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UNIVERSITY OF NORTHERN IOWA
AVERAGE BUDGETED SALARIES OF FACULTY STAFF
2007-2008

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	-	\$108,561	-	\$105,417	-	\$85,876	-	\$88,083	-	\$84,333	-	\$84,386	-	-	-	\$45,347
FTE	-	17.00	-	3.70	-	15	-	9.00	-	9.00	-	2.00	-	-	-	8.00
Head Count	-	17	-	4	-	15	-	9	-	9	-	1	-	-	-	8
Social & Behavioral Sciences																
Average Salary	-	\$83,060	-	\$73,265	-	\$62,528	-	\$61,371	-	\$49,583	-	\$49,900	-	\$45,500	-	-
FTE	-	26.90	-	7.00	-	29.00	-	18.40	-	16.00	-	13.00	-	1.00	-	-
Head Count	-	27	-	7	-	29	-	19	-	16	-	13	-	1	-	-
Education (including Price Lab School)																
Average Salary	-	\$89,137	-	\$86,125	-	\$72,802	-	\$65,538	-	\$59,328	\$93,444	\$54,639	\$53,698	\$53,784	-	\$60,497
FTE	-	19.00	-	11.00	-	20.00	-	27.18	-	9.00	1.00	18.00	1.00	15.49	-	44.00
Head Count	-	19	-	11	-	20	-	28	-	9	1	18	1	16	-	46
Humanities and Fine Arts																
Average Salary	-	\$76,940	-	\$75,395	-	\$63,334	-	\$59,472	-	\$52,614	-	\$47,689	-	\$43,313	-	\$72,769
FTE	-	32.00	-	19.30	-	26.00	-	32.00	-	16.00	-	7.00	-	8.00	-	9.00
Head Count	-	32	-	20	-	26	-	32	-	16	-	7	-	8	-	9
Natural Sciences																
Average Salary	-	\$83,273	-	\$74,285	-	\$64,464	-	\$60,155	-	\$53,625	-	\$51,810	-	\$58,004	-	\$48,702
FTE	-	34.00	-	4.00	-	32.00	-	11.32	-	17.00	-	9.00	-	0.51	-	3.00
Head Count	-	34	-	4	-	32	-	13	-	17	-	9	-	2	-	3
Other Categories (including Library and Ed Technology)																
Average Salary	\$81,581	\$93,174	\$83,475	-	\$73,222	-	\$75,999	-	\$53,621	\$89,593	-	-	\$50,571	-	\$43,532	-
FTE	2.00	1.00	1.00	-	3.00	-	7.00	-	1.00	1.00	-	-	1.00	-	1.00	-
Head Count	2	1	1	-	3	-	7	-	1	1	-	-	1	-	1	-
Overall University																
Average Salary	\$81,581	\$85,912	\$83,475	\$80,056	\$73,222	\$67,762	\$75,999	\$64,222	\$53,621	\$57,784	\$93,444	\$53,083	\$52,135	\$50,188	\$43,532	\$59,776
FTE	2.00	129.90	1.00	45.00	3.00	122.00	7.00	97.90	1.00	68.00	1.00	49.00	2.00	25.00	1.00	64.00
Head Count	2	130	1	46	3	122	7	101	1	68	1	48	2	27	1	66

STATE BOARD OF REGENTS UNIVERSITIES
2007-2008 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	\$82,212	3.00	\$84,405	174.90	\$83,020	177.90	\$111,662
Associate Professor	90,366	10.00	66,186	219.90	63,040	229.90	\$84,789
Assistant Professor	73,533	2.00	55,815	117.00	55,888	119.00	\$75,169
Instructor	<u>52,601</u>	<u>3.00</u>	<u>57,083</u>	<u>89.00</u>	<u>56,625</u>	<u>92.00</u>	<u>\$76,160</u>
Total	<u>\$80,843</u>	<u>18.00</u>	<u>\$68,122</u>	<u>600.80</u>	<u>\$66,455</u>	<u>618.80</u>	<u>\$89,382</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 2007

STATE BOARD OF REGENTS UNIVERSITIES
2007-2008 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	\$81,581	2.00	\$85,912	129.90	\$85,621	131.90
Associate Professor	73,222	3.00	67,762	122.00	67,573	125.00
Assistant Professor	53,621	1.00	57,784	68.00	57,582	69.00
Instructor	<u>52,135</u>	<u>2.00</u>	<u>50,188</u>	<u>25.00</u>	<u>49,630</u>	<u>27.00</u>
Total	<u>\$67,590</u>	<u>8.00</u>	<u>\$71,357</u>	<u>344.90</u>	<u>\$70,993</u>	<u>352.90</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
2007-2008 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	\$83,475	1.00	\$80,056	45.00	\$79,800	46.00
Associate Professor	75,999	7.00	64,222	97.90	64,085	104.90
Assistant Professor	93,444	1.00	53,083	49.00	53,550	50.00
Instructor	<u>53,532</u>	<u>1.00</u>	<u>59,776</u>	<u>64.00</u>	<u>59,530</u>	<u>65.00</u>
Total	<u>\$70,891</u>	<u>10.00</u>	<u>\$63,762</u>	<u>255.90</u>	<u>\$63,709</u>	<u>265.90</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
2006-2007 and 2007-2008

	<u>2006-2007</u>	<u>2007-2008</u>	<u>Percent Increase</u>
<u>Graduate Assistants</u>			
Masters*	\$7,832	\$8,068	3.0%
Doctoral	11,740	12,096	3.0%
Average		\$8,618	

Based on half-time 9-month workloads for both 2006-2007 and 2007-2008.

Based on fiscal year compensation.

* Exception:

Biology	\$15,660	\$16,128	3.0%
Chemistry	15,660	16,128	3.0%
Environmental Science	11,740	12,096	3.0%
Geography	10,440	10,752	3.0%

December 2007

UNIVERSITY OF NORTHERN IOWA
AVERAGE SALARY INCREASES OF CONTINUING EMPLOYEES
AS A PERCENT OF SALARY IN PRIOR YEAR
2007-2008

Year	Faculty and Institutional Officials (A)			Professional and Scientific			General Service Staff
	M	E	Total	M	E	Total	
1996-97	3.9%	4.3%	4.0%	3.9%	4.4%	4.1%	B
1997-98	3.7%	4.7%	4.0%	4.2%	4.2%	4.2%	C
1998-99	3.9%	4.4%	4.1%	4.5%	4.4%	4.4%	D
1999-00	3.8%	4.4%	4.0%	4.0%	4.0%	4.0%	E
2000-01	3.9%	4.3%	4.0%	4.0%	4.0%	4.0%	F
2001-02	5.5%	5.9%	5.6%	5.5%	5.8%	5.6%	G
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%	H 1.5%	1.5%	1.5%	H 3.6%
2006-07	1.9%	2.1%	2.0%	I 1.9%	2.1%	2.0%	I 4.2%
2007-08	2.9%	3.1%	3.0%	2.9%	3.1%	3.0%	4.9%

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

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% 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%

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

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

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

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

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

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

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

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

UNIVERSITY OF NORTHERN IOWA
Average Professional & Scientific Salaries
2007 - 2008

Average University-wide P&S Salary: \$55,397
Male: \$59,943
Female: \$51,596

Average University-wide
P&S Total Compensation: \$77,279

Average University-wide
Regents Merit Total Salary: \$39,571

Average University-wide
Regents Merit Total Compensation: \$58,169

December 2007

REGENT INSTITUTION COMPARISON GROUPS
ESTIMATED AVERAGE FACULTY SALARY INCREASES, 2007-2008

<u>Regent Comparison Group*</u>	<u>Average Faculty Salary 2006-2007 (1) (in thousands)</u>	<u>Estimated Average Percent Increase (2) 2007-2008</u>	<u>Estimated Average Faculty Salary 2007-2008 (in thousands)</u>
University of North Carolina, Greensboro	75.2	7.00%	80.5
Ohio University, Athens	71.2	3.00%	73.3
Central Michigan University	70.6	3.50%	73.1
University of North Texas	70.2	4.00%	73.0
UNIVERSITY OF NORTHERN IOWA	67.6	3.00%	69.6
Northern Arizona University	66.2	5.00%	69.5
Illinois State University	66.6	3.00%	68.6
University of Minnesota, Duluth	66.0	3.00%	68.0
Indiana State University, Terre Haute	60.2	3.00%	62.0

(1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for March/April 2007. Average salaries are weighted average salaries. The 2007-2008 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, Fresno and the University of Wisconsin, Eau Claire were not available.

December 2007

Average Faculty Salaries by Academic Rank, FY 2007

(Peer institutions as listed by Education Trust*)

Peers Adjusted to UNI Rank Distribution

University	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking
University of California-Riverside	109,300	168	1	75,500	204	1	65,400	130	1	84,196	502	1
University of Alabama	107,700	168	2	74,500	204	3	60,600	130	5	82,011	502	2
University of North Carolina-Charlotte	97,600	168	3	72,200	204	7	63,200	130	2	78,370	502	3
West Chester University of Pennsylvania	91,200	168	9	74,600	204	2	61,100	130	3	76,659	502	4
University of Mississippi-Main	95,200	168	5	71,800	204	9	60,000	130	6	76,575	502	5
University of North Carolina-Greensboro	95,300	168	4	72,000	204	8	58,800	130	8	76,379	502	6
Indiana University of Pennsylvania-Main	91,300	168	8	73,600	204	4	57,600	130	12	75,380	502	7
Bloomsburg University of Pennsylvania	90,900	168	11	72,500	204	5	56,200	130	17	74,437	502	8
Kutztown University of Pennsylvania	91,100	168	10	72,400	204	6	53,600	130	30	73,790	502	9
Ohio University	92,000	168	7	68,500	204	12	55,900	130	19	73,102	502	10
Florida A & M University	85,000	168	22	70,600	204	10	60,800	130	4	72,881	502	11
Kent State University-Main	92,800	168	6	67,100	204	17	55,900	130	20	72,800	502	12
Bowling Green State University-Main	90,800	168	12	68,100	204	14	55,600	130	22	72,460	502	13
Oakland University	88,900	168	13	68,200	204	13	57,800	130	11	72,434	502	14
University of North Carolina-Wilmington	85,800	168	20	69,300	204	11	58,500	130	10	72,025	502	15
Mississippi State University	86,900	168	15	66,200	204	20	59,000	130	7	71,263	502	16
East Carolina University	86,300	168	18	64,900	204	23	58,500	130	9	70,404	502	17
University of North Texas	87,000	168	14	65,400	204	21	56,100	130	18	70,220	502	18
Northern Illinois University	86,300	168	19	65,300	204	22	56,500	130	16	70,049	502	19
Central Michigan University	86,600	168	16	66,600	204	18	53,200	130	33	69,823	502	20
West Virginia University	85,800	168	21	64,900	204	24	54,500	130	25	69,201	502	21
University of Minnesota-Duluth	83,400	168	23	67,400	204	15	53,600	130	32	69,181	502	22
California State University - Fresno	86,400	168	17	64,800	204	25	53,600	130	31	69,128	502	23
Appalachian State University	80,700	168	28	66,400	204	19	57,500	130	13	68,881	502	24
University of Nebraska-Omaha	78,800	168	30	67,400	204	16	55,900	130	21	68,237	502	25
University of Northern Iowa	81,700	168	26	64,700	204	26	53,800	130	29	67,567	502	26
Illinois State University	80,400	168	29	61,500	204	35	57,000	130	14	66,660	502	27
Western Illinois University	83,000	168	24	63,300	204	28	50,600	130	43	66,604	502	28
Grand Valley State University	82,300	168	25	63,700	204	27	50,700	130	42	66,558	502	29
North Dakota State University-Main	77,700	168	32	62,400	204	30	56,900	130	15	66,096	502	30
Georgia Southern University	77,300	168	34	61,900	204	34	54,700	130	24	65,189	502	31
Northern Arizona University	81,100	168	27	60,200	204	40	52,400	130	36	65,175	502	32
Saint Cloud State University	76,300	168	38	62,200	204	33	54,800	130	23	65,002	502	33
Murray State University	77,000	168	35	62,300	204	31	53,000	130	34	64,811	502	34
Montana State University-Bozeman	76,200	168	39	60,300	204	39	52,400	130	37	63,575	502	35
South Dakota State University	73,100	168	48	61,500	204	36	54,100	130	27	63,466	502	36
Tennessee Technological University	74,700	168	40	62,200	204	32	50,600	130	44	63,379	502	37
Winona State University	76,600	168	36	59,300	204	43	51,800	130	38	63,147	502	38
SUNY College At Oswego	73,700	168	44	62,500	204	29	50,500	130	47	63,141	502	39
Northern Michigan University	77,500	168	33	59,900	204	41	49,400	130	50	63,071	502	40
Ball State University	76,600	168	37	61,000	204	37	48,300	130	51	62,932	502	41
Radford University	74,200	168	42	58,900	204	44	54,300	130	26	62,829	502	42
University of West Georgia	77,800	168	31	57,600	204	47	51,500	130	39	62,780	502	43
Eastern Illinois University	74,400	168	41	59,600	204	42	51,100	130	40	62,352	502	44
University of Central Arkansas	73,200	168	46	60,600	204	38	50,600	130	45	62,227	502	45
The University of Montana-Missoula	73,900	168	43	57,600	204	48	52,700	130	35	61,786	502	46
University of Wisconsin-Whitewater	71,900	168	49	58,200	204	45	54,100	130	28	61,723	502	47
Indiana State University	73,500	168	45	57,400	204	49	50,000	130	48	60,872	502	48
University of Wisconsin-Oshkosh	70,600	168	51	58,000	204	46	50,600	130	46	60,300	502	49
University of Wisconsin-Stout	71,900	168	50	55,500	204	51	49,700	130	49	59,486	502	50
University of Wisconsin-Eau Claire	68,900	168	52	55,700	204	50	51,100	130	41	58,926	502	51
University of Northern Colorado	73,200	168	47	53,700	204	54	47,700	130	52	58,672	502	52
Stephen F Austin State University	67,300	168	53	54,300	204	53	47,600	130	53	56,916	502	53
University of Wisconsin-Stevens Point	66,900	168	54	54,900	204	52	45,700	130	54	56,533	502	54
Mean	\$82,148			\$64,094			\$54,391			\$67,623		

*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: University of New Hampshire-Main

Data Source: ACADEME, AAUP, March-April 2007.