

UNIVERSITY OF NORTHERN IOWA  
AVERAGE BUDGETED SALARIES OF FACULTY STAFF  
2013-2014

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	-	\$121,998	-	\$137,834	-	\$100,882	-	\$94,283	-	\$109,824	-	\$97,387	-	\$71,896	-	\$60,015
FTE	-	19.50	-	3.00	-	13.00	-	6.00	-	8.00	-	5.00	-	6.00	-	4.00
Head Count	-	20	-	3	-	13	-	6	-	8	-	5	-	6	-	4
Social & Behavioral Sciences																
Average Salary	-	\$87,870	-	\$82,343	-	\$69,114	-	\$69,462	-	\$56,770	-	\$54,153	-	\$51,500	-	\$45,000
FTE	-	27.00	-	12.50	-	27.00	-	19.75	-	6.00	-	14.00	-	1.00	-	1.00
Head Count	-	27	-	13	-	27	-	20	-	6	-	14	-	1	-	1
Education																
Average Salary	-	\$100,701	-	\$89,697	-	\$81,605	-	\$69,073	-	\$67,385	-	\$61,220	-	\$58,312	-	\$59,025
FTE	-	16.30	-	13.82	-	15.75	-	23.50	-	10.00	-	20.00	-	11.83	-	31.00
Head Count	-	18	-	15	-	17	-	24	-	10	-	20	-	12	-	31
Humanities, Arts and Sciences																
Average Salary	-	\$89,382	-	\$82,447	-	\$70,289	-	\$68,604	-	\$56,383	-	\$55,248	-	\$52,501	-	\$50,589
FTE	-	66.00	-	24.86	-	57.65	-	35.00	-	23.00	-	29.00	-	4.18	-	8.00
Head Count	-	69	-	27	-	59	-	36	-	23	-	29	-	5	-	8
Other Categories (including Library and Ed Technology)																
Average Salary	\$153,538	\$95,517	\$146,000	\$78,629	\$127,471	\$75,671	\$102,150	\$77,806	-	\$102,083	-	\$55,427	-	-	-	-
FTE	1.00	2.00	1.00	1.00	3.00	3.50	3.00	6.00	-	1.00	-	3.00	-	-	-	-
Head Count	1	2	1	1	3	4	3	6	-	1	-	3	-	-	-	-
Overall University																
December 2013	\$153,538	\$95,437	\$146,000	\$87,181	\$127,471	\$75,105	\$102,150	\$71,233	\$0	\$68,582	\$0	\$59,690	\$0	\$60,502	\$0	\$57,262
FTE	1.00	130.80	1.00	55.18	3.00	116.90	3.00	90.25	0.00	48.00	0.00	71.00	0.00	23.01	0.00	44.00
Head Count	1	136	1	57	3	120	3	92	0	48	0	71	0	23	0	44

STATE BOARD OF REGENTS UNIVERSITIES  
2013-2014 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	\$149,769	2.00	\$92,987	185.98	93,301	187.98	\$124,175
Associate Professor	\$114,810	6.00	\$73,418	207.15	73,995	213.15	\$98,480
Assistant Professor	\$0	0.00	\$63,277	119.00	63,277	119.00	\$84,215
Instructor	\$0	0.00	\$58,375	67.01	58,375	67.01	\$77,691
Total	<u>\$123,550</u>	<u>8.00</u>	<u>\$75,878</u>	<u>579.14</u>	<u>\$76,221</u>	<u>587.14</u>	<u>\$98,783</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

February 2014

STATE BOARD OF REGENTS UNIVERSITIES  
2013-2014 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	\$153,538	1.00	\$95,437	130.80	\$95,666	131.80
Associate Professor	127,471	3.00	75,106	116.90	75,836	119.90
Assistant Professor	0	0.00	68,582	48.00	68,582	48.00
Instructor	0	0.00	60,502	23.01	60,502	23.01
Total	<u>\$133,988</u>	<u>4.00</u>	<u>\$81,413</u>	<u>318.71</u>	<u>\$81,763</u>	<u>322.71</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  
2013-2014 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	\$146,000	1.00	\$87,181	55.18	\$87,755	56.18
Associate Professor	102,150	3.00	71,233	90.25	71,630	93.25
Assistant Professor	0	0.00	59,690	71.00	59,690	71.00
Instructor	<u>0</u>	<u>0.00</u>	<u>57,262</u>	<u>44.00</u>	<u>57,262</u>	<u>44.00</u>
Total	<u>\$113,113</u>	<u>4.00</u>	<u>\$69,105</u>	<u>260.43</u>	<u>\$69,459</u>	<u>264.43</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

UNIVERSITY OF NORTHERN IOWA  
Salary Range of Teaching/Research Assistants  
2012-2013 and 2013-2014

	<u>2012-2013</u>	<u>2013-2014</u>	<u>Percent Increase</u>
<u>Graduate Assistants</u>			
Masters*	\$9,204	\$9,338	2.0%
Doctoral	\$13,796	\$14,072	2.0%
Average	\$9,820	\$9,977	1.6%

Based on half-time 9-month workloads for both 2012-2013 and 2013-2014.

* Exceptions:			
Biology (AY)	\$18,408	\$18,776	2.0%
Environmental Science (FY)	12,040	N/A	No longer offer F
Geography (AY)	12,268	12,512	2.0%

February 2014

UNIVERSITY OF NORTHERN IOWA  
AVERAGE SALARY INCREASES OF CONTINUING EMPLOYEES  
AS A PERCENT OF SALARY IN PRIOR YEAR  
2013-2014

Year	Faculty and Institutional Officials (A)			Professional and Scientific				General Service Staff	
	M	F	Total	M	F	Total			
2000-01	3.9%	4.3%	4.0%	4.0%	4.0%	4.0%			B
2001-02	5.5%	5.9%	5.6%	5.5%	5.8%	5.6%			C
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%	D 1.5%	1.5%	1.5%	D	3.6%	
2006-07	1.9%	2.1%	2.0%	E 1.9%	2.1%	2.0%	E	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%	
2011-12	3.3%	3.6%	3.5%	3.4%	3.6%	3.5%		4.31%	F
2012-13	3.4%	3.8%	3.5%	2.8%	3.0%	2.9%		4.18%	G
2013-14	2.1%	2.2%	2.0%	2.5%	2.8%	2.6%		1.08%	H

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

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%).

The 2012-13 Unit Faculty increase was 2.25% on 7-1-11. An additional 1.25% will be allocated on 1-1-13.

The P&S increase was 2.89% on 7-1-12.

The 2013-14 Unit Faculty increase was 2.0%. P&S increase was 2.63%.

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

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

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

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

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

(G) 2.0 percent 7-1-12. An additional 1.0% will be allocated on 1-1-13.

(H) 0.0 percent 7-1-13. Average merit step only.

UNIVERSITY OF NORTHERN IOWA  
Average Professional & Scientific Salaries  
2013 - 2014

Average University-wide P&S Salary: \$63,245  
Male: \$68,923  
Female: \$58,978

Average University-wide  
P&S Total Compensation: \$83,041

Average University-wide  
Regents Merit Total Salary: \$44,883

Average University-wide  
Regents Merit Total Compensation: \$66,651

February 2014

**Average Faculty Salaries by Academic Rank, FY 2013**

(Peer institutions as listed by Education Trust\*)

Peers Adjusted to UNI Rank Distribution

University	Three Ranks Combined			Assistant Professor			Associate Professor			Professor		
	Average	UNI	Salary	Average	UNI	Salary	Average	UNI	Salary	Average	UNI	Salary
	Salary	N	Ranking	Salary	N	Ranking	Salary	N	Ranking	Salary	N	Ranking
University of Alabama	100,132	478	1	68,200	114	6	90,400	195	2	132,900	169	1
University of California - Riverside	99,024	478	2	77,900	114	1	83,400	195	3	131,300	169	2
University of New Hampshire	97,996	478	3	76,900	114	2	92,300	195	1	118,800	169	3
University of Mississippi-Main	88,696	478	5	67,600	114	9	80,400	195	9	112,500	169	5
West Virginia University	88,528	478	6	66,300	114	14	83,000	195	4	109,900	169	7
Kent State University-Main	86,963	478	7	69,000	114	4	80,100	195	11	107,000	169	8
University of North Carolina-Greensboro	86,455	478	8	66,300	114	15	77,400	195	14	110,500	169	6
West Chester University of Pennsylvania	86,108	478	9	66,600	114	12	82,700	195	5	103,200	169	11
Bloomsburg University of Pennsylvania	84,837	478	10	62,800	114	23	81,200	195	8	103,900	169	9
Indiana University of Pennsylvania-Main	84,639	478	11	61,100	114	29	82,400	195	6	103,100	169	13
North Dakota State University-Main	84,617	478	12	68,900	114	5	77,700	195	12	103,200	169	12
Ohio University	84,533	478	13	68,000	114	7	77,500	195	13	103,800	169	10
Kutztown University of Pennsylvania	83,396	478	14	60,200	114	35	80,400	195	10	102,500	169	14
Central Michigan University	82,591	478	15	67,200	114	11	76,500	195	16	100,000	169	16
Oakland University	82,426	478	16	64,900	114	17	76,400	195	17	101,200	169	15
Northern Illinois University	81,782	478	17	67,700	114	8	75,700	195	19	98,300	169	18
Grand Valley State University	80,251	478	19	63,900	114	20	75,900	195	18	96,300	169	20
Mississippi State University	80,083	478	20	65,100	114	16	74,700	195	22	96,400	169	19
Florida A & M University	79,566	478	21	61,200	114	28	77,100	195	15	94,800	169	23
University of North Texas	79,412	478	22	59,700	114	37	73,700	195	24	99,300	169	17
Western Illinois University	77,812	478	24	60,700	114	33	73,700	195	23	94,100	169	25
Eastern Illinois University	77,735	478	25	64,300	114	19	73,400	195	25	91,800	169	30
Illinois State University	77,185	478	26	67,400	114	10	70,500	195	31	91,500	169	31
University of Nebraska-Omaha	77,016	478	27	64,900	114	18	75,100	195	21	87,400	169	36
California State University - Fresno	76,743	478	28	63,300	114	21	70,600	195	30	92,900	169	26
Indiana State University	76,312	478	29	63,200	114	22	69,600	195	34	92,900	169	27
<b>University of Northern Iowa</b>	<b>76,228</b>	478	30	<b>61,300</b>	114	27	<b>72,500</b>	195	27	<b>90,600</b>	169	32
University of Minnesota-Duluth	75,191	478	32	57,100	114	43	71,200	195	29	92,000	169	28
Northern Arizona University	75,147	478	33	57,600	114	41	68,200	195	40	95,000	169	22
Bowling Green State University-Main	74,468	478	34	58,000	114	40	68,900	195	36	92,000	169	29
SUNY College At Oswego	74,291	478	35	56,600	114	44	70,500	195	32	90,600	169	33
South Dakota State University	72,766	478	36	62,200	114	25	69,900	195	33	83,200	169	43
Ball State University	72,538	478	37	56,000	114	46	69,500	195	35	87,200	169	37
Radford University	71,031	478	39	60,500	114	34	68,200	195	39	81,400	169	46
Tennessee Technological University	71,016	478	40	56,300	114	45	68,800	195	37	83,500	169	42
The University of Montana-Missoula**	70,696	478	41	61,000	114	30	65,700	195	43	83,000	169	44
Georgia Southern University	70,112	478	42	60,800	114	32	66,900	195	42	80,100	169	47
Murray State University	69,267	478	44	55,000	114	50	65,100	195	45	83,700	169	41
University of Northern Colorado	69,167	478	45	53,600	114	51	64,200	195	47	85,400	169	38
Northern Michigan University	69,156	478	46	55,400	114	48	65,200	195	44	83,000	169	45
University of Wisconsin-Whitewater	68,342	478	47	62,400	114	24	64,400	195	46	76,900	169	49
University of Central Arkansas	66,952	478	48	56,000	114	47	63,000	195	49	78,900	169	48
University of Wisconsin-Oshkosh	64,893	478	49	58,200	114	39	61,000	195	50	73,900	169	50
University of Wisconsin-Eau Claire	64,150	478	50	59,100	114	38	60,300	195	51	72,000	169	51
University of Wisconsin-Stout	62,567	478	51	55,300	114	49	60,200	195	52	70,200	169	53
University of West Georgia	61,577	478	52	52,200	114	52	58,200	195	53	71,800	169	52
Montana State University-Bozeman	60,922	478	53	6,200	114	54	67,800	195	41	89,900	169	34
University of Wisconsin-Stevens Point	59,695	478	54	52,200	114	53	57,400	195	54	67,400	169	54
University of North Carolina-Charlotte***												
East Carolina University***												
University of North Carolina-Wilmington***												
Appalachian State University***												
Saint Cloud State University***												
Winona State University***												
<b>Mean</b>	<b>77,188</b>			<b>60,965</b>			<b>72,477</b>			<b>93,567</b>		

\*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 is usually referred to as "U Montana", which was used in this sheet.

\*\*\*Institutions not in the report (University of North Carolina-Charlotte, East Carolina University, University of North Carolina-Wilmington, Appalachian State University, Saint Cloud State University, and Winona State University).

Dollar amounts are denoted in thousands.

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 Source: ACADEME, AAUP, March-April 2013.