

UNIVERSITY OF NORTHERN IOWA  
AVERAGE BUDGETED SALARIES OF FACULTY STAFF  
2009-2010

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.
<b>Business</b>																
Average Salary	-	\$111,309	-	\$123,153	-	\$92,941	-	\$95,366	-	\$89,216	-	\$85,453	-	\$57,167	-	\$49,048
FTE	-	19.00	-	1.70	-	15.00	-	10.00	-	6.00	-	2.00	-	4.00	-	7.00
Head Count	-	19	-	2	-	15	-	10	-	6	-	2	-	4	-	7
<b>Social &amp; Behavioral Sciences</b>																
Average Salary	-	\$84,644	-	\$73,826	-	\$63,669	-	\$61,176	-	\$50,528	-	\$49,582	-	\$45,000	-	-
FTE	-	28.90	-	10.90	-	32.00	-	18.00	-	9.00	-	13.00	-	1.00	-	-
Head Count	-	29	-	11	-	32	-	18	-	9	-	13	-	1	-	-
<b>Education (including Price Lab School)</b>																
Average Salary	-	\$89,877	-	\$83,254	-	\$76,946	-	\$65,230	-	\$61,308	-	\$56,167	\$55,198	\$54,998	-	\$51,475
FTE	-	19.00	-	10.67	-	17.00	-	27.85	-	6.00	-	18.00	1.00	17.49	-	46.33
Head Count	-	19	-	11	-	17	-	28	-	6	-	18	1	18	-	47
<b>Humanities and Fine Arts</b>																
Average Salary	-	\$77,231	-	\$77,681	-	\$65,655	-	\$61,743	-	\$53,189	-	\$48,761	-	\$41,030	-	\$42,198
FTE	-	33.00	-	21.30	-	26.00	-	29.00	-	17.00	-	15.00	-	6.00	-	7.50
Head Count	-	33	-	22	-	26	-	29	-	17	-	15	-	6	-	8
<b>Natural Sciences</b>																
Average Salary	-	\$81,050	-	\$68,178	-	\$68,568	-	\$60,460	-	\$52,774	-	\$54,196	-	\$46,773	-	\$49,649
FTE	-	37.00	-	3.33	-	22.00	-	9.15	-	21.00	-	9.00	-	2.51	-	4.17
Head Count	-	37	-	5	-	22	-	10	-	21	-	9	-	4	-	5
<b>Other Categories (including Library and Ed Technology)</b>																
Average Salary	\$85,594	-	-	-	\$72,793	-	\$80,019	-	\$54,069	\$92,630	\$55,696	-	-	-	\$45,551	-
FTE	2.00	-	-	-	4.00	-	7.00	-	1.00	1.00	2.00	-	-	-	1.00	-
Head Count	2	-	-	-	4	-	7	-	1	1	2	-	-	-	1	-
<b>Overall University</b>																
Average Salary	\$85,594	\$86,313	\$0	\$78,998	\$72,793	\$71,028	\$80,019	\$66,120	\$54,069	\$57,717	\$55,696	\$53,433	\$55,198	\$51,586	\$45,551	\$50,026
FTE	2.00	136.90	0.00	47.90	4.00	112.00	7.00	94.00	1.00	60.00	2.00	57.00	1.00	31.00	1.00	65.00
Head Count	2	137	0	51	4	112	7	95	1	60	2	57	1	33	1	67

STATE BOARD OF REGENTS UNIVERSITIES  
2009-2010 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	\$85,594	2.00	\$84,417	184.80	\$79,109	186.80	\$106,243
Associate Professor	77,391	11.00	68,788	206.00	62,584	217.00	\$84,050
Assistant Professor	55,154	3.00	55,630	117.00	55,367	120.00	\$74,358
Instructor	<u>50,375</u>	<u>2.00</u>	<u>50,530</u>	<u>96.00</u>	<u>50,340</u>	<u>98.00</u>	<u>\$67,606</u>
Total	<u>\$71,595</u>	<u>18.00</u>	<u>\$68,119</u>	<u>603.80</u>	<u>\$64,226</u>	<u>621.80</u>	<u>\$86,384</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 2009

STATE BOARD OF REGENTS UNIVERSITIES  
2009-2010 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	\$85,594	2.00	\$86,313	136.90	\$86,078	138.90
Associate Professor	72,793	4.00	71,028	112.00	70,632	116.00
Assistant Professor	54,069	1.00	57,717	60.00	57,496	61.00
Instructor	<u>55,198</u>	<u>1.00</u>	<u>51,586</u>	<u>31.00</u>	<u>51,385</u>	<u>32.00</u>
Total	<u>\$71,453</u>	<u>8.00</u>	<u>\$73,061</u>	<u>339.90</u>	<u>\$72,726</u>	<u>347.90</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

STATE BOARD OF REGENTS UNIVERSITIES  
2009-2010 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	\$78,998	47.90	\$78,998	47.90
Associate Professor	80,019	7.00	66,120	94.00	66,075	101.00
Assistant Professor	55,696	2.00	53,433	57.00	53,166	59.00
Instructor	<u>45,551</u>	<u>1.00</u>	<u>50,026</u>	<u>65.00</u>	<u>49,833</u>	<u>66.00</u>
Total	<u>\$71,708</u>	<u>10.00</u>	<u>\$61,753</u>	<u>263.90</u>	<u>\$61,640</u>	<u>273.90</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  
2008-2009 and 2009-2010

	<u>2008-2009</u>	<u>2009-2010</u>	<u>Percent Increase</u>
<u>Graduate Assistants</u>			
Masters*	\$8,392	\$8,392	0.0%
Doctoral	12,580	12,580	0.0%
Average		\$9,049	

Based on half-time 9-month workloads for both 2008-2009 and 2009-2010.

* Exceptions:			
Biology (AY)	\$16,784	\$16,784	0.0%
Environmental Science (FY)	16,776	16,776	0.0%
Geography (AY)	11,184	11,184	0.0%

December 2009

UNIVERSITY OF NORTHERN IOWA  
AVERAGE SALARY INCREASES OF CONTINUING EMPLOYEES  
AS A PERCENT OF SALARY IN PRIOR YEAR  
2009-2010

Year	Faculty and Institutional Officials (A)			Professional and Scientific				General Service Staff
	M	F	Total	M	F	Total		
1998-99	3.9%	4.4%	4.1%	4.5%	4.4%	4.4%		B
1999-00	3.8%	4.4%	4.0%	4.0%	4.0%	4.0%		C
2000-01	3.9%	4.3%	4.0%	4.0%	4.0%	4.0%		D
2001-02	5.5%	5.9%	5.6%	5.5%	5.8%	5.6%		E
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%	F 1.5%	1.5%	1.5%	F	3.6%
2006-07	1.9%	2.1%	2.0%	G 1.9%	2.1%	2.0%	G	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%

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

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% 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%

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

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

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

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

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

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

UNIVERSITY OF NORTHERN IOWA  
Average Professional & Scientific Salaries  
2009 - 2010

Average University-wide P&S Salary: \$56,755  
Male: \$60,693  
Female: \$53,342

Average University-wide  
P&S Total Compensation: \$77,414

Average University-wide  
Regents Merit Total Salary: \$41,134

Average University-wide  
Regents Merit Total Compensation: \$59,521

December 2009

REGENT INSTITUTION COMPARISON GROUPS  
ESTIMATED AVERAGE FACULTY SALARY INCREASES, 2009-2010

<u>Regent Comparison Group*</u>	<u>Average Faculty Salary 2008-2009 (1) (in thousands)</u>	<u>Average Total Compensation 2008-2009 (1) (in thousands)</u>	<u>Estimated Average Percent Increase (2) 2009-2010</u>	<u>Estimated Average Faculty Salary 2009-2010 (in thousands)</u>
University of North Texas	83.7	97.0	2.00%	85.3
University of North Carolina, Greensboro	84.9	105.9	N/A	N/A
California State University - Fresno*	78.7	101.7	N/A	N/A
Ohio University, Athens	78.1	102.0	0.00%	78.1
Central Michigan University	75.7	103.3	3.00%	78.0
Illinois State University	72.5	91.0	0.00%	72.5
<b>UNIVERSITY OF NORTHERN IOWA</b>	<b>72.1</b>	<b>95.5</b>	<b>0.00%</b>	<b>72.1</b>
University of Minnesota, Duluth	70.5	100.5	N/A	N/A
Northern Arizona University	69.1	92.4	0.00%	69.1
Indiana State University, Terre Haute	64.6	85.0	N/A	N/A
University of Wisconsin, Eau Claire	62.4	87.2	0.00%	62.4

(1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for March/April 2009. Average salaries are weighted average salaries. The 2009-2010 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.

\*Data from the California State University and University of Minnesota were not available.

September 2009



## Average Faculty Salaries by Academic Rank, FY 2010

(Peer institutions as listed by Education Trust\*)

Peers Adjusted to UNI Rank Distribution

University	Three Ranks Combined			Assistant Professor			Associate Professor			Professor		
	Average 3 Salary	N	Salary Ranking	Average AI Salary	N	Salary Ranking	Average AO Salary	N	Salary Ranking	Average P Salary	N	Salary Ranking
University of California - Riverside	98,768	684	1	70,000	204	1	83,800	147	1	123,000	333	1
University of New Hampshire	95,053	564	2	72,100	105	2	87,000	232	2	113,900	227	3
University of Alabama	88,705	802	3	63,300	249	8	80,300	243	4	115,700	310	2
University of North Carolina-Charlotte	85,699	734	4	69,800	260	3	82,800	270	3	109,800	204	4
University of North Carolina-Greensboro	84,863	543	5	65,400	161	6	78,900	204	7	109,300	178	5
University of North Texas	83,674	736	6	65,900	215	5	79,300	271	6	103,700	250	7
West Chester University of Pennsylvania	80,334	454	7	63,700	152	7	79,400	145	5	97,300	157	13
Indiana University of Pennsylvania-Main	79,474	554	8	61,500	185	16	78,600	176	8	97,500	193	12
California State University - Fresno	78,714	538	9	62,500	186	11	74,100	130	15	95,000	222	16
University of Mississippi-Main	78,210	583	10	61,600	234	15	77,200	192	9	104,200	157	6
Ohio University	78,148	710	11	61,800	212	13	74,600	292	13	100,000	206	9
West Virginia University	78,034	804	12	60,200	305	22	72,800	227	19	102,400	272	8
Bloomsburg University of Pennsylvania	77,703	349	13	60,500	130	20	76,600	101	10	97,600	118	11
East Carolina University	77,459	932	14	67,300	368	4	76,200	347	12	96,700	217	15
University of North Carolina-Wilmington	76,224	488	15	62,100	179	12	74,600	152	14	93,900	157	18
Kent State University-Main	75,779	694	16	59,300	231	25	71,400	242	22	97,800	221	10
Appalachian State University	75,716	642	17	60,500	220	21	73,900	180	16	90,900	242	23
Central Michigan University	75,706	651	18	58,100	217	27	70,900	158	24	92,300	276	22
Oakland University	75,419	418	19	63,200	128	9	71,800	169	21	93,400	121	19
Northern Illinois University	74,038	773	20	60,900	240	18	71,200	318	23	92,900	215	20
Bowling Green State University-Main	73,837	569	21	56,600	141	35	70,600	267	25	94,300	161	17
Eastern Illinois University	73,369	447	22	59,600	137	24	68,200	114	30	86,000	196	32
University of Nebraska-Omaha	73,235	405	23	59,100	112	26	73,300	135	18	83,200	158	37
Mississippi State University	72,835	900	24	61,000	360	17	70,200	244	26	89,400	296	25
Saint Cloud State University	72,730	686	25	60,800	234	19	69,700	167	28	84,300	285	34
Florida A & M University	72,701	524	26	59,900	185	23	72,800	178	20	87,300	161	28
Winona State University	72,571	360	27	57,300	107	31	65,500	81	37	85,400	172	33
Illinois State University	72,483	694	28	61,800	214	14	67,100	247	33	88,000	233	26
Kutztown University of Pennsylvania	72,453	377	29	57,100	177	32	76,600	107	11	96,900	93	14
<b>University of Northern Iowa</b>	<b>72,090</b>	<b>506</b>	<b>30</b>	<b>55,700</b>	<b>131</b>	<b>39</b>	<b>70,200</b>	<b>204</b>	<b>27</b>	<b>86,900</b>	<b>171</b>	<b>30</b>
North Dakota State University-Main	71,689	496	31	63,100	220	10	66,600	137	34	90,300	139	24
Western Illinois University	70,756	543	32	54,900	172	40	67,700	173	32	87,200	198	29
University of Minnesota-Duluth	70,545	353	33	56,000	145	37	73,300	128	17	92,500	80	21
Northern Arizona University	69,131	667	34	54,000	224	46	64,600	192	40	86,100	251	31
South Dakota State University	68,945	355	35	57,100	117	33	66,000	90	36	80,100	148	43
Montana State University-Bozeman	68,641	392	36	57,500	136	29	65,000	123	39	83,400	133	36
The University of Montana-Missoula	67,673	460	37	55,800	133	38	62,800	121	47	78,200	206	47
Grand Valley State University	67,146	790	38	54,600	308	43	68,200	309	29	87,600	173	27
Northern Michigan University	67,108	270	39	53,300	84	48	63,800	89	43	82,100	97	39
Tennessee Technological University	67,055	341	40	52,400	97	52	63,100	87	46	78,300	157	46
Radford University	66,838	346	41	57,000	136	34	65,100	79	38	78,100	131	48
Georgia Southern University	66,615	600	42	57,400	273	30	68,100	182	31	82,100	145	40
University of Northern Colorado	66,463	351	43	52,400	127	51	63,100	86	45	81,500	138	41
SUNY College At Oswego	65,324	300	44	54,300	134	45	66,600	92	35	83,700	74	35
Murray State University	65,094	309	45	52,700	113	49	64,200	95	42	79,800	101	44
University of Wisconsin-Whitewater	64,636	297	46	58,000	97	28	62,200	113	48	75,200	87	50
Indiana State University	64,613	383	47	54,400	122	44	61,900	144	50	78,600	117	45
Ball State University	64,109	758	48	51,800	322	53	64,200	218	41	82,200	218	38
University of Central Arkansas	63,978	344	49	56,200	159	36	63,600	91	44	77,500	94	49
University of Wisconsin-Oshkosh	63,663	297	50	54,700	90	41	62,100	118	49	74,800	89	51
University of Wisconsin-Eau Claire	62,443	342	51	54,700	113	42	59,300	110	52	72,700	119	53
University of West Georgia	61,785	313	52	52,500	144	50	59,900	92	51	81,400	77	42
University of Wisconsin-Stout	60,588	258	53	53,500	116	47	58,200	63	53	72,900	79	52
University of Wisconsin-Stevens Point	60,076	303	54	51,700	106	54	57,500	88	54	70,300	109	54
<b>Mean</b>	<b>\$72,795</b>			<b>\$58,863</b>			<b>\$69,939</b>			<b>\$89,733</b>		

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

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 2009.