

**Human Resources Committee Memorandum**  
Board of Regents, State of Iowa

**Subject:** Faculty and Staff Salary Comparisons  
**Prepared by:** Marcia Brunson *ASB*  
**Date Submitted:** September 1, 2004

**Recommended Action:**

Review faculty and staff salary comparisons with the goal of determining, based on the data, the relative position of Regent employees in the labor markets in which the institutions compete for faculty and staff.

**Executive Summary:**

Faculty salary comparisons

For many years information has been provided to the Board regarding faculty salaries in the peer comparison groups and athletic conferences. The salary data has been taken from an annual survey published by the AAUP.

SUI and ISU

The groups have been expanded to include all AAU institutions which include both the University of Iowa and Iowa State University. The AAU also includes the comparison institutions for SUI and ISU with the exception of North Carolina State University which is in the ISU peer group. Attachments A and B detail salaries by rank for the 57 institutions in the AAU Data Exchange (AAUDE). Institutions in the SUI and ISU peer groups are highlighted on each attachment.

To give a better representation for the average salary, the faculty distribution per rank at each peer institution has been adjusted to reflect the rank distribution of SUI and ISU.

UNI

The University of Northern Iowa has expanded its listing to include those institutions in the Education Trust. The salaries for these institutions are those that are published by the AAUP. These comparisons are shown in Attachment C. All of the UNI comparison group is not included in the Education Trust; therefore, the 11-member group is shown in Attachment D

The Education Trust was established in 1990 by the American Association of Higher Education as a special project to encourage colleges and universities to support K-12 reform efforts. Since then, the Education Trust has grown into an independent nonprofit organization. Its mission is to make schools and colleges work for all the young people they serve.

The definition of the UNI peer institutions as per the Education Trust Report is "competitive student selectivity, masters-degree granting, between 5,000 and 14,000 students, and a median SAT score between 1,000 and 1,100.

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Salaries by College

Attachments E and F show the average salaries for FY 2004 in each of the colleges at SUI and ISU as compared with the 11-member peer group average. This data is from the AAUDE

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College of Medicine

According to survey data provided by the University of Iowa from the Association of American Medical College indicates that the weighted average percentile for salaries in clinical departments for the period from FY 1999 to FY 2003 is as follows:

Clinical Departments Weighted Average Percentile

FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
41.82	42.18	43.62	41.89	41.07

More detailed survey information will be provided to the committee by the College of Medicine prior to the committee's meeting.

The Association of American Medical Colleges is a non-profit association founded in 1876 to work for reform in medical education. Originally representing only medical schools, today the AAMC represents the 125 accredited U.S. medical schools; the 16 accredited Canadian medical schools; some 400 major teaching hospitals, including more than 70 Veterans Affairs medical centers; more than 105,000 faculty in 96 academic and scientific societies; and the nation's 66,000 medical students and 97,000 residents.

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Average Percentage Increases

Average percentage increases for faculty at the Regent universities and their 11-member peer groups for FY 2005 and the past four years are shown in Attachment G.

The estimated average increases for faculty in the peer groups have been obtained by the universities through contacts at the peer institutions.

Comparable Worth

Each university has a method for evaluating and assigning pay grades to P&S classifications that complies with the state law on comparable worth (Iowa Code §70A.18). A similar evaluation system is in place for classifications in the Regent Merit System. In the context of the law, comparable worth means the value of work as measured by the composite skills, effort, responsibility and working conditions normally required in the performance of work. Note that market is not a consideration for comparable worth evaluations and the resultant assignment to pay grades.

P&S Salaries --  
SUI

As was reported to the HR Committee in June, the University of Iowa recently completed a salary market study of nonorganized P&S salaries. The study examined 186 of the University's 472 occupied P&S classifications. Data in the study came from surveys done by the College and University Professional Association for Human Resources (CUPA-HR), the Big Ten and the Council of Teaching Hospitals. The FY 2003 survey data was used.

The results of the SUI market study indicate that the average University salaries surveyed were approximately 2.4% above the survey means for surveyed positions at other institutions. Sixty-five percent of the salaries of SUI incumbents were within 5% of the survey mean for comparable positions at peer institutions.

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P&S Salaries --  
ISU

The "Report on Professional and Scientific Salaries" is prepared in May 2004 by Iowa State University. The University monitors salary trends, both internal and external, that affect P&S classifications. A variety of national and regional sources are used to collect survey data. A few of the sources used include surveys published by the CUPA-HR, the University of Missouri Higher Education Salary Survey, City of Ames Non-Union Salary Survey as well as surveys targeted at specific areas such as information technology.

Using the market data gathered from the survey, a ratio of .968 was calculated and reflects ISU's overall competitive position within the external market. This ratio was .966 in the previous year.

The ISU report also addresses turnover rates. Turnover rates as of May in the past four years for P&S staff have been as follows:

May 2001 8.5%  
May 2002 9.4%  
May 2003 7.7%  
May 2004 7.8%

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P&S Salaries --  
UNI

The University of Northern Iowa also uses salary surveys prepared by CUPA-HR. Comparing the University's P&S salaries to survey data indicates that the UNI P&S salaries are near parity with those in the University's peer group.

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Merit Salaries

The pay grade assignments of classifications in the Regent Merit System were evaluated in a massive review after the enactment of the comparable worth law in the mid-1980's. Since that time new classes and revisions to existing classes have been evaluated using the same instrument. Evaluation of classifications in AFSCME bargaining was conducted jointly with AFSCME representatives.

Pay scales for these classifications are topics in each round of AFSCME negotiations.

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Five-year Comparison  
of Increase by  
Employee Group

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Attachment H provides comparison of percentage salary increases for  
FY 2005 and the four previous years by employee group.

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**Average Faculty Salaries by Academic Rank, FY2004**  
**University of Iowa and All AAU Public and Private Universities**  
*(Peers Adjusted to SUI Rank Distribution)*

Attachment A

Institution	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking	Average Salary	SUI N	Salary Ranking
Harvard**	157,500	524	1	91,900	348	4	82,100	262	3	119,900	1,134	1
Stanford**	142,600	524	3	98,700	348	1	78,900	262	4	114,400	1,134	2
Princeton**	145,600	524	2	92,400	348	3	70,900	262	14	112,000	1,134	3
MIT**	135,100	524	4	91,500	348	5	82,600	262	2	109,600	1,134	4
CalTech**	131,000	524	8	94,900	348	2	84,100	262	1	109,100	1,134	5
Columbia**	134,200	524	5	88,800	348	7	71,600	262	11	105,800	1,134	6
Northwestern**	131,900	524	7	86,900	348	8	76,900	262	6	105,400	1,134	7
New York Univ.**	134,200	524	5	82,700	348	10	74,800	262	7	104,700	1,134	8
Cornell - Endowed**	126,300	524	11	90,500	348	6	78,600	262	5	104,300	1,134	9
Duke**	128,600	524	9	85,400	348	9	74,600	262	8	102,900	1,134	10
Emory**	126,500	524	10	81,100	348	13	72,300	262	9	100,000	1,134	11
Wash Univ - St Louis**	122,000	524	14	81,000	348	14	72,100	262	10	97,900	1,134	12
Cal - Berkeley	123,000	524	12	77,100	348	17	70,000	262	16	96,700	1,134	13
Southern Cal**	118,500	524	16	81,500	348	12	70,900	262	14	96,100	1,134	14
Rice**	119,100	524	15	79,400	348	16	71,100	262	13	95,800	1,134	15
Cal - Los Angeles	122,400	524	13	77,000	348	18	63,700	262	24	94,900	1,134	16
Carnegie Mellon **	114,700	524	19	82,300	348	11	71,200	262	12	94,700	1,134	17
Michigan	117,800	524	17	80,900	348	15	66,700	262	20	94,700	1,134	17
Vanderbilt**	117,100	524	18	76,200	348	22	64,300	262	23	92,300	1,134	19
Virginia	112,900	524	20	75,100	348	24	60,800	262	39	89,300	1,134	20
Rutgers	110,900	524	22	76,800	348	20	61,200	262	34	89,000	1,134	21
Maryland	107,000	524	26	74,900	348	25	70,000	262	16	88,600	1,134	22
Case Western**	106,900	524	28	75,400	348	23	64,900	262	21	87,500	1,134	23
Cal - San Diego	112,400	524	21	69,600	348	41	61,200	262	34	87,400	1,134	24
Cornell - Contract	103,900	524	33	76,800	348	20	67,500	262	19	87,200	1,134	25
Rochester**	103,800	524	34	73,600	348	27	69,700	262	18	86,700	1,134	26
Penn State	108,000	524	24	72,400	348	30	62,500	262	28	86,600	1,134	27
Illinois	107,000	524	26	72,000	348	32	64,500	262	22	86,400	1,134	28
North Carolina	106,300	524	29	74,100	348	26	61,800	262	32	85,100	1,134	29
Cal - Irvine	107,900	524	25	71,200	348	34	62,100	262	31	86,100	1,134	29
Cal - Santa Barbara	109,600	524	23	70,000	348	37	60,000	262	43	86,000	1,134	31
SUNY - Stony Brook	102,500	524	37	76,900	348	19	61,100	262	36	85,100	1,134	32
SUNY - Buffalo	104,400	524	32	73,100	348	29	60,500	262	42	84,700	1,134	33
Pittsburgh	105,500	524	30	70,100	348	36	61,500	262	33	84,500	1,134	34
Cal - Davis	105,000	524	31	69,800	348	39	60,000	262	43	83,800	1,134	35
Ohio State	103,500	524	36	68,100	348	43	62,300	262	29	83,400	1,134	36
Minnesota	102,000	524	38	69,900	348	38	60,600	262	40	82,600	1,134	37
Texas	103,200	524	36	64,900	348	53	62,300	262	29	82,000	1,134	38
Tulane**	100,200	524	40	69,700	348	40	61,100	262	36	81,800	1,134	39
Wisconsin	96,200	524	45	73,300	348	28	63,600	262	25	81,600	1,134	40
Colorado	98,400	524	42	71,200	348	34	61,000	262	38	81,400	1,134	41
Michigan State	98,300	524	43	72,400	348	30	58,900	262	47	81,200	1,134	42
Iowa	100,900	524	39	67,600	348	48	58,800	262	45	80,100	1,134	43
Indiana	99,100	524	41	68,500	348	46	59,600	262	46	80,800	1,134	44
Brandeis**	94,100	524	47	72,000	348	32	63,600	262	25	80,300	1,134	45
Purdue	97,200	524	44	68,800	348	44	60,600	262	40	80,000	1,134	46
Texas A&M	95,200	524	46	67,900	348	47	58,900	262	47	78,400	1,134	47
Washington	93,200	524	49	66,700	348	49	63,200	262	27	78,100	1,134	48
Iowa State	92,200	524	51	69,200	348	42	57,800	262	49	77,200	1,134	49
Syracuse**	90,900	524	53	68,700	348	45	57,600	262	50	76,400	1,134	50
Florida	93,500	524	48	65,700	348	51	56,600	262	52	76,400	1,134	50
Arizona	92,500	524	50	64,900	348	53	57,800	262	50	75,000	1,134	52
Nebraska	90,900	524	53	65,400	348	52	56,200	262	53	75,100	1,134	53
Missouri	91,800	524	52	64,500	348	55	52,300	262	56	74,300	1,134	54
Toronto	83,700	524	56	66,200	348	50	55,900	262	54	71,900	1,134	55
Kansas	87,900	524	55	61,700	348	56	51,200	262	57	71,400	1,134	56
Oregon	83,100	524	57	59,700	348	57	52,900	262	55	68,900	1,134	57

*institutions providing data, n = 57*

<b>Mean</b>	<b>\$109,600</b>	<b>\$75,100</b>	<b>\$64,900</b>	<b>\$88,700</b>
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note: Salaries of faculty on 12-month contracts converted to an academic year basis using a 9/11 factor, unless specified otherwise by the reporting institution.

Universities listed in a descending order of the average salary for the three ranks combined.

\*\* Private universities.

Source: Annual AAUP Faculty Salary Surveys as exchanged via the AAU Data Exchange (AAUDE).

**Average Faculty Salaries by Academic Rank, FY2004**  
**Iowa State University and All AAU Public and Private Universities**  
*(Peers Adjusted to ISU Rank Distribution)*

Attachment B

Institution	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	ISU N	Salary Ranking	Average Salary	ISU N	Salary Ranking	Average Salary	ISU N	Salary Ranking	Average Salary	ISU N	Salary Ranking
Harvard**	157,500	501	1	91,900	401	4	82,100	355	3	115,300	1,257	1
Stanford**	142,600	501	3	98,700	401	1	78,900	355	4	110,600	1,257	2
Princeton**	145,600	501	2	92,400	401	3	70,900	355	14	107,500	1,257	3
MIT**	135,100	501	4	91,500	401	5	82,600	355	2	106,400	1,257	4
CalTech**	131,000	501	8	94,900	401	2	84,100	355	1	106,200	1,257	5
Columbia**	134,200	501	5	88,800	401	7	71,600	355	11	102,000	1,257	6
Northwestern**	131,900	501	7	86,900	401	8	76,900	355	6	102,000	1,257	6
Cornell - Endowed**	126,300	501	11	90,500	401	6	78,600	355	5	101,400	1,257	8
New York Univ.**	134,200	501	5	82,700	401	10	74,800	355	7	101,000	1,257	9
Duke**	128,600	501	9	85,400	401	9	74,600	355	8	99,600	1,257	10
Emory**	126,500	501	10	81,100	401	13	72,300	355	9	96,700	1,257	11
Wash Univ - St Louis**	122,000	501	14	81,000	401	14	72,100	355	10	94,800	1,257	12
Cal - Berkeley	123,000	501	12	77,100	401	17	70,000	355	16	93,400	1,257	13
Southern Cal**	118,500	501	16	81,500	401	12	70,900	355	14	93,300	1,257	14
Rice**	119,100	501	15	79,400	401	16	71,100	355	13	92,900	1,257	15
Carnegie Mellon **	114,700	501	19	82,300	401	11	71,200	355	12	92,100	1,257	16
Michigan	117,800	501	17	80,900	401	15	66,700	355	20	91,600	1,257	17
Cal - Los Angeles	122,400	501	13	77,000	401	18	63,700	355	24	91,300	1,257	18
Vanderbilt**	117,100	501	18	76,200	401	22	64,300	355	23	89,100	1,257	19
Maryland	107,000	501	26	74,900	401	25	70,000	355	16	86,300	1,257	20
Virginia	112,900	501	20	75,100	401	24	60,800	355	39	86,100	1,257	21
Rutgers	110,900	501	22	76,800	401	20	61,200	355	34	86,000	1,257	22
Case Western**	106,900	501	28	75,400	401	23	64,900	355	21	85,000	1,257	23
Cornell - Contract	103,900	501	33	76,800	401	20	67,500	355	19	85,000	1,257	23
Rochester**	103,800	501	34	73,600	401	27	69,700	355	18	84,500	1,257	25
Cal - San Diego	112,400	501	21	69,600	401	41	61,200	355	34	84,300	1,257	26
Illinois	107,000	501	26	72,000	401	32	64,500	355	22	83,800	1,257	27
Penn State	108,000	501	24	72,400	401	30	62,500	355	28	83,800	1,257	27
North Carolina	106,300	501	29	74,100	401	26	61,800	355	32	83,500	1,257	29
Cal - Irvine	107,900	501	25	71,200	401	34	62,100	355	31	83,300	1,257	30
Cal - Santa Barbara	109,600	501	23	70,000	401	37	60,000	355	43	83,000	1,257	31
SUNY - Stony Brook	102,500	501	37	76,900	401	19	61,100	355	36	82,600	1,257	32
SUNY - Buffalo	104,400	501	32	73,100	401	29	60,500	355	42	82,000	1,257	33
Pittsburgh	105,500	501	30	70,100	401	36	61,500	355	33	81,800	1,257	34
Cal - Davis	105,000	501	31	69,800	401	39	60,000	355	43	81,100	1,257	35
Ohio State	103,500	501	35	69,100	401	43	62,300	355	29	80,900	1,257	36
Minnesota	102,000	501	38	69,900	401	38	60,600	355	40	80,100	1,257	37
Wisconsin	96,200	501	45	73,300	401	28	63,600	355	25	79,700	1,257	38
Texas	103,200	501	36	64,900	401	53	62,300	355	29	79,400	1,257	39
Tulane**	100,200	501	40	69,700	401	40	61,100	355	36	79,400	1,257	39
Colorado	98,400	501	42	71,200	401	34	61,000	355	38	79,200	1,257	41
Michigan State	98,300	501	43	72,400	401	30	58,900	355	47	78,900	1,257	42
Iowa	100,800	501	39	67,500	401	48	59,800	355	45	78,600	1,257	43
Brandeis**	94,100	501	47	72,000	401	32	63,600	355	25	78,400	1,257	44
Indiana	99,100	501	41	68,500	401	46	59,600	355	46	78,200	1,257	45
Purdue	97,200	501	44	68,800	401	44	60,600	355	40	77,800	1,257	46
Washington	93,200	501	49	66,700	401	49	63,200	355	27	76,300	1,257	47
Texas A&M	95,200	501	46	67,900	401	47	58,900	355	47	76,200	1,257	48
Iowa State	92,200	501	51	69,200	401	42	57,800	355	49	75,100	1,257	49
Syracuse**	90,900	501	53	68,700	401	45	57,600	355	50	74,400	1,257	50
Florida	93,500	501	48	65,700	401	51	56,600	355	52	74,200	1,257	51
Arizona	92,500	501	50	64,900	401	53	57,200	355	51	73,700	1,257	52
Nebraska	90,900	501	53	65,400	401	52	56,200	355	53	73,000	1,257	53
Missouri	91,800	501	52	64,500	401	55	52,300	355	56	71,900	1,257	54
Toronto	83,700	501	56	66,200	401	50	55,900	355	54	70,300	1,257	55
Kansas	87,900	501	55	61,700	401	56	51,200	355	57	69,200	1,257	56
Oregon	83,100	501	57	59,700	401	57	52,900	355	55	67,100	1,257	57

*Institutions providing data, n = 57*

<b>Mean</b>	<b>\$109,600</b>	<b>\$75,100</b>	<b>\$64,900</b>	<b>\$86,000</b>
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note: Salaries of faculty on 12-month contracts converted to an academic year basis using a 9/11 factor, unless specified otherwise by the reporting institution.  
Universities listed in a descending order of the average salary for the three ranks combined.

\*\* Private universities.

Source: Annual AAUP Faculty Salary Surveys as exchanged via the AAU Data Exchange (AAUDE).

## Average Faculty Salaries by Academic Rank, FY 2004

(Peer institutions as listed by Education Trust\*)

Attachment C

Peers Adjusted to UNI Rank Distribution

University	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking
University of California-Riverside	104,200	174	1	70,800	196	1	63,700	165	1	86,789	535	1
University of New Hampshire-Main	90,600	174	2	68,500	196	3	56,100	165	2	74,194	535	2
Indiana University of Pennsylvania-Main	86,500	174	4	69,100	196	2	55,500	165	3	71,426	535	3
Bloomsburg University of Pennsylvania	85,300	174	5	68,500	196	4	54,800	165	5	70,617	535	4
Kent State University-Main	89,200	174	3	64,600	196	6	51,300	165	13	68,757	535	5
University of North Carolina-Charlotte	84,000	174	6	62,400	196	9	53,800	165	6	66,104	535	6
Oakland University	80,800	174	10	63,200	196	8	55,200	165	4	66,092	535	7
University of Alabama	81,100	174	9	61,200	196	12	49,000	165	26	65,646	535	8
Central Michigan University	78,800	174	13	61,200	196	13	51,800	165	9	64,982	535	9
University of North Carolina-Greensboro	81,400	174	8	59,800	196	18	51,600	165	10	63,801	535	10
University of Minnesota-Duluth	79,900	174	11	65,500	196	5	50,400	165	19	63,762	535	11
Bowling Green State University-Main	81,800	174	7	63,700	196	7	50,800	165	15	63,686	535	12
Winona State University	73,800	174	21	56,100	196	33	46,400	165	36	63,408	535	14
Mississippi State University	76,600	174	18	60,100	196	17	50,700	165	16	63,342	535	15
University of Nebraska-Omaha	73,400	174	23	61,400	196	11	52,500	165	8	63,127	535	16
East Carolina University	79,700	174	12	61,000	196	14	53,500	165	7	62,653	535	17
Northern Illinois University	78,200	174	16	59,500	196	20	51,100	165	14	62,634	535	18
University of Mississippi-Main	78,300	174	15	61,500	196	10	51,600	165	11	62,520	535	19
Saint Cloud State University	72,300	174	26	58,200	196	23	50,100	165	20	62,212	535	20
West Virginia University	75,800	174	19	58,800	196	22	47,700	165	30	62,173	535	21
Eastern Illinois University	71,000	174	30	59,700	196	19	47,500	165	32	61,860	535	22
Appalachian State University	71,000	174	31	58,900	196	21	49,800	165	23	61,328	535	23
Illinois State University	73,700	174	22	57,900	196	24	50,600	165	17	60,071	535	24
University of Northern Colorado	69,500	174	35	53,700	196	42	46,300	165	38	60,049	535	25
University of North Carolina-Wilmington	71,900	174	28	56,900	196	27	49,500	165	24	59,904	535	26
Western Illinois University	74,800	174	20	57,600	196	25	46,900	165	35	59,768	535	27
Northern Michigan University	70,500	174	32	55,500	196	37	45,000	165	44	59,498	535	28
Tennessee Technological University	68,800	174	38	57,200	196	26	46,300	165	39	59,043	535	29
University of Wisconsin-Whitewater	71,100	174	29	55,800	196	35	50,600	165	18	58,959	535	30
South Dakota State University	64,900	174	45	54,900	196	39	50,000	165	21	57,861	535	31
The University of Montana-Missoula	69,300	174	37	52,600	196	46	46,400	165	37	57,769	535	32
Murray State University	69,600	174	34	56,700	196	30	47,700	165	31	57,639	535	33
University of Wisconsin-Stevens Point	66,500	174	41	54,000	196	41	44,200	165	47	57,528	535	34
Grand Valley State University	78,100	174	17	60,400	196	16	47,500	165	33	57,468	535	35
Montana State University-Bozeman	69,700	174	33	55,000	196	38	48,000	165	28	57,444	535	36
Georgia Southern University	73,000	174	24	56,900	196	28	49,200	165	25	57,352	535	37
Northern Arizona University	69,500	174	36	53,200	196	44	44,300	165	46	57,311	535	38
North Dakota State University-Main	67,900	174	39	55,800	196	36	49,900	165	22	57,282	535	39
University of Wisconsin-Eau Claire	66,300	174	42	54,400	196	40	47,300	165	34	57,120	535	40
University of Wisconsin-Oshkosh	67,800	174	40	56,700	196	31	48,400	165	27	57,019	535	41
Ball State University	72,700	174	25	56,800	196	29	44,900	165	45	56,713	535	42
University of Wisconsin-Stout	66,000	174	43	53,700	196	43	45,800	165	43	56,204	535	43
Radford University	61,900	174	47	51,700	196	47	47,800	165	29	55,150	535	44
State University of West Georgia	72,300	174	27	52,900	196	45	46,100	165	40	54,580	535	45
University of Central Arkansas	64,900	174	46	56,000	196	34	46,000	165	41	54,576	535	46
SUNY College At Oswego	65,000	174	44	56,600	196	32	45,900	165	42	54,057	535	47
Stephen F Austin State University	61,900	174	48	51,100	196	48	43,500	165	48	52,288	535	48
<b>Mean</b>	<b>\$74,577</b>			<b>\$58,719</b>			<b>\$49,469</b>			<b>\$61,405</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: West Chester University of Pennsylvania, Kutztown University of Pennsylvania & Florida A & M University

Data Source: ACADEME, AAUP, March-April 2004.

## Average Faculty Salaries by Academic Rank, FY 2004

(Peer Institutions)

Peers Adjusted to UNI Rank Distribution

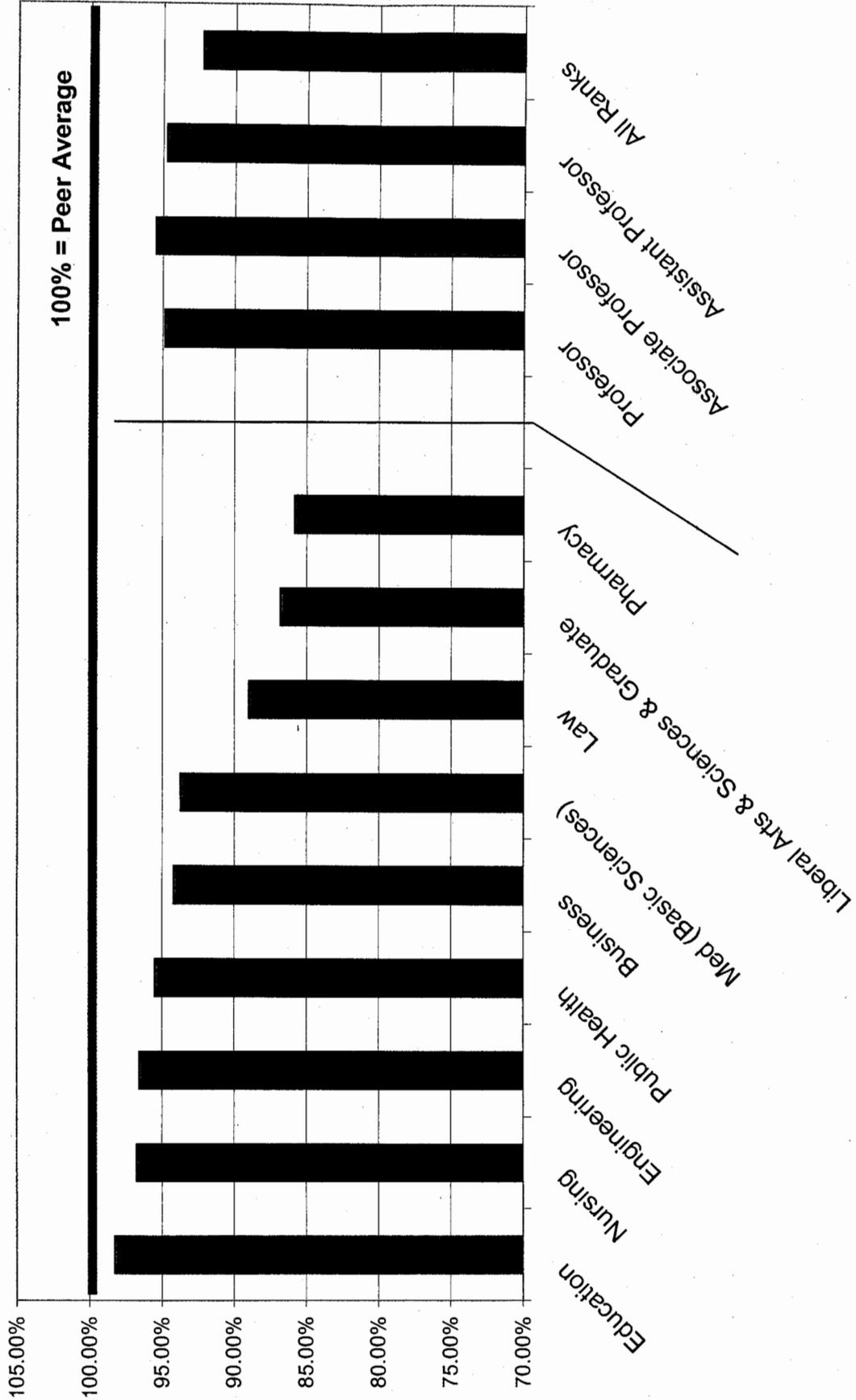
University	Professor			Associate Professor			Assistant Professor			Three Ranks Combined		
	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking	Average Salary	UNI N	Salary Ranking
Central Michigan University	78,800	174	13	61,200	196	13	51,800	165	9	64,982	535	9
University of North Carolina-Greensboro	81,400	174	8	59,800	196	18	51,600	165	10	63,801	535	10
University of Minnesota-Duluth	79,900	174	11	65,500	196	5	50,400	165	19	63,762	535	11
Illinois State University	73,700	174	22	57,900	196	24	50,600	165	17	60,071	535	24
Northern Arizona University	69,500	174	36	53,200	196	44	44,300	165	46	57,311	535	38
California State University, Fresno	83,700	174	42	65,900	196	40	50,700	165	34	57,120	535	40
University of Wisconsin-Eau Claire	66,300	174	42	54,400	196	40	47,300	165	34	57,120	535	40
Ohio University, Athens	80,900	174	40	62,400	196	31	52,000	165	27	57,019	535	41
Indiana State University, Terre Haute	70,700	174	25	56,500	196	29	49,000	165	45	56,713	535	42
University of North Texas	76,800	174	43	58,200	196	43	49,900	165	43	56,204	535	43
Mean	#REF!			\$59,618			\$49,918			\$59,796		

Data Source: ACADEME, AAUP, March-April 2004.

# Faculty Salaries - FY 2004

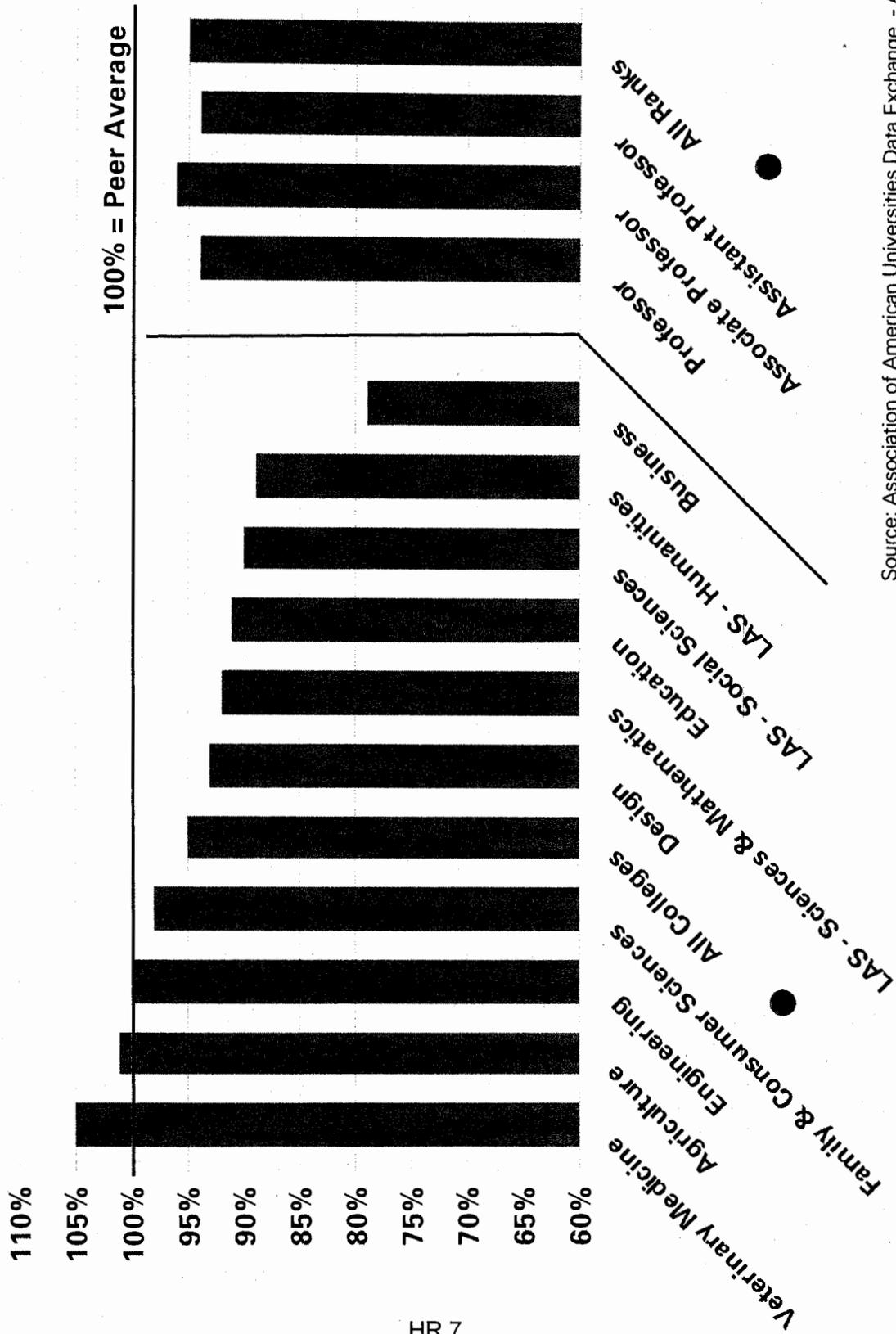
# THE UNIVERSITY OF IOWA

Source: Association of American Universities Data Exchange - AAUDE



Attachment E

# Faculty Salaries as a Percent of Peer Average - FY 2004



Source: Association of American Universities Data Exchange - AAUDE

IOWA STATE UNIVERSITY

**AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS  
FY 2001 -- FY 2005**

<b>SUI PEER GROUP</b>	<b>FY 2001</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2005</b>
Indiana University, Bloomington	4.50%	6.70%	3.50%	2.00%	2.80%
Ohio State University, Main Campus	4.00%	0.50%	4.00%	3.50%	3.30%
University of Arizona	2.00%	5.00%	2.00%	0.00%	2.00%
University of California, Los Angeles	4.00%	3.00%	1.50%	0.00%	1.75%
University of Illinois, Urbana	5.00%	5.50%	0.00%	4.90%	3.00%
<b>UNIVERSITY OF IOWA</b>	4.00%	3.80%	3.76%	2.02%	2.14%
University of Michigan, Ann Arbor	5.00%	4.30%	3.50%	2.25%	3.00%
University of Minnesota, Twin Cities	3.00%	3.00%	3.00%	0.00%	2.50%
University of North Carolina, Chapel Hill	4.00%	2.00%	n/a	1.50%	3.00%
University of Texas, Austin	4.00%	4.00%	3.30%	0.00%	3.00%
University of Wisconsin	7.50%	1.50%	4.20%	0.00%	1.00%
<b>ISU PEER GROUP</b>					
<b>IOWA STATE UNIVERSITY</b>	3.80%	3.80%	3.10%	2.60%	2.30%
Michigan State University	5.00%	5.00%	4.00%	2.00%	3.00%
North Carolina State University	4.00%	2.00%	2.00%	0.00%	2.50%
Ohio State University, Main Campus	4.00%	0.50%	4.00%	3.50%	3.30%
Purdue University, Main Campus	3.50%	4.20%	3.30%	4.40%	3.30%
Texas A & M	3.00%	3.00%	3.00%	2.00%	3.00%
University of Arizona	2.00%	5.00%	2.00%	0.00%	2.00%
University of California, Davis	4.00%	3.00%	1.50%	1.50%	0.00%
University of Illinois, Urbana	5.00%	5.50%	0.00%	4.90%	3.00%
University of Minnesota, Twin Cities	3.00%	3.00%	3.00%	0.00%	2.50%
University of Wisconsin	7.50%	1.50%	4.20%	0.00%	1.00%
<b>UNI PEER GROUP</b>					
California State University, Fresno	6.00%	2.00%	2.00%	2.00%	n/a
Central Michigan University	4.00%	4.00%	n/a	2.00%	4.00%
Illinois State University	5.20%	6.20%	0.00%	2.70%	n/a
Indiana State University, Terre Haute	4.00%	2.80%	2.50%	5.00%	2.00%
Northern Arizona University	2.00%	5.00%	4.00%	2.00%	5.70%
Ohio University, Athens	4.30%	3.00%	3.00%	2.00%	3.50%
University of Minnesota, Duluth	4.00%	3.00%	3.00%	0.00%	2.50%
University of North Carolina, Greensboro	4.20%	5.90%	n/a	0.00%	n/a
University of North Texas	5.00%	4.00%	2.00%	0.00%	2.00%
<b>UNIVERSITY OF NORTHERN IOWA</b>	4.00%	5.60%	3.70%	3.50%	3.75%
University of Wisconsin, Eau Claire	5.20%	4.20%	2.10%	0.00%	1.00%

AVERAGE SALARY INCREASE BY EMPLOYEE GROUP

	FY 2005			FY 2004			FY 2003			FY 2002			FY 2001		
	Faculty	P&S	Merit	Faculty	P&S	Merit	Faculty	P&S	Merit	Faculty	P&S	Merit***	Faculty	P&S	Merit***
SUI	2.14%	2.23%	5.81%	2.02%	2.50%	6.10%	3.76%	4.00%	7.10%	3.80%	3.80%	3.00%	4.20%	3.90%	2.60%
ISU	2.30%	2.20%	3.40%	2.60%	2.50%	5.10%	3.10%	2.90%	5.80%	3.80%	3.90%	3.00%	3.80%	3.90%	2.60%
UNI	3.75%	3.80%	5.77%	3.50%	3.50%	5.10%	3.73%*	3.73***	5.80%	5.60%	5.60%	3.00%	4.00%	4.00%	2.60%
ISD	4.03%	4.45%	3.99%	3.90%	5.50%	6.20%	3.20%	2.50%	5.20%	5.10%	5.10%	3.00%	4.40%	4.20%	2.60%
IBSSS	4.96%	5.19%	4.84%	5.30%	6.25%	6.20%	3.70%	3.50%	5.40%	5.50%	3.00%	3.00%	5.50%	4.00%	2.60%

\* UNI United Faculty agreed to delay the FY 2003 increase until November 2002. Actual negotiated increase was 5.6%.

\*\* FY 2003 increase delayed until November 2003. UNI salary policy provided for an increase for P&S staff of 5.6%.

\*\*\* Plus merit step increases.