

UNIVERSITY OF NORTHERN IOWA
AVERAGE BUDGETED SALARIES OF FACULTY STAFF
2002-2003

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	\$ -	\$94,708	\$ -	\$101,310	\$ -	\$76,190	\$ -	\$83,961	\$ -	\$67,130	\$ -	\$65,851	\$ -	\$40,676	\$ -	\$46,784
FTE	-	21.00	-	2.00	-	14.00	-	3.00	-	9.00	-	2.00	-	2.00	-	4.00
Head Count	-	21	-	2	-	15	-	3	-	9	-	2	-	2	-	4
Social & Behavioral Sciences																
Average Salary	-	\$74,827	-	\$63,751	-	\$55,742	-	\$55,582	-	\$45,793	-	\$46,220	-	\$41,603	-	\$42,418
FTE	-	23.00	-	4.00	-	24.00	-	12.00	-	25.00	-	21.00	-	2.00	-	2.00
Head Count	-	23	-	4	-	24	-	12	-	25	-	21	-	2	-	2
Education (including Price Lab School)																
Average Salary	-	\$78,021	-	\$73,548	-	\$62,946	-	\$57,987	-	\$51,724	\$53,585	\$51,397	\$68,000	\$47,546	\$68,809	\$45,997
FTE	-	20.00	-	15.00	-	22.00	-	23.00	-	16.00	-	26.00	1.00	26.00	1.00	42.00
Head Count	-	20	-	15	-	22	-	23	-	16	1	26	1	26	2	42
Humanities and Fine Arts																
Average Salary	-	\$69,210	-	\$68,323	-	\$57,627	-	\$53,997	-	\$47,948	-	\$46,961	-	\$34,077	-	\$35,587
FTE	-	31.00	-	15.00	-	30.00	-	30.00	-	28.00	-	16.00	-	4.00	-	4.00
Head Count	-	31	-	15	-	30	-	30	-	28	-	16	-	4	-	4
Natural Sciences																
Average Salary	-	\$78,445	-	\$72,754	-	\$58,294	-	\$56,129	-	\$47,664	-	\$46,614	-	-	-	\$41,465
FTE	-	35.00	-	5.00	-	24.00	-	10.00	-	28.00	-	9.00	-	-	-	3.00
Head Count	-	35	-	5	-	24	-	10	-	28	-	9	-	-	-	3
Other Categories (including Library and Ed Technology)																
Average Salary	\$68,810	\$83,746	\$72,339	-	\$67,312	-	\$63,466	-	\$48,088	\$78,193	\$54,221	-	-	-	-	-
FTE	1.00	1.00	1.00	-	3.00	-	6.00	-	4.00	1.00	3.00	-	-	-	-	-
Head Count	1	1	1	-	3	-	6	-	4	1	3	-	-	-	-	-
Overall University																
Average Salary	\$68,810	\$78,207	\$72,339	\$71,938	\$67,312	\$60,677	\$63,466	\$56,843	\$48,088	\$49,831	\$54,221	\$48,778	\$68,000	\$45,208	\$68,809	\$44,920
FTE	1.00	131.00	1.00	41.00	3.00	114.00	6.00	78.00	4.00	107.00	3.00	74.00	1.00	34.00	1.00	55.00
Head Count	1	131	1	41	3	115	6	78	4	107	4	74	1	34	2	55

STATE BOARD OF REGENTS UNIVERSITIES
2002-2003 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	\$70,575	2.00	76,713	172.00	76,495	174.00	99,826
Associate Professor	64,748	9.00	59,517	192.00	59,223	201.00	77,286
Assistant Professor	51,075	8.00	49,400	181.00	49,078	189.00	64,047
Instructor	68,539	3.00	45,030	89.00	45,390	92.00	59,234
Total	<u>\$60,823</u>	<u>22.00</u>	<u>59,260</u>	<u>634.00</u>	<u>58,941</u>	<u>656.00</u>	<u>76,919</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
2002-2003 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	\$68,810	1.00	78,207	131.00	78,041	132.00
Associate Professor	67,312	3.00	61,168	114.00	60,666	117.00
Assistant Professor	48,088	4.00	49,831	107.00	49,453	111.00
Instructor	<u>68,000</u>	<u>1.00</u>	<u>45,208</u>	<u>34.00</u>	<u>45,505</u>	<u>35.00</u>
Total	<u>\$59,011</u>	<u>9.00</u>	<u>\$62,402</u>	<u>386.00</u>	<u>\$61,975</u>	<u>395.00</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
2002-2003 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	72,339	1.00	71,938	41.00	71,634	42.00
Associate Professor	63,466	6.00	57,210	78.00	56,492	84.00
Assistant Professor	54,062	4.00	49,043	74.00	48,544	78.00
Instructor	<u>68,809</u>	<u>2.00</u>	<u>44,920</u>	<u>55.00</u>	<u>45,319</u>	<u>57.00</u>
Total	<u>\$62,077</u>	<u>13.00</u>	<u>\$54,482</u>	<u>248.00</u>	<u>\$54,113</u>	<u>261.00</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
AVERAGE BUDGETED SALARIES OF NEW APPOINTMENTS
2002-2003

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	-	-	-	100,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FTE	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Social & Behavioral Sciences																		
Average Salary	-	-	-	-	-	-	-	-	-	-	-	42,000	-	-	-	-	-	-
FTE	-	-	-	-	-	-	-	-	-	-	-	1.00	-	-	-	-	-	-
Education (including Price Lab School)																		
Average Salary	-	-	-	-	-	-	-	-	-	52,000	-	48,500	-	44,000	-	49,000	-	-
FTE	-	-	-	-	-	-	-	-	-	3	-	2.00	-	1	-	2	-	-
Humanities and Fine Arts																		
Average Salary	-	-	-	-	-	67,000	-	-	-	43,375	-	-	-	-	-	-	-	-
FTE	-	-	-	-	-	1	-	-	-	4	-	-	-	-	-	-	-	-
Natural Sciences																		
Average Salary	-	-	-	-	-	-	-	-	-	43,000	-	41,000	-	-	-	-	-	-
FTE	-	-	-	-	-	-	-	-	-	1.00	-	1.00	-	-	-	-	-	-
Other Categories (including Library and Ed Media Center)																		
Average Salary	-	-	-	-	-	-	-	-	44,297	-	-	-	-	-	-	-	-	-
FTE	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-

UNIVERSITY OF NORTHERN IOWA
Salary Range of Teaching/Research Assistants
2001-2002 and 2002-2003

	2001-2002	2002-2003	Percent Increase
<u>Graduate Assistants</u>			
Masters*	\$6,590	\$6,960	5.60%
Doctoral	9,890	10,440	5.60%
Average		7,666	

Based on half-time 9-month workloads for both 2001-2002 and 2002-2003.

Based on fiscal year compensation.

* Exception:

Geography	8,786	9,280	5.60%
Chemistry	13,179	13,920	5.60%

UNIVERSITY OF NORTHERN IOWA
AVERAGE SALARY INCREASES OF CONTINUING EMPLOYEES
AS A PERCENT OF SALARY IN PRIOR YEAR
2002-2003

Year		Faculty and Institutional Officials (A)				Professional and Scientific			General Service Staff
		M	F	Total		M	F	Total	
1991-92	Revised			5.0%	B			0.0%	8.0%
1992-93				6.1%				8.9%	7.0% C
1993-94		2.4%	2.8%	2.5%		2.5%	2.5%	2.5%	D
1994-95		3.9%	4.4%	4.0%		3.9%	4.2%	4.0%	E
1995-96		3.9%	4.4%	4.0%		4.2%	4.2%	4.2%	F
1996-97		3.9%	4.3%	4.0%		3.9%	4.4%	4.1%	G
1997-98		3.7%	4.7%	4.0%		4.2%	4.2%	4.2%	H
1998-99		3.9%	4.4%	4.1%		4.5%	4.4%	4.4%	I
1999-00		3.8%	4.4%	4.0%		4.0%	4.0%	4.0%	J
2000-01		3.9%	4.3%	4.0%		4.0%	4.0%	4.0%	K
2001-02		5.5%	5.9%	5.6%		5.5%	5.8%	5.6%	L
2002-03		5.4%	5.9%	5.6%		5.6%	5.7%	5.6%	5.8%

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

The 1991-92 Unit Faculty increase was 5.0% (revised 5-92).

The 1992-93 Unit Faculty increase was 5.5%.

The 1993-94 Unit Faculty increase was 2.5% (includes \$444 per 1.0 FTE non-recurring salary component).

The 1994-95 Unit Faculty increase was 4.0%.

The 1995-96 Unit Faculty increase was 4.0%.

The 1996-97 Unit Faculty increase was 4.0%.

The 1997-98 Unit Faculty increase was 4.0%.

The 1998-99 Unit Faculty increase was 4.0%.

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%.

(B) Unit Faculty only.

(C) In addition, one time payment of \$400 per employee.

(D) \$650 non-recurring salary increase per 1.0 FTE and Merit Step Increases continue in effect.

(E) 2.0 percent 7-1-94, two percent 1-1-95, and Merit Step Increases continue in effect.

(F) 3.0 percent 7-1-95, and Merit Step Increases continue in effect.

(G) 2.5 percent increase 7-1-96 plus a \$300 bonus for employees on step 8. Merit Step Increases continue in effect.

(H) 3.0 percent 7-1-97, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

(I) 3.0 percent 7-1-98, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

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

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

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

UNIVERSITY OF NORTHERN IOWA
DISTRIBUTION OF 2002-2003 SALARY INCREASES FOR FACULTY AND INSTITUTIONAL OFFICIALS
BUDGETED IN SAME RANK IN BOTH 2001-2002 AND 2002-2003

<u>Salary Increase</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>	<u>Institutional Officials</u>	<u>Totals</u>
0.0	0	0	0	0	0	0
0.1- 0.9	0	0	0	0	0	0
1.0- 1.9	0	0	0	0	0	0
2.0- 2.9	1	0	0	0	1	2
3.0- 3.9	15	9	6	10	0	40
4.0- 4.9	59	35	19	21	0	134
5.0- 5.9	36	80	50	24	4	194
6.0- 6.9	8	24	35	15	6	88
7.0- 7.9	5	8	17	12	0	42
8.0- 8.9	2	6	7	1	0	16
9.0- 9.9	0	2	3	2	0	7
10.0-10.9	0	0	3	0	0	3
11.0-11.9	0	0	0	0	0	0
12.0-12.9	0	0	0	0	0	0
13.0-13.9	0	0	0	1	0	1
14.0-14.9	0	0	0	0	0	0
15.0-15.9	0	0	0	0	0	0
16.0-16.9	0	0	0	0	0	0
17.0-17.9	0	0	0	0	0	0
18.0-18.9	0	0	0	0	0	0
19.0-19.9	0	0	0	0	0	0
20.0 and Up	0	0	0	0	0	0
Totals	126	164	140	86	11	527

Institutional policy for distribution of faculty salary increases:

Salary increases for instructional faculty are made annually consistent with the collective bargaining agreement between the State of Iowa Board of Regents and the UNI-United Faculty. For FY 2003, the average increase of 5.6 percent included a 3.00% increase applied across-the-board to last year's base salary, an incremental step increase of \$515 and individual merit adjustments determined by department heads.

Academic administrative faculty and institutional officials were awarded an average salary increase of 5.6 percent based on merit/performance.

UNIVERSITY OF NORTHERN IOWA
DISTRIBUTION OF 2002-2003 PROFESSIONAL AND SCIENTIFIC SALARY INCREASES BY PAY GRADE

Percent Salary Increase	Salary Grade 1	Salary Grade 2	Salary Grade 3	Salary Grade 4	Salary Grade 5	Salary Grade 6	Salary Grade 7	Salary Grade 8	Total All Grades
0.0	2	-	1	1	-	-	1	-	5
0.1-0.9	-	-	-	-	-	-	-	-	0
1.0-1.9	-	1	-	2	2	-	-	-	5
2.0-2.9	1	-	2	4	-	-	-	-	7
3.0-3.9	2	4	1	4	1	1	-	2	15
4.0-4.9	-	3	17	17	16	7	5	1	66
5.0-5.9	8	6	57	57	56	18	8	5	215
6.0-6.9	3	-	41	34	11	5	-	-	94
7.0-7.9	-	-	10	5	3	-	-	-	18
8.0-8.9	-	-	8	2	6	-	1	-	17
9.0-9.9	-	-	3	1	-	-	-	-	4
10.0-10.9	-	1	1	1	-	1	-	-	4
11.0-11.9	-	-	-	-	-	-	-	-	0
12.0-12.9	-	-	1	-	-	-	-	-	1
13.0-13.9	-	-	-	-	2	-	-	-	2
14.0-14.9	-	-	-	-	2	-	-	-	2
15.0-15.9	-	-	-	1	-	-	-	-	1
16.0-16.9	-	-	-	-	-	-	-	-	-
17.0-17.9	-	-	-	-	-	-	-	-	-
18.0-18.9	-	-	-	-	-	-	-	-	-
19.0-19.9	-	-	-	-	-	-	-	-	-
20.0 and Up	-	-	1	-	-	-	-	-	1
Totals	16	15	143	129	99	32	15	8	457

Average University-wide P&S Salary: \$47,483
Male: \$52,835
Female: \$42,800

Average University-wide
P&S Total Compensation: \$62,962

Average University-wide
Regents Merit Total Compensation: \$44,520

Institutional policy for distribution of P&S salary increases:

Professional-Scientific employees were awarded an average increase of 5.6 percent. Employees performing at satisfactory levels were awarded \$900 (prorated based on percent of time) applied to last year's base salary, and additional merit increase based on performance.

UNIVERSITY OF NORTHERN IOWA
DISTRIBUTION OF 2002-2003 ACADEMIC STAFF SALARIES

Salary Range	Department Head		Professor		Associate Professor		Assistant Professor		Instructor		Total Count
	12 mo.	9 mo.	12 mo.	9 mo.	12 mo.	9 mo.	12 mo.	9 mo.	12 mo.	9 mo.	
27000-27999	-	-	-	-	-	-	-	-	-	-	-
28000-28999	-	-	-	-	-	-	-	-	-	-	-
29000-29999	-	-	-	-	-	-	-	-	-	-	-
30000-30999	-	-	-	-	-	-	-	-	-	-	-
31000-31999	-	-	-	-	-	-	-	-	-	1	1
32000-32999	-	-	-	-	-	-	-	-	-	5	5
33000-33999	-	-	-	-	-	-	-	-	-	2	2
34000-34999	-	-	-	-	-	-	-	-	-	3	3
35000-35999	-	-	-	-	-	-	-	-	-	2	2
36000-36999	-	-	-	-	-	-	-	3	-	1	4
37000-37999	-	-	-	-	-	-	-	-	-	1	1
38000-38999	-	-	-	-	-	-	-	-	-	3	3
39000-39999	-	-	-	-	-	-	-	1	-	3	4
40000-40999	-	-	-	-	-	-	-	3	-	2	5
41000-41999	-	-	-	-	-	-	-	3	-	8	11
42000-42999	-	-	-	-	-	-	-	13	-	2	15
43000-43999	-	-	-	-	-	-	-	9	-	5	14
44000-44999	-	-	-	-	-	-	1	18	-	6	25
45000-45999	-	-	-	-	-	2	1	12	-	5	20
46000-46999	-	-	-	-	-	-	-	22	-	6	28
47000-47999	-	-	-	-	-	2	1	18	-	3	24
48000-48999	-	-	-	-	-	2	-	11	-	6	19
49000-49999	-	-	-	-	-	12	2	11	-	5	30
50000-50999	-	-	-	-	-	11	-	11	-	1	23
51000-51999	-	-	-	-	-	-	17	8	-	1	26
52000-52999	-	-	-	-	-	-	15	6	-	2	23
53000-53999	-	-	-	-	-	9	2	4	-	5	20
54000-54999	-	-	-	1	-	14	-	2	-	3	20
55000-55999	-	-	-	3	1	8	-	2	-	3	17
56000-56999	-	-	-	2	2	19	-	1	-	2	26
57000-57999	-	-	-	2	-	7	-	-	-	-	9
58000-58999	-	-	-	5	-	4	-	3	-	-	12
59000-59999	-	-	-	4	1	9	-	1	1	2	18
60000-60999	-	-	-	-	-	1	-	1	-	-	2
61000-61999	-	-	-	2	-	9	-	3	-	-	14
62000-62999	-	-	-	6	1	3	-	-	-	1	11
63000-63999	-	-	-	4	-	4	-	3	-	-	11
64000-64999	-	-	-	11	-	3	-	1	-	-	15
65000-65999	-	-	-	3	-	3	1	3	-	-	10
66000-66999	-	-	-	7	-	3	-	-	-	-	10
67000-67999	-	1	-	3	-	2	-	-	-	-	6
68000-68999	-	-	1	9	1	2	-	-	1	-	14
69000-69999	-	2	-	1	-	2	-	1	-	-	6
70000-70999	-	1	-	2	-	4	-	1	-	-	8
71000-71999	-	-	-	8	1	-	-	-	-	-	9
72000-72999	-	1	1	5	-	1	-	-	-	-	8
73000-73999	-	-	-	6	-	-	-	-	-	-	6
74000-74999	-	1	-	3	-	3	-	-	-	-	7
75000-75999	-	-	-	6	-	-	-	1	-	-	7
76000-76999	-	-	-	2	1	1	-	2	-	-	6
77000-77999	-	1	-	3	1	1	-	1	-	-	7
78000-78999	-	4	-	2	-	1	-	1	1	-	9
79000-over	-	22	-	47	-	11	-	1	-	-	81
Totals	0	33	2	147	9	185	8	181	3	89	657

UNIVERSITY OF NORTHERN IOWA
FACULTY SALARIES BY QUARTILE
2002-2003

	9 Month				12 Month			
	Instr.	Asst.	Assoc.	Prof.	Instr.	Asst.	Assoc.	Prof.
1st Quartile	\$40,999	\$44,999	\$51,999	\$64,999	\$59,999	\$45,999	\$56,999	\$68,999
2nd Quartile (median)	45,999	47,999	56,999	72,999	68,999	49,999	62,999	-
3rd Quartile	49,999	51,999	61,999	81,999	78,999	53,999	70,999	-
4th Quartile	62,999	79,999	73,999	79,999	-	65,999	70,999	73,999
Number in each Quartile	22	45	46	37	1	2	2	1

UNIVERSITY OF NORTHERN IOWA
DISTRIBUTION OF 2002-2003 PROFESSIONAL & SCIENTIFIC SALARIES

Salary Range	Salary Grade 1	Salary Grade 2	Salary Grade 3	Salary Grade 4	Salary Grade 5	Salary Grade 6	Salary Grade 7	Salary Grade 8	Total Count
- 9999	-	-	-	-	-	-	-	-	0
10000-10999	1	1	-	-	-	-	-	-	2
11000-11999	-	-	-	-	-	-	-	-	0
12000-12999	1	-	1	-	-	-	-	-	2
13000-13999	1	-	-	-	-	-	-	-	1
14000-14999	1	-	1	-	-	-	-	-	2
15000-15999	2	-	1	-	-	-	-	-	3
16000-16999	1	-	-	-	-	-	-	-	1
17000-17999	-	-	3	-	-	-	-	-	3
18000-18999	1	1	1	-	-	-	-	-	3
19000-19999	-	-	-	-	-	-	-	-	0
20000-20999	-	-	-	-	-	-	-	-	0
21000-21999	1	-	-	1	-	-	-	-	2
22000-22999	-	-	2	-	-	-	-	-	2
23000-23999	1	-	1	1	-	-	-	-	3
24000-24999	1	-	1	-	-	-	-	-	2
25000-25999	1	2	1	1	-	-	-	-	5
26000-26999	1	2	6	1	-	-	-	-	10
27000-27999	-	2	3	1	-	-	-	-	6
28000-28999	3	2	6	-	-	-	-	-	11
29000-29999	2	1	4	-	-	-	-	-	7
30000-30999	4	1	9	-	-	-	-	-	14
31000-31999	1	-	13	-	1	-	-	-	15
32000-32999	-	-	11	1	1	-	-	-	13
33000-33999	3	1	12	2	1	-	-	-	19
34000-34999	-	-	11	5	1	-	-	-	17
35000-35999	-	2	14	2	-	-	-	-	18
36000-36999	1	1	15	1	-	-	-	-	18
37000-37999	-	-	5	4	2	-	-	-	11
38000-38999	-	1	3	7	-	-	-	-	11
39000-39999	2	1	7	12	-	-	-	-	22
40000-40999	-	-	5	4	4	-	-	-	13
41000-41999	-	-	6	6	2	-	-	-	14
42000-42999	-	-	5	7	1	-	-	-	13
43000-43999	-	-	5	7	3	-	-	-	15
44000-44999	-	-	4	5	1	-	-	-	10
45000-45999	1	-	4	5	3	-	-	-	13
46000-46999	-	-	2	4	3	-	-	-	9
47000-47999	-	-	2	6	3	-	-	-	11
48000-48999	-	-	-	8	1	-	-	-	9
49000-49999	-	-	-	6	5	-	-	-	11
50000-50999	-	-	-	7	7	-	-	-	14
51000-51999	-	-	-	4	4	-	-	-	8
52000-52999	-	-	-	6	4	-	-	-	10
53000-53999	-	-	-	6	10	2	-	-	18
54000-54999	-	-	-	10	1	1	-	-	12
55000-55999	-	-	2	5	2	-	-	-	9
56000-56999	-	-	-	-	5	-	-	-	5
57000-57999	-	-	-	1	4	-	-	-	5
58000-58999	-	-	-	5	5	-	-	-	10
59000 - Over	-	-	-	2	32	31	16	8	89
Totals	30	18	166	143	106	34	16	8	521

Distribution includes 9 month, 10 month, 11 month and 12 month appointments, both full-time and part-time.

UNIVERSITY OF NORTHERN IOWA
PROFESSIONAL & SCIENTIFIC SALARIES BY QUARTILE
2002-2003

	<u>Salary Grade 1</u>	<u>Salary Grade 2</u>	<u>Salary Grade 3</u>	<u>Salary Grade 4</u>	<u>Salary Grade 5</u>	<u>Salary Grade 6</u>	<u>Salary Grade 7</u>	<u>Salary Grade 8</u>
1st Quartile	\$18,999	\$26,999	\$31,999	\$39,999	\$48,999	\$59,999	\$59,999	\$59,999
2nd Quartile (median)	28,999	28,999	34,999	45,999	53,999	59,999	59,999	59,999
3rd Quartile	31,999	35,999	39,999	51,999	59,999	59,999	59,999	59,999
4th Quartile	45,999	39,999	55,999	59,999	59,999	59,999	59,999	59,999
Number in each Quartile	7	4	41	35	26	8	4	2

Distribution includes 9 month, 10 month, 11 month and 12 month appointments, both full-time and part-time.