UO as reported to CUPA (Fall 2008)</b>		
	<b>\$ 175,000</b>	<b>1.0</b>
<b>UO as of February 28, 2009 (includes November 2008 Increase)</b>		
	<b>\$ 181,125</b>	<b>--</b>

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