

2008

# Average Budgeted Salaries of Faculty Staff 2008-2009

University of Northern Iowa

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## Recommended Citation

University of Northern Iowa, "Average Budgeted Salaries of Faculty Staff 2008-2009" (2008). *Institutional Research Documents*. 131.  
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UNIVERSITY OF NORTHERN IOWA  
AVERAGE BUDGETED SALARIES OF FACULTY STAFF  
2008-2009

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  | -         | \$112,213 | -        | \$111,541 | -                   | \$92,876 | -        | \$93,128 | -                   | \$88,227 | -        | \$85,453 | -          | 51097    | -        | \$48,222 |
| FTE   | -         | 18.00     | -        | 2.70      | -                   | 17       | -        | 9.00     | -                   | 7.00     | -        | 2.00     | -          | 2        | -        | 8.00     |
| Head Count  | -         | 18        | -        | 3         | -                   | 17       | -        | 9        | -                   | 7        | -        | 2        | -          | 2        | -        | 8        |
| Social & Behavioral Sciences                              |           |           |          |           |                     |          |          |          |                     |          |          |          |            |          |          |          |
| Average Salary  | -         | \$86,527  | -        | \$78,160  | -                   | \$64,410 | -        | \$62,302 | -                   | \$49,554 | -        | \$50,656 | -          | \$47,500 | -        | \$49,000 |
| FTE   | -         | 27.90     | -        | 9.90      | -                   | 31.00    | -        | 17.00    | -                   | 12.00    | -        | 14.00    | -          | 2.00     | -        | 3.00     |
| Head Count  | -         | 28        | -        | 10        | -                   | 31       | -        | 17       | -                   | 12       | -        | 14       | -          | 2        | -        | 3        |
| Education<br>(including Price Lab School)                 |           |           |          |           |                     |          |          |          |                     |          |          |          |            |          |          |          |
| Average Salary  | -         | \$92,120  | -        | \$87,803  | -                   | \$74,940 | -        | \$67,041 | -                   | \$58,693 | -        | \$58,551 | \$55,198   | \$53,148 | -        | \$50,891 |
| FTE   | -         | 20.00     | -        | 12.67     | -                   | 20.00    | -        | 22.85    | -                   | 7.00     | -        | 19.00    | 1.00       | 21.49    | -        | 52.33    |
| Head Count  | -         | 20        | -        | 13        | -                   | 20       | -        | 23       | -                   | 7        | -        | 19       | 1          | 22       | -        | 53       |
| Humanities and Fine Arts                                  |           |           |          |           |                     |          |          |          |                     |          |          |          |            |          |          |          |
| Average Salary  | -         | \$78,985  | -        | \$78,379  | -                   | \$65,625 | -        | \$62,324 | -                   | \$53,728 | -        | \$49,351 | -          | \$42,090 | -        | \$45,606 |
| FTE   | -         | 30.00     | -        | 19.30     | -                   | 28.00    | -        | 29.00    | -                   | 18.00    | -        | 13.00    | -          | 8.00     | -        | 10.50    |
| Head Count  | -         | 30        | -        | 20        | -                   | 28       | -        | 29       | -                   | 18       | -        | 13       | -          | 8        | -        | 11       |
| Natural Sciences  |           |           |          |           |                     |          |          |          |                     |          |          |          |            |          |          |          |
| Average Salary  | -         | \$84,536  | -        | \$67,762  | -                   | \$66,778 | -        | \$62,156 | -                   | \$53,040 | -        | \$53,144 | -          | \$54,057 | -        | \$52,079 |
| FTE   | -         | 34.00     | -        | 3.33      | -                   | 33.00    | -        | 11.15    | -                   | 19.00    | -        | 9.00     | -          | 2.51     | -        | 5.17     |
| Head Count  | -         | 34        | -        | 5         | -                   | 33       | -        | 12       | -                   | 19       | -        | 9        | -          | 4        | -        | 6        |
| Other Categories (including<br>Library and Ed Technology) |           |           |          |           |                     |          |          |          |                     |          |          |          |            |          |          |          |
| Average Salary  | \$84,369  | -         | \$83,857 | -         | \$72,607            | -        | \$78,969 | -        | -                   | \$92,630 | 58392    | -        | \$52,847   | -        | \$45,551 | -        |
| FTE   | 2.00      | -         | 1.00     | -         | 4.00                | -        | 7.00     | -        | -                   | 1.00     | 1        | -        | 1.00       | -        | 1.00     | -        |
| Head Count  | 2         | -         | 1        | -         | 4                   | -        | 7        | -        | -                   | 1        | 1        | -        | 1          | -        | 1        | -        |
| Overall University  |           |           |          |           |                     |          |          |          |                     |          |          |          |            |          |          |          |
| Average Salary  | \$84,369  | \$88,684  | \$83,857 | \$81,958  | \$72,607            | \$70,663 | \$78,969 | \$66,625 | #DIV/0!             | \$57,665 | \$58,392 | \$54,604 | \$54,023   | \$50,326 | \$45,551 | \$49,924 |
| FTE   | 2.00      | 129.90    | 1.00     | 47.90     | 4.00                | 129.00   | 7.00     | 89.00    | 0.00                | 64.00    | 1.00     | 57.00    | 2.00       | 36.00    | 1.00     | 79.00    |
| Head Count  | 2         | 130       | 1        | 51        | 4                   | 129      | 7        | 90       | 0                   | 64       | 1        | 57       | 2          | 38       | 1        | 81       |

STATE BOARD OF REGENTS UNIVERSITIES  
2008-2009 AVERAGE FACULTY SALARIES AND TOTAL COMPENSATION FOR NON-PROFESSIONAL COLLEGES  
(Includes Filled and Unfilled Positions)

|                             | 12 Month Salary |              | 9 Month Salary  |               | 9 Months (2)<br>Equivalent Salary |               | Total<br>Compensation<br>9 Months (2)<br>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                   | \$84,198        | 3.00         | \$86,892        | 177.80        | \$81,715                          | 180.80        | \$109,743  |
| Associate Professor         | 76,655          | 11.00        | 69,015          | 218.00        | 62,553                            | 229.00        | \$84,009   |
| Assistant Professor         | 58,392          | 1.00         | 56,223          | 121.00        | 56,154                            | 122.00        | \$75,414   |
| Instructor                  | 51,199          | 3.00         | 50,050          | 115.00        | 49,842                            | 118.00        | \$66,938   |
| Total                       | <u>\$72,655</u> | <u>18.00</u> | <u>\$68,144</u> | <u>631.80</u> | <u>\$64,375</u>                   | <u>649.80</u> | <u>\$86,584</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 2008

STATE BOARD OF REGENTS UNIVERSITIES  
2008-2009 AVERAGE MALE FACULTY SALARIES FOR NON-PROFESSIONAL COLLEGES  
(Includes Filled and Unfilled Positions)

|                             | 12 Month Salary |             | 9 Month Salary  |               | 9 Months (2)<br>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                   | \$84,369        | 2.00        | \$88,684        | 129.90        | \$88,386                          | 131.90        |
| Associate Professor         | 72,607          | 4.00        | 70,663          | 129.00        | 70,324                            | 133.00        |
| Assistant Professor         | 0               | 0.00        | 57,665          | 64.00         | 57,665                            | 64.00         |
| Instructor                  | 54,023          | 2.00        | 50,326          | 36.00         | 50,003                            | 38.00         |
| Total                       | <u>\$70,902</u> | <u>8.00</u> | <u>\$72,828</u> | <u>358.90</u> | <u>\$72,505</u>                   | <u>366.90</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  
2008-2009 AVERAGE FEMALE FACULTY SALARIES FOR NON-PROFESSIONAL COLLEGES  
(Includes Filled and Unfilled Positions)

|                             | 12 Month Salary |              | 9 Month Salary  |               | 9 Months (2)<br>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                   | \$83,857        | 1.00         | \$81,958        | 47.90         | \$81,685                          | 48.90         |
| Associate Professor         | 78,969          | 7.00         | 66,625          | 89.00         | 66,478                            | 96.00         |
| Assistant Professor         | 58,392          | 1.00         | 54,604          | 57.00         | 54,486                            | 58.00         |
| Instructor                  | <u>45,551</u>   | <u>1.00</u>  | <u>49,924</u>   | <u>79.00</u>  | <u>49,766</u>                     | <u>80.00</u>  |
| Total                       | <u>\$69,503</u> | <u>10.00</u> | <u>\$61,971</u> | <u>272.90</u> | <u>\$61,922</u>                   | <u>282.90</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  
2007-2008 and 2008-2009

|                            | <u>2007-2008</u> | <u>2008-2009</u> | <u>Percent Increase</u> |
|----------------------------|------------------|------------------|-------------------------|
| <u>Graduate Assistants</u> |                  |                  |                         |
| Masters*                   | \$8,068          | \$8,392          | 4.0%                    |
| Doctoral                   | 12,096           | 12,580           | 4.0%                    |
| Average                    |                  | \$9,068          |                         |

Based on half-time 9-month workloads for both 2007-2008 and 2008-2009.

|                            |          |          |      |
|----------------------------|----------|----------|------|
| * Exceptions:              |          |          |      |
| Biology (AY)               | \$16,136 | \$16,784 | 4.0% |
| Environmental Science (FY) | 16,128   | 16,776   | 4.0% |
| Geography (AY)             | 10,752   | 11,184   | 4.0% |

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UNIVERSITY OF NORTHERN IOWA  
AVERAGE SALARY INCREASES OF CONTINUING EMPLOYEES  
AS A PERCENT OF SALARY IN PRIOR YEAR  
2008-2009

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

(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%

The 2008-09 Unit Faculty increase was 4.0%

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

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

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

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

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

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

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

UNIVERSITY OF NORTHERN IOWA  
Average Professional & Scientific Salaries  
2008 - 2009

Average University-wide P&S Salary: \$56,837  
Male: \$61,536  
Female: \$53,065

Average University-wide  
P&S Total Compensation: \$78,492

Average University-wide  
Regents Merit Total Salary: \$40,991

Average University-wide  
Regents Merit Total Compensation: \$60,790

December 2008



REGENT INSTITUTION COMPARISON GROUPS  
ESTIMATED AVERAGE FACULTY SALARY INCREASES, 2008-2009

| <u>Regent Comparison Group*</u>          | <u>Average Faculty Salary 2007-2008 (1)<br/>(in thousands)</u> | <u>Average Total Compensation 2007-2008 (1)<br/>(in thousands)</u> | <u>Estimated Average Percent Increase (2)<br/>2008-2009</u> | <u>Estimated Average Faculty Salary 2008-2009<br/>(in thousands)</u> |
|--|--|--|---|--|
| University of North Carolina, Greensboro | 81.0   | 101.4  | 3.70%   | 84.0   |
| University of North Texas                | 77.9   | 90.9   | 4.00%   | 81.1   |
| Ohio University, Athens                  | 74.6   | 97.7   | 3.00%   | 76.9   |
| California State University - Fresno*    | 71.9   | 100.3  | n/a   | n/a  |
| <b>UNIVERSITY OF NORTHERN IOWA</b>       | <b>70.2</b>  | <b>93.4</b>  | <b>4.00%</b>  | <b>73.0</b>  |
| Illinois State University                | 69.7   | 88.5   | 3.00%   | 71.8   |
| Central Michigan University*             | 69.0   | 100.2  | n/a   | n/a  |
| Northern Arizona University              | 70.0   | 92.9   | 0.00%   | 70.0   |
| University of Minnesota, Duluth          | 68.0   | 92.2   | 3.00%   | 70.0   |
| Indiana State University, Terre Haute    | 62.1   | 81.9   | 3.50%   | 64.2   |
| University of Wisconsin, Eau Claire      | 60.4   | 82.0   | 1.00%   | 61.1   |

(1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for March/April 2008. Average salaries are weighted average salaries. The 2008-2009 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 Central Michigan University were not available.

December 2008

**Average Faculty Salaries by Academic Rank, FY 2008**

**(Peer institutions as listed by Education Trust\*)**

Peers Adjusted to UNI Rank Distribution

| University                              | Three Ranks Combined |            |           | Assistant Professor |            |           | Associate Professor |            |           | Professor       |            |           |
|---|----------------------|------------|-----------|---------------------|------------|-----------|---------------------|------------|-----------|-----------------|------------|-----------|
|   | Average              | Salary     | Ranking   | Average             | Salary     | Ranking   | Average             | Salary     | Ranking   | Average         | Salary     | Ranking   |
|   | Salary               | N          |           | Salary              | N          |           | Salary              | N          |           | Salary          | N          |           |
| University of Alabama                   | 82,100               | 764        | 1         | 65,100              | 234        | 3         | 79,100              | 224        | 1         | 116,000         | 306        | 1         |
| Ohio University                         | 74,600               | 725        | 2         | 59,200              | 233        | 17        | 71,300              | 283        | 15        | 96,400          | 209        | 5         |
| Indiana University of Pennsylvania-Main | 74,100               | 579        | 3         | 59,300              | 190        | 16        | 75,700              | 177        | 5         | 93,800          | 212        | 11        |
| Bloomsburg University of Pennsylvania   | 73,400               | 354        | 4         | 58,200              | 131        | 19        | 74,700              | 101        | 7         | 94,000          | 122        | 10        |
| University of North Carolina-Charlotte  | 73,300               | 709        | 5         | 67,000              | 267        | 1         | 77,200              | 246        | 2         | 105,000         | 196        | 2         |
| University of North Texas               | 72,500               | 713        | 6         | 62,200              | 221        | 6         | 74,100              | 250        | 8         | 96,300          | 242        | 6         |
| California State University - Fresno    | 71,900               | 526        | 7         | 61,900              | 172        | 7         | 73,000              | 131        | 11        | 93,800          | 223        | 11        |
| West Virginia University                | 71,600               | 749        | 8         | 57,800              | 263        | 20        | 68,100              | 212        | 24        | 92,800          | 274        | 14        |
| University of Mississippi-Main          | 70,800               | 545        | 9         | 61,800              | 211        | 8         | 76,200              | 177        | 4         | 100,300         | 157        | 4         |
| West Chester University of Pennsylvania | 70,400               | 428        | 10        | 62,400              | 134        | 5         | 76,900              | 147        | 3         | 94,200          | 147        | 9         |
| University of North Carolina-Greensboro | 70,100               | 540        | 11        | 62,800              | 164        | 4         | 75,600              | 194        | 6         | 103,200         | 182        | 3         |
| Oakland University                      | 70,000               | 443        | 12        | 60,500              | 153        | 11        | 69,900              | 169        | 17        | 91,400          | 121        | 17        |
| University of North Carolina-Wilmington | 69,900               | 462        | 13        | 60,500              | 168        | 11        | 72,600              | 141        | 12        | 91,000          | 153        | 18        |
| Appalachian State University            | 69,100               | 615        | 14        | 59,600              | 200        | 15        | 71,700              | 179        | 14        | 86,800          | 236        | 23        |
| Central Michigan University             | 69,000               | 655        | 15        | 55,100              | 218        | 30        | 68,300              | 163        | 23        | 89,700          | 274        | 20        |
| Florida A & M University                | 68,700               | 509        | 16        | 60,200              | 174        | 14        | 71,900              | 186        | 13        | 84,500          | 149        | 27        |
| Mississippi State University            | 68,600               | 679        | 17        | 61,700              | 243        | 9         | 70,600              | 187        | 16        | 92,100          | 249        | 15        |
| East Carolina University                | 68,100               | 788        | 18        | 65,200              | 313        | 2         | 73,500              | 290        | 10        | 94,900          | 185        | 8         |
| Kent State University-Main              | 67,700               | 689        | 19        | 57,600              | 233        | 22        | 69,400              | 242        | 21        | 96,100          | 214        | 7         |
| Kutztown University of Pennsylvania     | 67,000               | 357        | 20        | 55,200              | 152        | 27        | 74,000              | 108        | 9         | 93,500          | 97         | 13        |
| University of Nebraska-Omaha            | 66,800               | 399        | 21        | 57,800              | 116        | 20        | 69,700              | 138        | 18        | 81,000          | 145        | 32        |
| Northern Illinois University            | 66,600               | 749        | 22        | 60,400              | 218        | 13        | 68,400              | 318        | 22        | 90,300          | 213        | 19        |
| Northern Arizona University             | 66,300               | 651        | 23        | 53,400              | 193        | 37        | 64,600              | 206        | 32        | 87,000          | 252        | 22        |
| <b>University of Northern Iowa</b>      | <b>66,000</b>        | <b>493</b> | <b>24</b> | <b>55,200</b>       | <b>121</b> | <b>27</b> | <b>67,500</b>       | <b>207</b> | <b>25</b> | <b>84,700</b>   | <b>165</b> | <b>25</b> |
| The University of Montana-Missoula      | 65,189               | 454        | 25        | 54,500              | 135        | 33        | 60,600              | 129        | 42        | 75,900          | 190        | 42        |
| Illinois State University               | 64,300               | 680        | 26        | 60,600              | 218        | 10        | 64,100              | 226        | 33        | 83,500          | 236        | 29        |
| Tennessee Technological University      | 64,300               | 347        | 26        | 52,600              | 98         | 40        | 64,000              | 95         | 34        | 78,700          | 154        | 38        |
| Saint Cloud State University            | 64,300               | 663        | 26        | 55,200              | 221        | 27        | 61,900              | 162        | 40        | 75,500          | 280        | 46        |
| North Dakota State University-Main      | 64,100               | 481        | 29        | 59,200              | 203        | 17        | 64,900              | 142        | 30        | 84,200          | 136        | 28        |
| University of Minnesota-Duluth          | 63,500               | 348        | 30        | 55,100              | 146        | 30        | 69,700              | 114        | 18        | 87,100          | 88         | 21        |
| Western Illinois University             | 63,300               | 549        | 31        | 52,000              | 176        | 42        | 65,500              | 182        | 29        | 85,300          | 191        | 24        |
| Montana State University-Bozeman        | 62,600               | 404        | 32        | 53,900              | 145        | 35        | 62,300              | 115        | 39        | 78,900          | 144        | 37        |
| Bowling Green State University-Main     | 62,500               | 609        | 33        | 56,400              | 164        | 24        | 69,700              | 284        | 18        | 92,000          | 161        | 16        |
| Northern Michigan University            | 62,400               | 258        | 34        | 51,900              | 85         | 43        | 62,800              | 82         | 37        | 80,400          | 91         | 33        |
| Eastern Illinois University             | 62,000               | 436        | 35        | 57,100              | 127        | 23        | 66,700              | 115        | 26        | 83,500          | 194        | 29        |
| Winona State University                 | 61,800               | 354        | 36        | 51,700              | 106        | 45        | 58,500              | 85         | 48        | 75,800          | 163        | 44        |
| Radford University                      | 61,500               | 343        | 37        | 55,300              | 145        | 26        | 61,900              | 72         | 40        | 75,900          | 126        | 42        |
| Murray State University                 | 61,100               | 305        | 38        | 54,700              | 99         | 32        | 64,800              | 108        | 31        | 79,900          | 98         | 35        |
| University of Northern Colorado         | 60,900               | 351        | 39        | 49,500              | 125        | 50        | 59,500              | 81         | 45        | 76,300          | 145        | 40        |
| SUNY College At Oswego                  | 60,700               | 293        | 40        | 51,300              | 124        | 47        | 62,600              | 88         | 38        | 75,600          | 81         | 45        |
| Georgia Southern University             | 60,200               | 590        | 41        | 55,600              | 276        | 25        | 65,800              | 170        | 27        | 81,300          | 144        | 31        |
| Grand Valley State University           | 59,100               | 758        | 42        | 52,400              | 315        | 41        | 65,700              | 294        | 28        | 84,700          | 149        | 25        |
| Ball State University                   | 58,900               | 770        | 43        | 50,200              | 325        | 49        | 63,300              | 210        | 36        | 79,200          | 235        | 36        |
| Indiana State University                | 58,800               | 396        | 44        | 51,900              | 142        | 43        | 59,400              | 128        | 46        | 76,200          | 126        | 41        |
| University of Wisconsin-Whitewater      | 57,500               | 298        | 45        | 54,100              | 98         | 34        | 60,600              | 112        | 42        | 73,200          | 88         | 47        |
| University of Wisconsin-Oshkosh         | 57,500               | 297        | 45        | 53,800              | 82         | 36        | 59,200              | 120        | 47        | 71,300          | 95         | 48        |
| University of Wisconsin-Eau Claire      | 56,900               | 337        | 47        | 53,000              | 104        | 39        | 56,800              | 103        | 50        | 69,300          | 130        | 50        |
| University of West Georgia              | 56,600               | 311        | 48        | 51,600              | 144        | 46        | 59,700              | 85         | 44        | 80,200          | 82         | 34        |
| University of Central Arkansas          | 55,700               | 355        | 49        | 53,100              | 170        | 38        | 63,400              | 94         | 35        | 76,900          | 91         | 39        |
| University of Wisconsin-Stout           | 55,700               | 241        | 49        | 51,200              | 104        | 48        | 57,400              | 54         | 49        | 70,000          | 83         | 49        |
| University of Wisconsin-Stevens Point   | 55,700               | 301        | 48        | 48,200              | 108        | 50        | 56,800              | 82         | 49        | 69,000          | 111        | 50        |
| <b>Mean</b>                             | <b>\$66,257</b>      |            |           | <b>\$57,267</b>     |            |           | <b>\$68,362</b>     |            |           | <b>\$87,460</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 institutions: University of California-Riverside; University of New Hampshire-Main; South Dakota State University; and Stephen F Austin State University

Data Source: ACADEME, AAUP, March-April 2008.