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# Average Budgeted Salaries of Faculty Staff 2009-2010

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

## Full-time Equivalent Represents Portion of Salary Budgeted in the General Educational Fund Only (including Unfilled Positions)

Men     Women     Men     Women     Women     Women     Men     Women     Men     Women     I2 mo.     9 mo.     12 mo.	<u>College</u>		Prof€	essor			Associate	Professor			Assistant	Professor			Instr	uctor	
Business     Average Salary     5 \$111.309     \$122,153     -     \$92,941     -     \$95,366     -     \$89,216     -     \$85,453     -     \$57,167     -     \$449,048       FTE     19.00     -     17.00     15.00     10.00     -     6.00     -     2.00     -     4.00     7.00       Icoad Locinit     19     2     15     10     -     6     2     -     4     7       Social & Behavitarial Sciences     -     584,644     \$73,826     \$63,669     -     \$61,176     -     \$50,528     -     \$49,582     -     \$45,000     -     -     File     -     \$10.00     -     10.00     -     0     -     -     File     -     \$10.00     10.00     -     -     -     File     -     \$10.00     10.00     -     2.785     -     6.00     18.00     1.00     10.749     -     463.31       Head Count     19     11     -     17			len	Wor	men	Me	en	Wor	men	M	en				en	Won	nen
Average Salary     \$111,309     \$123,153     \$92,941     \$95,366     \$88,216     \$95,463     \$57,167     \$49,048       FTE     19.00     1.70     1500     10.00     6.00     2.00     4.00     7.00       Sactal & Behvioral Sciences     -     10     6     2     4     7       Average Salary     \$84,644     \$73,826     \$63,669     \$61,176     \$\$50,528     \$49,582     \$45,000     -     -       Head Count     29     11     32.00     18.00     9.00     13.00     1     -     -       Head Count     29     10.67     176,00     27,85     -     6.00     13.00     1.00     -     +       Average Salary     \$99,977     \$83,254     \$76,946     -     \$61,308     \$56,167     \$55,198     \$54,998     \$\$1,475       Average Salary     \$99,977     \$83,254     \$76,946     -     \$61,308     \$56,167     \$55,198     \$54,998     \$\$1,475       Average Salary     \$399,977     \$83,254		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.
Average Salary     \$111,309     \$123,153     \$92,941     \$95,366     \$88,216     \$95,463     \$57,167     \$49,048       FTE     19.00     1.70     1500     10.00     6.00     2.00     4.00     7.00       Sactal & Behvioral Sciences     -     10     6     2     4     7       Average Salary     \$84,644     \$73,826     \$63,669     \$61,176     \$\$50,528     \$49,582     \$45,000     -     -       Head Count     29     11     32.00     18.00     9.00     13.00     1     -     -       Head Count     29     10.67     176,00     27,85     -     6.00     13.00     1.00     -     +       Average Salary     \$99,977     \$83,254     \$76,946     -     \$61,308     \$56,167     \$55,198     \$54,998     \$\$1,475       Average Salary     \$99,977     \$83,254     \$76,946     -     \$61,308     \$56,167     \$55,198     \$54,998     \$\$1,475       Average Salary     \$399,977     \$83,254	Business																
FTE   19.00   -   1.70   -   15.00   -   10.00   -   6.00   -   2.00   -   4.00   -   7.00     Social & Behavioral Sciences   -   19.00   -   19.00   -   50.36.669   -   50.176   -   550.28   -   549.582   -   545.000   - <t< td=""><td></td><td>-</td><td>\$111 309</td><td>-</td><td>\$123 153</td><td>-</td><td>\$92 941</td><td>-</td><td>\$95 366</td><td>-</td><td>\$89 216</td><td>-</td><td>\$85 453</td><td>-</td><td>\$57 167</td><td>-</td><td>\$49 048</td></t<>		-	\$111 309	-	\$123 153	-	\$92 941	-	\$95 366	-	\$89 216	-	\$85 453	-	\$57 167	-	\$49 048
Head Count   19   -   2   -   15   -   10   -   6   -   2   -   4   7     Social & Behavioral Sciences Average Salary   \$84,644   \$73,826   \$63,669   -   \$50,176   -   \$50,528   -   \$49,582   -   \$45,000   -	0 ,	-		-		-		-		-		-		-		-	
Average Salary     -     \$84,644     \$73,826     \$63,669     -     \$61,176     -     \$50,528     -     \$49,682     -     \$45,000     -     -       FTE     -     28,90     -     10.90     -     32.00     -     18.00     -     9.00     -     13.00     -     10.00     -     -       Head Count     2.99     -     11     -     32     -     18     0     9     -     13     -     1     -     -       Head Count     -     29     -     11     -     32     -     \$61,308     \$55,167     \$55,198     \$54,978     -     \$64,333       Head Count     -     19     -     11     -     17     -     28     -     6     18     1     18     -     \$1,030     -     \$42,198       FTE     -     33.00     22     2.60     -     29     -     17     -     15     6 <td< td=""><td>Head Count</td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td></td<>	Head Count	-		-		-		-		-		-		-		-	
Average Salary     -     \$84,644     \$73,826     \$63,669     -     \$61,176     -     \$50,528     -     \$49,682     -     \$45,000     -     -       FTE     -     28,90     -     10.90     -     32.00     -     18.00     -     9.00     -     13.00     -     10.00     -     -       Head Count     2.99     -     11     -     32     -     18     0     9     -     13     -     1     -     -       Head Count     -     29     -     11     -     32     -     \$61,308     \$55,167     \$55,198     \$54,978     -     \$64,333       Head Count     -     19     -     11     -     17     -     28     -     6     18     1     18     -     \$1,030     -     \$42,198       FTE     -     33.00     22     2.60     -     29     -     17     -     15     6 <td< td=""><td>Social &amp; Behavior</td><td>al Sciences</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	Social & Behavior	al Sciences															
FTE   28.90   10.90   32.00   18.00   9.00   13.00   10.00   -     Head Count   29   11   32   18   9   13   1   -   -     Education			\$84,644		\$73,826		\$63,669	-	\$61,176	-	\$50,528	-	\$49,582	-	\$45,000	-	-
Education (including Price Lab School)     Average Salary     \$89,877     \$83,254     \$76,946     \$65,230     \$61,308     \$56,167     \$55,198     \$54,998     \$51,475       FTE     1900     10.67     17.00     27.85     600     18.00     1.00     17.49     -     46.33       Head Count     19     11     -     17     28     6     18     1     18     -     47       Humanities and Fine Arts Average Salary     \$77,261     \$65,655     \$61,743     \$53,189     \$48,761     \$41,030     \$42,198       FTE     33.00     21.30     26.00     29.00     177.00     15.00     60.00     7.50       Head Count     33     22     26     29     17     15     6     8       Natural Sciences     -     \$40,400     \$9,155     \$21,00     \$9,00     2.51     4,17       Head Count     37     5     22     10     21     9     4     5       Other Categories (including Library and Ed Technology) <td< td=""><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td>-</td></td<>		-		-		-		-		-		-		-		-	-
(Including Price Lab School)   Average Salary   \$ \$89,877   .   \$83,254   .   \$76,946   .   \$65,230   .   \$61,308   \$55,167   \$55,198   \$54,998   .   \$51,475     FTE   19,00   10.67   17.00   27.85   .   6.00   18.00   1.00   17.49   .   46.33     Head Count   19   .   \$77,681   .   \$65,655   .   \$61,743   .   \$53,189   .   \$48,761   .   \$41,030   .   \$42,198     FTE   33.00   21.30   .   26.00   .   29.00   .   17.00   .   15.00   .   6.00   .   7.50     Head Count   .   33   .   22   .   26   .   29   .   17.00   .   15.00   .   6.00   .   .   5.64,649   .   8     Natural Sciences   .   \$68,568   .   \$60,460   \$52,774   .   \$54,196   .   \$46,773   .   \$49,649   .   .   1.17   .   15 </td <td>Head Count</td> <td>-</td> <td>29</td> <td>-</td> <td>11</td> <td>-</td> <td>32</td> <td>-</td> <td>18</td> <td>-</td> <td>9</td> <td>-</td> <td>13</td> <td>-</td> <td>1</td> <td>-</td> <td>-</td>	Head Count	-	29	-	11	-	32	-	18	-	9	-	13	-	1	-	-
Average Salary   \$89,877   \$83,254   \$76,946   \$65,230   \$61,308   \$56,167   \$55,198   \$54,998   \$51,475     FTE   19:00   10.67   17.00   27.85   600   18:00   1.00   17.49   46.33     Head Count   19   11   17   28   6   18   1   18   47     Humanities and Fine Arts   Average Salary   \$77,681   \$66,655   \$61,743   \$53,189   \$48,761   \$41,030   \$42,198     FTE   33:00   21:30   26:00   29:00   17   15:00   60:00   7.50     Head Count   33   22   26   29   17   15:00   \$46,773   \$49,649     FTE   37:00   \$68,178   \$66,568   \$60,460   \$52,774   \$54,196   \$46,773   \$49,649     FTE   37:00   \$3:33   22:00   9:15   21:00   9:00   2.51   41:17     Head Count   37   5   22:00   9:15   21:00   9:00   2.55   41:00   5     Other Categories (including Libra	Education	-															
FTE   19.00   10.67   17.00   27.85   6.00   18.00   1.00   17.49   46.33     Head Count   19   11   17   28   6   18   1   18   47     Humanities and Fine Arts Average Salary   \$77,231   \$77,681   \$65,655   \$61,743   \$53,189   \$48,761   \$41,030   \$42,198     FTE   33.00   21.30   26.00   29.00   17.00   15.00   6.00   7.50     Head Count   33   22   26   29   17   15   6   8     Natural Sciences    \$68,178   \$68,568   \$60,460   \$52,774   \$54,196   \$46,773   \$49,649     FTE   37.00   \$68,178   \$68,568   \$60,460   \$52,774   \$54,069   \$9,00   251   4   5     Other Categories (including Library and Ed Technology)   \$42,198   \$42,198   \$5,0460   \$52,774   \$54,069   \$9,00   \$4   5     Other Categories (including Library and Ed Technology)   \$42,198   \$6,173   \$49,649   \$21.00   \$200   \$4   5<	(including Price La	ab School)															
Head Count   -   19   -   11   -   17   -   28   -   6   18   1   18   -   47     Humanities and Fine Arts Average Salary   -   \$77,681   -   \$65,655   -   \$61,743   -   \$53,189   -   \$48,761   -   \$41,030   -   \$42,198     FTE   -   33.00   -   21.30   -   26.00   -   29.00   -   17.00   -   15.00   -   6.00   -   7.50     Head Count   -   33   -   22   -   26   -   29   -   17   -   15   -   6   -   8     Natural Sciences   -   Average Salary   -   \$68,178   -   \$66,568   -   \$21.00   -   9.00   -   2.51   -   4.17     Head Count   -   37   -   5   22   -   10   -   21   -   9   -   4   -   5     Other Categories (including Library and Ed Technology) <td>Average Salary</td> <td>-</td> <td></td> <td>-</td> <td></td> <td>-</td> <td></td> <td>-</td> <td></td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>-</td> <td></td>	Average Salary	-		-		-		-		-						-	
Humanities and Fine Arts     Average Salary   \$77,231   \$77,681   \$65,655   \$61,743   \$53,189   \$\$48,761   \$\$41,030   \$\$42,198     FTE   33.00   21.30   22   26   29.00   17.00   15.00   6.00   7.50     Head Count   33   222   26   29   17   15   6   8     Natural Sciences   Average Salary   \$81,050   \$68,178   568,568   \$60,460   \$52,774   \$54,196   \$46,773   \$49,649     FTE   37.00   3.33   22.00   9.15   21.00   9.00   2.51   4.17     Head Count   37   5   22   10   21.00   9.00   2.51   4.17     Head Count   37   5   22   10   21.00   9.00   2.55   4.17     Head Count   37   5   22   10   21.00   9.00   2.551   4.17     Head Count   37   5   22.00   554,069   \$92,630   \$55,696   -   -   \$45,551   5.00	FTE	-	19.00	-	10.67	-	17.00	-	27.85	-	6.00		18.00	1.00	17.49	-	46.33
Average Salary   -   \$77,231   -   \$77,681   -   \$65,655   -   \$61,743   -   \$53,189   -   \$48,761   -   \$41,030   -   \$42,198     FTE   -   33.00   -   21.30   -   26.00   -   29.00   -   17.00   -   15.00   -   6.00   -   7.50     Head Count   -   33   -   22   -   26   -   29   -   17   -   15   -   6   -   8     Natural Sciences   -   -   37.00   -   \$68,568   -   \$60,460   -   \$52,774   -   \$54,196   -   \$46,773   -   \$49,649     FTE   -   37.00   -   3.33   -   22.00   -   9.15   -   21.00   -   9.00   -   2.51   -   4.17     Head Count   -   37   -   5   -   22   -   10   -   21   -   9   -   4   -   5 <td>Head Count</td> <td>-</td> <td>19</td> <td>-</td> <td>11</td> <td>-</td> <td>17</td> <td>-</td> <td>28</td> <td>-</td> <td>6</td> <td></td> <td>18</td> <td>1</td> <td>18</td> <td>-</td> <td>47</td>	Head Count	-	19	-	11	-	17	-	28	-	6		18	1	18	-	47
FTE   33.00   21.30   26.00   29.00   17.00   15.00   6.00   7.50     Head Count   33   22   26   29   17   15   6   8     Natural Sciences     Average Salary   \$81,050   \$68,178   \$68,568   \$60,460   \$52,774   \$54,196   \$46,773   \$49,649     FTE   37.00   3.33   22.00   9.15   21.00   900   2.51   4.17     Head Count   37   5   22.00   9.15   21.00   900   4   5     Other Categories (including Library and Ed Technology)   ************************************	Humanities and Fi	ne Arts															
Head Count   33   22   26   29   17   15   6   8     Natural Sciences Average Salary   \$81,050   \$68,178   \$68,568   \$60,460   \$52,774   \$\$54,196   \$\$46,773   \$\$49,649     FTE   37.00   3.33   22.00   915   21.00   900   2.51   417     Head Count   37   5   22.00   915   21.00   99.00   4   5     Other Categories (Including Library and Ed Technology) Average Salary   \$85,594   -   -   \$72,793   \$80,019   \$\$54,069   \$92,630   \$55,696   -   -   \$45,551   -     FTE   2.00   -   -   \$72,793   -   \$80,019   \$\$55,696   -   -   -   \$45,551   -     PTE   2.00   -   -   4   7   -   1   1   2   -   1   1   -   -   1.00   -   -   1.00   -   -   1   -   -   1   -   -   1.00   -   -   1.00   - <td< td=""><td>Average Salary</td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td><td>-</td><td></td></td<>	Average Salary	-		-		-		-		-		-		-		-	
Natural Sciences   Average Salary   -   \$81,050   -   \$68,178   -   \$68,568   -   \$60,460   -   \$52,774   -   \$54,196   -   \$46,773   -   \$49,649     FTE   -   37.00   -   3.33   -   22.00   -   9.15   -   21.00   -   9.00   -   2.51   -   4.17     Head Count   -   37   -   5   -   22   -   10   -   21   -   9   -   4   -   55     Other Categories (including Library and Ed Technology)   -   -   -   \$72,793   -   \$80,019   -   \$54,069   \$92,630   \$55,696   -   -   -   \$45,551   -     Average Salary   \$85,594   -   -   -   \$4.00   -   7.00   1.00   1.00   2.00   -   -   1.00   -   1.00   -   1.00   -   1.00   -   1.00   -   1.00   -   1.00   -   1.00   -   1.00   - </td <td>FTE</td> <td>-</td> <td>33.00</td> <td>-</td> <td>21.30</td> <td>-</td> <td>26.00</td> <td>-</td> <td>29.00</td> <td>-</td> <td>17.00</td> <td>-</td> <td>15.00</td> <td>-</td> <td>6.00</td> <td>-</td> <td>7.50</td>	FTE	-	33.00	-	21.30	-	26.00	-	29.00	-	17.00	-	15.00	-	6.00	-	7.50
Average Salary   \$\$1,050   -\$\$68,178   -\$\$68,568   -\$\$60,460   -\$\$52,774   -\$\$54,196   -\$\$46,773   -\$\$49,649     FTE   -37.00   -3.33   -22.00   -915   21.00   -90.0   -2.51   -4.17     Head Count   -37.07   -5   -22   -10   -21   -9   -4   -5     Other Categories (including Library and Ed Technology)   -   -   *72,793   -\$\$80,019   -\$\$54,069   \$\$92,630   \$\$55,696   -   -   \$\$45,551   -     FTE   2.00   -   -   4.00   -   7.00   -   1.00   2.00   -   -   \$\$45,551   -     FTE   2.00   -   -   -   7.00   -   1.00   2.00   -   -   1.00   -     Head Count   2   -   -   4   -   7   -   1   1   2   -   -   1.00   -     Werage Salary   \$85,594   \$86,313   \$0   \$78,998   \$72,793   \$71,028   \$80,019   \$56,120   \$54,069	Head Count	-	33	-	22	-	26	-	29	-	17	-	15	-	6	-	8
FTE   -   37.00   -   3.33   -   22.00   -   9.15   -   21.00   -   9.00   -   2.51   -   4.17     Head Count   -   37   -   5   -   22   -   10   -   21   -   9   -   4   -   5     Other Categories (including Library and Ed Technology)   -   -   -   \$72,793   -   \$80,019   -   \$51,696   -   -   -   \$45,551   -   FTE   2.00   -   -   -   \$45,551   -   -   -   \$45,551   -   -   -   *   \$45,551   -   -   -   *   \$45,551   -   -   -   *   \$45,551   -   -   -   -   \$45,551   -   -   -   -   \$45,551   -   -   -   -   100   -   -   100   -   -   -   -   100   -   -   100   -   -   100   -   -   100   -   <	Natural Sciences																
Head Count   37   5   5   22   10   21   9   4   5     Other Categories (including Library and Ed Technology) Average Salary \$85,594   -   -   \$72,793   -   \$80,019   -   \$54,069   \$92,630   \$55,696   -   -   -   \$45,551   -     FTE   2.00   -   -   -   \$72,793   -   \$80,019   -   \$54,069   \$92,630   \$55,696   -   -   -   \$45,551   -     FTE   2.00   -   -   4.00   -   7.00   -   1.00   1.00   2.00   -   -   1.00   -     Head Count   2   -   -   -   4   -   7   -   1   1   2   -   -   1   1   -   -   1   1   -   -   1   -   -   1   -   -   1   -   -   1   -   -   1   -   -   1   -   -   1   -   -   1   -   -	Average Salary	-		-		-		-		-		-		-		-	
Other Categories (including Library and Ed Technology)     Average Salary \$85,594   -   -   \$72,793   -   \$80,019   -   \$54,069   \$92,630   \$55,696   -   -   -   \$45,551   -     FTE   2.00   -   -   4.00   -   7.00   -   1.00   1.00   2.00   -   -   1.00   -     Head Count   2   -   -   -   4   -   7   -   1   1   2   -   -   1   -     Overall University Average Salary   \$86,313   \$0   \$78,998   \$72,793   \$71,028   \$80,019   \$66,120   \$54,069   \$57,717   \$55,696   \$53,433   \$55,198   \$51,586   \$45,551   \$50,026     FTE   2.00   136.90   0.00   47.90   4.00   112.00   7.00   94.00   1.00   60.00   2.00   57.00   1.00   31.00   1.00   65.00	FTE	-	37.00	-	3.33	-	22.00	-	9.15	-	21.00	-	9.00	-	2.51	-	4.17
Library and Ed Technology)   Average Salary \$85,594   -   -   * \$72,793   -   \$80,019   -   \$54,069   \$92,630   \$55,696   -   -   -   \$45,551   -     FTE   2.00   -   -   4.00   -   7.00   -   1.00   1.00   2.00   -   -   455,551   -     Head Count   2   -   -   -   4   -   7   -   1   1   2   -   -   1.00   -     Overall University   Average Salary \$85,594   \$86,313   \$0   \$78,998   \$72,793   \$71,028   \$80,019   \$66,120   \$54,069   \$57,717   \$55,696   \$53,433   \$55,198   \$51,586   \$45,551   \$50,026     FTE   2.00   136.90   0.00   47.90   4.00   112.00   7.00   94.00   1.00   60.00   2.00   57.00   1.00   31.00   1.00   65.00	Head Count	-	37	-	5	-	22	-	10	-	21	-	9	-	4	-	5
Library and Ed Technology)   Average Salary \$85,594   -   -   * \$72,793   -   \$80,019   -   \$54,069   \$92,630   \$55,696   -   -   -   \$45,551   -     FTE   2.00   -   -   4.00   -   7.00   -   1.00   1.00   2.00   -   -   455,551   -     Head Count   2   -   -   -   4   -   7   -   1   1   2   -   -   1.00   -     Overall University   Average Salary \$85,594   \$86,313   \$0   \$78,998   \$72,793   \$71,028   \$80,019   \$66,120   \$54,069   \$57,717   \$55,696   \$53,433   \$55,198   \$51,586   \$45,551   \$50,026     FTE   2.00   136.90   0.00   47.90   4.00   112.00   7.00   94.00   1.00   60.00   2.00   57.00   1.00   31.00   1.00   65.00	Other Categories	(including															
FTE   2.00   -   -   -   4.00   -   7.00   -   1.00   2.00   -   -   -   1.00   -     Head Count   2   -   -   4   -   7   -   1   1   2   -   -   1   -     Overall University Average Salary   \$85,594   \$86,313   \$0   \$78,998   \$72,793   \$71,028   \$80,019   \$66,120   \$54,069   \$57,717   \$55,696   \$53,433   \$55,198   \$51,586   \$45,551   \$50,026     FTE   2.00   136.90   0.00   47.90   4.00   112.00   7.00   94.00   1.00   60.00   2.00   57.00   1.00   31.00   1.00   65.00	Library and Ed Te	chnology)															
Head Count   2   -   -   4   -   7   -   1   1   2   -   -   1   -     Overall University Average Salary   \$85,594   \$86,313   \$0   \$78,998   \$72,793   \$71,028   \$80,019   \$66,120   \$54,069   \$57,717   \$55,696   \$53,433   \$55,198   \$51,586   \$45,551   \$50,026     FTE   2.00   136.90   0.00   47.90   4.00   112.00   7.00   94.00   1.00   60.00   2.00   57.00   1.00   31.00   1.00   65.00	Average Salary		-	-	-		-		-				-	-	-		-
Overall University Average Salary \$85,594 \$86,313 \$0 \$78,998 \$72,793 \$71,028 \$80,019 \$66,120 \$54,069 \$57,717 \$55,696 \$53,433 \$55,198 \$51,586 \$45,551 \$50,026 FTE 2.00 136.90 0.00 47.90 4.00 112.00 7.00 94.00 1.00 60.00 2.00 57.00 1.00 31.00 1.00 65.00	FTE	2.00	-	-	-	4.00	-	7.00	-	1.00	1.00	2.00	-	-	-	1.00	-
Average Salary \$85,594 \$86,313 \$0 \$78,998 \$72,793 \$71,028 \$80,019 \$66,120 \$54,069 \$57,717 \$55,696 \$53,433 \$55,198 \$51,586 \$45,551 \$50,026 FTE 2.00 136.90 0.00 47.90 4.00 112.00 7.00 94.00 1.00 60.00 2.00 57.00 1.00 31.00 1.00 65.00	Head Count	2	-	-	-	4	-	7		1	1	2	-	-		1	
FTE 2.00 136.90 0.00 47.90 4.00 112.00 7.00 94.00 1.00 60.00 2.00 57.00 1.00 31.00 1.00 65.00	,																
	Average Salary	\$85,594	\$86,313	\$0	\$78,998	\$72,793	\$71,028	\$80,019	\$66,120	\$54,069	\$57,717	\$55,696	\$53,433	\$55,198	\$51,586	\$45,551	\$50,026
Head Count     2     137     0     51     4     112     7     95     1     60     2     57     1     33     1     67		2.00		0.00	47.90	4.00		7.00		1.00	60.00	2.00		1.00		1.00	65.00
	Head Count	2	137	0	51	4	112	7	95	1	60	2	57	1	33	1	67

#### UNI Exhibit A.1

#### STATE BOARD OF REGENTS UNIVERSITIES 2009-2010 AVERAGE FACULTY SALARIES AND TOTAL COMPENSATION FOR NON-PROFESSIONAL COLLEGES (Includes Filled and Unfilled Positions)

	12 Month	Salary	9 Months (2) 9 Month Salary Equivalent Salary				Total Compensation 9 Months (2) Equivalent Salary			
	Average	FTE	Average	FTE	Average	FTE				
University of Iowa (1)	<u> </u>		¥		<u>`</u>					
Professor										
Associate Professor										
Assistant Professor										
Instructor										
Total										
Iowa State University (1	)									
Professor										
Associate Professor										
Assistant Professor										
Instructor										
Total										
University of Northern Id	owa									
Professor	\$85,594	2.00	\$84,417	184.80	\$79,109	186.80	\$106,243			
Associate Professor	77,391	11.00	68,788	206.00	62,584	217.00	\$84,050			
Assistant Professor	55,154	3.00	55,630	117.00	55,367	120.00	\$74,358			
Instructor	50,375	2.00	50,530	96.00	50,340	98.00	\$67,606			
Total	\$71,595	18.00	\$68,119	603.80	\$64,226	621.80	\$86,384			

(1) Excludes at SUI: Medicine, Dentistry, Nursing, Law, Pharmacy; and at ISU: Veterinary Medicine and the Research and Extension faculty associated with the Agricultural Experiment Station and the Cooperative Extension Service. These exclusions are consistent with prior year reporting.

(2) A 9 month equivalent is .8181 (9/11) of a 12 month position.

Source: Institutional Reports

## STATE BOARD OF REGENTS UNIVERSITIES 2009-2010 AVERAGE MALE FACULTY SALARIES FOR NON-PROFESSIONAL COLLEGES (Includes Filled and Unfilled Positions)

	12 Month	Salary	9 Month	Salary	9 Months (2) Equivalent Salary		
- University of Iowa (1)	Average	FTE	Average	<u> </u>	Average	FTE	
Professor							
Associate Professor							
Assistant Professor							
Instructor							
Total							
Iowa State University (1)							
Professor							
Associate Professor							
Assistant Professor							
Instructor							
Total							
University of Northern Iow	а						
Professor	\$85,594	2.00	\$86,313	136.90	\$86,078	138.90	
Associate Professor	72,793	4.00	71,028	112.00	70,632	116.00	
Assistant Professor	54,069	1.00	57,717	60.00	57,496	61.00	
Instructor	55,198	1.00	51,586	31.00	51,385	32.00	
Total =	\$71,453	8.00	\$73,061	339.90	\$72,726	347.90	

(1) Excludes at SUI: Medicine, Dentistry, Nursing, Law, Pharmacy; and at ISU: Veterinary Medicine and the Research and Extension faculty associated with the Agricultural Experiment Station and the Cooperative Extension Service. These exclusions are consistent with prior year reporting.

(2) A 9 month equivalent is .8181 (9/11) of a 12 month position.

Source: Institutional Reports

## STATE BOARD OF REGENTS UNIVERSITIES 2009-2010 AVERAGE FEMALE FACULTY SALARIES FOR NON-PROFESSIONAL COLLEGES (Includes Filled and Unfilled Positions)

	12 Month Salary		9 Month S	Salary	9 Months (2) Equivalent Salary			
University of Iowa (1)	Average	FTE	Average	FTE	Average	FTE		
Professor								
Associate Professor								
Assistant Professor								
Instructor								
Total								
Iowa State University (1)								
Professor								
Associate Professor								
Assistant Professor								
Instructor								
Total								
University of Northern Iowa	I							
Professor	\$0	0.00	\$78,998	47.90	\$78,998	47.90		
Associate Professor	80,019	7.00	66,120	94.00	66,075	101.00		
Assistant Professor	55,696	2.00	53,433	57.00	53,166	59.00		
Instructor	45,551	1.00	50,026	65.00	49,833	66.00		
Total =	\$71,708	10.00	\$61,753	263.90	\$61,640	273.90		

 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

UNI EXHIBIT B

## UNIVERSITY OF NORTHERN IOWA Salary Range of Teaching/Research Assistants 2008-2009 and 2009-2010

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

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

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

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

<u>Year</u>	lı	aculty and nstitutiona Officials (A				Profession and Scienti			General Service Staff	
	Μ	<u>F</u>	<u>Total</u>		M	<u>F</u>	Total	-		_
1998-99	3.9%	4.4%	4.1%		4.5%	4.4%	4.4%			В
1999-00	3.8%	4.4%	4.0%		4.0%	4.0%	4.0%			С
2000-01	3.9%	4.3%	4.0%		4.0%	4.0%	4.0%			D
2001-02	5.5%	5.9%	5.6%		5.5%	5.8%	5.6%			Ε
2002-03	5.4%	5.9%	5.6%		5.6%	5.7%	5.6%		5.8%	
2003-04	3.4%	3.6%	3.5%		3.5%	3.5%	3.5%		5.1%	
2004-05	3.7%	3.8%	3.8%		3.8%	3.8%	3.8%		3.5%	
2005-06	1.5%	1.6%	1.5%	F	1.5%	1.5%	1.5%	F	3.6%	
2006-07	1.9%	2.1%	2.0%	G	1.9%	2.1%	2.0%	G	4.2%	
2007-08	2.9%	3.1%	3.0%		2.9%	3.1%	3.0%		4.9%	
2008-09	4.0%	4.1%	4.0%		4.0%	4.0%	4.0%		4.59%	
2009-10	0.0%	0.0%	0.0%		0.0%	0.0%	0.0%		1.55%	

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

The 1998-99 Unit Faculty increase was 4.0%.

The 1999-00 Unit Faculty increase was 4.0%.

The 2000-01 Unit Faculty increase was 4.0%. The 2001-02 Unit Faculty increase was 5.6%. The 2002-03 Unit Faculty increase was 5.6%.

- The 2003-04 Unit Faculty increase was 3.5%
- The 2004-05 Unit Faculty increase was 3.75%

The 2005-06 Unit Faculty increase was 1.5% on 7-1-05. An additional 1% was allocated on 1-1-06.

The 2006-07 Unit Faculty increase was 2.0% on 7-1-06. An additional 1.5% was allocated on 1-1-07.

The 2007-08 Unit Faculty increase was 3.0%

The 2008-09 Unit Faculty increase was 4.0%

The 2009-10 Unit Faculty increase was 0.0%

(B) 3.0 percent 7-1-98, and Merit Step Increases continue in effect, consistent with the AFSCME contract. (C) 3.0 percent 7-1-99, and Merit Step Increases continue in effect, consistent with the AFSCME contract. (D) 2.6 percent 7-1-00, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

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

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

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

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

Average University-wide P&S Salary: Male: Female:	\$56,755 \$60,693 \$53,342
Average University-wide P&S Total Compensation:	\$77,414
Average University-wide Regents Merit Total Salary:	\$41,134
Average University-wide Regents Merit Total Compensation:	\$59,521

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

				Estimated
	Average	Average	Estimated	Average
	Faculty	Total	Average	Faculty
	Salary	Compensation	Percent	Salary
	2008-2009 (1)	2008-2009 (1)	Increase (2)	2009-2010
Regent Comparison Group*	<u>(in thousands)</u>	<u>(in thousands)</u>	2009-2010	<u>(in thousands)</u>
University of North Texas	83.7	97.0	2.00%	85.3
University of North Carolina, Greensboro	84.9	105.9	N/A	N/A
5	78.7	103.9	N/A N/A	N/A
California State University - Fresno*				
Ohio University, Athens	78.1	102.0	0.00%	78.1
Central Michigan University	75.7	103.3	3.00%	78.0
Illinois State University	72.5	91.0	0.00%	72.5
UNIVERSITY OF NORTHERN IOWA	72.1	95.5	0.00%	72.1
University of Minnesota, Duluth	70.5	100.5	N/A	N/A
Northern Arizona University	69.1	92.4	0.00%	69.1
Indiana State University, Terre Haute	64.6	85.0	N/A	N/A
University of Wisconsin, Eau Claire	62.4	87.2	0.00%	62.4

(1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for March/April 2009. Average salaries are weighted average salaries. The 2009-2010 salaries are estimated from information provided by the universities. The averages shown in the table are for the rank of professor, associate professor, and assistant professor.

(2) Estimated increases obtained through contacts with comparison institutions.

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

September 2009

	Average F		•	•								
	(Pe			listed by I			)					
	Three P		ers Adjusted ombined		NI Rank Distribution Assistant Professor Associa				ofossor	в	Professor	
	Average		Salary	Average		Salary	Average		Salary	F Average	101622	Salary
University	3 Salary	Ν	Ranking	Al Salary	Ν		AO Salary	Ν	Ranking	P Salary	Ν	Ranking
University of California - Riverside	98,768	684	1	70,000	204	1	83,800	147	1	123,000	333	1
University of New Hampshire	95,053	564	2	72,100	105	2	87,000	232	2	113,900	227	3
University of Alabama	88,705	802	3	63,300	249	8	80,300	243	4	115,700	310	2
University of North Carolina-Charlotte	85,699	734	4	69,800	260	3	82,800	270	3	109,800	204	4
University of North Carolina-Greensboro	84,863	543	5	65,400	161	6	78,900	204	7	109,300	178	5
University of North Texas	83,674	736	6	65,900	215	5	79,300	271	6	103,700	250	7
West Chester University of Pennsylvania	80,334	454	7	63,700	152	7	79,400	145	5	97,300	157	13
Indiana University of Pennsylvania-Main	79,474	554	8	61,500	185	16	78,600	176	8	97,500	193	12
California State University - Fresno	78,714	538	9	62,500	186	11	74,100	130	15	95,000	222	16
University of Mississippi-Main	78,210	583	10	61,600	234	15	77,200	192	9	104,200	157	6
Ohio University	78,148	710	11	61,800	212	13	74,600	292	13	100,000	206	9
West Virginia University	78,034	804	12	60,200	305	22	72,800	227	19	102,400	272	8
Bloomsburg University of Pennsylvania	77,703	349	13	60,500	130	20	76,600	101	10	97,600	118	11
East Carolina University	77,459	932	14	67,300	368	4	76,200	347	12	96,700	217	15
University of North Carolina-Wilmington	76,224	488	15	62,100	179	12	74,600	152	14	93,900	157	18
Kent State University-Main	75,779	694	16	59,300	231	25	71,400	242	22	97,800	221	10
Appalachian State University	75,716	642	17	60,500	220	21	73,900	180	16	90,900	242	23
Central Michigan University	75,706	651	18	58,100	217	27	70,900	158	24	92,300	276	22
Oakland University	75,419	418	19	63,200	128	9	71,800	169	21	93,400	121	19
Northern Illinois University	74,038	773	20	60,900	240	18	71,200	318	23	92,900	215	20
Bowling Green State University-Main	73,837	569	21	56,600	141	35	70,600	267	25	94,300	161	17
Eastern Illinois University	73,369	447	22	59,600	137	24	68,200	114	30	86,000	196	32
University of Nebraska-Omaha	73,235	405	23	59,100	112	26	73,300	135	18	83,200	158	37
Mississippi State University	72,835	900	24	61,000	360	17	70,200	244	26	89,400	296	25
Saint Cloud State University	72,730	686	25	60,800	234	19	69,700	167	28	84,300	285	34
Florida A & M University	72,701	524	26	59,900	185	23	72,800	178	20	87,300	161	28
Winona State University	72,571	360	27	57,300	107	31	65,500	81	37	85,400	172	33
Illinois State University	72,483	694	28	61,800	214	14	67,100	247	33	88,000	233	26
Kutztown University of Pennsylvania	72,453	377	29	57,100	177	32	76,600	107	11	96,900	93	14
University of Northern Iowa	72,090	506	30	55,700	131	39	70,200	204	27	86,900	171	30
North Dakota State University-Main	71,689	496	31	63,100	220	10	66,600	137	34	90,300	139	24
Western Illinois University	70,756	543	32	54,900	172	40	67,700	173	32	87,200	198	29
University of Minnesota-Duluth	70,545	353	33	56,000	145	37	73,300	128	17	92,500	80	21
Northern Arizona University	69,131	667	34	54,000	224	46	64,600	192	40	86,100	251	31
South Dakota State University	68,945	355	35	57,100	117	33	66,000	90	36	80,100	148	43
Montana State University-Bozeman	68,641	392	36	57,500	136	29	65,000	123	39	83,400	133	36
The University of Montana-Missoula	67,673	460	37	55,800	133	38	62,800	121	47	78,200	206	47
Grand Valley State University	67,146	790	38	54,600	308	43	68,200	309	29	87,600	173	27
Northern Michigan University	67,108	270	39	53,300	84 07	48	63,800	89 87	43	82,100	97 157	39
Tennessee Technological University	67,055 66,838	341 346	40	52,400 57,000	97 126	52 34	63,100 65,100	87 79	46 38	78,300 78,100	157	46 48
Radford University Georgia Southern University	66,615	540 600	41 42	57,000 57,400	136 273	34 30	68,100	79 182	30 31	78,100 82,100	131 145	40 40
University of Northern Colorado	66,463	351	42 43	57,400 52,400	273 127	30 51	63,100	182 86	31 45	82,100 81,500	145	40 41
SUNY College At Oswego	65,324	300	43 44	52,400 54,300	134	45	66,600	92	45 35	81,500 83,700	74	35
		309	44 45		113	43 49	-	92 95	33 42	79,800	101	33 44
Murray State University University of Wisconsin-Whitewater	65,094 64,636	309 297	45 46	52,700 58,000	97	49 28	64,200 62,200	95 113	42 48	79,800 75,200	87	44 50
Indiana State University	64,636 64,613	297 383	40 47	58,000 54,400	97 122	28 44	62,200 61,900	144	48 50	75,200 78,600	07 117	50 45
Ball State University	64,013 64,109	383 758	47 48	54,400 51,800	322	44 53	64,200	218	50 41	82,200	218	45 38
University of Central Arkansas	63,978	758 344	40 49	56,200	322 159	36	63,600	210 91	41	82,200 77,500	210 94	38 49
University of Wisconsin-Oshkosh	63,663	297	49 50	56,200 54,700	90	30 41	62,100	91 118	44 49	74,800	94 89	49 51
University of Wisconsin-Eau Claire	63,663 62,443	297 342	50 51	54,700 54,700	90 113	41 42	59,300	110	49 52	74,800 72,700	89 119	51 53
University of West Georgia	61,785	342 313	51	52,500	144	42 50	59,900	92	52 51	81,400	77	42
University of Wisconsin-Stout	60,588	258	52 53	52,500 53,500	144	50 47	59,900 58,200	92 63	53	72,900	79	42 52
University of Wisconsin-Stevens Point	60,076	303	53 54	53,500 51,700	106	47 54	57,500	88	53 54	72,900	109	52 54
Mean	\$72,795	200	<b>~</b> 1	\$58,863		~ '	\$69,939		~ '	\$89,733		÷ '
*Peer institutions from the report titled A Matter of Deal		aduation	Datos in Lou		ioc and I	Inivorcitioc		t Mov	2004	, ,		

Average Ecoulty Seleries by Academic Bank, EV 2010

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

Definition of peer institutions: "Competitive" student selectivity, Masters-degree granting, between 5,000 and 14,000 students, and a median SAT score between 1,000 and 1,100. Data not available for the following peer institution: Stephen F Austin State University

Data Source: ACADEME, AAUP, March-April 2009.