

UNIVERSITY OF NORTHERN IOWA
AVERAGE BUDGETED SALARIES OF FACULTY STAFF
2011-2012

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	-	\$116,985	-	\$126,775	-	\$99,047	-	\$98,389	-	\$103,727	-	\$89,268	-	\$62,614	-	\$57,901
FTE	-	20.00	-	2.70	-	15.50	-	8.00	-	8.00	-	3.00	-	5.00	-	5.00
Head Count	-	21	-	3	-	16	-	8	-	8	-	3	-	5	-	5
Social & Behavioral Sciences																
Average Salary	-	\$89,415	-	\$80,395	-	\$65,340	-	\$65,913	-	\$52,553	-	\$52,349	-	-	-	\$39,000
FTE	-	28.15	-	12.00	-	28.00	-	18.25	-	5.00	-	15.00	-	-	-	1.00
Head Count	-	29	-	13	-	28	-	19	-	5	-	15	-	-	-	1
Education (including Price Lab School)																
Average Salary	-	\$96,607	-	\$87,684	-	\$81,353	-	\$70,189	-	\$60,192	-	\$57,642	-	\$53,409	-	\$51,606
FTE	-	17.65	-	10.48	-	16.25	-	24.83	-	12.00	-	22.00	-	22.50	-	50.80
Head Count	-	19	-	12	-	17	-	26	-	12	-	22	-	23	-	52
Humanities, Arts and Sciences																
Average Salary	-	\$84,546	-	\$80,301	-	\$68,351	-	\$63,667	-	\$53,964	-	\$52,737	-	\$48,935	-	\$46,397
FTE	-	74.60	-	21.13	-	53.30	-	42.18	-	34.00	-	24.00	-	6.50	-	12.00
Head Count	-	77	-	23	-	54	-	44	-	34	-	24	-	8	-	12
Other Categories (including Library and Ed Technology)																
Average Salary	-	\$90,364	-	-	\$132,322	\$70,674	\$94,547	\$73,606	-	\$69,203	-	\$58,308	-	-	-	-
FTE	-	2.00	-	-	5.00	3.75	2.00	6.00	-	3.00	-	2.00	-	-	-	-
Head Count	-	2	-	-	5	4	2	6	-	3	-	2	-	-	-	-
Overall University																
Average Salary	\$0	\$91,641	\$0	\$84,706	\$132,322	\$73,586	\$94,547	\$69,111	\$0	\$62,214	\$0	\$56,113	\$0	\$53,907	\$0	\$50,972
FTE	0.00	142.40	0.00	46.31	5.00	116.80	2.00	99.26	0.00	62.00	0.00	66.00	0.00	34.00	0.00	68.80
Head Count	0	148	0	51	5	119	2	103	0	62	0	66	0	36	0	70

STATE BOARD OF REGENTS UNIVERSITIES
2011-2012 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	\$0	0.00	\$89,939	188.71	\$77,195	188.71	\$103,673
Associate Professor	121,529	7.00	71,530	216.06	63,702	223.06	\$85,552
Assistant Professor	0	0.00	59,068	128.00	59,068	128.00	\$79,328
Instructor	0	0.00	51,943	102.80	51,943	102.80	\$69,759
Total	<u>\$121,529</u>	<u>7.00</u>	<u>\$71,318</u>	<u>635.57</u>	<u>\$64,860</u>	<u>642.57</u>	<u>\$87,237</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 2011

STATE BOARD OF REGENTS UNIVERSITIES
2011-2012 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	\$0	0.00	\$91,641	142.40	\$91,641	142.40
Associate Professor	132,322	5.00	73,586	116.80	75,009	121.80
Assistant Professor	0	0.00	62,214	62.00	62,214	62.00
Instructor	0	0.00	53,908	34.00	53,908	34.00
Total	<u>\$132,322</u>	<u>5.00</u>	<u>\$76,956</u>	<u>355.20</u>	<u>\$77,390</u>	<u>360.20</u>

(1) Excludes at SU: 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 2011

STATE BOARD OF REGENTS UNIVERSITIES
2011-2012 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	\$84,705	46.31	\$84,705	46.31
Associate Professor	94,547	2.00	69,111	99.26	69,274	101.26
Assistant Professor	0	0.00	56,113	66.00	56,113	66.00
Instructor	0	0.00	50,971	68.80	50,971	68.80
Total	<u>\$94,547</u>	<u>2.00</u>	<u>\$64,176</u>	<u>280.37</u>	<u>\$64,269</u>	<u>282.37</u>

(1) Excludes at SU: 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 2011

UNIVERSITY OF NORTHERN IOWA
Salary Range of Teaching/Research Assistants
2010-2011 and 2011-2012

	<u>2010-2011</u>	<u>2011-2012</u>	<u>Percent Increase</u>
<u>Graduate Assistants</u>			
Masters*	\$8,644	\$8,892	2.9%
Doctoral	12,956	13,328	2.9%
Average	9,143	9,421	3.0%

Based on half-time 9-month workloads for both 2010-2011 and 2011-2012.

* Exceptions:			
Biology	\$17,288	\$17,784	2.9%
Environmental Science	11,308	11,632	2.9%
Geography	11,520	11,852	2.9%

December 2011

UNIVERSITY OF NORTHERN IOWA
AVERAGE SALARY INCREASES OF CONTINUING EMPLOYEES
AS A PERCENT OF SALARY IN PRIOR YEAR
2011-2012

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%	E	3.6%	
2006-07	1.9%	2.1%	2.0%	F	1.9%	2.1%	F	4.2%	
2007-08	2.9%	3.1%	3.0%		2.9%	3.1%		4.9%	
2008-09	4.0%	4.1%	4.0%		4.0%	4.0%		4.59%	
2009-10	0.0%	0.0%	0.0%		0.0%	0.0%		1.55%	
2010-11	2.9%	3.0%	3.0%		2.7%	3.1%		4.58%	
2011-12	3.3%	3.6%	3.5%		3.4%	3.6%		4.31%	G

(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%

The 2011-12 Unit Faculty & P&S increase was 2.25% on 7-1-11. An additional 1.25% will be allocated on 1-1-12 (annualized @ 2.89%).

(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.

(G) 2.0 percent 7-1-11. An additional 1.0% will be allocated on 1-1-12.

UNIVERSITY OF NORTHERN IOWA
Average Professional & Scientific Salaries
2011 - 2012

Average University-wide P&S Salary: \$60,850
Male: \$66,220
Female: \$56,409

Average University-wide
P&S Total Compensation: \$79,994

Average University-wide
Regents Merit Total Salary: \$41,538

Average University-wide
Regents Merit Total Compensation: \$61,534

December 2011

Average Faculty Salaries by Academic Rank, FY 2011

(Peer institutions as listed by Education Trust*)

Peers Adjusted to UNI Rank Distribution

University	Three Ranks Combined			Assistant Professor			Associate Professor			Professor		
	Average Salary	UNI N	Ranking	Average Salary	UNI N	Ranking	Average Salary	UNI N	Ranking	Average Salary	UNI N	Ranking
University of New Hampshire	95,774	484	1	75,700	117	1	89,500	196	1	116,700	171	3
University of California - Riverside	94,195	484	2	71,800	117	2	80,600	196	8	125,100	171	1
University of Alabama	92,455	484	3	64,000	117	15	84,100	196	4	121,500	171	2
University of North Carolina-Charlotte	89,420	484	4	69,000	117	4	81,300	196	7	112,700	171	4
West Chester University of Pennsylvania	88,256	484	5	69,700	117	3	84,900	196	3	104,800	171	11
Indiana University of Pennsylvania-Main	88,105	484	6	64,600	117	10	86,000	196	2	106,600	171	7
Bloomsburg University of Pennsylvania	86,448	484	7	65,300	117	9	82,800	196	5	105,100	171	10
University of North Texas	86,298	484	8	65,400	117	8	80,100	196	9	107,700	171	6
University of North Carolina-Greensboro	85,453	484	9	64,300	117	12	77,100	196	11	109,500	171	5
Kutztown University of Pennsylvania	85,439	484	10	62,900	117	16	82,700	196	6	104,000	171	12
Kent State University-Main	85,011	484	11	66,500	117	6	77,400	196	10	106,400	171	8
University of Mississippi-Main	83,975	484	12	64,200	117	14	77,000	196	12	105,500	171	9
West Virginia University	81,410	484	13	60,800	117	26	75,400	196	15	102,400	171	13
North Dakota State University-Main	80,980	484	14	67,600	117	5	75,600	196	14	96,300	171	16
Ohio University	80,919	484	15	62,300	117	18	74,600	196	18	100,900	171	14
East Carolina University	80,310	484	16	66,400	117	7	75,100	196	16	95,800	171	18
Central Michigan University	79,980	484	17	61,400	117	24	75,000	196	17	98,400	171	15
California State University - Fresno	78,283	484	18	62,100	117	21	72,400	196	22	96,100	171	17
University of North Carolina-Wilmington	77,782	484	19	60,900	117	25	73,100	196	20	94,700	171	20
Oakland University	77,186	484	20	59,900	117	29	71,700	196	24	95,300	171	19
University of Minnesota-Duluth	76,560	484	21	57,700	117	35	73,300	196	19	93,200	171	22
University of Nebraska-Omaha	76,469	484	22	62,200	117	19	75,800	196	13	87,000	171	32
Northern Illinois University	76,360	484	23	64,300	117	13	70,000	196	31	91,900	171	24
Bowling Green State University-Main	75,954	484	24	57,900	117	31	70,900	196	27	94,100	171	21
Mississippi State University	75,767	484	25	61,700	117	23	70,700	196	29	91,200	171	26
Illinois State University	75,442	484	26	64,500	117	11	68,400	196	34	91,000	171	27
Appalachian State University	75,223	484	27	59,900	117	28	72,000	196	23	89,400	171	28
Florida A & M University	75,099	484	28	62,100	117	20	73,000	196	21	86,400	171	34
Western Illinois University	75,063	484	29	57,700	117	36	71,000	196	26	91,600	171	25
Eastern Illinois University	74,500	484	30	62,700	117	17	70,900	196	28	86,700	171	33
SUNY College At Oswego	74,068	484	31	57,800	117	34	71,100	196	25	88,600	171	29
Northern Arizona University	74,058	484	32	57,900	117	32	67,700	196	36	92,400	171	23
University of Northern Iowa	73,189	484	33	55,900	117	43	70,500	196	30	88,100	171	31
Saint Cloud State University	72,506	484	34	62,000	117	22	68,400	196	35	84,400	171	35
Grand Valley State University	72,353	484	35	55,500	117	45	68,500	196	32	88,300	171	30
Georgia Southern University	70,594	484	36	58,600	117	30	68,500	196	33	81,200	171	42
Winona State University	69,466	484	37	57,300	117	37	63,700	196	41	84,400	171	36
Northern Michigan University	69,301	484	38	55,100	117	46	66,000	196	37	82,800	171	39
Ball State University	68,885	484	39	53,300	117	49	65,000	196	39	84,000	171	37
Montana State University-Bozeman	68,732	484	40	57,000	117	39	63,200	196	45	83,100	171	38
Indiana State University	68,701	484	41	57,100	117	38	63,500	196	43	82,600	171	40
South Dakota State University	68,058	484	42	57,900	117	33	65,100	196	38	78,400	171	46
University of Wisconsin-Whitewater	67,151	484	43	60,000	117	27	63,700	196	42	76,000	171	50
Radford University	67,122	484	44	56,700	117	41	64,900	196	40	76,800	171	49
The University of Montana-Missoula**	66,948	484	45	55,800	117	44	63,000	196	46	79,100	171	44
Murray State University	66,850	484	46	52,700	117	51	63,300	196	44	80,600	171	43
University of West Georgia	66,669	484	47	51,500	117	53	62,000	196	48	82,400	171	41
University of Wisconsin-Oshkosh	66,029	484	48	56,800	117	40	61,800	204	49	74,300	171	51
University of Central Arkansas	65,568	484	49	54,900	117	47	61,700	196	50	77,300	171	48
University of Northern Colorado	65,535	484	50	51,400	117	54	62,400	196	47	78,800	171	45
Tennessee Technological University	64,662	484	51	51,700	117	52	61,200	196	51	77,500	171	47
University of Wisconsin-Eau Claire	63,784	484	52	56,000	117	42	61,000	196	52	72,300	171	52
University of Wisconsin-Stout	62,341	484	53	54,200	117	48	58,600	196	53	72,200	171	53
University of Wisconsin-Stevens Point	60,842	484	54	53,200	117	50	58,200	196	54	69,100	171	54
Mean	\$75,695			\$60,293			\$71,026			\$91,531		

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

**University of Montana-Missoula was not in the report, just used "U Montana" instead.

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: Stephen F Austin State University

Data Source: ACADEME, AAUP, March-April 2011.