

University of Oregon

Comparison of 2013, 2014, and 2015 UO T/TT Average Faculty Salaries to AAU Publics by Rank

Rank	2013 UO Average Salary	2013 AAU Average Salary	2013 UO Avg as % of AAU Avg	2014 UO Average Salary (Final)	2014 AAU Average Salary	2014 UO Avg as % of AAU Avg	2015 UO Average Salary	2015 AAU Average Salary	2015 UO Avg as % of AAU Avg
Full Professor	112,700	137,400	82.0%	117,200	138,400	84.7%	126,900	143,000	88.7%
Associate Professor	80,800	89,900	89.9%	85,900	91,200	94.2%	91,800	93,900	97.8%
Assistant Professor	75,500	84,500	89.3%	78,700	85,400	92.2%	83,800	88,100	95.1%
All Ranks Weighted	90,900	105,700	86.0%	95,200	104,900	90.8%	102,200	108,500	94.2%

Weighted Averages are calculated for both the UO and AAU Peers using a standard ratio of 35% Full/30% Associate/30% Assistant.

Years reflect fiscal/academic year 2012-13, 2013-14, 2014-15.

All faculty salary data are as of official institutional census dates occurring on or around October 31st of each Fall term.

University of Oregon
Comparison of 2013, 2014, and 2015 UO T/TT Average Faculty Compensation to AAU Publics by Rank

2012-13 Academic Year	2013 UO Average Compensation	2013 AAU Average Compensation	% of AAU Avg as
Full Professor	153,002	173,292	88.3%
Associate Professor	114,562	120,951	94.7%
Assistant Professor	105,836	106,923	99.0%
All Ranks Weighted	125,968	135,805	92.8%

2013-14 Academic Year	2014 UO Average Compensation	2014 AAU Average Compensation	% of AAU Avg as
Full Professor	157,702	176,589	89.3%
Associate Professor	117,269	123,573	94.9%
Assistant Professor	105,397	108,895	96.8%
All Ranks Weighted	128,416	138,470	92.7%

2014-15 Academic Year	2015 UO Average Compensation	2015 AAU Average Compensation	% of AAU Avg as
Full Professor	174,500	182,738	95.5%
Associate Professor	130,191	128,112	101.6%
Assistant Professor	117,122	112,523	104.1%
All Ranks Weighted	142,388	143,315	99.4%

Notes:

[1] In the 2013-14 academic year, the University of Oregon had just begun salary adjustments around AAUP's submission deadline. As a result, the averages understate gains made in that year.

[2] Weighted averages are calculated for both the UO and AAU Peers using a standard ratio of 35% Full/30% Associate/30% Assistant.

[3] Years reflect fiscal/academic year 2012-13, 2013-14, 2014-15.

[4] All faculty salary data are as of official instructional census dates occurring on or around October 31st of each Fall term.

[5] Total compensation includes salary plus institutional contribution to benefits.

[6] Benefits definition. 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.

Source: As Reported to the AAUP Faculty Compensation Survey in 2013, 2014, and 2015 and Published in "The Annual Report on the Economic Status of the Profession," *Academe*.

University of Oregon Administrative Salaries Compared to AAU Publics

Level	UO Average	AAU Peer Average	UO as a Percent of AAU Publics
Top Executive and Senior Institutional Officers	257,666	288,159	89%
Institutional Administrators	162,189	185,508	87%
Academic Deans	241,816	269,136	90%
Academic Associates/Assistant Deans	155,269	163,222	95%
Heads of Divisions, Departments & Careers	121,359	139,484	87%

Source: 2014-15 CUPA-HR.

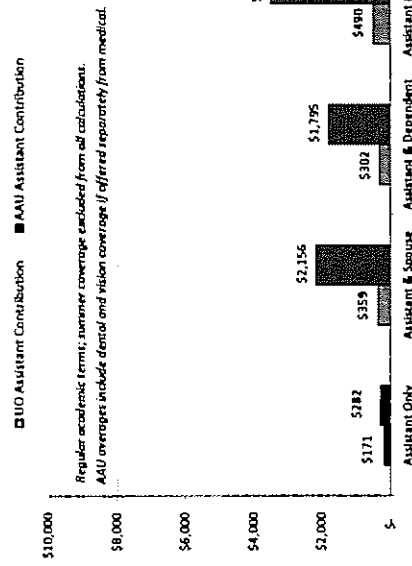
Graduate Assistant Contributions				
Coverage Level	UO Assistant Contribution	UO as % of AAU	UO as % of AAU	UO as % of AAU
Assistant Only	\$ 171	\$ 282	61%	
Assistant & Spouse	\$ 359	\$ 2,158	17%	
Assistant & Dependent	\$ 302	\$ 1,795	17%	
Assistant & Family	\$ 490	\$ 3,486	14%	

Institutional Contributions				
Coverage Level	UO Institutional Contribution	UO as % of AAU	UO as % of AAU	UO as % of AAU
Assistant Only	\$ 3,247	\$ 2,555	127%	
Assistant & Spouse	\$ 5,817	\$ 4,598	128%	
Assistant & Dependent	\$ 5,747	\$ 4,586	125%	
Assistant & Family	\$ 9,318	\$ 5,548	168%	

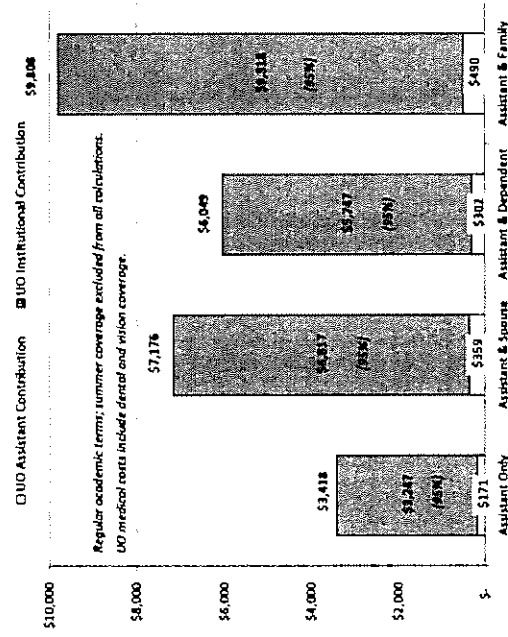
Total Health Insurance Costs				
Coverage Level	UO Total Health Insurance Cost	UO as % of AAU	UO as % of AAU	UO as % of AAU
Assistant Only	\$ 3,418	\$ 2,837	120%	
Assistant & Spouse	\$ 7,175	\$ 6,754	106%	
Assistant & Dependent	\$ 6,049	\$ 6,381	95%	
Assistant & Family	\$ 9,805	\$ 9,034	109%	

2014-15 Institutional Contribution Rates				
Coverage Level	UO Institutional Contribution Rate	UO as % of AAU	UO as % of AAU	UO as % of AAU
Assistant Only	95%	90%		
Assistant & Spouse	95%	85%		
Assistant & Dependent	95%	77%		
Assistant & Family	95%	81%		

2014-15 Academic Year Insurance Cost Paid by Graduate Assistant by Coverage Level

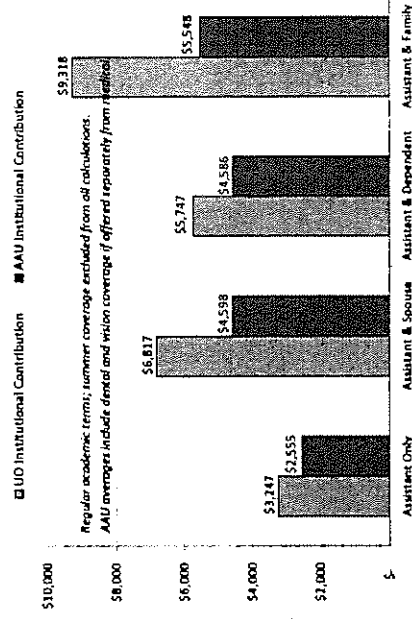


UO 2014-15 Academic Year Insurance Cost Paid by Graduate Assistant & Institution by Coverage Type

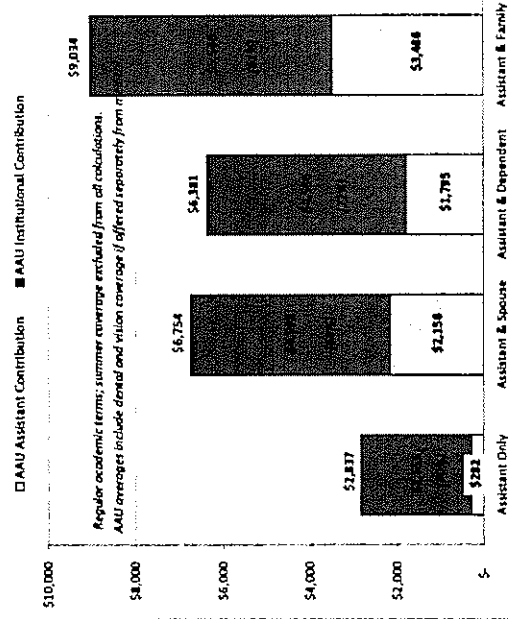


* Includes AAU public institutions with non-resident remission rates >= 89 and current membership in the AAU.
 * Remission rate = cost to graduate assistant/total tuition & mandatory fees for non-residents (UO = 99%).
 * AAU Peer averages exclude the University of Oregon.

2014-15 Academic Year Insurance Cost Paid by Institution by Coverage Level



AAU 2014-15 Academic Year Average Insurance Cost Paid by Graduate Assistant & Institution by Coverage Type



University of Oregon

2014-15 Academic Year Graduate Assistant Tuition & Fee Contributions - UO Compared to Participating AAU Publics

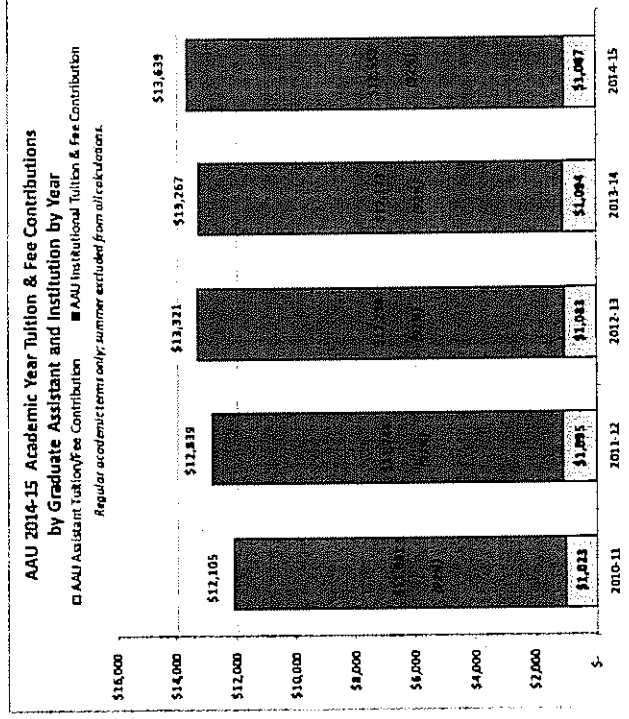
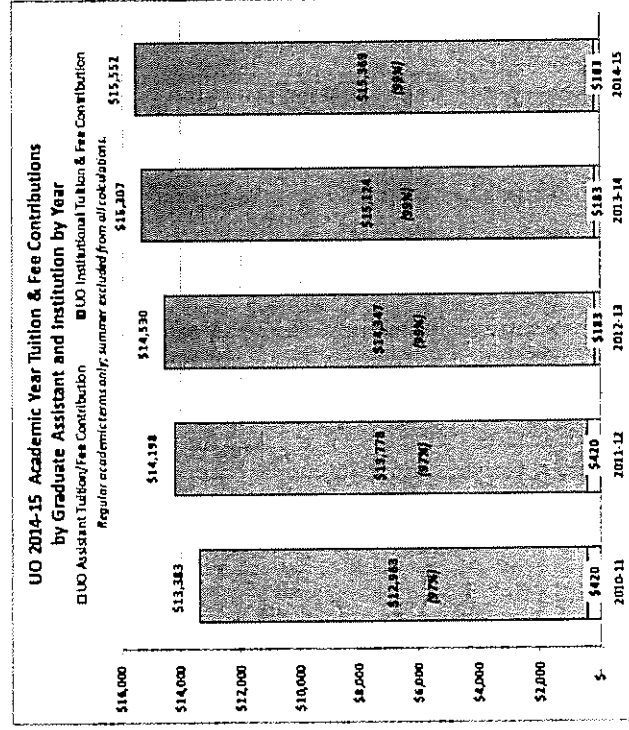
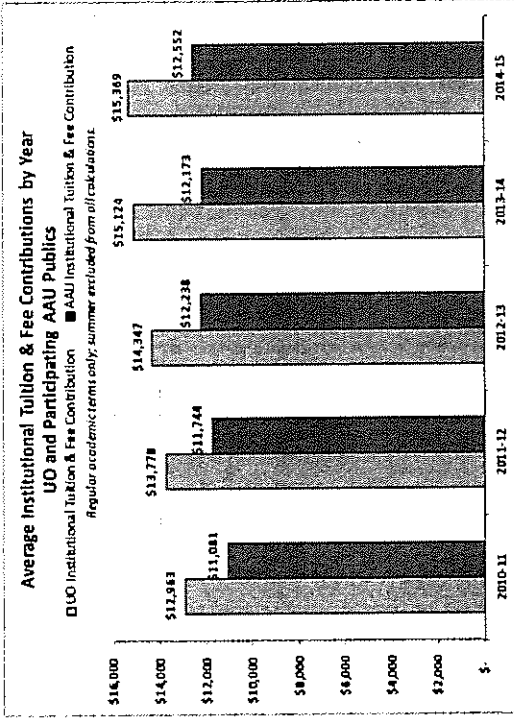
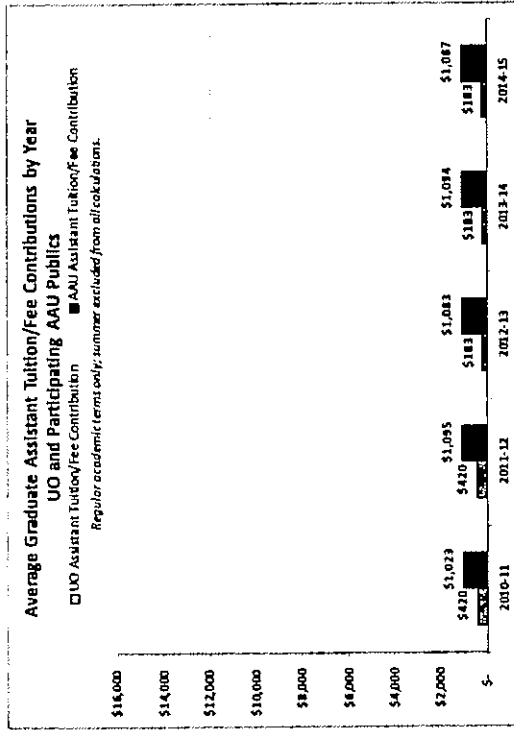
Graduate Assistant Contributions		UO		AAU	
Academic Year	UO Assistant Tuition/Fee Contribution	UO	% of AAU	Academic Year	AAU Assistant Tuition/Fee Contribution
2010-11	\$ 420	\$ 1,023	41%	2010-11	\$ 1,023
2011-12	\$ 420	\$ 1,095	39%	2011-12	\$ 1,095
2012-13	\$ 183	\$ 1,083	17%	2012-13	\$ 1,083
2013-14	\$ 183	\$ 1,094	17%	2013-14	\$ 1,094
2014-15	\$ 183	\$ 1,087	17%	2014-15	\$ 1,087

Institutional Contributions		UO		AAU	
Academic Year	UO Institutional Tuition/Fee Contribution	UO	% of AAU	Academic Year	AAU Institutional Tuition/Fee Contribution
2010-11	\$ 12,963	\$ 11,081	117%	2010-11	\$ 11,081
2011-12	\$ 13,778	\$ 11,744	117%	2011-12	\$ 11,744
2012-13	\$ 14,347	\$ 12,238	117%	2012-13	\$ 12,238
2013-14	\$ 15,124	\$ 12,173	124%	2013-14	\$ 12,173
2014-15	\$ 15,369	\$ 12,552	122%	2014-15	\$ 12,552

Total Tuition & Fees		UO		AAU	
Academic Year	UO Total Tuition/Fee Contribution	UO	% of AAU	Academic Year	AAU Total Tuition/Fee Contribution
2010-11	\$ 13,383	\$ 12,105	111%	2010-11	\$ 12,105
2011-12	\$ 14,198	\$ 12,859	111%	2011-12	\$ 12,859
2012-13	\$ 14,530	\$ 13,321	109%	2012-13	\$ 13,321
2013-14	\$ 15,307	\$ 13,267	115%	2013-14	\$ 13,267
2014-15	\$ 15,552	\$ 13,639	114%	2014-15	\$ 13,639

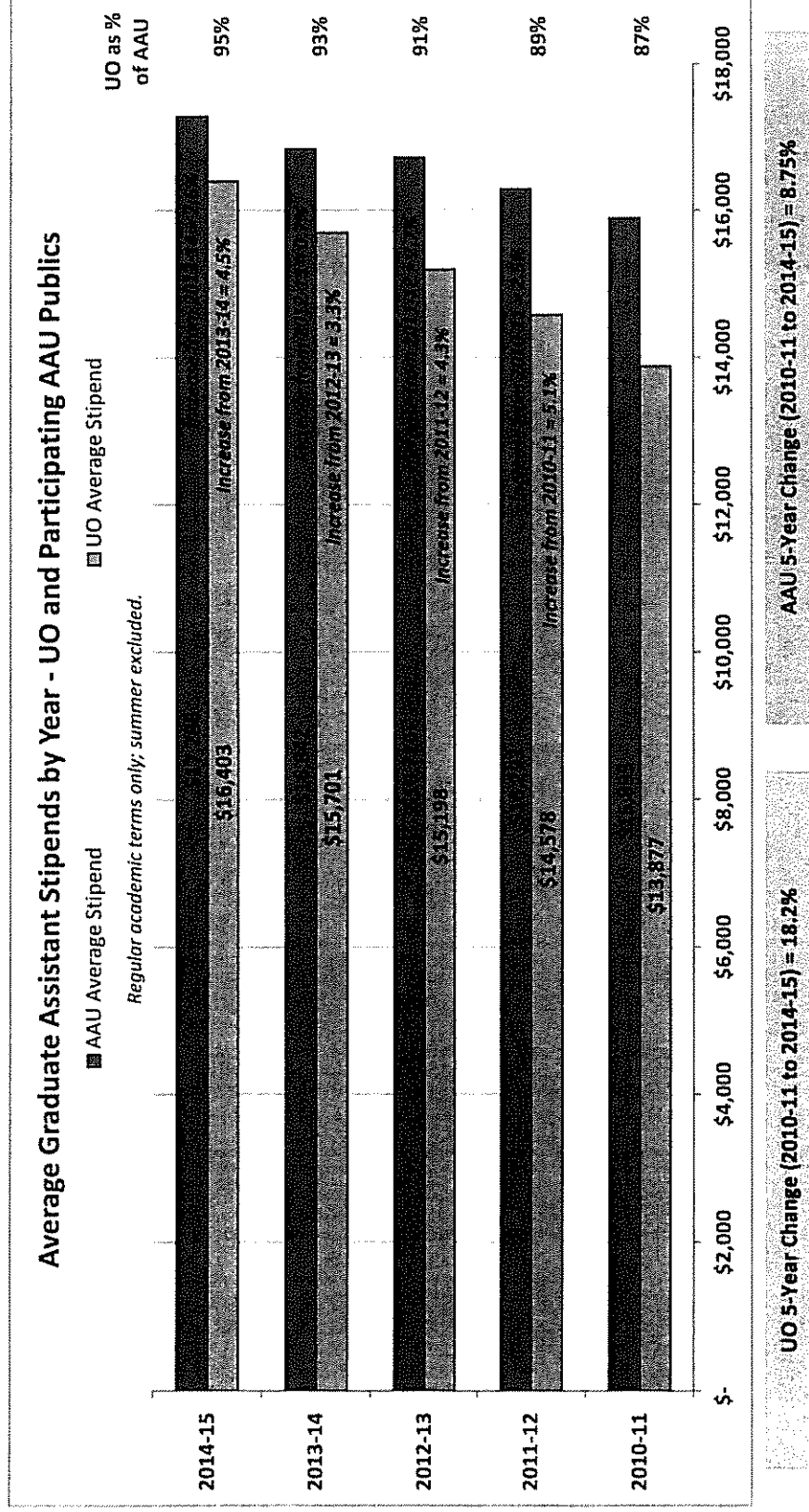
2014-15 Institutional Contribution Rates		UO		AAU	
Academic Year	UO Institutional Contribution Rate	UO	% of AAU	Academic Year	AAU Institutional Contribution Rate
2010-11	97%	97%	97%	2010-11	97%
2011-12	97%	97%	97%	2011-12	97%
2012-13	99%	99%	99%	2012-13	99%
2013-14	99%	99%	99%	2013-14	99%
2014-15	99%	99%	99%	2014-15	99%

*UO actual and AAU average tuition and fee contributions are based on resident tuition rates.
 *Includes all graduate assistant types (teaching, research, other) in disciplines offered by the UO.
 *Includes public institutions with non-resident remission rates >= 89 and current membership in the
 *Remission rate <= cost to graduate assistant/total tuition & mandatory fees for non-residents (UO = 89%)
 *AAU Peer average exclude the University of Oregon.



University of Oregon

2014-15 Graduate Assistant Average Academic Year Salary Stipend - UO Compared to Participating AAU Publics

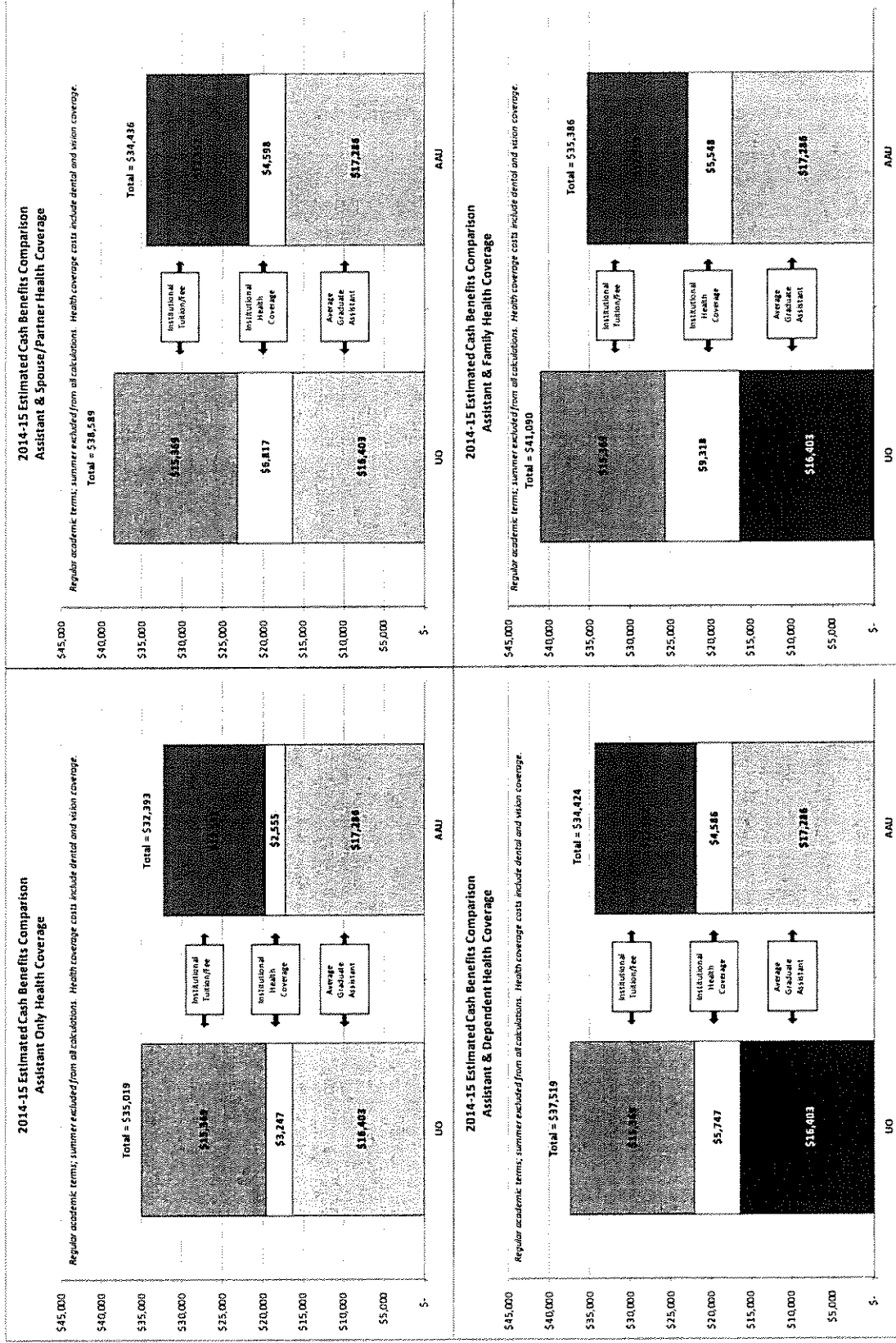


- Includes only stipend salary dollars; no remissions or other benefit expenditures were included.
- Salary stipend amounts represent the amount paid for a full-time (.50), 9-month graduate assistant appointment.
- Includes all graduate assistant types (teaching, research, other) and levels in disciplines offered by the UO.
- Includes public institutions with non-resident remission rates >=.89 and current membership in the AAU.
- Remission rate = cost to graduate assistant/total tuition & mandatory fees for non-residents (UO=.99%). Salary stipends do not vary by residency.
- Data were excluded from AAU institution data in cases where the average salary stipend at the institution, discipline, and graduate assistant type was greater than or less than 3 standard deviations from the institutional average for the assistant type.
- AAU Peer averages exclude the University of Oregon.

Data Source: AAUDE Graduate Assistant Stipend by CIP Code data exchange, 2010-11 through 2014-15
Prepared by: UO Office of Institutional Research

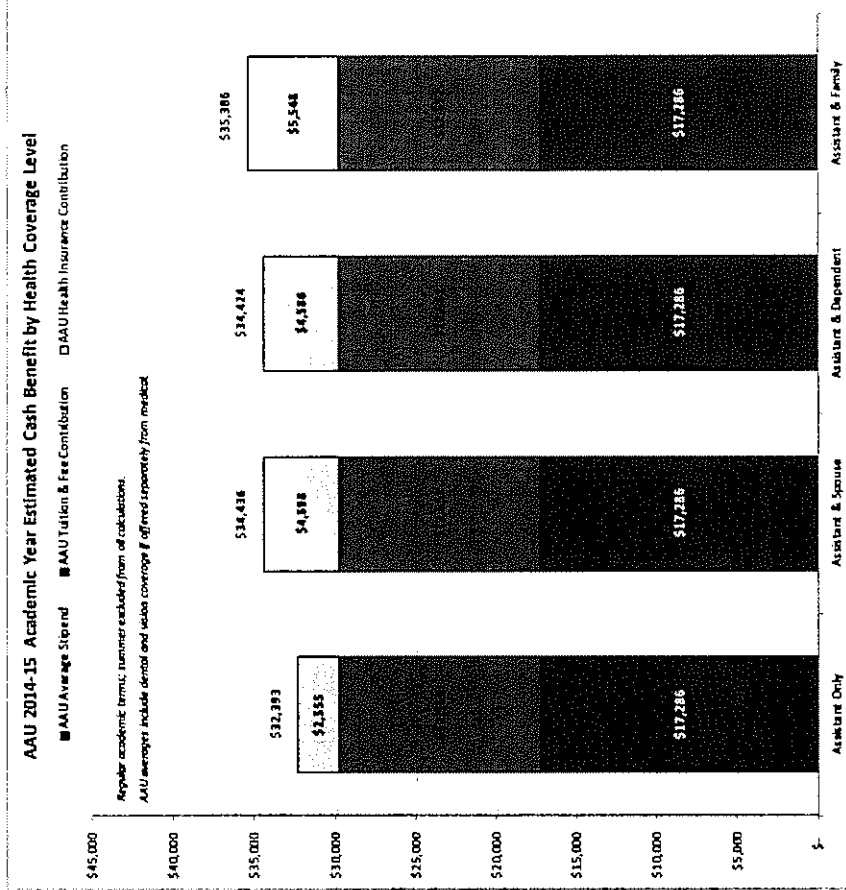
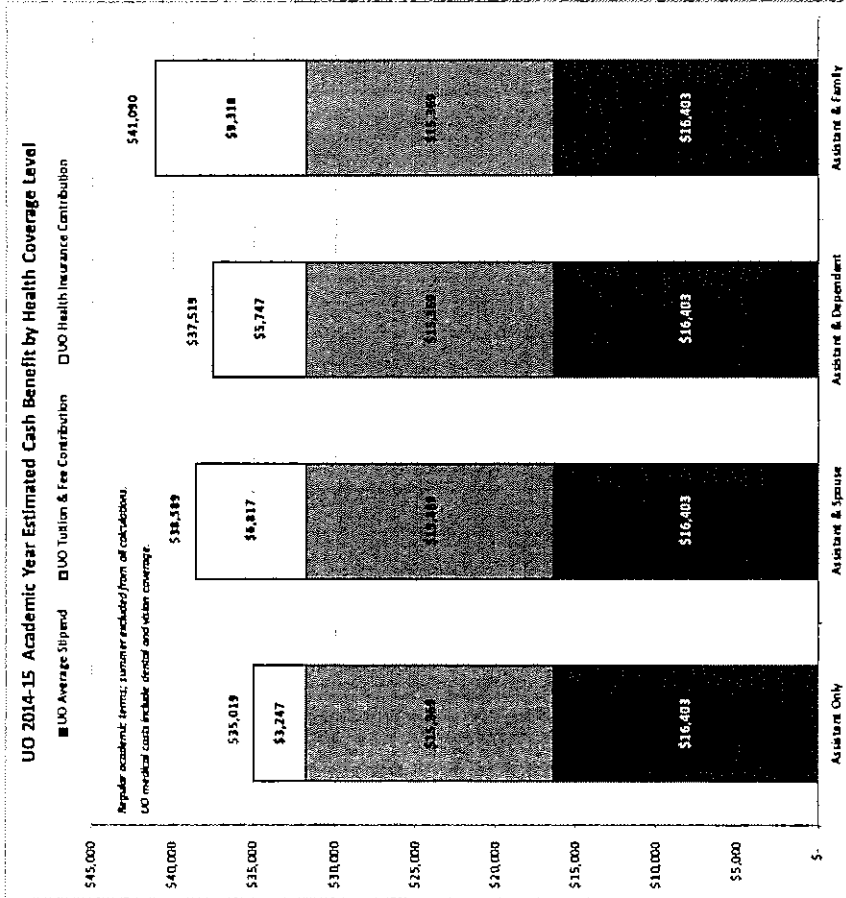
University of Oregon

2014-15 Graduate Assistant Estimated Cash Benefits by Health Insurance Level - UO Compared to Participating AAU Publics



- Includes public institutions with non-resident remission rates > 89 and current membership in the AAU.
- Remission rate = cost to graduate assistant/total tuition & mandatory fees for non-residents (UO=99%).
- AAU Peer averages exclude the University of Oregon.
- UO actual and AAU average tuition and fee contributions are based on resident tuition rates.
- Salary stipend averages may differ from other reports due to methodology and inclusion/exclusion criteria.

- Stipends include only salary dollars; no remissions or other benefit expenditures were included.
- Salary stipend amounts represent the amount paid for a full-time (50), 9-month graduate assistant appointment.
- Includes all graduate assistant types (teaching, research, other) and levels in disciplines offered by the UO.
- Salary stipend data were excluded from AAU institution data in cases where the average salary stipend at the institution, discipline, and graduate assistant type level was greater than or less than 3 standard deviations from the institutional average for the assistant type.

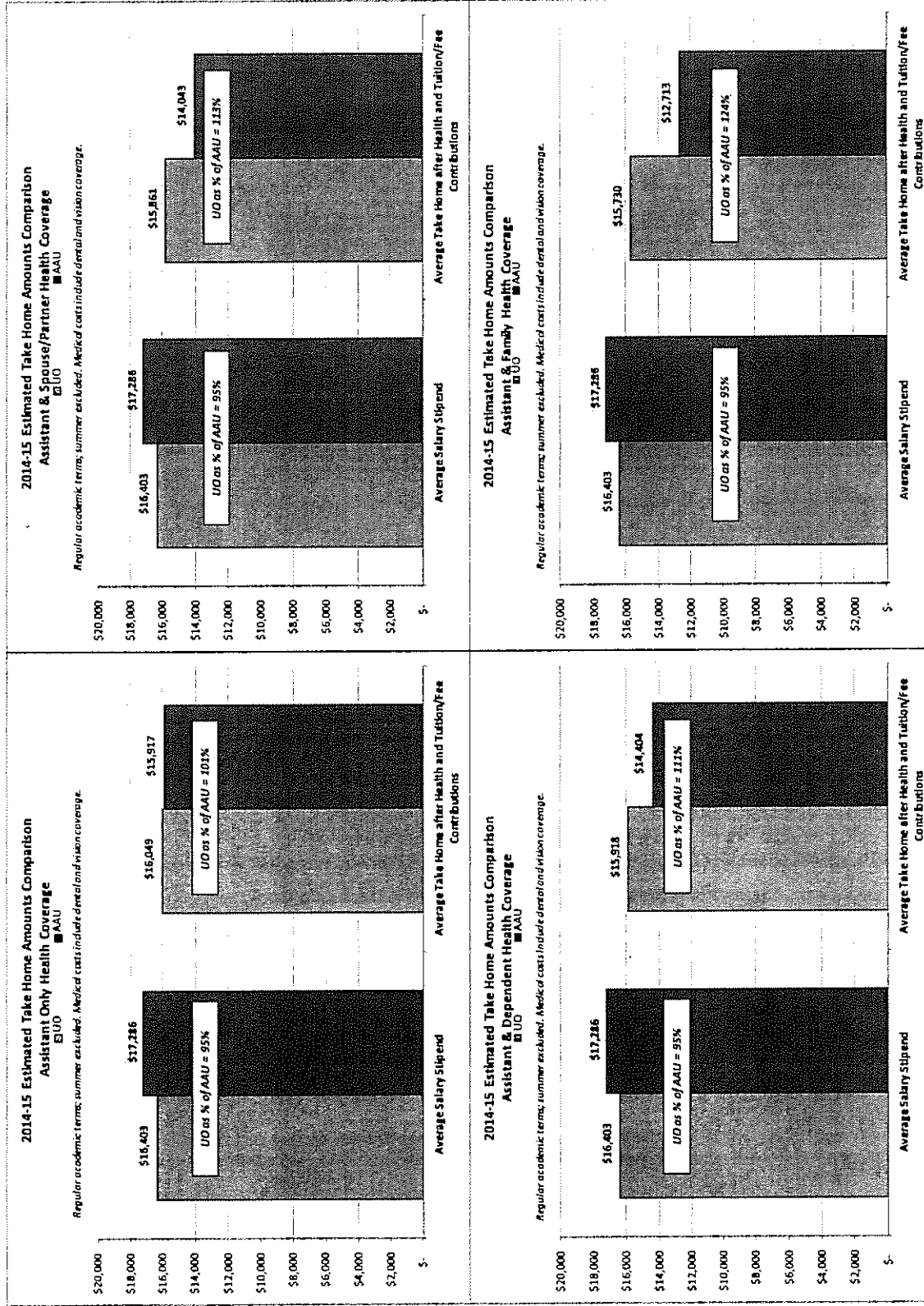


Health Insurance Coverage Level	UO Average Stipend	UO Tuition & Fee Contribution	UO Health Insurance Contribution	UO as % of AAU	UO as % of AAU	UO as % of AAU	UO as % of AAU
Assistant Only	\$32,247	\$3,019	\$3,747	127%	127%	95%	108%
Assistant & Spouse	\$35,364	\$6,817	\$3,519	127%	127%	95%	112%
Assistant & Dependent	\$35,364	\$5,747	\$3,519	127%	127%	95%	109%
Assistant & Family	\$35,364	\$11,308	\$3,519	127%	127%	95%	116%

*Stipends include only salary dollars; no remissions or other benefit expenditures were included.
 *Salary stipend amounts represent the amount paid for a full-time (50% 9-month graduate assistant appointment).
 *Includes all graduate assistant types (teaching, research, other) and levels in disciplines offered by the UO.
 *Salary stipend data were excluded from AAU Institution data in cases where the average salary stipend at the institution, discipline, and graduate assistant type level was greater than or less than 3 standard deviations from the institutional average for the assistant type.
 *Includes public institutions with non-resident remission rates >= 80 and current membership in the AAU.
 *Remission rate = cost to graduate assistant/total tuition & mandatory fees for non-residents (UO=99%).
 *AAU Peer averages exclude the University of Oregon.
 *UO actual and AAU average tuition and fee contributions are based on resident tuition rates.
 *Salary stipend averages may differ from other reports due to methodology and inclusion/exclusion criteria.

University of Oregon

2014-15 Graduate Assistant Estimated Take Home Amounts by Health Insurance Level - UO Compared to Participating AAU Publics



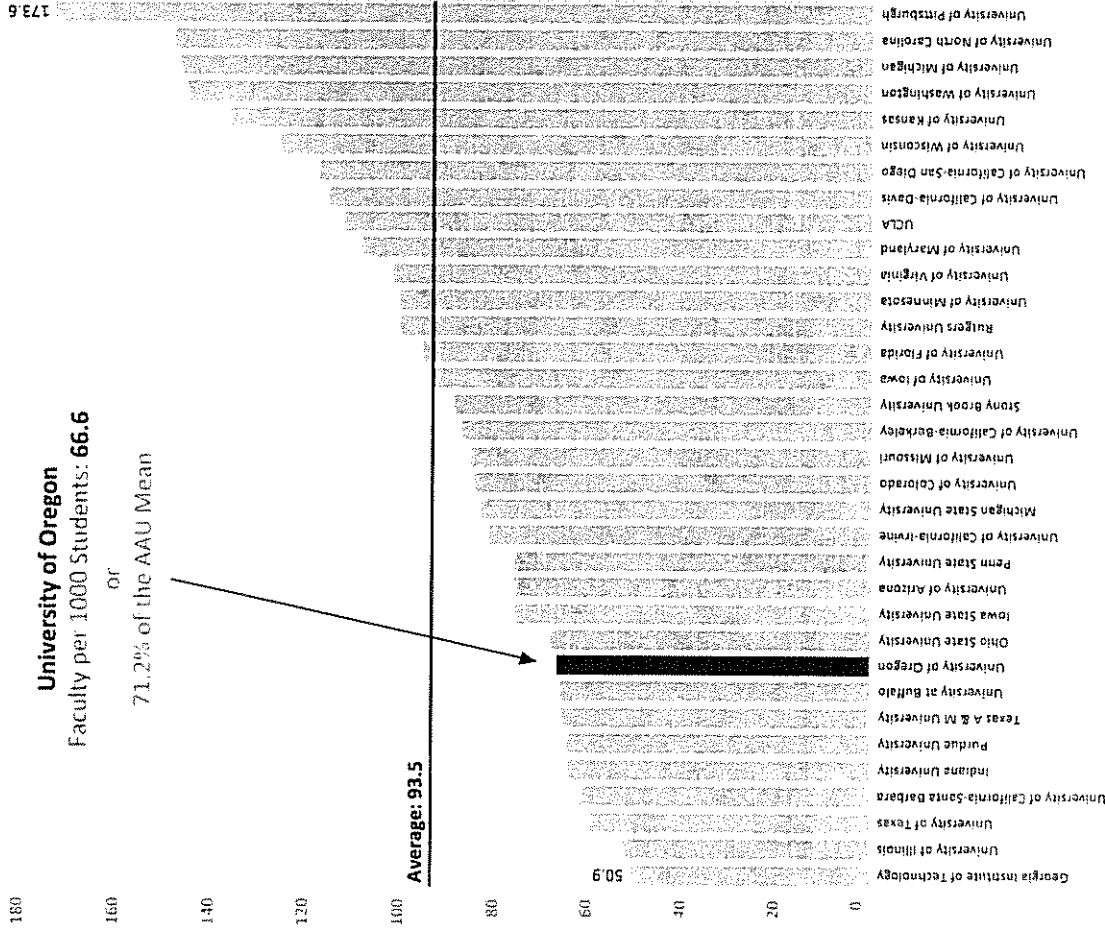
- Includes public institutions with non-resident remission rates >= .89 and current membership in the AAU.
- Remission rate = cost to graduate assistant/total tuition & mandatory fees for non-residents (UO=99%).
- AAU Peer averages exclude the University of Oregon.
- UO actual and AAU average tuition and fee contributions are based on resident tuition rates.
- Salary stipend averages may differ from other reports due to methodology and inclusion/exclusion criteria.

- Stipends include only salary dollars; no remissions or other benefit expenditures were included.
- Salary stipend amounts represent the amount paid for a full-time (50), 9-month graduate assistant appointment.
- Includes all graduate assistant types (teaching, research, other) and levels in disciplines offered by the UO.
- Salary stipend data were excluded from AAU institutional data in cases where the average salary stipend at the institution, discipline, and graduate assistant type level was greater than or less than 3 standard deviations from the institutional average for the assistant type.

Comparison of Staffing without Medical Personnel per 1,000 Students

Faculty per Students

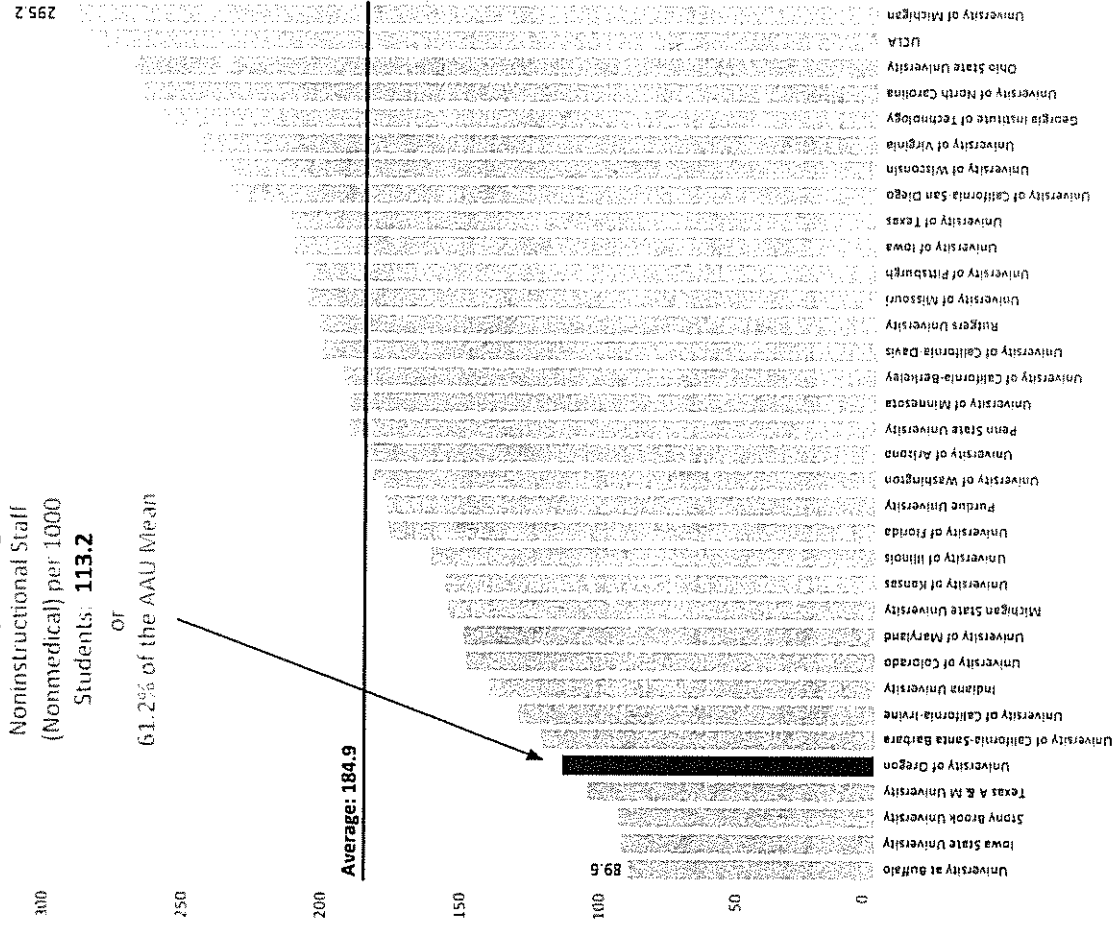
University of Oregon
Faculty per 1000 Students: **66.6**
or
71.2% of the AAU Mean



Source: IPEDS Human Resources and Enrollment (FY2014).

Noninstructional (Nonmedical) Staff per Students

University of Oregon
Noninstructional Staff
(Nonmedical) per 1000
Students: **113.2**
or
61.2% of the AAU Mean



Source: IPEDS Human Resources and Enrollment (FY2014).

