

TO: Board of Regents, State of Iowa

FROM: University of Northern Iowa

ACTION REQUESTED: Approval of University of Northern Iowa Annual  
Governance Report on Salaries FY 2016

February 2016

## University of Northern Iowa

### 2016 Annual Governance Report on Salaries

#### **Overview**

The University of Northern Iowa (UNI) participates with the Board of Regents staff and the other two Regent institutions to produce the Annual Report on faculty and staff salaries in the Regent institutions. The report also includes comparative data on UNI peer institutions as well as the Education Trust selected peer institutions.

#### **Institutional policy for distribution of salary increases**

Salary increases for the instructional faculty are made annually consistent with the collective bargaining agreement between the Board of Regents State of Iowa and the UNI-United Faculty. For FY 2016, the faculty members were awarded an increase of 2.5% effective July 1, 2016.

Professional and scientific employees were awarded an increase of 2.5% effective November 1, 2015. Academic Administrators were also awarded an average increase of 2.5% effective November 1, 2015.

#### **Faculty Salaries**

As of October 1, 2015, UNI had 573 full-time equivalent faculty (FTE) members with an average nine-month equivalent salary of \$76,733. A Full Professor on average earns \$91,978, an Associate Professor earns \$73,280, an Assistant Professor earns \$65,049 and an instructor earns \$60,961.

A nine-month equivalent average salary for a male faculty member is \$82,033 while that of a female faculty member is \$70,757. As of October 1, 2015, UNI had 305.60 FTE male and 267.50 FTE female faculty members. There are more men than women clustered at the high end of years in rank for academic ranks of Associate Professor and Full Professor.

#### **Salary Range of Teaching and Research Assistants**

Almost all of the graduate assistantships at the University of Northern Iowa are research assistantships. Teaching assistants teach less than 1.0% of the student credit hours at the University. A graduate assistantship at the Master's level is paid \$9,840 while that of a doctoral level is paid \$14,748. This represents an average increase of 2.5% from the previous year. The total average nine-month half-time assistantship is \$10,491. Graduate assistantships in some disciplines such as Geography, Biology, and Environmental Science are slightly higher than the regular assistantships at the University. This ranges from \$13,112 in Geography to \$19,680 in Biology.

### **Institutional Officials and Professional and Scientific Staff Salaries**

The average salary increase of continuing employees as a percent of salary was 2.5% for institutional officials and 2.5% for the professional and scientific (P&S) staff, effective November 1, 2015. The General Service staff had an average increase of 3.5% which included an average for merit-step.

The average University-wide P&S salary is \$65,901 and the total compensation is \$89,401. A male P&S staff earns an average of \$71,877 while a female P&S staff earns an average of \$61,189. The average University-wide Regents merit salary is \$45,047 and the total compensation is \$66,413.

### **Faculty Salaries at Peer Institutions**

The University of Northern Iowa full-time faculty salary ranks 9<sup>th</sup> out of the eleven Regent comparison group institutions. Among the peer institutions as listed by the Education Trust, UNI faculty salaries rank 30<sup>th</sup> out of the 53 institutions. UNI was ranked 32<sup>nd</sup> overall last year. The definition of the UNI peer institutions as per the Education Trust Report is “competitive student selectivity, masters-degree granting, between 5,000 and 14,000 students, and a median SAT score between 1,000 and 1,100.”

February 2016

UNIVERSITY OF NORTHERN IOWA  
AVERAGE BUDGETED SALARIES OF FACULTY STAFF  
2015-16

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	\$232,179	\$114,194	-	\$121,806	-	\$108,255	-	\$97,498	-	\$112,952	-	\$108,901	-	\$75,256	-	\$76,808
FTE	1.00	21.00	-	2.50	-	13.00	-	6.00	-	9.00	-	4.00	-	2.00	-	1.00
Head Count	1	23	-	3	-	13	-	6	-	9	-	4	-	2	-	1
Social & Behavioral Sciences																
Average Salary	-	\$84,376	\$170,000	\$80,038		\$69,579	-	\$70,139	-	\$55,790	-	\$56,964	-	-	-	-
FTE	-	24.50	1.00	14.50	-	23.00	-	20.70	-	8.00	-	15.00	-	-	-	-
Head Count	-	25	1	15	-	24	-	21	-	8	-	15	-	-	-	-
Education																
Average Salary	-	\$99,737	\$160,000	\$85,070	-	\$77,292	-	\$70,088	-	\$62,689		\$64,363	-	\$61,893	-	\$61,580
FTE	-	14.30	1.00	13.20	-	11.00	-	26.80	-	9.00		20.90	-	6.50	-	23.30
Head Count	-	15	1	14	-	11	-	28	-	9		21	-	7	-	24
Humanities, Arts and Sciences																
Average Salary	\$170,000	\$86,908	-	\$78,330	-	\$69,996	-	\$66,259	-	\$59,524	-	\$57,694	-	\$45,545	-	\$59,578
FTE	1.00	64.00	-	23.00	-	57.30	-	41.30	-	28.00	-	34.00	-	3.20	-	3.00
Head Count	1	66	-	25	-	59	-	43	-	28	-	34	-	4	-	3
Other Categories (including Library and Ed Technology)																
Average Salary	\$203,723	\$99,965	\$134,557	\$84,523	\$106,565	\$73,379	\$101,834	\$79,233	-	\$105,753	-	\$61,215	-	-	-	-
FTE	2.00	2.00	2.50	2.00	2.00	2.80	3.00	6.00	-	1.00	-	3.00	-	-	-	-
Head Count	2	2	3	2	2	3	3	6	-	1	-	3	-	-	-	-
Overall University																
December 2013	\$202,406	\$92,636	\$148,087	\$82,584	\$106,565	\$75,388	\$101,834	\$70,706	\$0	\$69,082	\$0	\$62,165	\$0	\$59,706	\$0	\$61,918
FTE	4.00	125.80	4.50	55.20	2.00	107.10	3.00	100.80	0.00	55.00	0.00	76.90	0.00	11.70	0.00	27.30
Head Count	4	131	5	59	2	110	3	104	0	55	0	77	0	13	0	28

STATE BOARD OF REGENTS UNIVERSITIES  
2015-2016 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 Northern Iowa							
Professor	\$170,477	8.50	\$89,748	181.00	91,978	189.50	\$122,414
Associate Professor	\$103,727	5.00	\$73,001	207.70	73,280	212.70	\$97,528
Assistant Professor	\$0	0.00	\$65,049	131.90	65,049	131.90	\$86,574
Instructor	\$0	0.00	\$60,961	38.90	60,961	38.90	\$81,133
Total	\$145,755	13.50	\$75,707	559.50	\$76,733	573.00	\$99,446

(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

February 2016

STATE BOARD OF REGENTS UNIVERSITIES  
2015-2016 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 Northern Iowa						
Professor	\$202,406	4.00	\$92,883	125.80	\$95,124	129.80
Associate Professor	106,565	2.00	75,248	107.10	75,467	109.10
Assistant Professor	0	0.00	69,082	55.00	69,082	55.00
Instructor	0	0.00	58,919	11.70	58,919	11.70
Total	<u>\$170,459</u>	<u>6.00</u>	<u>\$80,883</u>	<u>299.60</u>	<u>\$82,033</u>	<u>305.60</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

February 2016

STATE BOARD OF REGENTS UNIVERSITIES  
2015-2016 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 Northern Iowa						
Professor	\$144,934	4.50	\$82,784	55.10	\$85,486	59.60
Associate Professor	101,834	3.00	70,624	100.70	70,991	103.70
Assistant Professor	0	0.00	62,168	76.90	62,168	76.90
Instructor	0	0.00	61,909	27.30	61,909	27.30
Total	<u>\$127,694</u>	<u>7.50</u>	<u>\$69,785</u>	<u>260.00</u>	<u>\$70,757</u>	<u>267.50</u>

(1) Excludes at SUJ: 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

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