

2011

Average Budgeted Salaries of Faculty Staff 2011-2012

University of Northern Iowa

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UNIVERSITY OF NORTHERN IOWA
AVERAGE BUDGETED SALARIES OF FACULTY STAFF
2011-2012

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 | - | \$116,985 | - | \$126,775 | - | \$99,047 | - | \$98,389 | - | \$103,727 | - | \$89,268 | - | \$62,614 | - | \$57,901 |
| FTE | - | 20.00 | - | 2.70 | - | 15.50 | - | 8.00 | - | 8.00 | - | 3.00 | - | 5.00 | - | 5.00 |
| Head Count | - | 21 | - | 3 | - | 16 | - | 8 | - | 8 | - | 3 | - | 5 | - | 5 |
| Social & Behavioral Sciences | | | | | | | | | | | | | | | | |
| Average Salary | - | \$89,415 | - | \$80,395 | - | \$65,340 | - | \$65,913 | - | \$52,553 | - | \$52,349 | - | - | - | \$39,000 |
| FTE | - | 28.15 | - | 12.00 | - | 28.00 | - | 18.25 | - | 5.00 | - | 15.00 | - | - | - | 1.00 |
| Head Count | - | 29 | - | 13 | - | 28 | - | 19 | - | 5 | - | 15 | - | - | - | 1 |
| Education (including Price Lab School) | | | | | | | | | | | | | | | | |
| Average Salary | - | \$96,607 | - | \$87,684 | - | \$81,353 | - | \$70,189 | - | \$60,192 | - | \$57,642 | - | \$53,409 | - | \$51,606 |
| FTE | - | 17.65 | - | 10.48 | - | 16.25 | - | 24.83 | - | 12.00 | - | 22.00 | - | 22.50 | - | 50.80 |
| Head Count | - | 19 | - | 12 | - | 17 | - | 26 | - | 12 | - | 22 | - | 23 | - | 52 |
| Humanities, Arts and Sciences | | | | | | | | | | | | | | | | |
| Average Salary | - | \$84,546 | - | \$80,301 | - | \$68,351 | - | \$63,667 | - | \$53,964 | - | \$52,737 | - | \$48,935 | - | \$46,397 |
| FTE | - | 74.60 | - | 21.13 | - | 53.30 | - | 42.18 | - | 34.00 | - | 24.00 | - | 6.50 | - | 12.00 |
| Head Count | - | 77 | - | 23 | - | 54 | - | 44 | - | 34 | - | 24 | - | 8 | - | 12 |
| Other Categories (including Library and Ed Technology) | | | | | | | | | | | | | | | | |
| Average Salary | - | \$90,364 | - | - | \$132,322 | \$70,674 | \$94,547 | \$73,606 | - | \$69,203 | - | \$58,308 | - | - | - | - |
| FTE | - | 2.00 | - | - | 5.00 | 3.75 | 2.00 | 6.00 | - | 3.00 | - | 2.00 | - | - | - | - |
| Head Count | - | 2 | - | - | 5 | 4 | 2 | 6 | - | 3 | - | 2 | - | - | - | - |
| Overall University | | | | | | | | | | | | | | | | |
| Average Salary | \$0 | \$91,641 | \$0 | \$84,706 | \$132,322 | \$73,586 | \$94,547 | \$69,111 | \$0 | \$62,214 | \$0 | \$56,113 | \$0 | \$53,907 | \$0 | \$50,972 |
| FTE | 0.00 | 142.40 | 0.00 | 46.31 | 5.00 | 116.80 | 2.00 | 99.26 | 0.00 | 62.00 | 0.00 | 66.00 | 0.00 | 34.00 | 0.00 | 68.80 |
| Head Count | 0 | 148 | 0 | 51 | 5 | 119 | 2 | 103 | 0 | 62 | 0 | 66 | 0 | 36 | 0 | 70 |

STATE BOARD OF REGENTS UNIVERSITIES
2011-2012 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 | \$0 | 0.00 | \$89,939 | 188.71 | \$77,195 | 188.71 | \$103,673 |
| Associate Professor | 121,529 | 7.00 | 71,530 | 216.06 | 63,702 | 223.06 | \$85,552 |
| Assistant Professor | 0 | 0.00 | 59,068 | 128.00 | 59,068 | 128.00 | \$79,328 |
| Instructor | 0 | 0.00 | 51,943 | 102.80 | 51,943 | 102.80 | \$69,759 |
| Total | <u>\$121,529</u> | <u>7.00</u> | <u>\$71,318</u> | <u>635.57</u> | <u>\$64,860</u> | <u>642.57</u> | <u>\$87,237</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

December 2011

STATE BOARD OF REGENTS UNIVERSITIES
2011-2012 AVERAGE MALE FACULTY SALARIES FOR NON-PROFESSIONAL COLLEGES
(Includes Filled and Unfilled Positions)

| | 12 Month Salary | | 9 Month Salary | | 9 Months (2) Equivalent Salary | |
|-----------------------------|------------------|-------------|-----------------|---------------|-----------------------------------|---------------|
| | Average | F T E | Average | F T E | Average | F T E |
| University of Iowa (1) | | | | | | |
| Professor | | | | | | |
| Associate Professor | | | | | | |
| Assistant Professor | | | | | | |
| Instructor | | | | | | |
| Total | | | | | | |
| Iowa State University (1) | | | | | | |
| Professor | | | | | | |
| Associate Professor | | | | | | |
| Assistant Professor | | | | | | |
| Instructor | | | | | | |
| Total | | | | | | |
| University of Northern Iowa | | | | | | |
| Professor | \$0 | 0.00 | \$91,641 | 142.40 | \$91,641 | 142.40 |
| Associate Professor | 132,322 | 5.00 | 73,586 | 116.80 | 75,009 | 121.80 |
| Assistant Professor | 0 | 0.00 | 62,214 | 62.00 | 62,214 | 62.00 |
| Instructor | 0 | 0.00 | 53,908 | 34.00 | 53,908 | 34.00 |
| Total | <u>\$132,322</u> | <u>5.00</u> | <u>\$76,956</u> | <u>355.20</u> | <u>\$77,390</u> | <u>360.20</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 2011

STATE BOARD OF REGENTS UNIVERSITIES
2011-2012 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 | \$0 | 0.00 | \$84,705 | 46.31 | \$84,705 | 46.31 |
| Associate Professor | 94,547 | 2.00 | 69,111 | 99.26 | 69,274 | 101.26 |
| Assistant Professor | 0 | 0.00 | 56,113 | 66.00 | 56,113 | 66.00 |
| Instructor | 0 | 0.00 | 50,971 | 68.80 | 50,971 | 68.80 |
| Total | <u>\$94,547</u> | <u>2.00</u> | <u>\$64,176</u> | <u>280.37</u> | <u>\$64,269</u> | <u>282.37</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 2011

UNIVERSITY OF NORTHERN IOWA
Salary Range of Teaching/Research Assistants
2010-2011 and 2011-2012

| | <u>2010-2011</u> | <u>2011-2012</u> | <u>Percent Increase</u> |
|----------------------------|------------------|------------------|-------------------------|
| <u>Graduate Assistants</u> | | | |
| Masters* | \$8,644 | \$8,892 | 2.9% |
| Doctoral | 12,956 | 13,328 | 2.9% |
| Average | 9,143 | 9,421 | 3.0% |

Based on half-time 9-month workloads for both 2010-2011 and 2011-2012.

| | | | |
|-----------------------|----------|----------|------|
| * Exceptions: | | | |
| Biology | \$17,288 | \$17,784 | 2.9% |
| Environmental Science | 11,308 | 11,632 | 2.9% |
| Geography | 11,520 | 11,852 | 2.9% |

December 2011

UNIVERSITY OF NORTHERN IOWA
AVERAGE SALARY INCREASES OF CONTINUING EMPLOYEES
AS A PERCENT OF SALARY IN PRIOR YEAR
2011-2012

| Year | Faculty and Institutional Officials (A) | | | Professional and Scientific | | | General Service Staff | |
|---------|---|------|-------|-----------------------------|------|-------|-----------------------|---|
| | M | F | Total | M | F | Total | | |
| 1999-00 | 3.8% | 4.4% | 4.0% | 4.0% | 4.0% | 4.0% | | B |
| 2000-01 | 3.9% | 4.3% | 4.0% | 4.0% | 4.0% | 4.0% | | C |
| 2001-02 | 5.5% | 5.9% | 5.6% | 5.5% | 5.8% | 5.6% | | D |
| 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% | E 1.5% | 1.5% | 1.5% | E 3.6% | |
| 2006-07 | 1.9% | 2.1% | 2.0% | F 1.9% | 2.1% | 2.0% | F 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% | |
| 2010-11 | 2.9% | 3.0% | 3.0% | 2.7% | 3.1% | 3.0% | 4.58% | |
| 2011-12 | 3.3% | 3.6% | 3.5% | 3.4% | 3.6% | 3.5% | 4.31% | G |

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

The 1999-00 Unit Faculty increase was 4.0%.

The 2000-01 Unit Faculty increase was 4.0%.

The 2001-02 Unit Faculty increase was 5.6%.

The 2002-03 Unit Faculty increase was 5.6%.

The 2003-04 Unit Faculty increase was 3.5%

The 2004-05 Unit Faculty increase was 3.75%

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

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

The 2007-08 Unit Faculty increase was 3.0%

The 2008-09 Unit Faculty increase was 4.0%

The 2009-10 Unit Faculty increase was 0.0%

The 2010-11 Unit Faculty increase was 3.0%

The 2011-12 Unit Faculty & P&S increase was 2.25% on 7-1-11. An additional 1.25% will be allocated on 1-1-12 (annualized @ 2.89%).

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

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

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

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

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

(G) 2.0 percent 7-1-11. An additional 1.0% will be allocated on 1-1-12.

UNIVERSITY OF NORTHERN IOWA
Average Professional & Scientific Salaries
2011 - 2012

Average University-wide P&S Salary: \$60,850
Male: \$66,220
Female: \$56,409

Average University-wide
P&S Total Compensation: \$79,994

Average University-wide
Regents Merit Total Salary: \$41,538

Average University-wide
Regents Merit Total Compensation: \$61,534

December 2011

Average Faculty Salaries by Academic Rank, FY 2011

(Peer institutions as listed by Education Trust*)

Peers Adjusted to UNI Rank Distribution

| University | Three Ranks Combined | | | Assistant Professor | | | Associate Professor | | | Professor | | |
|---|----------------------|-------|---------|---------------------|-------|---------|---------------------|-------|---------|-----------------|-------|---------|
| | Average Salary | UNI N | Ranking | Average Salary | UNI N | Ranking | Average Salary | UNI N | Ranking | Average Salary | UNI N | Ranking |
| University of New Hampshire | 95,774 | 484 | 1 | 75,700 | 117 | 1 | 89,500 | 196 | 1 | 116,700 | 171 | 3 |
| University of California - Riverside | 94,195 | 484 | 2 | 71,800 | 117 | 2 | 80,600 | 196 | 8 | 125,100 | 171 | 1 |
| University of Alabama | 92,455 | 484 | 3 | 64,000 | 117 | 15 | 84,100 | 196 | 4 | 121,500 | 171 | 2 |
| University of North Carolina-Charlotte | 89,420 | 484 | 4 | 69,000 | 117 | 4 | 81,300 | 196 | 7 | 112,700 | 171 | 4 |
| West Chester University of Pennsylvania | 88,256 | 484 | 5 | 69,700 | 117 | 3 | 84,900 | 196 | 3 | 104,800 | 171 | 11 |
| Indiana University of Pennsylvania-Main | 88,105 | 484 | 6 | 64,600 | 117 | 10 | 86,000 | 196 | 2 | 106,600 | 171 | 7 |
| Bloomsburg University of Pennsylvania | 86,448 | 484 | 7 | 65,300 | 117 | 9 | 82,800 | 196 | 5 | 105,100 | 171 | 10 |
| University of North Texas | 86,298 | 484 | 8 | 65,400 | 117 | 8 | 80,100 | 196 | 9 | 107,700 | 171 | 6 |
| University of North Carolina-Greensboro | 85,453 | 484 | 9 | 64,300 | 117 | 12 | 77,100 | 196 | 11 | 109,500 | 171 | 5 |
| Kutztown University of Pennsylvania | 85,439 | 484 | 10 | 62,900 | 117 | 16 | 82,700 | 196 | 6 | 104,000 | 171 | 12 |
| Kent State University-Main | 85,011 | 484 | 11 | 66,500 | 117 | 6 | 77,400 | 196 | 10 | 106,400 | 171 | 8 |
| University of Mississippi-Main | 83,975 | 484 | 12 | 64,200 | 117 | 14 | 77,000 | 196 | 12 | 105,500 | 171 | 9 |
| West Virginia University | 81,410 | 484 | 13 | 60,800 | 117 | 26 | 75,400 | 196 | 15 | 102,400 | 171 | 13 |
| North Dakota State University-Main | 80,980 | 484 | 14 | 67,600 | 117 | 5 | 75,600 | 196 | 14 | 96,300 | 171 | 16 |
| Ohio University | 80,919 | 484 | 15 | 62,300 | 117 | 18 | 74,600 | 196 | 18 | 100,900 | 171 | 14 |
| East Carolina University | 80,310 | 484 | 16 | 66,400 | 117 | 7 | 75,100 | 196 | 16 | 95,800 | 171 | 18 |
| Central Michigan University | 79,980 | 484 | 17 | 61,400 | 117 | 24 | 75,000 | 196 | 17 | 98,400 | 171 | 15 |
| California State University - Fresno | 78,283 | 484 | 18 | 62,100 | 117 | 21 | 72,400 | 196 | 22 | 96,100 | 171 | 17 |
| University of North Carolina-Wilmington | 77,782 | 484 | 19 | 60,900 | 117 | 25 | 73,100 | 196 | 20 | 94,700 | 171 | 20 |
| Oakland University | 77,186 | 484 | 20 | 59,900 | 117 | 29 | 71,700 | 196 | 24 | 95,300 | 171 | 19 |
| University of Minnesota-Duluth | 76,560 | 484 | 21 | 57,700 | 117 | 35 | 73,300 | 196 | 19 | 93,200 | 171 | 22 |
| University of Nebraska-Omaha | 76,469 | 484 | 22 | 62,200 | 117 | 19 | 75,800 | 196 | 13 | 87,000 | 171 | 32 |
| Northern Illinois University | 76,360 | 484 | 23 | 64,300 | 117 | 13 | 70,000 | 196 | 31 | 91,900 | 171 | 24 |
| Bowling Green State University-Main | 75,954 | 484 | 24 | 57,900 | 117 | 31 | 70,900 | 196 | 27 | 94,100 | 171 | 21 |
| Mississippi State University | 75,767 | 484 | 25 | 61,700 | 117 | 23 | 70,700 | 196 | 29 | 91,200 | 171 | 26 |
| Illinois State University | 75,442 | 484 | 26 | 64,500 | 117 | 11 | 68,400 | 196 | 34 | 91,000 | 171 | 27 |
| Appalachian State University | 75,223 | 484 | 27 | 59,900 | 117 | 28 | 72,000 | 196 | 23 | 89,400 | 171 | 28 |
| Florida A & M University | 75,099 | 484 | 28 | 62,100 | 117 | 20 | 73,000 | 196 | 21 | 86,400 | 171 | 34 |
| Western Illinois University | 75,063 | 484 | 29 | 57,700 | 117 | 36 | 71,000 | 196 | 26 | 91,600 | 171 | 25 |
| Eastern Illinois University | 74,500 | 484 | 30 | 62,700 | 117 | 17 | 70,900 | 196 | 28 | 86,700 | 171 | 33 |
| SUNY College At Oswego | 74,068 | 484 | 31 | 57,800 | 117 | 34 | 71,100 | 196 | 25 | 88,600 | 171 | 29 |
| Northern Arizona University | 74,058 | 484 | 32 | 57,900 | 117 | 32 | 67,700 | 196 | 36 | 92,400 | 171 | 23 |
| University of Northern Iowa | 73,189 | 484 | 33 | 55,900 | 117 | 43 | 70,500 | 196 | 30 | 88,100 | 171 | 31 |
| Saint Cloud State University | 72,506 | 484 | 34 | 62,000 | 117 | 22 | 68,400 | 196 | 35 | 84,400 | 171 | 35 |
| Grand Valley State University | 72,353 | 484 | 35 | 55,500 | 117 | 45 | 68,500 | 196 | 32 | 88,300 | 171 | 30 |
| Georgia Southern University | 70,594 | 484 | 36 | 58,600 | 117 | 30 | 68,500 | 196 | 33 | 81,200 | 171 | 42 |
| Winona State University | 69,466 | 484 | 37 | 57,300 | 117 | 37 | 63,700 | 196 | 41 | 84,400 | 171 | 36 |
| Northern Michigan University | 69,301 | 484 | 38 | 55,100 | 117 | 46 | 66,000 | 196 | 37 | 82,800 | 171 | 39 |
| Ball State University | 68,885 | 484 | 39 | 53,300 | 117 | 49 | 65,000 | 196 | 39 | 84,000 | 171 | 37 |
| Montana State University-Bozeman | 68,732 | 484 | 40 | 57,000 | 117 | 39 | 63,200 | 196 | 45 | 83,100 | 171 | 38 |
| Indiana State University | 68,701 | 484 | 41 | 57,100 | 117 | 38 | 63,500 | 196 | 43 | 82,600 | 171 | 40 |
| South Dakota State University | 68,058 | 484 | 42 | 57,900 | 117 | 33 | 65,100 | 196 | 38 | 78,400 | 171 | 46 |
| University of Wisconsin-Whitewater | 67,151 | 484 | 43 | 60,000 | 117 | 27 | 63,700 | 196 | 42 | 76,000 | 171 | 50 |
| Radford University | 67,122 | 484 | 44 | 56,700 | 117 | 41 | 64,900 | 196 | 40 | 76,800 | 171 | 49 |
| The University of Montana-Missoula** | 66,948 | 484 | 45 | 55,800 | 117 | 44 | 63,000 | 196 | 46 | 79,100 | 171 | 44 |
| Murray State University | 66,850 | 484 | 46 | 52,700 | 117 | 51 | 63,300 | 196 | 44 | 80,600 | 171 | 43 |
| University of West Georgia | 66,669 | 484 | 47 | 51,500 | 117 | 53 | 62,000 | 196 | 48 | 82,400 | 171 | 41 |
| University of Wisconsin-Oshkosh | 66,029 | 484 | 48 | 56,800 | 117 | 40 | 61,800 | 204 | 49 | 74,300 | 171 | 51 |
| University of Central Arkansas | 65,568 | 484 | 49 | 54,900 | 117 | 47 | 61,700 | 196 | 50 | 77,300 | 171 | 48 |
| University of Northern Colorado | 65,535 | 484 | 50 | 51,400 | 117 | 54 | 62,400 | 196 | 47 | 78,800 | 171 | 45 |
| Tennessee Technological University | 64,662 | 484 | 51 | 51,700 | 117 | 52 | 61,200 | 196 | 51 | 77,500 | 171 | 47 |
| University of Wisconsin-Eau Claire | 63,784 | 484 | 52 | 56,000 | 117 | 42 | 61,000 | 196 | 52 | 72,300 | 171 | 52 |
| University of Wisconsin-Stout | 62,341 | 484 | 53 | 54,200 | 117 | 48 | 58,600 | 196 | 53 | 72,200 | 171 | 53 |
| University of Wisconsin-Stevens Point | 60,842 | 484 | 54 | 53,200 | 117 | 50 | 58,200 | 196 | 54 | 69,100 | 171 | 54 |
| Mean | \$75,695 | | | \$60,293 | | | \$71,026 | | | \$91,531 | | |

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

**University of Montana-Missoula was not in the report, just used "U Montana" instead.

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 2011.