

UNIVERSITY OF NORTHERN IOWA
AVERAGE BUDGETED SALARIES OF FACULTY STAFF
2005-2006

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	-	\$101,964	-	\$110,255	-	\$82,882	-	\$87,445	-	\$79,829	-	\$81,969	-	\$43,395	-	\$43,098
FTE	-	20.00	-	1.70	-	12.67	-	5.00	-	9.00	-	5.00	-	2.00	-	7.00
Head Count	-	20	-	2	-	13	-	5	-	9	-	5	-	2	-	7
Social & Behavioral Sciences																
Average Salary	-	\$79,295	-	\$72,091	-	\$58,568	-	\$59,711	-	\$47,456	-	\$48,497	-	-	-	-
FTE	-	26.90	-	4.00	-	29.00	-	14.40	-	14.00	-	24.00	-	-	-	-
Head Count	-	27	-	4	-	29	-	16	-	14	-	24	-	-	-	-
Education (including Price Lab School)																
Average Salary	-	\$82,747	-	\$81,230	-	\$68,160	-	\$63,764	-	\$54,480	\$58,017	\$53,333	\$64,581	\$48,298	-	\$48,525
FTE	-	18.00	-	13.00	-	20.00	-	23.99	-	14.00	1.00	22.00	2.00	19.66	-	42.83
Head Count	-	18	-	13	-	20	-	25	-	14	1	22	2	21	-	43
Humanities and Fine Arts																
Average Salary	-	\$73,287	-	\$70,238	-	\$60,026	-	\$55,924	-	\$49,437	-	\$47,604	-	\$39,680	-	\$40,445
FTE	-	32.00	-	20.30	-	28.00	-	28.00	-	21.00	-	11.00	-	9.00	-	4.00
Head Count	-	32	-	21	-	28	-	28	-	21	-	11	-	9	-	4
Natural Sciences																
Average Salary	-	\$80,324	-	\$76,598	-	\$60,997	-	\$56,494	-	\$50,257	-	\$49,705	-	\$68,309	-	\$45,556
FTE	-	36.00	-	8.00	-	31.00	-	10.51	-	19.00	-	10.00	-	1.34	-	3.17
Head Count	-	36	-	8	-	31	-	13	-	19	-	10	-	3	-	4
Other Categories (including Library and Ed Technology)																
Average Salary	\$76,505	\$90,986	\$78,140	-	\$72,148	-	\$70,091	-	\$51,399	\$84,109	\$51,693	-	\$46,653	-	-	-
FTE	2.00	1.17	1.00	-	2.00	-	7.00	-	4.00	1.00	1.00	-	1.00	-	-	-
Head Count	2	2	1	-	2	-	7	-	4	1	1	-	1	-	-	-
Overall University																
Average Salary	\$76,505	\$82,084	\$78,140	\$75,966	\$72,148	\$63,673	\$70,091	\$60,884	\$51,399	\$54,138	\$54,855	\$52,330	\$58,605	\$46,406	-	\$47,126
FTE	2.00	134.07	1.00	47.00	2.00	120.67	7.00	81.90	4.00	78.00	2.00	72.00	3.00	32.00	-	57.00
Head Count	2	135	1	48	2	121	7	87	4	78	2	72	3	35	-	58

STATE BOARD OF REGENTS UNIVERSITIES
2005-2006 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	\$77,050	3.00	\$80,452	181.07	\$80,168	184.07	\$105,982
Associate Professor	70,548	9.00	62,545	202.57	62,340	211.57	82,413
Assistant Professor	52,551	6.00	53,270	150.00	52,875	156.00	69,900
Instructor	<u>58,605</u>	<u>3.00</u>	<u>46,867</u>	<u>89.00</u>	<u>46,902</u>	<u>92.00</u>	<u>62,005</u>
Total	<u>\$64,629</u>	<u>21.00</u>	<u>\$63,277</u>	<u>622.64</u>	<u>\$62,938</u>	<u>643.64</u>	<u>\$83,204</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

September 2005

STATE BOARD OF REGENTS UNIVERSITIES
2005-2006 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	\$76,505	2.00	\$82,084	134.07	\$81,797	136.07
Associate Professor	72,148	2.00	63,673	120.67	63,597	122.67
Assistant Professor	51,399	4.00	54,138	78.00	53,548	82.00
Instructor	<u>58,605</u>	<u>3.00</u>	<u>46,406</u>	<u>32.00</u>	<u>46,538</u>	<u>35.00</u>
Total	<u>\$61,702</u>	<u>11.00</u>	<u>\$66,886</u>	<u>364.74</u>	<u>\$66,406</u>	<u>375.74</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
2005-2006 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	\$78,140	1.00	\$75,966	47.00	\$75,715	48.00
Associate Professor	70,091	7.00	60,884	81.90	60,605	88.90
Assistant Professor	54,855	2.00	52,330	72.00	52,129	74.00
Instructor	-	-	47,126	57.00	47,126	57.00
Total	<u>\$67,849</u>	<u>10.00</u>	<u>\$58,204</u>	<u>257.90</u>	<u>\$58,103</u>	<u>267.90</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
2004-2005 and 2005-2006

	<u>2004-2005</u>	<u>2005-2006</u>	<u>Percent Increase</u>
<u>Graduate Assistants</u>			
Masters*	\$7,472	\$7,624	2.0%
Doctoral	11,200	11,424	2.0%
Average		\$8,181	

Based on half-time 9-month workloads for both 2004-2005 and 2005-2006.

Based on fiscal year compensation.

* Exception:

Biology	\$14,940	\$15,240	2.0%
Chemistry	14,940	15,240	2.0%
Environmental Science	11,200	11,424	2.0%
Geography	9,960	10,160	2.0%

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UNIVERSITY OF NORTHERN IOWA
AVERAGE SALARY INCREASES OF CONTINUING EMPLOYEES
AS A PERCENT OF SALARY IN PRIOR YEAR
2005-2006

Year	Faculty and Institutional Officials (A)			Professional and Scientific			General Service Staff	
	M	F	Total	M	F	Total		
1993-94	2.4%	2.8%	2.5%	2.5%	2.5%	2.5%		C
1994-95	3.9%	4.4%	4.0%	3.9%	4.2%	4.0%		D
1995-96	3.9%	4.4%	4.0%	4.2%	4.2%	4.2%		E
1996-97	3.9%	4.3%	4.0%	3.9%	4.4%	4.1%		F
1997-98	3.7%	4.7%	4.0%	4.2%	4.2%	4.2%		G
1998-99	3.9%	4.4%	4.1%	4.5%	4.4%	4.4%		H
1999-00	3.8%	4.4%	4.0%	4.0%	4.0%	4.0%		I
2000-01	3.9%	4.3%	4.0%	4.0%	4.0%	4.0%		J
2001-02	5.5%	5.9%	5.6%	5.5%	5.8%	5.6%		K
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%	1.5%	1.5%	1.5%	L	3.6%

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

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%.

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% will be allocated on 1-1-06.

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

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

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

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

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

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

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

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

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

(L) 1.5 percent 7-1-05. An additional 1% will be allocated on 1-1-06.

UNIVERSITY OF NORTHERN IOWA
Average Professional & Scientific Salaries
2005 - 2006

Average University-wide P&S Salary:	\$52,420
Male:	\$57,260
Female:	\$48,336
 Average University-wide P&S Total Compensation:	 \$71,291
 Average University-wide Regents Merit Total Compensation:	 \$53,044

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REGENT INSTITUTION COMPARISON GROUPS
ESTIMATED AVERAGE FACULTY SALARY INCREASES, 2005-2006

<u>Regent Comparison Group</u>	<u>Average Faculty Salary 2004-2005 (1) (in thousands)</u>	<u>Estimated Average Percent Increase (2) 2005-2006</u>	<u>Estimated Average Faculty Salary 2005-2006 (in thousands)</u>
California State University, Fresno	72.0	0.00%	72.0
Ohio University, Athens	68.1	2.00%	69.5
Central Michigan University	67.0	3.00%	69.0
University of North Carolina, Greensboro	67.3	2.00%	68.6
UNIVERSITY OF NORTHERN IOWA	66.1	2.50%	67.8
University of North Texas	65.5	2.00%	66.8
University of Minnesota, Duluth	64.4	3.00%	66.3
Illinois State University	61.7	3.00%	63.6
Northern Arizona University	60.8	4.00%	63.2
Indiana State University, Terre Haute	60.0	1.00%	60.6
University of Wisconsin, Eau Claire*	57.7	2.00%	58.9

(1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for March/April 2005. Average salaries are weighted average salaries. The 2005-2006 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.

NA = Not Available

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