

UNIVERSITY OF NORTHERN IOWA
AVERAGE BUDGETED SALARIES OF FACULTY STAFF
2014-2015

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	-	\$127,353	-	\$145,719	-	\$105,468	-	\$96,930	-	\$111,797	-	\$104,400	-	\$75,810	-	\$64,312
FTE	-	17.00	-	2.50	-	13.00	-	6.00	-	8.00	-	5.00	-	7.00	-	5.00
Head Count	-	18	-	3	-	13	-	6	-	8	-	5	-	7	-	5
Social & Behavioral Sciences																
Average Salary	-	\$86,890		\$81,252		\$71,516	-	\$67,962	-	\$53,871	-	\$54,464	-	-	-	\$53,150
FTE	-	27.50	-	12.50	-	25.00	-	19.40	-	8.00	-	14.00	-	-	-	1.00
Head Count	-	28	-	13	-	25	-	20	-	8	-	14	-	-	-	1
Education																
Average Salary	-	\$105,024	-	\$90,718	-	\$75,128	-	\$71,780	-	\$64,138		\$61,901	-	\$59,477	-	\$60,509
FTE	-	14.65	-	13.66	-	11.00	-	25.75	-	11.00		22.00	-	11.83	-	29.65
Head Count	-	15	-	14	-	11	-	27	-	11		22	-	12	-	30
Humanities, Arts and Sciences																
Average Salary	-	\$88,810	-	\$83,399	-	\$71,078	-	\$67,415	-	\$57,809	-	\$55,764	-	\$52,231	-	\$50,428
FTE	-	66.00	-	24.36	-	57.30	-	38.75	-	27.00	-	33.00	-	6.18	-	13.00
Head Count	-	68	-	26	-	59	-	40	-	27	-	33	-	7	-	13
Other Categories (including Library and Ed Technology)																
Average Salary	-	\$97,789	\$140,190	\$80,519	\$117,977	\$78,505	\$102,752	\$79,451	-	\$103,806	-	\$56,448	-	-	-	-
FTE	-	2.00	2.00	1.00	2.00	3.75	2.00	6.00	-	1.00	-	4.00	-	-	-	-
Head Count	-	2	2	1	2	4	2	6	-	1	-	4	-	-	-	-
Overall University																
December 2013	\$0	\$95,557	\$140,190	\$87,584	\$117,977	\$75,898	\$102,752	\$71,297	\$0	\$67,191	\$0	\$60,414	\$0	\$62,258	\$0	\$58,055
FTE	0.00	127.15	2.00	54.02	2.00	110.05	2.00	95.90	0.00	55.00	0.00	78.00	0.00	25.01	0.00	48.65
Head Count	0	131	2	57	2	112	2	99	0	55	0	78	0	26	0	49

STATE BOARD OF REGENTS UNIVERSITIES
2014-2015 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	\$140,190	2.00	\$93,180	181.17	93,415	183.17	\$124,326
Associate Professor	\$110,364	4.00	\$73,755	205.95	74,070	209.95	\$98,580
Assistant Professor	\$0	0.00	\$63,217	133.00	63,217	133.00	\$84,136
Instructor	\$0	0.00	\$59,482	73.66	59,482	73.66	\$79,165
Total	<u>\$120,306</u>	<u>6.00</u>	<u>\$75,551</u>	<u>593.78</u>	<u>\$75,780</u>	<u>599.78</u>	<u>\$98,210</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 2015

STATE BOARD OF REGENTS UNIVERSITIES
2014-2015 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	\$0	0.00	\$95,557	127.15	\$95,557	127.15
Associate Professor	117,977	2.00	75,898	110.05	76,266	112.05
Assistant Professor	0	0.00	67,191	55.00	67,191	55.00
Instructor	0	0.00	62,258	25.01	62,258	25.01
Total	<u>\$117,977</u>	<u>2.00</u>	<u>\$81,193</u>	<u>317.21</u>	<u>\$81,289</u>	<u>319.21</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
2014-2015 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	\$140,190	2.00	\$87,584	54.02	\$88,552	56.02
Associate Professor	102,752	2.00	71,297	95.90	71,558	97.90
Assistant Professor	0	0.00	60,414	78.00	60,414	78.00
Instructor	<u>0</u>	<u>0.00</u>	<u>58,054</u>	<u>48.65</u>	<u>58,054</u>	<u>48.65</u>
Total	<u>\$121,471</u>	<u>4.00</u>	<u>\$69,079</u>	<u>276.57</u>	<u>\$69,511</u>	<u>280.57</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
2013-2014 and 2014-2015

	<u>2013-2014</u>	<u>2014-2015</u>	<u>Percent Increase</u>
<u>Graduate Assistants</u>			
Masters*	\$9,388	\$9,600	2.3%
Doctoral	\$14,072	\$14,388	2.2%
Average	\$9,977	\$10,213	2.4%

Based on half-time 9-month workloads for both 2013-2014 and 2014-2015.

* Exceptions:			
Biology (AY)	\$18,776	\$19,200	2.3%
Environmental Science (FY)	N/A	N/A	N/A
Geography (AY)	12,512	12,792	2.2%

February 2015

UNIVERSITY OF NORTHERN IOWA
AVERAGE SALARY INCREASES OF CONTINUING EMPLOYEES
AS A PERCENT OF SALARY IN PRIOR YEAR
2014-2015

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%	4.6%	
2009-10	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.6%	
2010-11	2.9%	3.0%	3.0%	2.7%	3.1%	3.0%	4.6%	
2011-12	3.3%	3.6%	3.5%	3.4%	3.6%	3.5%	4.3%	F
2012-13	3.4%	3.8%	3.5%	2.8%	3.0%	2.9%	4.2%	G
2013-14	2.1%	2.2%	2.0%	2.5%	2.8%	2.6%	1.1%	H
2014-15	2.3%	2.7%	2.4%	2.1%	2.3%	2.2%	1.0%	H

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%.
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%.
The 2014-15 Unit Faculty increase was 2.25%. P&S increase was 2.25%.

- (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
2014 - 2015

Average University-wide P&S Salary: \$65,468
Male: \$71,730
Female: \$60,634

Average University-wide
P&S Total Compensation: \$89,593

Average University-wide
Regents Merit Total Salary: \$44,879

Average University-wide
Regents Merit Total Compensation: \$66,268

February 2015

Average Faculty Salaries by Academic Rank, FY 2014

(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	102,952	478	1	69,900	114	7	91,900	195	2	138,000	169	1
University of California - Riverside	102,278	478	2	81,600	114	1	85,400	195	4	135,700	169	2
University of New Hampshire	101,207	478	3	80,600	114	2	94,800	195	1	122,500	169	3
University of Mississippi-Main	90,440	478	4	70,100	114	6	82,000	195	8	113,900	169	4
University of North Carolina-Charlotte	90,144	478	5	73,100	114	3	80,300	195	12	113,000	169	5
Kent State University-Main	89,312	478	6	71,300	114	4	82,000	195	9	109,900	169	7
West Chester University of Pennsylvania	89,168	478	7	69,600	114	10	85,500	195	3	106,600	169	10
University of North Texas	88,441	478	8	67,100	114	16	81,800	195	10	110,500	169	6
North Dakota State University-Main	87,834	478	9	69,800	114	8	80,900	195	11	108,000	169	8
Bloomsburg University of Pennsylvania	87,353	478	10	65,400	114	21	84,200	195	6	105,800	169	12
Indiana University of Pennsylvania-Main	87,038	478	11	62,800	114	31	84,600	195	5	106,200	169	11
Ohio University	86,441	478	12	70,400	114	5	79,300	195	13	105,500	169	13
Kutztown University of Pennsylvania	86,249	478	13	64,100	114	25	82,600	195	7	105,400	169	14
University of North Carolina-Greensboro	85,876	478	14	69,800	114	9	76,100	195	20	108,000	169	9
Central Michigan University	84,505	478	15	68,500	114	11	78,700	195	14	102,000	169	16
Oakland University	84,161	478	16	66,100	114	18	77,700	195	15	103,800	169	15
Mississippi State University	82,356	478	17	67,700	114	15	75,200	195	22	100,500	169	18
Northern Illinois University	81,915	478	18	68,300	114	12	75,500	195	21	98,500	169	20
East Carolina University	80,549	478	19	68,000	114	14	75,100	195	23	95,300	169	26
Grand Valley State University	80,458	478	20	63,000	114	28	76,500	195	18	96,800	169	22
Western Illinois University	80,386	478	21	62,300	114	34	76,300	195	19	97,300	169	21
Northern Arizona University	80,336	478	22	61,100	114	38	73,500	195	25	101,200	169	17
Florida A & M University	79,683	478	23	60,800	114	40	77,100	195	16	95,400	169	25
Eastern Illinois University	78,488	478	24	66,900	114	17	73,900	195	24	91,600	169	31
University of North Carolina-Wilmington	78,313	478	25	63,700	114	27	71,700	195	29	95,800	169	23
Indiana State University	78,076	478	26	64,200	114	24	71,000	195	33	95,600	169	24
Illinois State University	77,589	478	27	68,100	114	13	71,600	195	31	90,900	169	32
University of Nebraska-Omaha	77,554	478	28	64,500	114	23	77,000	195	17	87,000	169	39
California State University - Fresno	77,335	478	29	66,100	114	19	70,500	195	36	92,800	169	28
University of Northern Iowa	77,274	478	30	62,800	114	32	72,800	195	26	92,200	169	30
Montana State University-Bozeman	77,178	478	31	65,100	114	22	70,700	195	34	92,800	169	29
Bowling Green State University-Main	77,017	478	32	63,000	114	29	65,900	195	46	99,300	169	19
Appalachian State University	76,354	478	33	62,900	114	30	71,700	195	30	90,800	169	33
University of Minnesota-Duluth	76,134	478	34	57,200	114	48	72,500	195	28	93,100	169	27
South Dakota State University	75,250	478	35	63,800	114	26	72,800	195	27	85,800	169	40
Tennessee Technological University	74,517	478	36	60,900	114	39	71,400	195	32	87,300	169	37
Ball State University	74,254	478	37	58,700	114	42	69,700	195	38	90,000	169	34
SUNY College At Oswego	73,743	478	38	56,500	114	50	70,600	195	35	89,000	169	35
Saint Cloud State University	73,295	478	39	62,000	114	37	70,100	195	37	84,600	169	44
Northern Michigan University	72,978	478	40	58,700	114	43	69,000	195	40	87,200	169	38
University of Montana-Missoula	72,717	478	41	62,200	114	35	67,700	195	43	85,600	169	42
Radford University	72,638	478	42	62,200	114	36	69,500	195	39	83,300	169	45
Murray State University	71,751	478	43	58,000	114	45	67,700	195	42	85,700	169	41
University of Northern Colorado	71,572	478	44	55,200	114	51	66,300	195	45	88,700	169	36
Georgia Southern University	71,338	478	45	62,600	114	33	67,900	195	41	81,200	169	47
Winona State University	71,101	478	46	58,300	114	44	66,800	195	44	84,700	169	43
University of Wisconsin-Whitewater	70,375	478	47	65,700	114	20	65,200	195	47	79,500	169	49
University of Central Arkansas	69,029	478	48	57,900	114	46	64,900	195	48	81,300	169	46
University of Wisconsin-Eau Claire	66,182	478	49	59,900	114	41	62,300	195	49	74,900	169	51
University of Wisconsin-Oshkosh	65,965	478	50	57,300	114	47	61,900	195	50	76,500	169	50
University of West Georgia	65,907	478	51	52,700	114	53	61,500	195	51	79,900	169	48
University of Wisconsin-Stout	63,863	478	52	57,200	114	49	61,400	195	52	71,200	169	52
University of Wisconsin-Stevens Point	60,812	478	53	53,200	114	52	58,600	195	53	68,500	169	53
Stephen F Austin State University												
West Virginia University												
Mean	\$79,202			\$64,130			\$64,130			\$42,406		

*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 and West Virginia University

Data Source: ACADEME, AAUP, March-April 2014.