

**2003-04 Average Faculty Salaries Among Peer Universities
on List Shared by EOU, SOU, and WOU
Weighted Distribution of Faculty by Rank:
Ranked by All Ranks Average Salary¹
(Dollars in thousands)**

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	California State Univ Stanislaus	CA	81.7	63.1	49.0	-	64.1
2	University of Michigan Flint	MI	71.5	61.1	50.5	-	60.4
3	University of Wisconsin Parkside	WI	68.7	58.6	49.1	-	58.2
4	Plymouth State University	NH	69.7	56.4	47.2	-	57.3
5	SUNY College at Fredonia	NY	70.4	56.3	45.0	31.3	56.6
6	Mary Washington College	VA	72.2	53.9	40.8	-	55.5
7	Southeast Missouri State University	MO	67.1	53.6	45.8	37.0	55.2
8	Eastern Washington University	WA	62.6	51.2	46.1	-	52.9
9	Fort Hays State University	KS	64.0	50.1	43.3	37.2	52.3
10	Southern Utah University	UT	59.1	50.1	40.6	39.3	49.9
11	Western Oregon University	OR	60.0	49.7	40.5	34.7	49.8
12	Southern Oregon University	OR	57.8	47.3	40.8	33.9	48.4
13	Eastern Oregon University	OR	52.7	44.7	38.0	30.7	44.8
	Weighted Average (without OUS universities)		68.4	55.0	45.6	36.6	56.0
	Eastern Oregon University % of average		77.0%	81.3%	83.4%	83.9%	80.1%
	Southern Oregon University % of average		84.4%	86.1%	89.5%	92.6%	86.4%
	Western Oregon University % of average		87.7%	90.4%	88.9%	94.8%	89.0%
	<i>All Public Master's Universities Average²</i>		<i>74.9</i>	<i>59.4</i>	<i>49.8</i>	<i>37.0</i>	<i>60.8</i>

¹Faculty distribution for each university is standardized to 35% professors, 30% associate professors, 30% assistant professors, and 5% instructors. Where no instructors are reported, the calculation of the all-ranks average uses the average compensation of instructors for all Category I four-year public institutions, as published in ACADEME. Source data are reported by universities on November 30th of each academic year; therefore, increases awarded after November are not included.

²National public master's universities average is for Category IIA.

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession, 2003-04, March/April, 2004.