

2011-12 Average Faculty Salary at Peer Universities on List Shared by OSU, PSU, and UO
Weighted Distribution of Faculty by Rank: Ranked by All Ranks Average Salary*
(Dollars in thousands)

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	University of North Carolina Chapel Hill	NC	144.0	94.6	80.5	100.6	108.0
2	SUNY Buffalo	NY	135.4	93.1	77.4	54.9	101.3
3	University of California Santa Barbara	CA	138.6	85.4	78.5	-	100.0
4	University of California Davis	CA	129.4	90.6	81.3	-	99.2
5	University of Illinois Chicago	IL	129.2	89.1	77.6	60.7	98.2
6	University of Colorado Boulder	CO	125.5	90.3	77.5	53.9	96.9
7	Indiana University Bloomington	IN	128.4	87.0	77.4	-	96.6
8	Purdue University Main Campus	IN	125.1	87.1	79.1	57.4	96.5
9	University of Iowa	IA	130.0	86.4	74.1	40.3	95.7
10	University of Washington	WA	122.7	88.3	79.3	45.3	95.5
11	North Carolina State	NC	116.8	83.7	70.9	68.6	90.7
12	University of Arizona	AZ	119.9	81.8	70.8	34.9	89.5
13	Iowa State University	IA	115.9	83.5	75.1	28.0	89.5
14	University of Oregon	OR	112.3	79.6	74.0	47.7	87.8
15	Indiana U/Purdue U at Indianapolis	IN	105.5	78.0	65.1	-	82.2
16	Oregon State University	OR	99.9	77.8	71.6	45.0	82.0
17	University of Memphis	TN	102.1	72.3	61.7	42.2	78.1
18	University of Wisconsin Milwaukee	WI	95.6	71.2	67.7	50.1	77.6
19	Portland State University	OR	92.8	73.6	60.3	41.7	74.7
	Weighted Average (without OUS universities)		123.7	85.9	75.3	52.2	94.3
	Oregon State University % of average		80.8%	90.6%	95.0%	86.2%	87.0%
	Portland State University % of average		75.0%	85.7%	80.0%	79.9%	79.3%
	University of Oregon % of average		90.8%	92.7%	98.2%	91.4%	93.1%
	Average, All Public Doctoral Universities**		121.0	82.8	71.5	47.2	91.0

* 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

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.

**Category I institutions are used to find the average salary for public doctoral universities

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession 2011-12, March/April 2012.

2011-12 Average Faculty Total Compensation at Peer Universities on List Shared by OSU, PSU, and UO
Weighted Distribution of Faculty by Rank: Ranked by All Ranks Average Compensation*
(Dollars in thousands)

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	University of California Santa Barbara	CA	185.5	118.5	109.8	-	136.6
2	University of California Davis	CA	173.9	125.1	113.5	-	135.7
3	University of North Carolina Chapel Hill	NC	177.5	119.8	102.7	126.2	135.2
4	SUNY Buffalo	NY	172.4	120.4	100.5	74.5	130.3
5	University of Illinois Chicago	IL	163.7	117.5	104.1	84.5	128.0
6	Indiana University Bloomington	IN	163.0	113.3	100.3	-	124.3
7	University of Iowa	IA	166.6	111.7	96.0	52.0	123.2
8	University of Oregon	OR	155.3	113.9	103.0	74.8	123.2
9	Purdue University Main Campus	IN	155.9	113.9	103.0	71.8	123.2
10	University of Colorado Boulder	CO	154.0	113.6	98.0	70.4	120.9
11	University of Washington	WA	148.6	111.7	101.4	64.5	119.2
12	University of Arizona	AZ	152.6	108.1	95.6	49.5	117.0
13	Oregon State University	OR	141.2	112.5	99.9	70.7	116.7
14	Iowa State University	IA	146.9	109.5	99.7	44.4	116.4
15	North Carolina State	NC	146.1	106.9	91.3	88.3	115.0
16	Indiana U/Purdue U at Indianapolis	IN	136.0	103.1	86.4	-	107.7
17	Portland State University	OR	131.7	106.8	87.2	67.6	107.6
18	University of Memphis	TN	130.5	95.2	81.7	57.3	101.6
19	University of Wisconsin Milwaukee	WI	121.3	93.7	89.7	69.7	101.0
	Weighted Average (without OUS universities)		156.5	112.0	98.9	69.9	121.5
	Oregon State University % of average		90.2%	100.4%	101.0%	101.1%	96.0%
	Portland State University % of average		84.2%	95.4%	88.1%	96.7%	88.6%
	University of Oregon % of average		99.3%	101.7%	104.1%	107.0%	101.3%
	Average, All Public Doctoral Universities**		153.3	107.6	93.2	64.3	117.1

* 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

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.

**Category I institutions are used to find the average compensation for public doctoral universities

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession 2011-12, March/April 2012.

2011-12 Average Faculty Salary at Peer Universities on OSU List
Weighted Distribution of Faculty by Rank: Ranked by All Ranks Average Salary*
(Dollars in thousands)

Rank	Institution		Prof	Assoc	Asst	Instr	All Ranks
1	University of California Davis	CA	129.4	90.6	81.3	-	99.2
2	Purdue University Main Campus	IN	125.1	87.1	79.1	57.4	96.5
3	Michigan State University	MI	128.6	89.2	69.5	43.4	94.8
4	North Carolina State	NC	116.8	83.7	70.9	68.6	90.7
5	University of Arizona	AZ	119.9	81.8	70.8	34.9	89.5
6	Iowa State University	IA	115.9	83.5	75.1	28.0	89.5
7	Colorado State University	CO	108.9	79.8	71.3	0.0	85.8
8	Oregon State University	OR	99.9	77.8	71.6	45.0	82.0
Weighted Average (without OSU)			122.0	85.7	73.8	47.2	92.9
Oregon State University % of average			81.9%	90.8%	97.0%	95.3%	88.3%
Average, All Public Doctoral Universities**			121.0	82.8	71.5	47.2	91.0

* 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.

**Category I institutions are used to find the average salary for public doctoral universities

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession, 2011-12, March/April 2012.

**2011-12 Average Faculty Total Compensation at Peer Universities on OSU List
Weighted Distribution of Faculty by Rank: Ranked by All Ranks Average Compensation*
(Dollars in thousands)**

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	University of California Davis	CA	173.9	125.1	113.5	-	135.7
2	Michigan State University	MI	165.6	121.1	97.9	67.1	127.0
3	Purdue University Main Campus	IN	155.9	113.9	103.0	71.8	123.2
4	University of Arizona	AZ	152.6	108.1	95.6	49.5	117.0
5	Oregon State University	OR	141.2	112.5	99.9	70.7	116.7
6	Iowa State University	IA	146.9	109.5	99.7	44.4	116.4
7	North Carolina State	NC	146.1	106.9	91.3	88.3	115.0
8	Colorado State University	CO	137.5	100.8	90.2	-	108.6
	Weighted Average (without OSU)		155.6	113.4	98.9	65.3	121.4
	Oregon State University % of average		90.7%	99.2%	101.0%	108.3%	96.1%
	Average, All Public Doctoral Universities**		153.3	107.6	93.2	64.3	117.1

* 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.

**Category I institutions are used to find the average compensation for public doctoral universities

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession 2011-12, March/April 2012.

2011-12 Average Faculty Salary at Peer Universities on PSU List
Weighted Distribution of Faculty by Rank: Ranked by All Ranks Average Salary*
(Dollars in thousands)

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	University of Illinois Chicago	IL	129.2	89.1	77.6	60.7	98.2
2	George Mason University	VA	130.9	85.4	71.0	59.0	95.7
3	University of Toledo Main Campus	OH	106.8	83.0	68.6	54.6	85.6
4	University of Texas Arlington	TX	106.5	80.0	72.5	-	85.4
5	San Diego State University	CA	100.0	79.0	72.9	-	82.9
6	Indiana U/Purdue U at Indianapolis	IN	105.5	78.0	65.1	-	82.2
7	University of Memphis	TN	102.1	72.3	61.7	42.2	78.1
8	University of Wisconsin Milwaukee	WI	95.6	71.2	67.7	50.1	77.6
9	Western Michigan University	MI	99.7	75.0	59.5	47.4	77.6
10	Portland State University	OR	92.8	73.6	60.3	41.7	74.7
Weighted Average (without PSU)			110.0	79.5	68.5	51.2	85.5
Portland State University % of average			84.4%	92.6%	88.0%	81.4%	87.4%
Average, All Public Doctoral Universities**			121.0	82.8	71.5	47.2	91.0

* 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.

**Category I institutions are used to find the average salary for public doctoral universities

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession 2011-12, March/April 2012.

**2011-12 Average Faculty Total Compensation at Peer Universities on PSU List
Weighted Distribution of Faculty by Rank: Ranked by All Ranks Average Compensation*
(Dollars in thousands)**

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	University of Illinois Chicago	IL	163.7	117.5	104.1	84.5	128.0
2	George Mason University	VA	162.8	109.6	90.4	74.4	120.7
3	Western Michigan University	MI	149.3	112.5	89.7	71.7	116.5
4	University of Toledo Main Campus	OH	142.0	110.2	90.8	71.8	113.6
5	University of Texas Arlington	TX	134.2	102.5	94.0	-	109.1
6	San Diego State University	CA	127.8	103.7	96.6	-	108.0
7	Indiana U/Purdue U at Indianapolis	IN	136.0	103.1	86.4	-	107.7
8	Portland State University	OR	131.7	106.8	87.2	67.6	107.6
9	University of Memphis	TN	130.5	95.2	81.7	57.3	101.6
10	University of Wisconsin Milwaukee	WI	121.3	93.7	89.7	69.7	101.0
	Weighted Average (without PSU)		142.6	105.8	91.5	69.8	112.6
	Portland State University % of average		92.3%	101.0%	95.3%	96.8%	95.6%
	Average, All Public Doctoral Universities**		153.3	107.6	93.2	64.3	117.1

* 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.

**Category I institutions are used to find the average compensation for public doctoral universities

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession 2011-12, March/April 2012.

2011-12 Average Faculty Salary at Peer Universities on UO List
Weighted Distribution of Faculty by Rank: Ranked by All Ranks Average Salary*
(Dollars in thousands)

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	University of Michigan	MI	148.8	98.2	85.8	64.6	110.5
2	University of North Carolina Chapel Hill	NC	144.0	94.6	80.5	100.6	107.9
3	University of Virginia	VA	141.6	95.0	80.3	50.6	104.7
4	University of California Santa Barbara	CA	138.6	85.4	78.5	-	100.0
5	University of Colorado Boulder	CO	125.5	90.3	77.5	53.9	96.9
6	Indiana University Bloomington	IN	128.4	87.0	77.4	-	96.6
7	University of Iowa	IA	130.0	86.4	74.1	40.3	95.7
8	University of Washington	WA	122.7	88.3	79.3	45.3	95.5
9	University of Oregon	OR	112.3	79.6	74.0	47.7	87.8
Weighted Average (without UO)			135.2	91.3	79.7	57.2	101.5
University of Oregon % of average			83.1%	87.2%	92.8%	83.4%	86.5%
Average, All Public Doctoral Universities**			121.0	82.8	71.5	47.2	91.0

* 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.

**Category I institutions are used to find the average salary for public doctoral universities

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession, 2011-12, March/April 2012.

**2011-12 Average Faculty Total Compensation at Peer Universities on UO List
Weighted Distribution of Faculty by Rank: Ranked by All Ranks Average Compensation*
(Dollars in thousands)**

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	University of Michigan	MI	180.9	123.9	109.5	84.8	137.6
2	University of California Santa Barbara	CA	185.5	118.5	109.8	-	136.6
3	University of North Carolina Chapel Hill	NC	177.5	119.8	102.7	126.2	135.2
4	University of Virginia	VA	174.4	121.2	102.5	67.5	131.5
5	Indiana University Bloomington	IN	163.0	113.3	100.3	-	124.3
6	University of Iowa	IA	166.6	111.7	96.0	52.0	123.2
7	University of Oregon	OR	155.3	113.9	103.0	74.8	123.2
8	University of Colorado Boulder	CO	154.0	113.6	98.0	70.4	120.9
9	University of Washington	WA	148.6	111.7	101.4	64.5	119.2
	Weighted Average (without UO)		168.0	116.9	102.7	75.6	128.4
	University of Oregon % of average		92.5%	97.4%	100.3%	99.0%	95.9%
	Average, All Public Doctoral Universities**		153.3	107.6	93.2	64.3	117.1

* 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.

**Category I institutions are used to find the average compensation for public doctoral universities

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession 2011-12, March/April 2012.

2011-12 Average Faculty Salary at Peer Universities on List Shared by EOU, SOU, and WOU
Weighted Distribution of Faculty by Rank: Ranked by All Ranks Average Salary*
(Dollars in thousands)

	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	University of Michigan Flint	MI	94.8	72.2	66.4	62.9	77.9
2	California State Univ Stanislaus	CA	90.2	69.6	62.3	-	73.4
3	SUNY - Fredonia	NY	90.4	67.7	55.9	37.7	70.6
4	Plymouth State University	NH	83.3	69.1	60.7	0.0	70.3
5	University of Mary Washington	VA	82.1	62.6	55.4	50.9	66.7
6	Eastern Washington University	WA	76.1	62.2	57.5	-	64.8
7	University of Wisconsin Parkside	WI	75.6	64.0	55.3	-	64.5
8	Southern Utah University	UT	79.4	62.5	51.9	-	64.4
9	Southeast Missouri State University	MO	75.8	58.0	57.4	42.3	63.3
10	Fort Hays State University	KS	72.7	60.9	53.8	45.6	62.2
11	Southern Oregon University	OR	73.1	59.8	50.4	43.0	60.8
12	Eastern Oregon University	OR	67.2	58.7	49.4	40.1	58.0
13	Western Oregon University	OR	69.0	54.5	42.5	35.9	55.1
	Weighted Average (without OUS universities)		81.4	64.1	57.5	45.7	67.3
	Eastern Oregon University % of average		82.5%	91.6%	85.9%	87.7%	86.2%
	Southern Oregon University % of average		89.8%	93.3%	87.7%	94.0%	90.4%
	Western Oregon University % of average		84.7%	85.0%	73.9%	78.5%	81.8%
	Average, All Public Masters Universities**		88.9	71.0	60.7	44.6	72.9

* 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.

**Category IIA institutions are used to find the average salary for public master's universities

2011-12 Average Faculty Total Compensation at Peer Universities on List Shared by EOU, SOU, and WOU
Weighted Distribution of Faculty by Rank: Ranked by All Ranks Average Compensation*
(Dollars in thousands)

	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	University of Michigan Flint	MI	120.0	94.0	87.0	82.9	100.5
2	California State Univ Stanislaus	CA	116.7	93.0	84.5	-	97.1
3	SUNY - Fredonia	NY	119.3	90.2	74.8	50.5	93.8
4	Plymouth State University	NH	109.2	94.0	80.5	-	93.5
5	Southern Oregon University	OR	107.6	89.8	74.8	68.4	90.5
6	Southern Utah University	UT	109.4	88.1	73.6	-	89.8
7	Eastern Oregon University	OR	100.1	89.8	75.1	64.8	87.7
8	University of Mary Washington	VA	105.2	82.5	72.7	66.6	86.7
9	Eastern Washington University	WA	100.3	83.6	77.5	-	86.4
10	University of Wisconsin Parkside	WI	98.8	85.6	75.8	-	86.0
11	Western Oregon University	OR	102.0	81.6	65.5	60.5	82.9
12	Southeast Missouri State University	MO	96.7	74.0	71.5	54.0	80.2
13	Fort Hays State University	KS	92.7	78.7	70.3	60.4	80.1
	Weighted Average (without OUS universities)		105.9	85.0	76.1	60.5	88.4
	Eastern Oregon University % of average		94.5%	105.6%	98.6%	107.2%	99.2%
	Southern Oregon University % of average		101.6%	105.6%	98.2%	113.1%	102.3%
	Western Oregon University % of average		96.3%	96.0%	86.0%	100.1%	93.7%
	Average, All Public Masters Universities**		114.3	93.0	79.7	59.7	94.8

* 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.

**Category IIA institutions are used to find the average compensation for public master's universities

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession, 2011-12, March/April 2012.

2011-12 Average Faculty Salary at Peer Universities on OIT List
Weighted Distribution of Faculty by Rank: Ranked by All Ranks Average Salary*
(Dollars in thousands)

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	SUNY Institute of Technology at Utica-Rome	NY	102.5	86.0	74.2	59.1	86.9
2	Louisiana Tech University	LA	83.7	69.6	60.9	39.7	70.4
3	University of Louisiana-Monroe	LA	79.9	69.3	61.0	40.5	69.1
4	University of Pittsburgh Bradford	PA	81.7	66.4	56.5	50.8	68.0
5	Indiana University Northwest	IN	80.8	68.4	55.3	-	67.7
6	Southern Polytechnic State University	GA	79.3	66.1	57.2	-	67.1
7	Midwestern State University	TX	76.0	67.0	57.2	39.8	65.8
8	Eastern Washington University	WA	76.1	62.2	57.5	-	64.8
9	Southwestern Oklahoma State University	OK	76.9	64.4	51.7	44.6	64.0
10	Idaho State University	ID	74.5	58.8	55.0	42.3	62.3
11	Savannah State University	GA	72.4	63.4	52.9	39.5	62.2
12	West Virginia University Institute of Te	WV	77.1	56.4	54.0	35.0	61.9
13	Weber State University	UT	72.2	61.5	51.9	41.6	61.4
14	Oregon Institute of Technology	OR	72.3	59.4	49.5	43.9	60.2
15	West Liberty University	WV	64.8	60.0	54.6	45.1	59.3
16	University of Wisconsin Platteville	WI	68.8	57.6	51.5	-	59.2
17	Arkansas Technical University	AR	69.7	58.9	48.9	38.3	58.7
Weighted Average (without OIT)			76.0	63.7	55.6	42.9	64.5
Oregon Institute of Technology % of average			95.1%	93.3%	89.0%	102.4%	93.2%
Average, All Public Baccalaureate Universities**			84.5	69.0	57.3	46.7	69.8

* 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.

**Category IIB institutions are used to find the average salary for public baccalaureate universities

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession, 2011-12, March/April 2012. Six OIT peer institutions did

I not participate in the AAUP survey. Their salaries were obtained from IPEDS HR survey

2011-12 Average Faculty Total Compensation at Peer Universities on OIT List
Weighted Distribution of Faculty by Rank: Ranked by All Ranks Average Compensation*
(Dollars in thousands)

Rank	Institution	State	Prof	Assoc	Asst	Instr	All Ranks
1	SUNY Institute of Technology at Utica-Rome	NY	135.7	114.0	95.3	78.8	114.2
2	Louisiana Tech University	LA	119.4	98.6	86.0	56.2	100.0
3	Indiana University Northwest	IN	109.3	91.9	75.4	0.0	91.6
4	Oregon Institute of Technology	OR	107.7	89.3	75.5	68.3	90.5
5	Southwestern Oklahoma State University	OK	104.7	88.6	72.6	63.7	88.2
6	Eastern Washington University	WA	100.3	83.6	77.5	0.0	86.4
7	Weber State University	UT	99.1	86.5	74.0	60.6	85.9
8	Idaho State University	ID	103.0	80.8	75.1	56.8	85.7
9	Southern Polytechnic State University	GA	100.4	84.3	73.5	0.0	85.6
10	Midwestern State University	TX	98.8	87.1	74.3	51.8	85.6
11	University of Pittsburgh Bradford	PA	100.9	83.7	72.5	63.6	85.4
12	University of Louisiana-Monroe	LA	98.3	84.3	73.7	49.0	84.3
13	Savannah State University	GA	95.0	82.5	68.8	51.4	81.2
14	West Virginia University Institute of Te	WV	101.1	73.0	70.1	45.9	80.6
15	University of Wisconsin Platteville	WI	91.1	78.3	71.3	0.0	79.9
16	Arkansas Technical University	AR	86.8	74.2	62.1	49.8	73.8
17	West Liberty University	WV	74.1	71.3	64.6	54.0	69.4
Weighted Average (without OIT)			100.7	84.8	74.3	57.6	85.8
Oregon Institute of Technology % of average			107.0%	105.3%	101.6%	118.5%	105.5%
Average, All Public Baccalaureate Universities**			110.8	91.6	76.4	63.1	92.3

* 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.

**Category IIB institutions are used to find the average salary for public baccalaureate universities

Source: American Association of University Professors, ACADEME: The Annual Report on the Economic Status of the Profession 2011-12, March/April 2012. Six OIT peer institutions did r

not participate in the AAUP survey. Their salaries were obtained from IPEDS HR survey while their benefits were calculated using last year's figures available in IPEDS HR survey.