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2012

## Average Budgeted Salaries of Faculty Staff 2012-2013

University of Northern Iowa

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UNIVERSITY OF NORTHERN IOWA  
AVERAGE BUDGETED SALARIES OF FACULTY STAFF  
2012-2013

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	-	\$119,210	-	\$131,197	-	\$101,610	-	\$98,249	-	\$106,059	-	\$86,848	-	\$62,865	-	\$57,788
FTE	-	18.50	-	2.00	-	15.00	-	7.00	-	8.00	-	4.00	-	4.00	-	4.00
Head Count	-	19	-	2	-	15	-	7	-	8	-	4	-	4	-	4
Social & Behavioral Sciences																
Average Salary	-	\$90,441		\$80,020		\$67,535	-	\$67,678	-	\$54,724	-	\$53,783	-	-	-	40178
FTE	-	26.00	-	12.50	-	28.00	-	17.75	-	6.00	-	15.00	-	-	-	1.00
Head Count	-	26	-	13	-	28	-	18	-	6	-	15	-	-	-	1
Education																
Average Salary	-	\$95,374	-	\$89,611	-	\$81,960	-	\$68,995	-	\$64,161		\$60,549	-	\$59,971	-	\$56,616
FTE	-	15.80	-	12.81	-	14.75	-	23.50	-	11.00		21.00	-	12.83	-	34.00
Head Count	-	17	-	14	-	16	-	24	-	11		21	-	13	-	34
Humanities, Arts and Sciences																
Average Salary	-	\$87,698	-	\$79,981	-	\$69,114	-	\$66,390	-	\$56,086	-	\$53,255	-	\$50,963	-	\$48,068
FTE	-	68.25	-	24.51	-	56.00	-	37.17	-	25.00	-	25.00	-	4.18	-	11.00
Head Count	-	72	-	27	-	57	-	39	-	25	-	25	-	5	-	11
Other Categories (including Library and Ed Technology)																
Average Salary	-	\$93,074	-	-	\$129,747	\$72,910	\$99,835	\$74,539	-	\$99,498	-	\$57,053	-	-	-	-
FTE	-	2.00	-	-	4.00	4.50	3.00	7.00	-	1.00	-	1.00	-	-	-	-
Head Count	-	2	-	-	4	5	3	7	-	1	-	1	-	-	-	-
Overall University																
December 2012	\$0	\$93,721	\$0	\$84,348	\$129,747	\$74,609	\$99,835	\$70,330	\$0	\$66,358	\$0	\$57,789	\$0	\$58,730	\$0	\$54,500
FTE	0.00	130.55	0.00	51.82	4.00	118.25	3.00	92.42	0.00	51.00	0.00	66.00	0.00	21.01	0.00	50.00
Head Count	0	136	0	54	4	121	3	95	0	51	0	66	0	22	0	50

STATE BOARD OF REGENTS UNIVERSITIES  
2012-2013 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	\$91,058	182.37	\$79,879	182.37	\$107,277
Associate Professor	\$125,613	7.00	\$72,732	210.67	63,838	217.67	\$85,735
Assistant Professor	\$0	0.00	\$61,524	117.00	61,524	117.00	\$82,627
Instructor	\$0	0.00	\$55,752	71.01	55,752	71.01	\$74,875
December 2012 Total	<u>\$125,613</u>	<u>7.00</u>	<u>\$74,152</u>	<u>581.05</u>	<u>\$67,376</u>	<u>588.05</u>	<u>\$90,621</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 2012

STATE BOARD OF REGENTS UNIVERSITIES  
2012-2013 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	\$93,721	130.55	\$93,721	130.55
Associate Professor	129,747	4.00	74,609	118.25	75,641	122.25
Assistant Professor	0	0.00	66,358	51.00	66,358	51.00
Instructor	0	0.00	58,730	21.01	58,730	21.01
Total	<u>\$129,747</u>	<u>4.00</u>	<u>\$80,035</u>	<u>320.81</u>	<u>\$80,356</u>	<u>324.81</u>

December 2012

(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 2012

STATE BOARD OF REGENTS UNIVERSITIES  
2012-2013 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	\$84,348	51.82	\$84,348	51.82
Associate Professor	99,835	3.00	70,330	92.42	70,687	95.42
Assistant Professor	0	0.00	57,789	66.00	57,789	66.00
Instructor	0	0.00	54,500	50.00	54,500	50.00
Total	<u>\$99,835</u>	<u>3.00</u>	<u>\$66,899</u>	<u>260.24</u>	<u>\$67,068</u>	<u>263.24</u>

December 2012

(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 2012

UNIVERSITY OF NORTHERN IOWA  
Salary Range of Teaching/Research Assistants  
2011-2012 and 2012-2013

	<u>2011-2012</u>	<u>2012-2013</u>	<u>Percent Increase</u>
<u>Graduate Assistants</u>			
Masters*	\$8,892	\$9,204	3.5%
Doctoral	\$13,328	\$13,796	3.5%
Average	\$9,421	\$9,820	4.2%

Based on half-time 9-month workloads for both 2011-2012 and 2012-2013.

* Exceptions:			
Biology (AY)	\$17,784	\$18,408	3.5%
Environmental Science (FY)	11,632	12,040	3.5%
Geography (AY)	11,852	12,268	3.5%

December 2012

UNIVERSITY OF NORTHERN IOWA  
AVERAGE SALARY INCREASES OF CONTINUING EMPLOYEES  
AS A PERCENT OF SALARY IN PRIOR YEAR  
2012-2013

Year	Faculty and Institutional Officials (A)			Professional and Scientific				General Service Staff	
	M	F	Total	M	F	Total			
2000-01	3.9%	4.3%	4.0%	4.0%	4.0%	4.0%			B
2001-02	5.5%	5.9%	5.6%	5.5%	5.8%	5.6%			C
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%	D 1.5%	1.5%	1.5%	D	3.6%	
2006-07	1.9%	2.1%	2.0%	E 1.9%	2.1%	2.0%	E	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%	F
2012-13	3.4%	3.8%	3.5%	2.8%	3.0%	2.9%		4.18%	G

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

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%).

The 2012-13 Unit Faculty increase was 2.25% on 7-1-11. An additional 1.25% will be allocated on 1-1-13. The P&S increase was 2.89% on 7-1-12.

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

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

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

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

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

(G) 2.0 percent 7-1-12. An additional 1.0% will be allocated on 1-1-13.

UNIVERSITY OF NORTHERN IOWA  
Average Professional & Scientific Salaries  
2012 - 2013

Average University-wide P&S Salary: \$62,077  
Male: \$66,323  
Female: \$58,801

Average University-wide  
P&S Total Compensation: \$81,445

Average University-wide  
Regents Merit Total Salary: \$43,017

Average University-wide  
Regents Merit Total Compensation: \$63,837

December 2012



**Average Faculty Salaries by Academic Rank, FY 2012**

(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	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking
University of California - Riverside	96,367	498	1	75,500	122	1	82,900	201	4	130,700	175	1
University of Alabama	95,567	498	2	67,500	122	4	89,300	201	1	129,900	175	2
University of North Carolina-Charlotte	87,300	498	3	69,900	122	2	79,400	201	9	112,600	175	3
West Chester University of Pennsylvania	85,100	498	4	67,500	122	5	83,900	201	2	103,900	175	10
University of North Texas	84,667	498	5	65,900	122	10	80,200	201	7	107,900	175	6
University of Mississippi-Main	84,567	498	6	66,200	122	9	78,700	201	10	108,800	175	4
West Virginia University	83,833	498	7	64,400	122	14	79,700	201	8	107,400	175	7
Bloomsburg University of Pennsylvania	83,700	498	8	64,500	122	13	82,100	201	5	104,500	175	9
Indiana University of Pennsylvania-Main	83,467	498	9	63,400	122	17	83,200	201	3	103,800	175	11
Kent State University-Main	82,800	498	10	67,300	122	6	76,600	201	11	104,500	175	8
University of North Carolina-Greensboro	82,467	498	11	63,100	122	19	75,500	201	14	108,800	175	5
Kutztown University of Pennsylvania	81,733	498	12	60,800	122	27	81,700	201	6	102,700	175	13
Ohio University	81,400	498	13	65,000	122	12	76,100	201	12	103,100	175	12
North Dakota State University-Main	81,233	498	14	68,000	122	3	75,600	201	13	100,100	175	14
East Carolina University	79,067	498	15	66,700	122	8	74,800	201	17	95,700	175	19
Oakland University	78,967	498	16	63,700	122	16	73,900	201	19	99,300	175	15
Central Michigan University	78,800	498	17	62,700	122	21	75,400	201	15	98,300	175	16
Northern Illinois University	77,967	498	18	65,900	122	11	73,100	201	21	94,900	175	20
Mississippi State University	77,367	498	19	63,300	122	18	72,800	201	22	96,000	175	18
Illinois State University	76,533	498	20	67,100	122	7	69,800	201	32	92,700	175	25
Eastern Illinois University	76,100	498	21	63,000	122	20	73,700	201	20	91,600	175	28
California State University - Fresno	76,033	498	22	62,100	122	24	71,300	201	29	94,700	175	21
Grand Valley State University	75,533	498	23	62,200	122	22	72,100	201	25	92,300	175	27
University of Nebraska-Omaha	75,367	498	24	64,200	122	15	74,900	201	16	87,000	175	34
University of North Carolina-Wilmington	75,067	498	25	59,300	122	32	72,300	201	23	93,600	175	22
Northern Arizona University	75,033	498	26	58,900	122	35	69,300	201	33	96,900	175	17
Florida A & M University	74,933	498	27	60,100	122	29	74,600	201	18	90,100	175	31
Western Illinois University	74,667	498	28	59,300	122	33	72,200	201	24	92,500	175	26
University of Minnesota-Duluth	74,667	498	29	58,300	122	38	72,100	201	26	93,600	175	23
SUNY College At Oswego	73,567	498	30	57,700	122	39	72,100	201	27	90,900	175	29
Bowling Green State University-Main	73,533	498	31	57,000	122	40	70,200	201	30	93,400	175	24
Appalachian State University	73,333	498	32	60,500	122	28	70,200	201	31	89,300	175	32
<b>University of Northern Iowa</b>	<b>73,167</b>	<b>498</b>	<b>33</b>	<b>59,400</b>	<b>122</b>	<b>31</b>	<b>71,400</b>	<b>201</b>	<b>28</b>	<b>88,700</b>	<b>175</b>	<b>33</b>
Indiana State University	73,167	498	34	61,100	122	26	67,600	201	34	90,800	175	30
Saint Cloud State University	70,900	498	35	62,000	122	25	67,600	201	35	83,100	175	39
Montana State University-Bozeman	69,767	498	36	59,500	122	30	64,900	201	43	84,900	175	36
Georgia Southern University	69,000	498	37	58,900	122	36	67,300	201	36	80,800	175	42
Ball State University	68,967	498	38	54,400	122	48	67,000	201	37	85,500	175	35
Murray State University	68,200	498	39	54,600	122	46	65,800	201	41	84,200	175	37
South Dakota State University	68,167	498	40	59,000	122	34	66,100	201	38	79,400	175	44
Winona State University	68,000	498	41	56,600	122	43	63,700	201	44	83,700	175	38
Radford University	67,700	498	42	58,400	122	37	65,900	201	39	78,800	175	45
Northern Michigan University	67,367	498	43	54,500	122	47	65,000	201	42	82,600	175	40
University of Wisconsin-Whitewater	67,267	498	44	62,200	122	23	63,700	201	45	75,900	175	49
Tennessee Technological University	66,800	498	45	54,300	122	49	65,900	201	40	80,200	175	43
The University of Montana-Missoula**	66,267	498	46	56,800	122	42	63,400	201	47	78,600	175	47
University of Central Arkansas	66,067	498	47	55,800	122	45	63,600	201	46	78,800	175	46
University of West Georgia	65,667	498	48	53,200	122	51	61,600	201	48	82,200	175	41
University of Wisconsin-Oshkosh	64,333	498	49	56,900	122	41	61,600	201	49	74,500	175	50
University of Wisconsin-Eau Claire	63,600	498	50	56,400	122	44	61,500	201	50	72,900	175	51
University of Northern Colorado	63,400	498	51	51,500	122	53	60,300	201	51	78,400	175	48
University of Wisconsin-Stout	61,500	498	52	54,300	122	50	59,400	201	52	70,800	175	52
University of Wisconsin-Stevens Point	59,567	498	53	51,900	122	52	57,800	201	53	69,000	175	53
University of New Hampshire***												
<b>Mean</b>	<b>74,898</b>			<b>60,994</b>			<b>71,336</b>			<b>92,364</b>		

\*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 is usually referred to as "U Montana", which was used in this sheet.

\*\*\*University of New Hampshire was not in the report.

Dollar amounts are denoted in thousands.

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 Source: ACADEME, AAUP, March-April 2011.