

2002

Average Budgeted Salaries of Faculty Staff 2002-2003

University of Northern Iowa

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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.