

# FACULTY

OREGON UNIVERSITY SYSTEM  
2009 FACTS AND FIGURES



## Full-Time Ranked Instructional Faculty by Age Group 2008-09 Headcount<sup>1</sup>

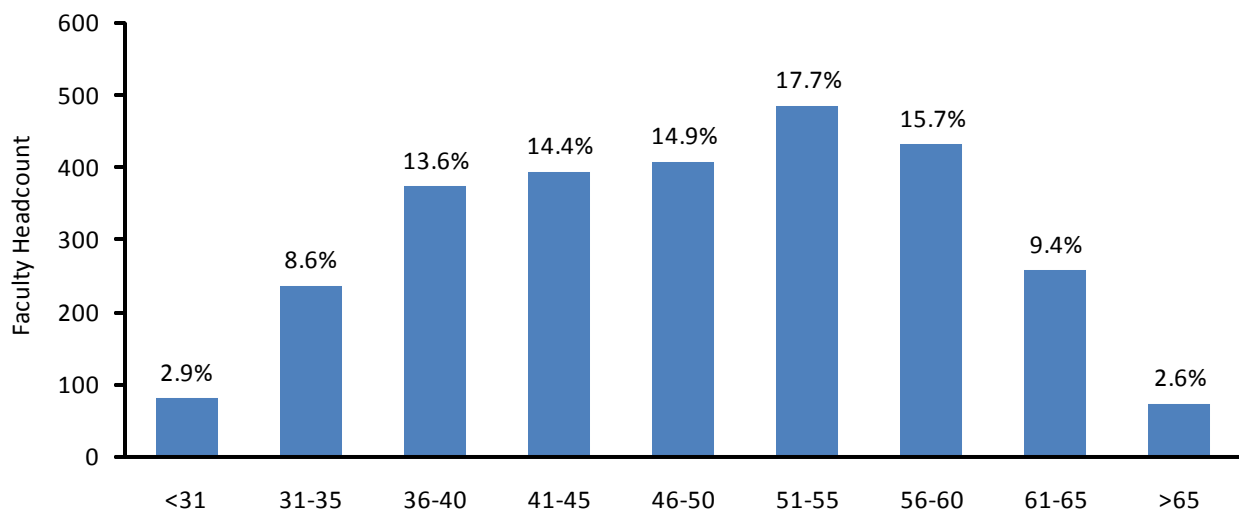
Age Group	EOU		OIT		OSU		PSU	
	N	%	N	%	N	%	N	%
<31	1	1.0%	5	3.9%	32	4.5%	7	1.0%
31-35	7	7.0%	6	4.7%	76	10.6%	50	7.5%
36-40	9	9.0%	11	8.5%	95	13.3%	89	13.3%
41-45	12	12.0%	21	16.3%	111	15.5%	87	13.0%
46-50	19	19.0%	15	11.6%	102	14.3%	95	14.2%
51-55	22	22.0%	35	27.1%	111	15.5%	117	17.4%
56-60	22	22.0%	22	17.1%	105	14.7%	129	19.2%
61-65	8	8.0%	12	9.3%	64	9.0%	69	10.3%
>65	-	-	2	1.6%	18	2.5%	28	4.2%
<b>Total</b>	<b>100</b>	<b>100.0%</b>	<b>129</b>	<b>100.0%</b>	<b>714</b>	<b>100.0%</b>	<b>671</b>	<b>100.0%</b>

Age Group	SOU		UO		WOU		OUS Total	
	N	%	N	%	N	%	N	%
<31	5	2.7%	26	3.5%	4	2.1%	80	2.9%
31-35	6	3.3%	74	9.9%	17	9.0%	236	8.6%
36-40	20	10.9%	126	16.9%	22	11.6%	372	13.6%
41-45	22	12.0%	110	14.8%	30	15.9%	393	14.4%
46-50	37	20.1%	101	13.6%	38	20.1%	407	14.9%
51-55	38	20.7%	127	17.1%	34	18.0%	484	17.7%
56-60	26	14.1%	107	14.4%	19	10.1%	430	15.7%
61-65	25	13.6%	60	8.1%	19	10.1%	257	9.4%
>65	5	2.7%	13	1.7%	6	3.2%	72	2.6%
<b>Total</b>	<b>184</b>	<b>100.0%</b>	<b>744</b>	<b>100.0%</b>	<b>189</b>	<b>100.0%</b>	<b>2,731</b>	<b>100.0%</b>

<sup>1</sup> This table reports regular full-time faculty (.90 FTE or greater) whose primary assignment is instruction (more than .50 FTE in an instructional department). Regular faculty on sabbatical leave are included. For Oregon State University, ranked full-time faculty at the Agricultural Experiment Station, the Forest Research Laboratory, and the Extension Service are included as long as some of their FTE is budgeted in an instructional department.

Source: OUS Institutional Research Services, file run from October 31, 2008, payroll.

### Full-Time Ranked Instructional Faculty by Age Group, 2008-09



## Full-Time Ranked Instructional Faculty by Gender 2008-09 Headcount<sup>1</sup>

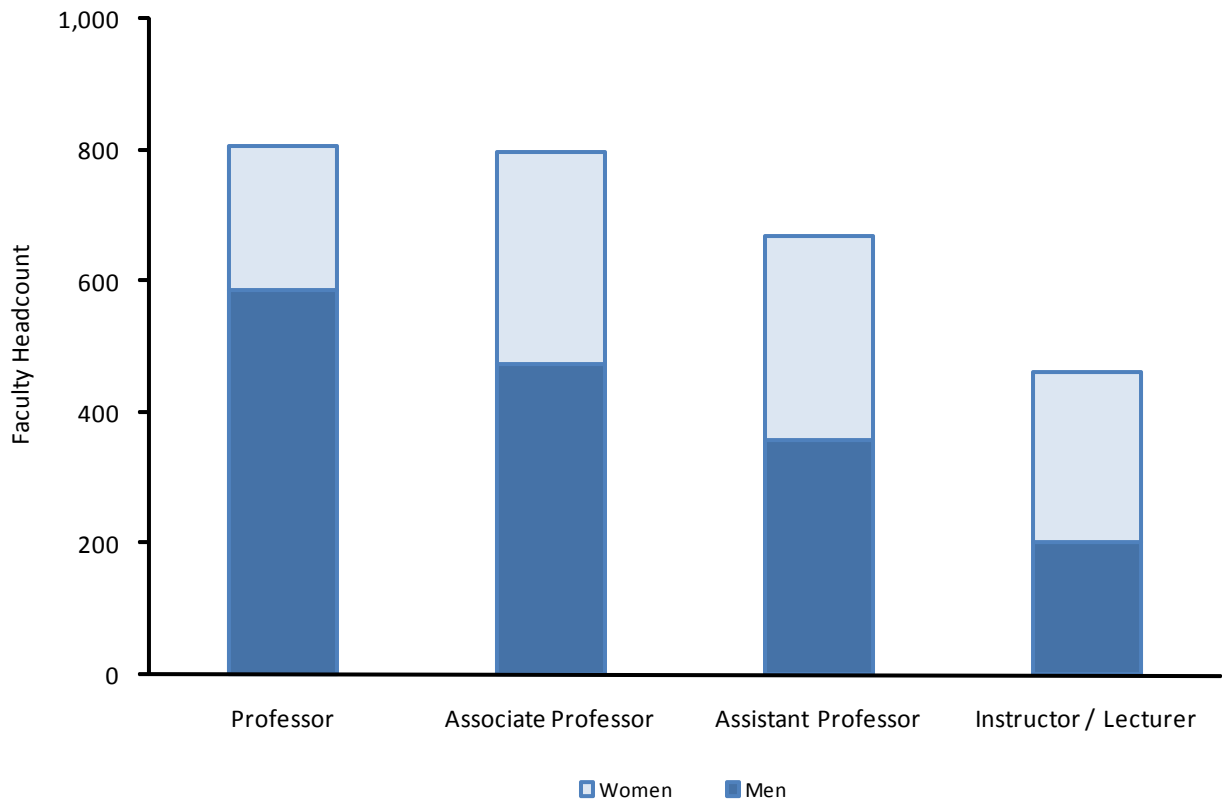
Institution	Professor	Associate Professor	Assistant Professor	Instructor/ Lecturer	Total	Percent
<b>EOU</b>						
Men	20	20	17	4	61	61.0%
Women	8	16	12	3	39	39.0%
Total	28	36	29	7	100	100.0%
<b>OIT</b>						
Men	26	27	21	3	77	59.7%
Women	11	17	16	8	52	40.3%
Total	37	44	37	11	129	100.0%
<b>OSU</b>						
Men	154	118	107	66	445	62.3%
Women	38	87	77	67	269	37.7%
Total	192	205	184	133	714	100.0%
<b>PSU</b>						
Men	151	106	84	36	377	56.2%
Women	64	71	86	73	294	43.8%
Total	215	177	170	109	671	100.0%
<b>SOU</b>						
Men	44	34	16	13	107	58.2%
Women	19	27	10	21	77	41.8%
Total	63	61	26	34	184	100.0%
<b>UO</b>						
Men	156	138	89	64	447	60.1%
Women	54	79	87	77	297	39.9%
Total	210	217	176	141	744	100.0%
<b>WOU</b>						
Men	35	30	23	16	104	55.0%
Women	26	26	23	10	85	45.0%
Total	61	56	46	26	189	100.0%
<b>Total</b>						
Men	586	473	357	202	1,618	59.2%
Women	220	323	311	259	1,113	40.8%
Total	806	796	668	461	2,731	100.0%

<sup>1</sup> This table reports regular full-time faculty (.90 FTE or greater) whose primary assignment is instruction (more than .50 FTE in an instructional department). Regular faculty on sabbatical leave are included. For Oregon State University, ranked full-time faculty at the Agricultural Experiment Station, the Forest Research Laboratory, and the Extension Service are included as long as some of their FTE is budgeted in an instructional department.

Source: OUS Institutional Research Services, file run from October 31, 2008, payroll.

## Full-Time Ranked Instructional Faculty by Gender 2008-09

(Data appears on previous page)



Source: OUS Institutional Research Services, file run from October 31, 2008, payroll.

## Full-Time Ranked Instructional Faculty by Tenure Status 2008-09 Headcount<sup>1</sup>

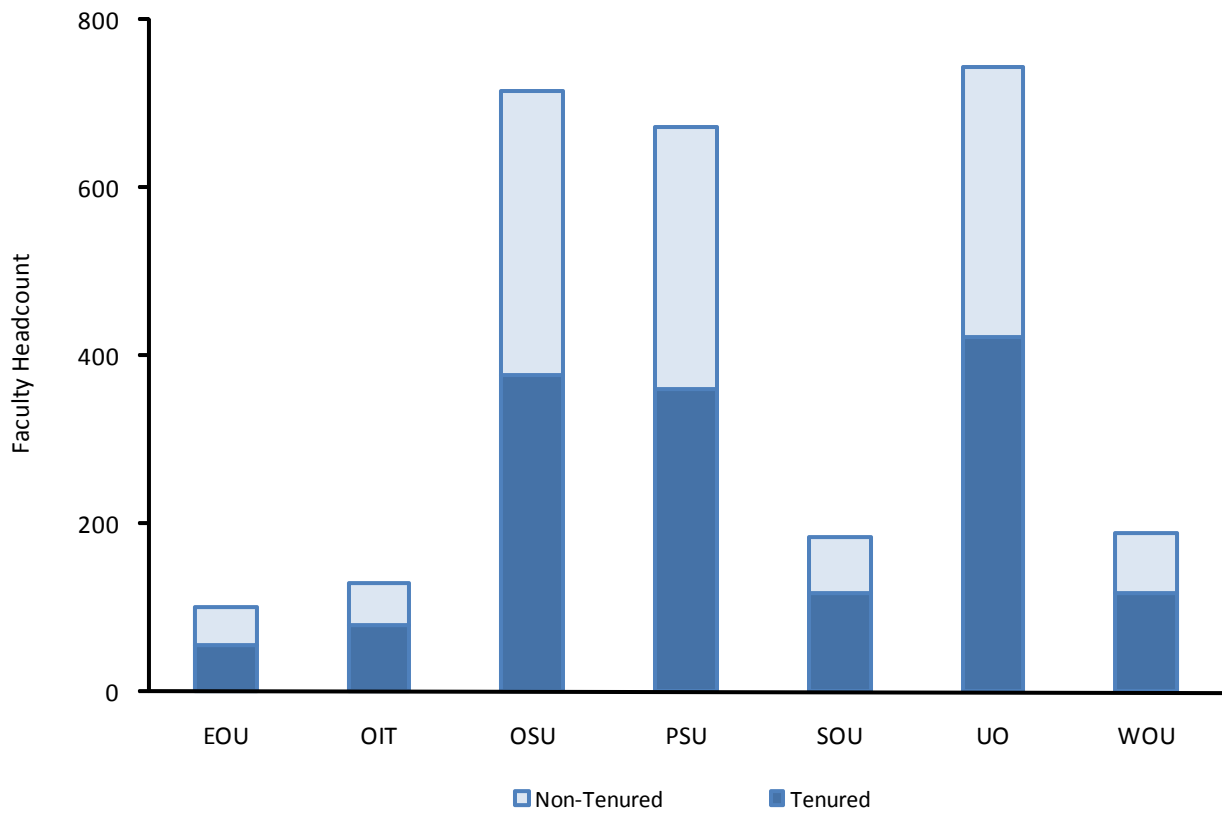
Institution	Professor	Associate Professor	Assistant Professor	Instructor/ Lecturer	Total	Percent
<b>EOU</b>						
Tenured	25	29	-	-	54	54.0%
Non-Tenured	3	7	29	7	46	46.0%
Total	28	36	29	7	100	100.0%
<b>OIT</b>						
Tenured	37	37	5	-	79	61.2%
Non-Tenured	-	7	32	11	50	38.8%
Total	37	44	37	11	129	100.0%
<b>OSU</b>						
Tenured	184	181	4	7	376	52.7%
Non-Tenured	8	24	180	126	338	47.3%
Total	192	205	184	133	714	100.0%
<b>PSU</b>						
Tenured	208	149	3	-	360	53.7%
Non-Tenured	7	28	167	109	311	46.3%
Total	215	177	170	109	671	100.0%
<b>SOU</b>						
Tenured	62	52	3	-	117	63.6%
Non-Tenured	1	9	23	34	67	36.4%
Total	63	61	26	34	184	100.0%
<b>UO</b>						
Tenured	207	208	1	5	421	56.6%
Non-Tenured	3	9	175	136	323	43.4%
Total	210	217	176	141	744	100.0%
<b>WOU</b>						
Tenured	61	55	-	-	116	61.4%
Non-Tenured	-	1	46	26	73	38.6%
Total	61	56	46	26	189	100.0%
<b>Total</b>						
Tenured	784	711	16	12	1,523	55.8%
Non-Tenured	22	85	652	449	1,208	44.2%
Total	806	796	668	461	2,731	100.0%

<sup>1</sup> This table reports regular full-time faculty (.90 FTE or greater) whose primary assignment is instruction (more than .50 FTE in an instructional department). Regular faculty on sabbatical leave are included. For Oregon State University, ranked full-time faculty at the Agricultural Experiment Station, the Forest Research Laboratory, and the Extension Service are included as long as some of their FTE is budgeted in an instructional department.

Source: OUS Institutional Research Services, file run from October 31, 2008, payroll.

## Full-Time Ranked Instructional Faculty by Tenure Status 2008-09

(Data appears on previous page)



Source: OUS Institutional Research Services, file run from October 31, 2008, payroll.

## Instructional Faculty and Graduate Assistants by Full-Time/Part-Time Status 2008-09 Headcount<sup>1</sup>

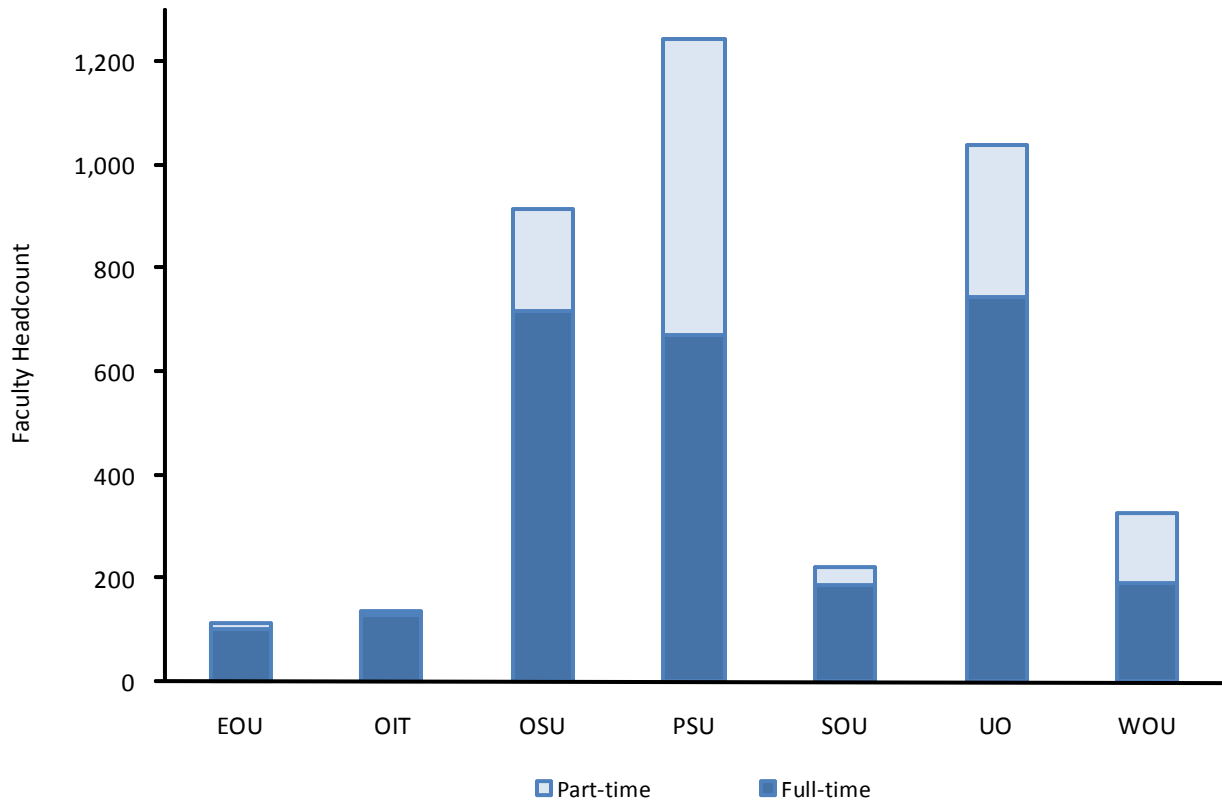
Institution	Professor	Associate Professor	Assistant Professor	Instructor/ Lecturer	Ranked Subtotal		Graduate Assistant	Other Ranks	Total	
					N	%			N	%
<b>EOU</b>										
Full-Time	28	36	29	7	100	90.1%	-	-	100	89.3%
Part-Time	1	1	4	5	11	9.9%	-	1	12	10.7%
Total	29	37	33	12	111	100.0%	-	1	112	100.0%
<b>OIT</b>										
Full-Time	37	44	37	11	129	94.9%	-	-	129	94.2%
Part-Time	-	-	2	5	7	5.1%	-	1	8	5.8%
Total	37	44	39	16	136	100.0%	-	1	137	100.0%
<b>OSU</b>										
Full-Time	192	205	184	133	714	78.2%	-	27	741	43.2%
Part-Time	19	9	7	164	199	21.8%	767	10	976	56.8%
Total	211	214	191	297	913	100.0%	767	37	1,717	100.0%
<b>PSU</b>										
Full-Time	215	177	170	109	671	54.0%	-	11	682	35.4%
Part-Time	34	24	120	394	572	46.0%	553	118	1,243	64.6%
Total	249	201	290	503	1,243	100.0%	553	129	1,925	100.0%
<b>SOU</b>										
Full-Time	63	61	26	34	184	83.6%	-	-	184	61.3%
Part-Time	6	3	3	24	36	16.4%	8	72	116	38.7%
Total	69	64	29	58	220	100.0%	8	72	300	100.0%
<b>UO</b>										
Full-Time	210	217	176	141	744	71.7%	-	11	755	35.4%
Part-Time	23	18	19	234	294	28.3%	1,068	14	1,376	64.6%
Total	233	235	195	375	1,038	100.0%	1,068	25	2,131	100.0%
<b>WOU</b>										
Full-Time	61	56	46	26	189	58.0%	-	-	189	55.3%
Part-Time	-	-	32	105	137	42.0%	7	9	153	44.7%
Total	61	56	78	131	326	100.0%	7	9	342	100.0%
<b>Total</b>										
Full-Time	806	796	668	461	2,731	68.5%	-	49	2,780	41.7%
Part-Time	83	55	187	931	1,256	31.5%	2,403	225	3,884	58.3%
Total	889	851	855	1,392	3,987	100.0%	2,403	274	6,664	100.0%

<sup>1</sup> This table reports regular full-time faculty (.90 FTE or greater) whose primary assignment is instruction (more than .50 FTE in an instructional department). Regular faculty on sabbatical leave are included. For Oregon State University, ranked full-time faculty at the Agricultural Experiment Station, the Forest Research Laboratory, and the Extension Service are included as long as some of their FTE is budgeted in an instructional department.

Source: OUS Institutional Research Services, file run from October 31, 2008, payroll.

## Ranked Instructional Faculty by Full-Time/Part-Time Status 2008-09

(Data appears on previous page)



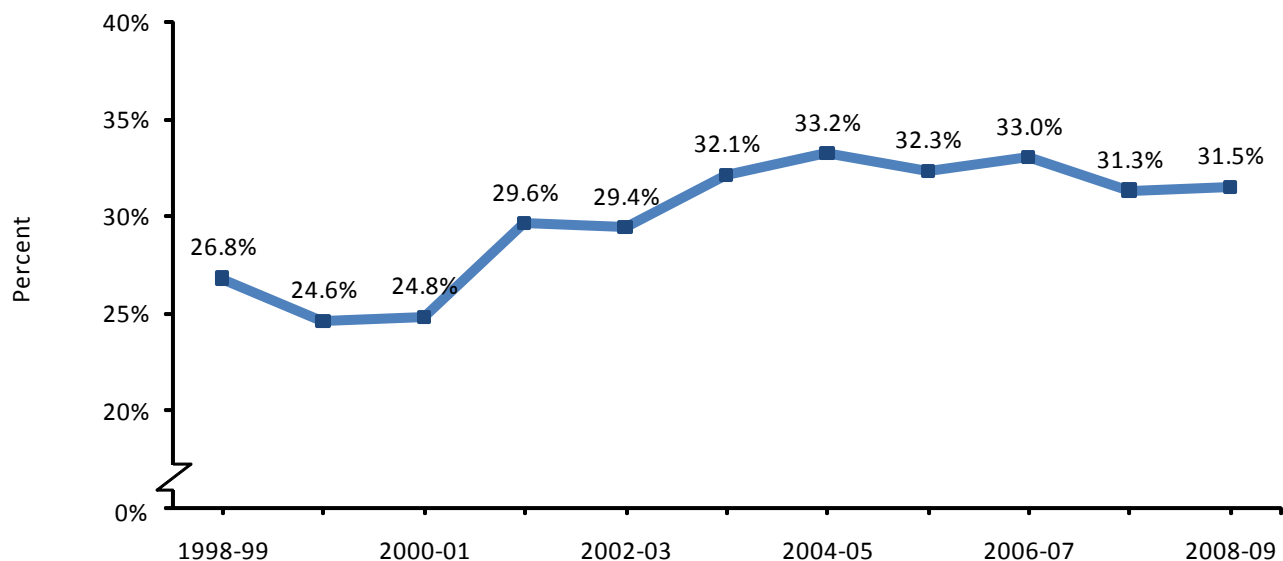
Source: OUS Institutional Research Services, file run from October 31, 2008, payroll.

## Ranked Instructional Faculty by Full-Time/Part-Time Status System Total, 1998-99 through 2008-09

Academic Year	Professor		Associate Professor		Assistant Professor		Instructor/Lecturer		Grand Total	
	N	%	N	%	N	%	N	%	N	%
<b>1998-99</b>										
Full-time	906	87.5%	697	91.5%	519	77.5%	199	28.4%	2,321	73.2%
Part-time	130	12.5%	65	8.5%	151	22.5%	502	71.6%	848	26.8%
Total	1,036	100.0%	762	100.0%	670	100.0%	701	100.0%	3,169	100.0%
<b>2003-04</b>										
Full-time	700	83.1%	709	91.5%	685	76.8%	276	28.1%	2,370	67.9%
Part-time	142	16.9%	66	8.5%	207	23.2%	705	71.9%	1,120	32.1%
Total	842	100.0%	775	100.0%	892	100.0%	981	100.0%	3,490	100.0%
<b>2008-09</b>										
Full-time	806	90.7%	796	93.5%	668	78.1%	461	33.1%	2,731	68.5%
Part-time	83	9.3%	55	6.5%	187	21.9%	931	66.9%	1,256	31.5%
Total	889	100.0%	851	100.0%	855	100.0%	1,392	100.0%	3,987	100.0%

NOTE: Includes ranked faculty, lecturer - professor. Faculty members whose position FTE is .90 or greater are reported as full-time, otherwise they are reported as part-time. To be counted as instructional, full-time faculty must have instructional FTE that is greater than .50.  
Source: File run from end-of-October payroll, 1998-99 to 2008-09.

### Percentage of Part-Time Ranked Instructional Faculty 1998-99 through 2008-09



**Faculty and Staff by Racial/Ethnic Group and Gender**  
**2008-09 Headcount**  
**Oregon University System Total**

	Faculty <sup>1</sup>	Exec/Admin/ Mgmt	Profess'l Non-faculty	Tech/ Paraprof'l	Secty/ Clerical	Skilled Craft	Service/ Maint	Total
<b>Amer Indian/Alaska Native</b>								
Male	19	1	17	5	3	1	18	64
Female	28	2	35	11	21	2	11	110
Subtotal	47	3	52	16	24	3	29	174
<b>Asian/Pacific Islander</b>								
Male	150	14	43	12	7	4	10	240
Female	141	3	83	13	62	-	23	325
Subtotal	291	17	126	25	69	4	33	565
<b>Black/African American</b>								
Male	34	5	44	6	3	3	15	110
Female	28	2	41	9	12	-	3	95
Subtotal	62	7	85	15	15	3	18	205
<b>Hispanic/Latino</b>								
Male	87	9	41	17	10	8	21	193
Female	81	4	55	27	49	1	30	247
Subtotal	168	13	96	44	59	9	51	440
<b>Total Minority</b>								
Male	290	29	145	40	23	16	64	607
Female	278	11	214	60	144	3	67	777
Subtotal	568	40	359	100	167	19	131	1,384
<b>White</b>								
Male	2,538	251	1,032	370	175	297	358	5,021
Female	2,288	163	1,733	383	1,408	42	229	6,246
Subtotal	4,826	414	2,765	753	1,583	339	587	11,267
<b>Nonresident Alien</b>								
Male	226	2	22	4	3	1	1	259
Female	143	2	17	6	4	-	1	173
Subtotal	369	4	39	10	7	1	2	432
<b>Declined to Respond</b>								
Male	223	15	63	17	12	21	26	377
Female	144	11	71	22	70	1	12	331
Subtotal	367	26	134	39	82	22	38	708
<b>Total</b>								
Male	3,277	297	1,262	431	213	335	449	6,264
Female	2,853	187	2,035	471	1,626	46	309	7,527
Grand Total	6,130	484	3,297	902	1,839	381	758	13,791

<sup>1</sup> All persons with faculty status whose specific assignments include instruction, research, or public service.

Source: IPEDS Fall Staff Survey, 2008-09.

**Faculty and Staff by Racial/Ethnic Group and Gender  
2008-09 Headcount  
Eastern Oregon University**

	Faculty <sup>1</sup>	Exec/Admin/ Mgmt	Profess'l Non-faculty	Tech/ Paraprof'l	Secty/ Clerical	Skilled Craft	Service/ Maint	Total
<b>Amer Indian/Alaska Native</b>								
Male	1	-	-	-	-	-	-	1
Female	-	-	3	-	-	-	-	3
Subtotal	1	-	3	-	-	-	-	4
<b>Asian/Pacific Islander</b>								
Male	2	-	1	-	-	-	-	3
Female	-	-	2	-	3	-	-	5
Subtotal	2	-	3	-	3	-	-	8
<b>Black/African American</b>								
Male	-	-	3	-	-	-	1	4
Female	-	-	-	-	-	-	-	-
Subtotal	-	-	3	-	-	-	1	4
<b>Hispanic/Latino</b>								
Male	3	-	1	-	-	-	-	4
Female	2	-	1	-	2	1	-	6
Subtotal	5	-	2	-	2	1	-	10
<b>Total Minority</b>								
Male	6	-	5	-	-	-	1	12
Female	2	-	6	-	5	1	-	14
Subtotal	8	-	11	-	5	1	1	26
<b>White</b>								
Male	57	3	23	11	4	11	17	126
Female	46	5	61	8	53	21	7	201
Subtotal	103	8	84	19	57	32	24	327
<b>Nonresident Alien</b>								
Male	1	-	-	-	-	-	-	1
Female	1	-	-	-	-	-	-	1
Subtotal	2	-	-	-	-	-	-	2
<b>Declined to Respond</b>								
Male	2	-	-	1	-	-	-	3
Female	1	-	-	-	-	-	-	1
Subtotal	3	-	-	1	-	-	-	4
<b>Total</b>								
Male	66	3	28	12	4	11	18	142
Female	50	5	67	8	58	22	7	217
Grand Total	116	8	95	20	62	33	25	359

<sup>1</sup> All persons with faculty status whose specific assignments include instruction, research, or public service.

Source: IPEDS Fall Staff Survey, 2008-09.

**Faculty and Staff by Racial/Ethnic Group and Gender**  
**2008-09 Headcount**  
**Oregon Institute of Technology**

	Faculty <sup>1</sup>	Exec/Admin/ Mgmt	Profess'l Non-faculty	Tech/ Paraprof'l	Secty/ Clerical	Skilled Craft	Service/ Maint	Total
<b>Amer Indian/Alaska Native</b>								
Male	-	-	2	1	-	-	5	8
Female	-	-	1	-	2	-	2	5
Subtotal	-	-	3	1	2	-	7	13
<b>Asian/Pacific Islander</b>								
Male	6	-	-	-	-	-	-	6
Female	1	2	-	-	1	-	1	5
Subtotal	7	2	-	-	1	-	1	11
<b>Black/African American</b>								
Male	-	-	1	1	-	-	1	3
Female	-	-	1	-	-	-	-	1
Subtotal	-	-	2	1	-	-	1	4
<b>Hispanic/Latino</b>								
Male	1	-	-	-	-	-	2	3
Female	2	1	1	1	3	-	1	9
Subtotal	3	1	1	1	3	-	3	12
<b>Total Minority</b>								
Male	7	-	3	2	-	-	8	20
Female	3	3	3	1	6	-	4	20
Subtotal	10	3	6	3	6	-	12	40
<b>White</b>								
Male	68	15	34	5	1	11	16	150
Female	57	10	37	9	49	-	11	173
Subtotal	125	25	71	14	50	11	27	323
<b>Nonresident Alien</b>								
Male	2	-	-	-	-	-	-	2
Female	2	-	-	1	-	-	-	3
Subtotal	4	-	-	1	-	-	-	5
<b>Declined to Respond</b>								
Male	4	2	3	-	-	1	2	12
Female	2	3	1	-	5	-	-	11
Subtotal	6	5	4	-	5	1	2	23
<b>Total</b>								
Male	81	17	40	7	1	12	26	184
Female	64	16	41	11	60	-	15	207
Grand Total	145	33	81	18	61	12	41	391

<sup>1</sup> All persons with faculty status whose specific assignments include instruction, research, or public service.

Source: IPEDS Fall Staff Survey, 2008-09.

## Faculty and Staff by Racial/Ethnic Group and Gender 2008-09 Headcount Oregon State University

	Faculty <sup>1</sup>	Exec/Admin/ Mgmt	Profess'l Non-faculty	Tech/ Paraprof'l	Secty/ Clerical	Skilled Craft	Service/ Maint	Total
<b>Amer Indian/Alaska Native</b>								
Male	4	-	5	-	-	-	4	13
Female	6	2	8	3	6	1	-	26
Subtotal	10	2	13	3	6	1	4	39
<b>Asian/Pacific Islander</b>								
Male	62	9	9	7	1	-	4	92
Female	48	1	23	5	10	-	8	95
Subtotal	110	10	32	12	11	-	12	187
<b>Black/African American</b>								
Male	10	4	11	1	-	1	1	28
Female	6	-	10	4	-	-	1	21
Subtotal	16	4	21	5	-	1	2	49
<b>Hispanic/Latino</b>								
Male	29	7	16	11	2	1	5	71
Female	25	3	19	16	11	-	2	76
Subtotal	54	10	35	27	13	1	7	147
<b>Total Minority</b>								
Male	105	20	41	19	3	2	14	204
Female	85	6	60	28	27	1	11	218
Subtotal	190	26	101	47	30	3	25	422
<b>White</b>								
Male	853	149	309	151	29	89	68	1,648
Female	654	81	582	161	435	6	58	1,977
Subtotal	1,507	230	891	312	464	95	126	3,625
<b>Nonresident Alien</b>								
Male	109	2	10	1	-	-	1	123
Female	62	2	4	2	-	-	-	70
Subtotal	171	4	14	3	-	-	1	193
<b>Declined to Respond</b>								
Male	41	6	19	5	1	13	5	90
Female	34	5	22	6	22	-	4	93
Subtotal	75	11	41	11	23	13	9	183
<b>Total</b>								
Male	1,108	177	379	176	33	104	88	2,065
Female	835	94	668	197	484	7	73	2,358
Grand Total	1,943	271	1,047	373	517	111	161	4,423

<sup>1</sup> All persons with faculty status whose specific assignments include instruction, research, or public service.

Source: IPEDS Fall Staff Survey, 2008-09.

**Faculty and Staff by Racial/Ethnic Group and Gender  
2008-09 Headcount  
Portland State University**

	Faculty <sup>1</sup>	Exec/Admin/ Mgmt	Profess'l Non-faculty	Tech/ Paraprof'l	Secty/ Clerical	Skilled Craft	Service/ Maint	Total
<b>Amer Indian/Alaska Native</b>								
Male	7	1	2	3	2	-	1	16
Female	10	-	7	1	6	1	-	25
Subtotal	17	1	9	4	8	1	1	41
<b>Asian/Pacific Islander</b>								
Male	31	1	11	2	5	2	-	52
Female	32	-	39	3	20	-	2	96
Subtotal	63	1	50	5	25	2	2	148
<b>Black/African American</b>								
Male	18	1	9	2	2	1	2	35
Female	16	-	12	4	4	-	-	36
Subtotal	34	1	21	6	6	1	2	71
<b>Hispanic/Latino</b>								
Male	21	-	8	2	3	3	-	37
Female	19	-	12	5	11	-	2	49
Subtotal	40	-	20	7	14	3	2	86
<b>Total Minority</b>								
Male	77	3	30	9	12	6	3	140
Female	77	-	70	13	41	1	4	206
Subtotal	154	3	100	22	53	7	7	346
<b>White</b>								
Male	601	25	167	48	69	38	24	972
Female	599	22	359	49	202	2	4	1,237
Subtotal	1,200	47	526	97	271	40	28	2,209
<b>Nonresident Alien</b>								
Male	38	-	4	1	2	1	-	46
Female	30	-	4	3	3	-	-	40
Subtotal	68	-	8	4	5	1	-	86
<b>Declined to Respond</b>								
Male	92	4	12	2	4	3	2	119
Female	55	2	16	2	10	-	1	86
Subtotal	147	6	28	4	14	3	3	205
<b>Total</b>								
Male	808	32	213	60	87	48	29	1,277
Female	761	24	449	67	256	3	9	1,569
Grand Total	1,569	56	662	127	343	51	38	2,846

<sup>1</sup> All persons with faculty status whose specific assignments include instruction, research, or public service.

Source: IPEDS Fall Staff Survey, 2008-09.

## Faculty and Staff by Racial/Ethnic Group and Gender 2008-09 Headcount Southern Oregon University

	Faculty <sup>1</sup>	Exec/Admin/ Mgmt	Profess'l Non-faculty	Tech/ Paraprof'l	Secty/ Clerical	Skilled Craft	Service/ Maint	Total
<b>Amer Indian/Alaska Native</b>								
Male	1	-	2	-	-	-	1	4
Female	3	-	4	-	-	-	-	7
Subtotal	4	-	6	-	-	-	1	11
<b>Asian/Pacific Islander</b>								
Male	6	2	-	-	-	1	1	10
Female	8	-	-	-	2	-	-	10
Subtotal	14	2	-	-	2	1	1	20
<b>Black/African American</b>								
Male	1	-	4	-	-	-	1	6
Female	-	-	2	-	-	-	-	2
Subtotal	1	-	6	-	-	-	1	8
<b>Hispanic/Latino</b>								
Male	4	1	3	-	-	-	1	9
Female	2	-	3	-	1	-	1	7
Subtotal	6	1	6	-	1	-	2	16
<b>Total Minority</b>								
Male	12	3	9	-	-	1	4	29
Female	13	-	9	-	3	-	1	26
Subtotal	25	3	18	-	3	1	5	55
<b>White</b>								
Male	143	13	64	21	6	18	29	294
Female	133	17	100	19	75	-	10	354
Subtotal	276	30	164	40	81	18	39	648
<b>Nonresident Alien</b>								
Male	2	-	-	1	-	-	-	3
Female	1	-	-	-	1	-	-	2
Subtotal	3	-	-	1	1	-	-	5
<b>Declined to Respond</b>								
Male	14	-	3	-	-	-	1	18
Female	5	-	4	-	1	-	-	10
Subtotal	19	-	7	-	1	-	1	28
<b>Total</b>								
Male	171	16	76	22	6	19	34	344
Female	152	17	113	19	80	-	11	392
Grand Total	323	33	189	41	86	19	45	736

<sup>1</sup> All persons with faculty status whose specific assignments include instruction, research, or public service.

Source: IPEDS Fall Staff Survey, 2008-09.

## Faculty and Staff by Racial/Ethnic Group and Gender 2008-09 Headcount University of Oregon

	Faculty <sup>1</sup>	Exec/Admin/ Mgmt	Profess'l Non-faculty	Tech/ Paraprof'l	Secty/ Clerical	Skilled Craft	Service/ Maint	Total
<b>Amer Indian/Alaska Native</b>								
Male	6	-	5	1	1	1	7	21
Female	7	-	11	7	7	-	8	40
Subtotal	13	-	16	8	8	1	15	61
<b>Asian/Pacific Islander</b>								
Male	38	1	20	3	1	-	5	68
Female	45	-	16	5	25	-	12	103
Subtotal	83	1	36	8	26	-	17	171
<b>Black/African American</b>								
Male	3	-	16	2	1	1	9	32
Female	4	1	15	1	7	-	2	30
Subtotal	7	1	31	3	8	1	11	62
<b>Hispanic/Latino</b>								
Male	26	1	10	4	4	2	10	57
Female	23	-	13	3	19	-	14	72
Subtotal	49	1	23	7	23	2	24	129
<b>Total Minority</b>								
Male	73	2	51	10	7	4	31	178
Female	79	1	55	16	58	-	36	245
Subtotal	152	3	106	26	65	4	67	423
<b>White</b>								
Male	649	21	347	113	61	113	172	1,476
Female	608	11	492	118	506	13	124	1,872
Subtotal	1,257	32	839	231	567	126	296	3,348
<b>Nonresident Alien</b>								
Male	69	-	8	-	1	-	-	78
Female	45	-	8	-	-	-	1	54
Subtotal	114	-	16	-	1	-	1	132
<b>Declined to Respond</b>								
Male	58	1	25	9	5	4	16	118
Female	39	1	25	14	29	1	6	115
Subtotal	97	2	50	23	34	5	22	233
<b>Total</b>								
Male	849	24	431	132	74	121	219	1,850
Female	771	13	580	148	593	14	167	2,286
Grand Total	1,620	37	1,011	280	667	135	386	4,136

<sup>1</sup> All persons with faculty status whose specific assignments include instruction, research, or public service.

Source: IPEDS Fall Staff Survey, 2008-09.

## Faculty and Staff by Racial/Ethnic Group and Gender 2008-09 Headcount Western Oregon University

	Faculty <sup>1</sup>	Exec/Admin/ Mgmt	Profess'l Non-faculty	Tech/ Paraprof'l	Secty/ Clerical	Skilled Craft	Service/ Maint	Total
<b>Amer Indian/Alaska Native</b>								
Male	-	-	1	-	-	-	-	1
Female	2	-	1	-	-	-	1	4
Subtotal	2	-	2	-	-	-	1	5
<b>Asian/Pacific Islander</b>								
Male	5	1	2	-	-	1	-	9
Female	7	-	1	-	1	-	-	9
Subtotal	12	1	3	-	1	1	-	18
<b>Black/African American</b>								
Male	2	-	-	-	-	-	-	2
Female	2	-	1	-	1	-	-	4
Subtotal	4	-	1	-	1	-	-	6
<b>Hispanic/Latino</b>								
Male	3	-	2	-	1	2	3	11
Female	8	-	6	2	1	-	10	27
Subtotal	11	-	8	2	2	2	13	38
<b>Total Minority</b>								
Male	10	1	5	-	1	3	3	23
Female	19	-	9	2	3	-	11	44
Subtotal	29	1	14	2	4	3	14	67
<b>White</b>								
Male	167	10	75	16	5	17	32	322
Female	191	6	85	12	73	-	15	382
Subtotal	358	16	160	28	78	17	47	704
<b>Nonresident Alien</b>								
Male	5	-	-	1	-	-	-	6
Female	2	-	1	-	-	-	-	3
Subtotal	7	-	1	1	-	-	-	9
<b>Declined to Respond</b>								
Male	12	2	1	-	2	-	-	17
Female	8	-	2	-	2	-	1	13
Subtotal	20	2	3	-	4	-	1	30
<b>Total</b>								
Male	194	13	81	17	8	20	35	368
Female	220	6	97	14	78	-	27	442
Grand Total	414	19	178	31	86	20	62	810

<sup>1</sup> All persons with faculty status whose specific assignments include instruction, research, or public service.

Source: IPEDS Fall Staff Survey, 2008-09.

**Faculty and Staff by Racial/Ethnic Group and Gender  
2008-09 Headcount  
Chancellor's Office<sup>1</sup>**

	Faculty <sup>2</sup>	Exec/Admin/ Mgmt	Profess'l Non-faculty	Tech/ Paraprof'l	Secty/ Clerical	Skilled Craft	Service/ Maint	Total
<b>Amer Indian/Alaska Native</b>								
Male	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-
<b>Asian/Pacific Islander</b>								
Male	-	-	-	-	-	-	-	-
Female	-	-	2	-	-	-	-	2
Subtotal	-	-	2	-	-	-	-	2
<b>Black/African American</b>								
Male	-	-	-	-	-	-	-	-
Female	-	1	-	-	-	-	-	1
Subtotal	-	1	-	-	-	-	-	1
<b>Hispanic/Latino</b>								
Male	-	-	1	-	-	-	-	1
Female	-	-	-	-	1	-	-	1
Subtotal	-	-	1	-	1	-	-	2
<b>Total Minority</b>								
Male	-	-	1	-	-	-	-	1
Female	-	1	2	-	1	-	-	4
Subtotal	-	1	3	-	1	-	-	5
<b>White</b>								
Male	-	15	13	5	-	-	-	33
Female	-	11	17	7	15	-	-	50
Subtotal	-	26	30	12	15	-	-	83
<b>Nonresident Alien</b>								
Male	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-
Subtotal	-	-	-	-	-	-	-	-
<b>Declined to Respond</b>								
Male	-	-	-	-	-	-	-	-
Female	-	-	1	-	1	-	-	2
Subtotal	-	-	1	-	1	-	-	2
<b>Total</b>								
Male	-	15	14	5	-	-	-	34
Female	-	12	20	7	17	-	-	56
Grand Total	-	27	34	12	17	-	-	90

<sup>1</sup> Includes staff in Eugene, Corvallis, Salem, Portland, and Bend.

<sup>2</sup> All persons with faculty status whose specific assignments include instruction, research, or public service.

Source: IPEDS Fall Staff Survey, 2008-09.

## Average Faculty Salary by Discipline Group, 2008-09 Full-Time and Part-Time Ranked Instructional Faculty

Discipline Group	EOU		OIT		OSU		PSU	
	FTE	Avg Sal	FTE	Avg Sal	FTE	Avg Sal	FTE	Avg Sal
Agriculture/Forestry	-	-	-	-	115	70,201	-	-
Education	22	51,814	-	-	32	52,243	80	55,193
High-Market Disciplines <sup>1</sup>	19	59,417	10	60,556	188	83,875	141	88,669
Family/Consumer Sciences	-	-	-	-	66	56,175	-	-
Humanities/Fine Arts	30	50,024	21	54,394	109	50,211	198	51,961
Natural Science/Math	19	49,139	25	53,557	157	70,993	108	67,937
Nursing/Allied Health <sup>2</sup>	-	-	35	50,872	15	73,180	-	-
Social Sciences	16	51,765	-	-	77	57,808	195	62,172
Technology Programs	-	-	42	62,733	-	-	-	-
All Other Departments	1	52,263	-	-	46	63,071	73	47,921
<b>All Disciplines</b>	<b>107</b>	<b>52,170</b>	<b>133</b>	<b>56,421</b>	<b>805</b>	<b>67,450</b>	<b>795</b>	<b>63,076</b>

Discipline Group	SOU		UO		WOU		Total <sup>3</sup>	
	FTE	Avg Sal	FTE	Avg Sal	FTE	Avg Sal	FTE	Avg Sal
Agriculture/Forestry	-	-	-	-	-	-	115	70,201
Education	28	49,858	67	58,342	61	46,236	290	52,949
High-Market Disciplines <sup>1</sup>	22	55,313	112	104,101	21	54,656	513	85,851
Family/Consumer Sciences	-	-	-	-	-	-	66	56,086
Humanities/Fine Arts	68	54,298	270	54,412	69	51,567	765	52,740
Natural Science/Math	36	57,331	157	75,055	29	47,489	531	67,734
Nursing/Allied Health <sup>2</sup>	-	-	-	-	-	-	50	57,588
Social Sciences	43	55,647	150	74,946	39	56,885	519	63,959
Technology Programs	-	-	-	-	-	-	42	62,733
All Other Departments	-	-	96	61,048	3	38,017	218	56,697
<b>All Disciplines</b>	<b>196</b>	<b>54,632</b>	<b>851</b>	<b>69,424</b>	<b>222</b>	<b>50,592</b>	<b>3,109</b>	<b>63,862</b>

NOTE: Salaries reported here are the average 9-month salaries (with 12-month converted to a 9-month equivalent), weighted by FTE.

<sup>1</sup> High-market disciplines include computer science, business, law, veterinary medicine, and engineering.

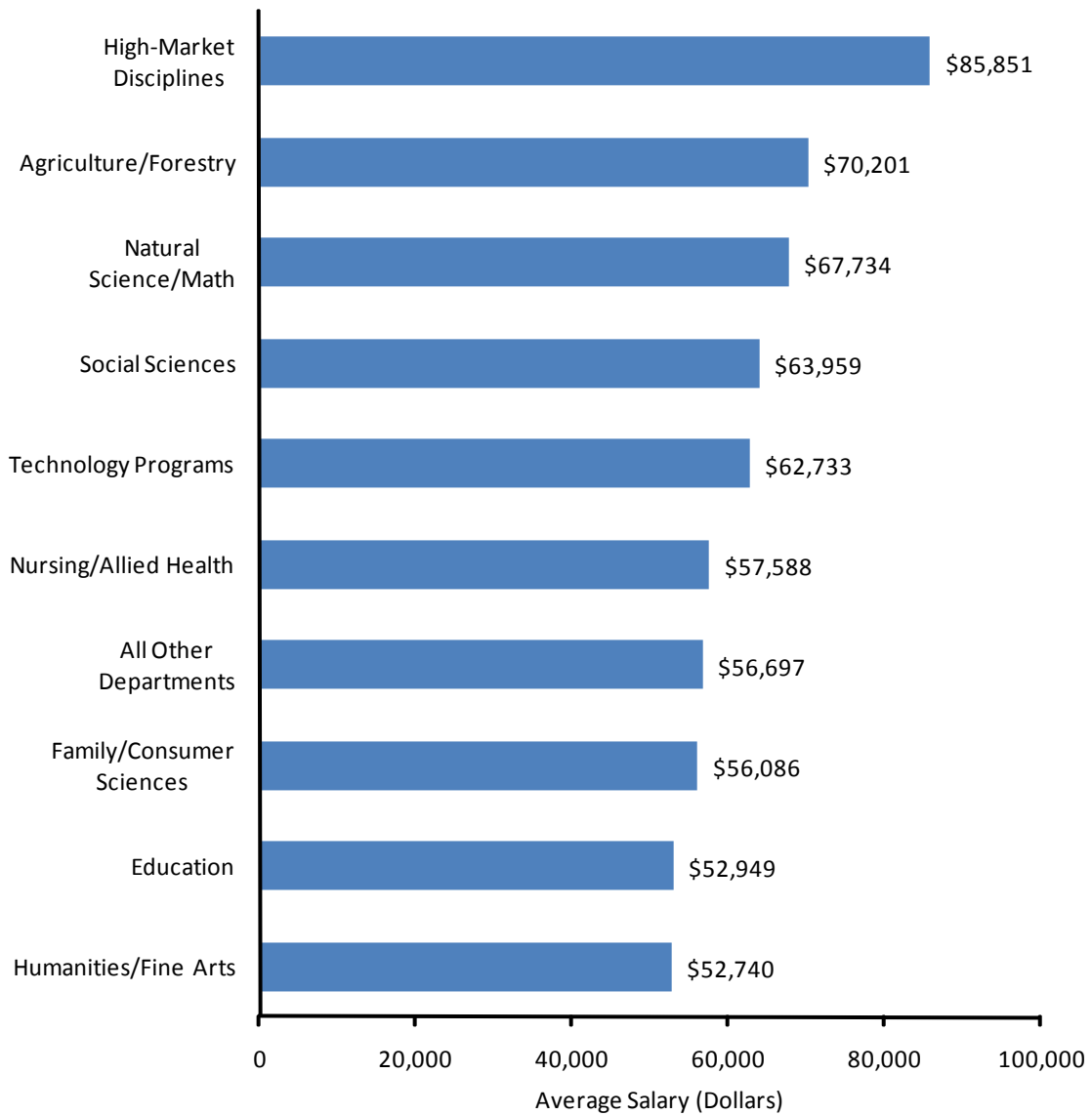
<sup>2</sup> OHSU nursing faculty teaching courses at EOU, OIT, and SOU are not included in this table.

<sup>3</sup> In some cases, total FTE does not reflect the exact sum of institution totals, due to rounding.

Source: OUS Institutional Research Services, file run from October 31, 2008, payroll.

## Average Faculty Salary by Discipline Group 2008-09

(Data appears on previous page)



Source: OUS Institutional Research Services, file run from October 31, 2008, payroll.

**Average Salaries of Full-Time Instructional Faculty  
1998-99 and 2004-05 through 2008-09**  
(Average salary in thousands of dollars)

	1998-99	2004-05	2005-06	2006-07	2007-08	2008-09
<b>Eastern Oregon University</b>						
Professor	\$49.3	\$52.8	\$57.2	\$58.1	\$58.7	\$64.4
Associate Professor	38.0	44.8	50.3	49.3	49.1	52.2
Assistant Professor	33.1	37.6	44.2	43.1	43.9	46.3
Instructor	-	31.6	33.2	34.2	34.8	36.9
All Ranks <sup>1</sup>	40.2	44.8	50.0	49.8	50.2	53.9
<b>Oregon Institute of Technology</b>						
Professor	53.2	57.5	62.2	63.1	64.7	68.8
Associate Professor	48.1	49.4	52.3	53.3	53.8	57.4
Assistant Professor	42.6	42.9	45.5	46.6	48.9	48.8
Instructor	34.1	38.7	37.0	38.6	40.0	41.3
All Ranks	47.5	49.8	53.0	54.0	55.4	58.0
<b>Oregon State University</b>						
Professor	67.9	79.2	79.8	84.8	88.7	91.9
Associate Professor	52.0	62.4	62.8	64.8	68.7	71.1
Assistant Professor	46.1	54.8	59.2	61.6	64.1	67.5
Instructor	33.6	38.6	39.3	40.0	42.8	44.1
All Ranks	54.9	64.8	66.5	69.6	73.0	76.0
<b>Portland State University</b>						
Professor	62.5	76.7	76.8	83.0	83.6	88.7
Associate Professor	48.5	60.5	59.9	65.3	65.1	67.8
Assistant Professor	42.1	48.8	49.5	54.2	52.7	55.7
Instructor	32.6	36.6	35.6	37.8	38.0	39.8
All Ranks	50.7	61.5	61.5	66.8	66.5	70.1
<b>Southern Oregon University</b>						
Professor	49.0	58.0	58.9	62.0	65.8	69.3
Associate Professor	41.5	47.2	47.9	49.1	51.5	54.3
Assistant Professor	35.9	40.7	41.2	41.1	42.6	45.9
Instructor	31.4	33.5	33.5	29.3	34.8	39.3
All Ranks	41.9	48.3	49.0	50.2	53.0	56.3
<b>University of Oregon</b>						
Professor	67.4	83.6	88.0	88.3	94.8	99.8
Associate Professor	50.0	59.0	63.1	62.1	67.5	72.4
Assistant Professor	44.5	54.4	57.1	60.0	61.9	66.4
Instructor	33.4	38.4	40.1	40.8	43.2	45.0
All Ranks	53.6	65.2	68.9	69.6	74.2	78.8
<b>Western Oregon University</b>						
Professor	46.0	59.4	59.3	64.4	68.0	70.4
Associate Professor	40.5	48.6	47.4	51.8	55.3	56.1
Assistant Professor	34.7	39.3	38.7	40.9	43.1	42.9
Instructor	-	31.4	29.3	31.8	32.6	34.1
All Ranks	40.3	48.7	48.1	51.9	54.9	56.0

<sup>1</sup> All-ranks average salary assumes a distribution of 35% professors, 30% associate professors, 30% assistant professors, and 5% instructors.

Source: American Association of University Professors, ACADEME, the Annual Report on the Economic Status of the Profession, 1998-99 and 2004-05 through 2008-09.

**Average Faculty Salaries among Peer Universities  
on List Shared by OSU, PSU, and UO, 2008-09  
Weighted Distribution of Faculty by Rank:  
Ranked by All Ranks Average Salary<sup>1</sup>  
(Dollars in thousands)**

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	University of North Carolina at Chapel Hill	NC	\$142.7	\$94.1	\$82.0	\$104.9	\$108.0
2	SUNY at Buffalo	NY	126.6	88.0	71.6	52.7	94.8
3	University of Colorado at Boulder	CO	121.5	88.9	75.6	51.2	94.5
4	University of Washington-Seattle	WA	121.7	87.1	78.0	42.7	94.3
5	University of California-Santa Barbara	CA	129.0	78.5	74.0	-	93.2
6	University of California-Davis	CA	122.7	83.1	75.9	-	92.9
7	University of Iowa	IA	124.6	83.1	72.6	49.6	92.8
8	University of Illinois at Chicago	IL	118.7	84.5	72.9	60.2	91.8
9	North Carolina State University	NC	114.3	84.9	71.6	51.6	89.5
10	Indiana University Bloomington	IN	118.4	81.6	71.1	-	89.5
11	Purdue University Main Campus	IN	115.0	80.2	72.3	46.1	88.3
12	Iowa State University	IA	112.1	81.9	71.5	38.4	87.2
13	University of Arizona	AZ	114.5	79.5	66.6	36.7	85.7
14	University of Oregon	OR	99.8	72.4	66.4	45.0	78.8
15	Indiana University-Purdue University Indianapolis	IN	99.5	75.9	61.2	-	78.3
16	Oregon State University	OR	91.9	71.1	67.5	44.1	76.0
17	University of Wisconsin-Milwaukee	WI	93.7	71.0	63.5	52.2	75.8
18	The University of Memphis	TN	99.9	69.9	59.1	41.0	75.7
19	Portland State University	OR	88.7	67.8	55.7	39.8	70.1
Weighted Average (without OUS universities)			118.2	82.8	72.0	50.4	90.3
Oregon State University % of average			77.8%	85.9%	93.7%	87.4%	84.1%
Portland State University % of average			75.0%	81.9%	77.3%	79.0%	77.6%
University of Oregon % of average			84.4%	87.5%	92.1%	89.2%	87.2%
All Public Doctoral Universities Average <sup>2</sup>			115.5	80.0	68.0	45.5	87.1

<sup>1</sup> Faculty 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.

<sup>2</sup> National public doctoral universities average is for Category I.

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession, 2008-09, March/April, 2009.

**Average Faculty Salaries among Peer Universities on OSU List, 2008-09**  
**Weighted Distribution of Faculty by Rank:**  
**Ranked by All Ranks Average Salary<sup>1</sup>**  
**(Dollars in thousands)**

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	University of California-Davis	CA	\$122.7	\$83.1	\$75.9	-	\$92.9
2	Michigan State University	MI	121.9	85.9	66.9	39.3	90.5
3	North Carolina State University	NC	114.3	84.9	71.6	51.6	89.5
4	Purdue University Main Campus	IN	115.0	80.2	72.3	46.1	88.3
5	Iowa State University	IA	112.1	81.9	71.5	38.4	87.2
6	University of Arizona	AZ	114.5	79.5	66.6	36.7	85.7
7	Colorado State University	CO	108.0	81.3	69.3	-	85.2
8	Oregon State University	OR	91.9	71.1	67.5	44.1	76.0
Weighted Average (without OSU)			116.4	82.7	70.4	43.1	88.8
Oregon State University % of average			79.0%	86.0%	95.9%	102.3%	85.5%
All Public Doctoral Universities Average <sup>2</sup>			115.5	80.0	68.0	45.5	87.1

<sup>1</sup> Faculty 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.

<sup>2</sup> National public doctoral universities average is for Category I.

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession, 2008-09, March/April, 2009.

**Average Faculty Salaries among Peer Universities on PSU List, 2008-09**  
**Weighted Distribution of Faculty by Rank:**  
**Ranked by All Ranks Average Salary<sup>1</sup>**  
**(Dollars in thousands)**

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	George Mason University	VA	\$124.9	\$83.7	\$69.4	\$56.7	\$92.5
2	University of Illinois at Chicago	IL	118.7	84.5	72.9	60.2	91.8
3	San Diego State University	CA	99.3	78.9	72.2	-	82.4
4	University of Texas at Arlington	TX	102.2	76.1	70.6	-	82.0
5	Indiana University-Purdue University Indianapolis	IN	99.5	75.9	61.2	-	78.3
6	University of Wisconsin-Milwaukee	WI	93.7	71.0	63.5	52.2	75.8
7	The University of Memphis	TN	99.9	69.9	59.1	41.0	75.7
8	University of Toledo-Main Campus	OH	94.3	70.2	61.9	50.4	75.2
9	Western Michigan University	MI	94.7	70.7	55.7	41.4	73.1
10	Portland State University	OR	88.7	67.8	55.7	39.8	70.1
	Weighted Average (without PSU)		104.5	76.2	65.3	49.3	81.5
	Portland State University % of average		84.9%	89.0%	85.2%	80.8%	86.0%
	All Public Doctoral Universities Average <sup>2</sup>		115.5	80.0	68.0	45.5	87.1

<sup>1</sup> Faculty 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.

<sup>2</sup> National public doctoral universities average is for Category I.

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession, 2008-09, March/April, 2009.

**Average Faculty Salaries among Peer Universities on UO List, 2008-09**  
**Weighted Distribution of Faculty by Rank:**  
**Ranked by All Ranks Average Salary<sup>1</sup>**  
**(Dollars in thousands)**

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	University of North Carolina at Chapel Hill	NC	\$142.7	\$94.1	\$82.0	\$104.9	\$108.0
2	University of Michigan-Ann Arbor	MI	142.1	93.1	81.6	57.2	105.0
3	University of Virginia	VA	133.4	91.7	74.7	54.4	99.4
4	University of Colorado at Boulder	CO	121.5	88.9	75.6	51.2	94.5
5	University of Washington-Seattle	WA	121.7	87.1	78.0	42.7	94.3
6	University of California-Santa Barbara	CA	129.0	78.5	74.0	-	93.2
7	University of Iowa	IA	124.6	83.1	72.6	49.6	92.8
8	Indiana University Bloomington	IN	118.4	81.6	71.1	-	89.5
9	University of Oregon	OR	99.8	72.4	66.4	45.0	78.8
Weighted Average (without UO)			129.5	87.9	76.7	56.3	97.5
University of Oregon % of average			77.0%	82.4%	86.5%	79.9%	80.8%
All Public Doctoral Universities Average <sup>2</sup>			115.5	80.0	68.0	45.5	87.1

<sup>1</sup> Faculty 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.

<sup>2</sup> National public doctoral universities average is for Category I.

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession, 2008-09, March/April, 2009.

**Average Faculty Salaries among Peer Universities  
on List Shared by EOU, SOU, and WOU, 2008-09**  
**Weighted Distribution of Faculty by Rank:**  
**Ranked by All Ranks Average Salary<sup>1</sup>**  
**(Dollars in thousands)**

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	California State University-Stanislaus	CA	\$91.9	\$69.5	\$63.2	-	\$74.1
2	University of Michigan-Flint	MI	86.4	67.4	62.8	57.6	72.2
3	Plymouth State University	NH	84.4	67.8	58.8	54.4	70.2
4	University of Mary Washington	VA	82.9	65.7	53.4	47.8	67.2
5	SUNY at Fredonia	NY	83.4	62.2	53.0	-	65.9
6	Eastern Washington University	WA	75.2	65.9	54.2	-	64.5
7	University of Wisconsin-Parkside	WI	75.5	63.5	55.9	-	64.4
8	Southern Utah University	UT	74.6	60.7	50.0	-	61.5
9	Southeast Missouri State University	MO	74.2	58.5	52.8	41.6	61.4
10	Fort Hays State University	KS	73.0	60.4	50.7	44.5	61.1
11	Southern Oregon University	OR	69.3	54.3	45.9	39.3	56.3
12	Western Oregon University	OR	70.4	56.1	42.9	34.1	56.0
13	Eastern Oregon University	OR	64.4	52.2	46.3	36.9	53.9
Weighted Average (without OUS universities)			79.5	63.6	55.0	45.3	65.7
Eastern Oregon University % of average			81.0%	82.1%	84.2%	81.5%	82.1%
Southern Oregon University % of average			87.1%	85.4%	83.5%	86.7%	85.7%
Western Oregon University % of average			88.5%	88.2%	78.0%	75.3%	85.3%
All Public Master's Universities Average <sup>2</sup>			88.4	70.3	59.4	43.2	72.0

<sup>1</sup> Faculty 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 IIA 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.

<sup>2</sup> National 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, 2008-09, March/April, 2009.

**Average Faculty Salaries among Peer Universities on OIT List<sup>1</sup>, 2008-09**  
**Weighted Distribution of Faculty by Rank:**  
**Ranked by All Ranks Average Salary<sup>2</sup>**  
**(Dollars in thousands)**

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	California State Polytechnic-Pomona	CA	\$96.5	\$78.2	\$70.0	-	\$80.4
2	Western Carolina University	NC	89.5	75.2	60.3	48.9	74.4
3	University of Houston-Downtown	TX	84.9	68.6	56.6	58.1	70.2
4	Southern Polytechnic State University	GA	78.7	65.8	55.0	41.1	65.8
5	Purdue University North Central Campus	IN	83.9	60.7	50.5	-	64.9
6	Colorado State University-Pueblo	CO	78.8	60.9	52.7	-	63.9
7	Pittsburg State University	KS	76.3	59.8	52.1	44.1	62.5
8	East Tennessee State University	TN	73.1	60.6	51.9	38.8	61.3
9	SUNY College of Technology at Alfred	NY	73.1	59.5	51.7	41.1	61.0
10	Weber State University	UT	70.9	60.6	51.8	43.7	60.7
11	Oregon Institute of Technology	OR	68.8	57.4	48.8	41.3	58.0
12	West Virginia University Institute of Technology	WV	68.3	54.4	48.8	44.0	57.0
	Weighted Average (without OIT)		80.8	66.0	56.5	44.5	67.3
	Oregon Institute of Technology % of average		85.1%	86.9%	86.3%	92.8%	86.2%
	All Public Baccalaureate Universities Average <sup>3</sup>		84.5	68.2	57.0	44.0	69.3

<sup>1</sup> OIT peer institutions were selected primarily on the basis of program similarities, rather than overall institutional similarities. A new peer list for OIT is currently under development.

<sup>2</sup> Faculty 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 IIB 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.

<sup>3</sup> National public baccalaureate universities average is for Category IIB.

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession, 2008-09, March/April, 2009.