

UNIVERSITY OF NORTHERN IOWA
AVERAGE BUDGETED SALARIES OF FACULTY STAFF
2010-2011

Full-time Equivalent Represents Portion of Salary Budgeted in the
General Educational Fund Only (including Unfilled Positions)

College	Professor				Associate Professor				Assistant Professor				Instructor			
	Men		Women		Men		Women		Men		Women		Men		Women	
	12 mo.	9 mo.	12 mo.	9 mo.	12 mo.	9 mo.	12 mo.	9 mo.	12 mo.	9 mo.	12 mo.	9 mo.	12 mo.	9 mo.	12 mo.	9 mo.
Business																
Average Salary	-	\$114,601	-	\$123,540	-	\$95,537	-	\$96,377	-	\$92,682	-	\$87,777	-	\$64,567	-	\$50,206
FTE	-	20.00	-	2.70	-	17.00	-	8.00	-	4.50	-	3.00	-	4.00	-	5.00
Head Count	-	20	-	3	-	17	-	8	-	5	-	3	-	4	-	5
Social & Behavioral Sciences																
Average Salary	-	\$89,184	-	\$77,587	-	\$63,981	-	\$64,161	-	\$51,528	-	\$52,744	-	-	-	-
FTE	-	27.50	-	8.00	-	27.25	-	19.75	-	9.00	-	17.00	-	-	-	-
Head Count	-	28	-	9	-	28	-	20	-	9	-	17	-	-	-	-
Education (including Price Lab School)																
Average Salary	\$161,099	\$92,740	-	\$88,645	-	\$79,837	-	\$69,170	-	\$59,519	-	\$58,340	-	\$55,451	-	\$54,157
FTE	1.00	17.00	-	11.58	-	15.75	-	26.53	-	10.00	-	16.00	-	14.66	-	40.75
Head Count	1	18	-	14	-	17	-	28	-	10	-	16	-	15	-	43
Humanities and Fine Arts																
Average Salary	-	\$82,264	-	\$80,517	-	\$65,905	-	\$63,513	-	\$54,329	-	\$50,115	-	\$48,029	-	\$45,489
FTE	-	32.00	-	18.45	-	25.00	-	29.00	-	17.00	-	15.00	-	5.00	-	7.00
Head Count	-	32	-	20	-	25	-	29	-	17	-	15	-	5	-	7
Natural Sciences																
Average Salary	-	\$85,311	-	\$77,125	-	\$72,270	-	\$60,929	-	\$53,667	-	\$56,793	-	\$50,560	-	\$50,240
FTE	-	41.75	-	3.18	-	22.30	-	10.18	-	22.00	-	4.00	-	1.36	-	4.75
Head Count	-	45	-	5	-	23	-	11	-	22	-	4	-	3	-	5
Other Categories (including Library and Ed Technology)																
Average Salary	-	\$88,158	-	\$82,734	\$119,095	\$71,668	\$93,336	\$72,365	-	\$75,289	-	\$60,280	-	-	-	\$47,109
FTE	-	2.00	-	1.00	5.00	3.50	3.00	5.00	-	2.00	-	1.00	-	-	-	1.00
Head Count	-	2	-	1	5	4	3	5	-	2	-	1	-	-	-	1
Overall University																
Average Salary	\$161,099	\$90,493	\$0	\$84,487	\$119,095	\$73,422	\$93,336	\$68,020	0.00	\$57,843	0.00	\$55,939	0.00	\$55,159	0.00	\$52,344
FTE	1.00	140.25	0.00	44.91	5.00	110.80	3.00	98.46	0.00	64.50	0.00	56.00	0.00	25.02	0.00	58.50
Head Count	1	145	0	50	5	114	3	100	0	65	0	56	0	25	0	61

STATE BOARD OF REGENTS UNIVERSITIES
2010-2011 AVERAGE FACULTY SALARIES AND TOTAL COMPENSATION FOR NON-PROFESSIONAL COLLEGES
(Includes Filled and Unfilled Positions)

	12 Month Salary		9 Month Salary		9 Months (2) Equivalent Salary		Total Compensation 9 Months (2) Equivalent Salary
	Average	F T E	Average	F T E	Average	F T E	
University of Iowa (1)							
Professor							
Associate Professor							
Assistant Professor							
Instructor							
Total							
Iowa State University (1)							
Professor							
Associate Professor							
Assistant Professor							
Instructor							
Total							
University of Northern Iowa							
Professor	\$161,099	1.00	\$89,011	185.16	\$80,376	186.16	\$107,945
Associate Professor	109,435	8.00	70,880	209.26	63,539	217.26	\$85,332
Assistant Professor	0	0.00	56,958	120.50	56,958	120.50	\$76,495
Instructor	0	0.00	53,187	83.52	53,187	83.52	\$71,430
Total	<u>\$115,175</u>	<u>9.00</u>	<u>\$71,217</u>	<u>598.44</u>	<u>\$65,970</u>	<u>607.44</u>	<u>\$88,730</u>

(1) Excludes at SUI: Medicine, Dentistry, Nursing, Law, Pharmacy; and at ISU: Veterinary Medicine and the Research and Extension faculty associated with the Agricultural Experiment Station and the Cooperative Extension Service. These exclusions are consistent with prior year reporting.

(2) A 9 month equivalent is .8181 (9/11) of a 12 month position.

Source: Institutional Reports

December 2010

STATE BOARD OF REGENTS UNIVERSITIES
2010-2011 AVERAGE MALE FACULTY SALARIES FOR NON-PROFESSIONAL COLLEGES
(Includes Filled and Unfilled Positions)

	12 Month Salary		9 Month Salary		9 Months (2) Equivalent Salary	
	Average	F T E	Average	F T E	Average	F T E
University of Iowa (1)						
Professor						
Associate Professor						
Assistant Professor						
Instructor						
Total						
Iowa State University (1)						
Professor						
Associate Professor						
Assistant Professor						
Instructor						
Total						
University of Northern Iowa						
Professor	\$161,099	1.00	\$90,460	140.25	\$90,753	141.25
Associate Professor	119,095	5.00	73,422	110.80	74,459	115.80
Assistant Professor	0	0.00	57,843	64.50	57,843	64.50
Instructor	0	0.00	55,159	25.02	55,159	25.02
Total	<u>\$126,096</u>	<u>6.00</u>	<u>\$76,146</u>	<u>340.57</u>	<u>\$76,614</u>	<u>346.57</u>

(1) Excludes at SUI: Medicine, Dentistry, Nursing, Law, Pharmacy; and at ISU: Veterinary Medicine and the Research and Extension faculty associated with the Agricultural Experiment Station and the Cooperative Extension Service. These exclusions are consistent with prior year reporting.

(2) A 9 month equivalent is .8181 (9/11) of a 12 month position.

Source: Institutional Reports

STATE BOARD OF REGENTS UNIVERSITIES
2010-2011 AVERAGE FEMALE FACULTY SALARIES FOR NON-PROFESSIONAL COLLEGES
(Includes Filled and Unfilled Positions)

	12 Month Salary		9 Month Salary		9 Months (2) Equivalent Salary	
	Average	F T E	Average	F T E	Average	F T E
University of Iowa (1)						
Professor						
Associate Professor						
Assistant Professor						
Instructor						
Total						
Iowa State University (1)						
Professor						
Associate Professor						
Assistant Professor						
Instructor						
Total						
University of Northern Iowa						
Professor	\$0	0.00	\$84,486	44.91	\$84,486	44.91
Associate Professor	93,336	3.00	68,020	98.46	68,267	101.46
Assistant Professor	0	0.00	55,939	56.00	55,939	56.00
Instructor	<u>0</u>	<u>0.00</u>	<u>52,344</u>	<u>58.50</u>	<u>52,344</u>	<u>58.50</u>
Total	<u>\$93,336</u>	<u>3.00</u>	<u>\$64,708</u>	<u>257.87</u>	<u>\$64,842</u>	<u>260.87</u>

(1) Excludes at SUI: Medicine, Dentistry, Nursing, Law, Pharmacy; and at ISU: Veterinary Medicine and the Research and Extension faculty associated with the Agricultural Experiment Station and the Cooperative Extension Service. These exclusions are consistent with prior year reporting.

(2) A 9 month equivalent is .8181 (9/11) of a 12 month position.

Source: Institutional Reports

UNIVERSITY OF NORTHERN IOWA
Salary Range of Teaching/Research Assistants
2009-2010 and 2010-2011

	<u>2009-2010</u>	<u>2010-2011</u>	<u>Percent Increase</u>
<u>Graduate Assistants</u>			
Masters*	\$8,392	\$8,644	3.0%
Doctoral	12,580	12,956	3.0%
Average	9,049	9,143	1.0%

Based on half-time 9-month workloads for both 2009-2010 and 2010-2011.

* Exceptions:			
Biology	\$16,784	\$17,288	3.0%
Environmental Science	16,776 **	11,308	0.0%
Geography	11,184	11,520	3.0%

**Fiscal year appointments for 2009-2010.

December 2010

UNIVERSITY OF NORTHERN IOWA
AVERAGE SALARY INCREASES OF CONTINUING EMPLOYEES
AS A PERCENT OF SALARY IN PRIOR YEAR
2010-2011

Year	Faculty and Institutional Officials (A)			Professional and Scientific				General Service Staff
	M	F	Total	M	F	Total		
1999-00	3.8%	4.4%	4.0%	4.0%	4.0%	4.0%		B
2000-01	3.9%	4.3%	4.0%	4.0%	4.0%	4.0%		C
2001-02	5.5%	5.9%	5.6%	5.5%	5.8%	5.6%		D
2002-03	5.4%	5.9%	5.6%	5.6%	5.7%	5.6%		5.8%
2003-04	3.4%	3.6%	3.5%	3.5%	3.5%	3.5%		5.1%
2004-05	3.7%	3.8%	3.8%	3.8%	3.8%	3.8%		3.5%
2005-06	1.5%	1.6%	1.5%	E 1.5%	1.5%	1.5%	E	3.6%
2006-07	1.9%	2.1%	2.0%	F 1.9%	2.1%	2.0%	F	4.2%
2007-08	2.9%	3.1%	3.0%	2.9%	3.1%	3.0%		4.9%
2008-09	4.0%	4.1%	4.0%	4.0%	4.0%	4.0%		4.59%
2009-10	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		1.55%
2010-11	2.9%	3.0%	3.0%	2.7%	3.1%	3.0%		4.58%

(A) Includes Non-Unit Faculty and Institutional Officials as well as Unit Faculty.

The 1999-00 Unit Faculty increase was 4.0%.

The 2000-01 Unit Faculty increase was 4.0%.

The 2001-02 Unit Faculty increase was 5.6%.

The 2002-03 Unit Faculty increase was 5.6%.

The 2003-04 Unit Faculty increase was 3.5%

The 2004-05 Unit Faculty increase was 3.75%

The 2005-06 Unit Faculty increase was 1.5% on 7-1-05. An additional 1% was allocated on 1-1-06.

The 2006-07 Unit Faculty increase was 2.0% on 7-1-06. An additional 1.5% was allocated on 1-1-07.

The 2007-08 Unit Faculty increase was 3.0%

The 2008-09 Unit Faculty increase was 4.0%

The 2009-10 Unit Faculty increase was 0.0%

The 2010-11 Unit Faculty increase was 3.0%

(B) 3.0 percent 7-1-99, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

(C) 2.6 percent 7-1-00, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

(D) 3.0 percent 7-1-01, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

(E) 1.5 percent 7-1-05. An additional 1% was allocated on 1-1-06.

(F) 2.0 percent 7-1-06. An additional 1.5% was allocated on 1-1-07.

UNIVERSITY OF NORTHERN IOWA
Average Professional & Scientific Salaries
2010- 2011

Average University-wide P&S Salary: \$58,623
Male: \$63,485
Female: \$54,454

Average University-wide
P&S Total Compensation: \$78,085

Average University-wide
Regents Merit Total Salary: \$40,179

Average University-wide
Regents Merit Total Compensation: \$59,360

December 2010

REGENT INSTITUTION COMPARISON GROUPS
ESTIMATED AVERAGE FACULTY SALARY INCREASES, 2010-2011

<u>Regent Comparison Group*</u>	<u>Average Faculty Salary 2009-2010 (1) (in thousands)</u>	<u>Average Total Compensation 2009-2010 (1) (in thousands)</u>	<u>Estimated Average Percent Increase (2) 2010-2011</u>	<u>Estimated Average Faculty Salary 2010-2011 (in thousands)</u>
University of North Texas	86.6	100.2	0.00%	86.6
University of North Carolina, Greensboro	84.1	105.4	N/A	N/A
California State University - Fresno	79.2	99.5	N/A	N/A
Ohio University, Athens	77.9	101.8	1.00%	78.7
Central Michigan University	78.4	106.8	3.00%	80.8
Illinois State University	73.4	93.0	2.50%	75.3
UNIVERSITY OF NORTHERN IOWA	71.8	94.5	3.00%	73.9
University of Minnesota, Duluth	71.7	102.8	N/A	N/A
Northern Arizona University	69.2	92.3	N/A	N/A
Indiana State University, Terre Haute	65.6	87.1	N/A	N/A
University of Wisconsin, Eau Claire	63.3	89.2	0.00%	63.3

(1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for March/April 2010. Average salaries are weighted average salaries. The 2009-2010 salaries are estimated from information provided by the universities. The averages shown in the table are for the rank of professor, associate professor, and assistant professor.

(2) Estimated increases obtained through contacts with comparison institutions.

*Data from the University of North Carolina, California State University, University of Minnesota, Northern Arizona University and Indiana State University were not available.

September 2010

Average Faculty Salaries by Academic Rank, FY 2010

(Peer institutions as listed by Education Trust*)

Peers Adjusted to UNI Rank Distribution

University	Three Ranks Combined			Assistant Professor			Associate Professor			Professor		
	Average 3 Salary	N	Salary Ranking	Average AI Salary	N	Salary Ranking	Average AO Salary	N	Salary Ranking	Average P Salary	N	Salary Ranking
University of California - Riverside	93,994	502	1	71,100	120	1	81,700	200	4	122,600	182	1
University of North Carolina-Charlotte	89,469	502	2	69,200	120	2	82,400	200	1	110,600	182	3
University of Alabama	88,875	502	3	61,300	120	18	80,100	200	6	116,700	182	2
University of North Texas	88,445	502	4	66,300	120	4	82,300	200	2	109,800	182	4
University of North Carolina-Greensboro	85,504	502	5	63,800	120	8	77,600	200	9	108,500	182	5
West Chester University of Pennsylvania	85,167	502	6	66,600	120	3	81,900	200	3	101,000	182	9
Indiana University of Pennsylvania-Main	83,769	502	7	62,900	120	10	80,700	200	5	100,900	182	10
University of Mississippi-Main	83,391	502	8	62,300	120	11	76,200	200	10	105,200	182	6
Bloomsburg University of Pennsylvania	82,898	502	9	61,700	120	15	79,600	200	7	100,500	182	11
Kent State University-Main	82,857	502	10	64,100	120	7	75,600	200	12	103,200	182	7
Kutztown University of Pennsylvania	81,988	502	11	59,300	120	26	79,300	200	8	99,900	182	12
West Virginia University	81,298	502	12	60,200	120	22	74,300	200	14	102,900	182	8
East Carolina University	80,614	502	13	66,300	120	5	75,200	200	13	96,000	182	16
Ohio University	80,013	502	14	61,100	120	20	73,900	200	16	99,200	182	13
California State University - Fresno	78,818	502	15	62,000	120	14	73,000	200	19	96,300	182	14
University of North Carolina-Wilmington	78,481	502	16	61,700	120	16	73,700	200	17	94,800	182	17
North Dakota State University-Main	78,306	502	17	65,000	120	6	72,100	200	21	93,900	182	19
Central Michigan University	78,060	502	18	59,800	120	24	72,600	200	20	96,100	182	15
Oakland University	77,039	502	19	60,200	120	23	71,800	200	23	93,900	182	18
University of Minnesota-Duluth	76,925	502	20	57,100	120	32	74,100	200	15	93,100	182	20
Mississippi State University	76,708	502	21	61,300	120	19	71,400	200	25	92,700	182	22
Northern Illinois University	76,592	502	22	62,300	120	12	70,600	200	26	92,600	182	23
Appalachian State University	76,109	502	23	59,600	120	25	73,100	200	18	90,300	182	25
University of Nebraska-Omaha	76,088	502	24	61,700	120	17	75,700	200	11	86,000	182	30
Eastern Illinois University	75,351	502	25	62,100	120	13	71,700	200	24	88,100	182	27
Bowling Green State University-Main	75,138	502	26	56,900	120	34	70,100	200	28	92,700	182	21
Western Illinois University	74,745	502	27	57,000	120	33	70,600	200	27	91,000	182	24
Illinois State University	74,411	502	28	63,000	120	9	67,800	200	33	89,200	182	26
Florida A & M University	74,363	502	29	60,500	120	21	72,000	200	22	86,100	182	29
Grand Valley State University	72,394	502	30	55,200	120	40	68,600	200	32	87,900	182	28
SUNY College At Oswego	72,007	502	31	56,600	120	35	68,700	200	31	85,800	182	31
University of Northern Iowa	71,790	502	32	54,800	120	42	69,600	200	29	85,400	182	32
Georgia Southern University	71,212	502	33	58,400	120	27	68,900	200	30	82,200	182	35
Montana State University-Bozeman	69,290	502	34	58,300	120	28	63,500	200	40	82,900	182	34
Northern Arizona University	69,176	502	35	55,200	120	41	63,800	200	37	84,300	182	33
South Dakota State University	68,766	502	36	57,400	120	30	66,000	200	34	79,300	182	41
Ball State University	67,694	502	37	52,000	120	48	64,000	200	36	82,100	182	36
Northern Michigan University	67,537	502	38	53,500	120	44	63,800	200	38	80,900	182	37
Radford University	67,280	502	39	57,200	120	31	64,300	200	35	77,200	182	44
The University of Montana-Missoula	67,256	502	40	55,900	120	38	63,200	200	42	79,200	182	42
Indiana State University	66,818	502	41	55,600	120	39	62,100	200	45	79,400	182	40
Murray State University	66,753	502	42	52,600	120	45	63,100	200	43	80,100	182	38
University of Northern Colorado	66,604	502	43	51,900	120	49	63,600	200	39	79,600	182	39
University of Wisconsin-Whitewater	66,221	502	44	58,200	120	29	63,500	200	41	74,500	182	45
University of Wisconsin-Oshkosh	65,105	502	45	56,000	120	37	62,200	200	44	74,300	182	46
Tennessee Technological University	65,071	502	46	52,400	120	46	61,000	200	46	77,900	182	43
University of Wisconsin-Eau Claire	63,735	502	47	56,500	120	36	60,100	200	47	72,500	182	48
University of Wisconsin-Stout	62,549	502	48	54,100	120	43	58,200	200	48	72,900	182	47
University of Wisconsin-Stevens Point	60,726	502	49	52,100	120	47	58,100	200	49	69,300	182	49
Mean	\$75,172			\$59,394			\$70,559			\$90,643		

*Peer institutions from the report titled *A Matter of Degrees: Improving Graduation Rates in Four-Year Colleges and Universities*, Education Trust, May 2004.

Definition of peer institutions: "Competitive" student selectivity, Masters-degree granting, between 5,000 and 14,000 students, and a median SAT score between 1,000 and 1,100.

Data not available for the following peer institution: Saint Cloud State University, Stephen F Austin State University, University of Central Arkansas, University of New Hampshire,

University of West Georgia, and Winona State University

Data Source: ACADEME, AAUP, March-April 2010.