

Contact: Marcia Brunson and
Diana Gonzalez (faculty resignations)

COMPREHENSIVE HUMAN RESOURCES REPORT

Action Requested: Receive the report.

Executive Summary: This report combines a number of individual annual governance reports: Regent Merit System, Fringe Benefits including sick and vacation leave, Salary, Faculty Resignations, Faculty Salary Comparisons, Retirement and Employee Awards Programs. Each component of the report is summarized below. More detail relating to these annual governance reports may be found in the complete Comprehensive Human Resources Report available as an attachment to this memorandum on the Board's website or in the Regent Exhibit Book available at the February meeting.

Regent Merit System – FY 2008

As of June 30, 2008, there were 7,827 employees in the Regent Merit System. Approximately 90% of these employees are in AFSCME bargaining units (Blue Collar, Security, Technical and Clerical). The remaining employees are either supervisory or designated as confidential as per the Iowa Code, Chapter 20. Overall in the merit system about 7% of the employees are minority (7.6% at SUI, 4.1% at ISU; 8.7% at UNI; 13.5% at ISD and 2.4% at IBSSS). Approximately 54% (262) of the transfers during the year were contract transfers pursuant to the AFSCME collective bargaining agreement. There were 393 resignations, 128 retirements, and 44 dismissals for cause.

Overall, average FY 2008 salary for merit system employees at the five institutions was \$37,378.

In accordance with the administrative rules, 243 requests for classification review were filed. 233 of these requests resulted in reclassifications to different classifications -- 215 of those were to classifications in higher pay grades. Of these 243 classification decisions, seven appeals were filed. In five of the appeals, the decisions of the Merit System Director were upheld by the appeal committee. Two appeals were withdrawn prior to hearing.

Sick and Vacation Leave – FY 2008

Permanent employees of the Board of Regents earn 1½ days of sick leave per month (Iowa Code 70A.1[4]). Unused sick leave is carried forward each year. Upon retirement, an employee receives payment for the employee's sick leave balance, to a maximum of \$2,000. Regent university employees used 168,001 days of sick leave in FY 2008 at a cost of \$31.4 million. Average usage per university employee was 6.95 days. Average usage in FY 2007 was 6.96 days. Average usage for faculty was 1.68 days; P&S – 6.67 days; and Merit – 10.4 days. Total usage at the special schools was 2,105 days at a cost of \$402,049. The average usage was 8.42 days.

Employees in the Regent Merit System earn vacation leave based on years of service – 1st through 4th year – 2 weeks; 5th through 11th – 3 weeks; 12th through 19th – 4 weeks; 20th through 24th – 4.4 weeks; and 25th and beyond – 5 weeks (Iowa Code 70A.1[2]). Full-time P&S staff and 12-month faculty accrue vacation at the rate of 22 working days (plus two unscheduled holidays) per year.

Full-time staff hired after July 1, 1999, in the SEIU bargaining unit at the University of Iowa accrue vacation on an increasing scale beginning with 120 hours in the first three years of employment to a maximum of 192 hours after six years of employment.

Average vacation use per university employee was 17.01 days in FY 2008. FY 2007 average was 16.98 days. Average usage at the special schools was 14.21 days.

In addition to vacation leave, state employees (including Regent employees) receive nine paid holidays plus two unscheduled days which are accrued as vacation.

Fringe Benefits – FY 2008

The Regent institutions spent \$487.2 million for insurance and retirement for faculty and staff during FY 2008. Institutional costs for fringe benefits as a percent of payroll were SUI – 30.3%; ISU – 30.9%; UNI – 35%; ISD – 42.3%; and IBSSS – 43.1%.

Employees of the Board of Regents are covered by Social Security and Medicare. Social Security contribution is 6.2% for both the employer and the employee to a calendar year 2008 salary maximum of \$102,000. Medicare contribution is 1.45% on all salary.

Employees may select to participate either in IPERS (a defined benefit program) or TIAA-CREF (a defined contribution program) or a qualified substitute. About 115 employees at ISU are covered by federal retirement. Approximately 24,024 employees participate in TIAA-CREF and 3,302 in IPERS. At the universities, the employer contribution to TIAA-CREF is 10%, and the employee contribution is 5%. Contributions to TIAA-CREF at the special schools are at the IPERS rates – 6.35% by the employer and 4.1% by the employee. In FY 2008, the institutions contributed \$131.4 million to TIAA-CREF and \$2.6 million to IPERS.

The institutions provide employees with life insurance, accidental death and dismemberment, and long term disability insurance.

Each university offers health and dental insurance programs for its faculty, P&S staff, and nonorganized merit staff. The AFSCME covered employees at the universities and all employees of the special schools participate in the state health and dental insurance programs. The total cost to the institutions to provide health insurance coverage to faculty and staff in FY 2008 was \$196.7 million which is an increase of approximately 14% from last year.

More detailed information about the fringe benefits programs at the five institutions may be found in the full report beginning on page 13. The full report is available as an attachment to this memo on the Board's website or in the Regent Exhibit Book which will be available the Board meeting.

Retirement Report – FY 2008

In addition to regular retirement either through IPERS or TIAA-CREF, faculty and staff may retire by participating in the phased retirement program. The phased retirement program was first approved by the Board in 1982. With approval of the institutional administration, faculty and staff may request participation in phased retirement at age 57 with at least 15 years of service. Through the program, employees reduce their appointments to no greater than 65% and no less than 50%. A normal phasing period is five years; and during the first four years, the participant's salary reflects the actual time worked plus an additional 10% incentive. Benefits, except for FICA, IPERS and Federal Retirement, are paid as if the employee were fulltime. The current phased retirement program expires on June 30, 2012.

There were 100 new participants in phased retirement in FY 2008 with a total of 235 currently active. A total of 890 faculty and staff have participated in the program since its inception in 1982.

The cost of phased retirement incentives was \$1.6 million. Approximately \$5.0 million was released through operation of the phased retirement program. These funds were used in a variety of ways at the institutions with most going toward either replacement personnel or reallocations to fund other areas of need.

During FY 2008, 292 faculty and staff left the institutions through regular retirement.

Faculty Resignations Report – FY 2008

At the Regent universities, there were 135 faculty resignations in FY 2008, a decrease of 9 (-6.3%) from the prior year. At the special schools, there were two faculty resignations in FY 2008, a decrease of one (-33.3%) from the prior year. This annual report addresses the Board of Regents' Strategic Plan strategy (1.1.3) to "expand educational experiences for Iowa's future workforce and foster cultural understanding by recruiting and retaining a highly qualified and diverse faculty, staff, and administration."

- ◆ At the University of Iowa, the number of faculty resignations increased from 68 to 77 (+13.2%) between FY 2007 and FY 2008. During the past eight years, the average number of annual faculty resignations has been 72.3.
- ◆ At Iowa State University, the number of faculty resignations decreased from 54 to 44 (-18.5%) between FY 2007 and FY 2008. During the past eight years, the average number of annual faculty resignations has been 46.5.
- ◆ At the University of Northern Iowa, the number of faculty resignations decreased from 22 to 14 (-36.4%) between FY 2007 and FY 2008. During the past eight years, the average number of annual faculty resignations has been 24.0.
- ◆ At the Iowa School for the Deaf, the number of faculty resignations remained the same at 0 between FY 2007 and FY 2008.
- ◆ At the Iowa Braille and Sight Saving School, the number of faculty resignations decreased from three to two (-33.3%) between FY 2007 and FY 2008.

The numbers of faculty resignations include only those faculty members who were tenured, tenure-track, or clinical track.

The universities have identified the following strategies for faculty retention.

UNIVERSITY OF IOWA

Dual academic career initiative. To make academic life at SUI more hospitable for women faculty members, the University will invest \$250,000 to help spouses/partners of female faculty find employment at the university.

Improve mentoring of junior faculty. A comprehensive faculty development program has been launched to support junior faculty and to enhance the skills of faculty administrators in mentoring junior faculty. Resources have been developed to assist faculty to gain access to important career and campus information (e.g., New Faculty Newsletter), a resource guide for "getting off to a good start," and a DEO guide and workshop for supporting early career faculty. The Office of the Provost has developed a new faculty workshop series, which includes an expanded new faculty orientation, seminars on promotion and tenure, effective writing habits and mentoring, faculty collegiality, and

creating a comprehensive calendar of campus programs focused on teaching, instructional technology, and research. Informal events have been scheduled to enhance networking among new faculty members and to introduce them to university administration (e.g., Breakfast with the Provost, New Faculty of Color Reception, New Faculty Reception). In Fall 2008, the Office of the Provost launched the University of Iowa Mentoring Clearinghouse, which will serve as a centralized portal of mentoring resources for faculty, staff, students, and the community.

Improve recruitment and retention of female faculty. SUI is working to enhance parental leave policies. The recent implementation of an automatic one-year extension of the tenure clock for all probationary faculty members following the addition of a child (by birth or adoption) to a faculty member's household. The Office of the Provost is working with an advisory group of women faculty members in the health sciences, to coordinate campus-wide sexual harassment education for all faculty members, and is sponsoring the Council on the Status of Women's new "Women at Iowa" television series featuring interviews with women on campus.

Improve retention of underrepresented and minority faculty. New marketing materials will be developed by the Office of Equal Opportunity and Diversity (OEOD). SUI is considering appointing a standing committee to monitor performance on goals related to diversity and gender. Faculty development workshops have been developed to enhance campus awareness of the research regarding the role of bias in recruitment and retention of staff and faculty. Programs are coordinated with OEOD to support new faculty of color, including a future seminar for faculty of color with faculty development expert, Kerry Ann Rockquemore, focused on the tenure and promotion process.

Participation in the COACHE¹ survey. Tenure-track faculty were surveyed in FY 2008 to assess their experiences regarding promotion and tenure, the nature of their work, university policies and practices, and the general climate, culture, and level of collegiality on campus. The survey results are being analyzed and will be used to develop relevant career development programs and retention strategies.

IOWA STATE UNIVERSITY

Competitive faculty salaries remain a top priority for the administration. Through the FY 2009 budget allocations and compensation policy, ISU was able to address some of the most critical market pressures for faculty salaries, with a 5.46% overall average increase in faculty salaries. Furthermore, in FY 2009, for the first time, 68 faculty members received a mid-year base salary increase as a way to further address market pressures. However, ISU remains in 11th place in the current Peer-Eleven salary comparison survey for overall average faculty salaries.

- ◆ In FY 2008, the administration aggressively responded to individual, competitive faculty job offers and retained key faculty members as a result of serious and timely responses to each individual situation. Counteroffers, which are made to combat a competing job offer, may involve a new commitment for salary, research support, partner accommodation, and new work opportunities.
- ◆ In collaboration with the Office of the President, the Office of the Executive Vice President and Provost developed a process for working efficiently with departments and colleges to put together financial packages for key faculty who are considering leaving ISU for another institution.

¹ Collaborative on Academic Careers in Higher Education.

- ◆ The Office of the Executive Vice President and Provost recently streamlined the process for requesting funds for retention, recruitment, partner accommodation and diversity hiring. This change has allowed ISU to address the changing needs of hiring departments more effectively and it has improved its comprehensive data management system to track responses and successes.

ISU continues to address the employment needs of partners and spouses of newly-hired faculty through the Dual Career Services program. This program serves as a point of contact for college and department staff to assist them in this important endeavor.

Additional key initiatives that are targeted on climate and on improving the ability to recruit and retain faculty are the National Science Foundation funded ISU ADVANCE Program (focused on recruitment and retention of women faculty in science, technology, engineering, and mathematics), the Faculty Work/Life Database (funded, in part, by a grant from the Alfred P. Sloan Foundation), and the AAUDE survey of faculty satisfaction; the results of this survey will help ISU to understand issues key to faculty productivity and retention.

- ◆ Focus on Work/Life issues includes the creation of a new university-wide committee that began meeting in September 2008. In October 2008, ISU hosted a national conference on ensuring career flexibility that will allow for the recruitment and retention of excellent and diverse faculty. Each of these initiatives reflects significant progress toward the goal of creating an optimal environment that prioritizes flexible faculty careers as a means to enhance institutional excellence.

The Office of the Executive Vice President and Provost is using the information gained through the confidential exit interviews and surveys to strengthen current programs and to investigate concerns to improve the climate for faculty and to assist in recruitment and retention efforts.

UNIVERSITY OF NORTHERN IOWA

UNI is committed to continuous development of all faculty using a variety of strategies to support faculty and provide them with professional development opportunities. UNI recognizes the vital link between faculty development and the growth and development of students.

- ◆ The development of new faculty is a particularly important responsibility shared by the university and by individual departments and colleges. Formal and informal faculty mentoring activities introduce new faculty members to the university community. Such activities enable new faculty to understand university customs, policies, and procedures and assist them to integrate themselves into the life of the institution. These activities also support them in their teaching, scholarship, and service responsibilities.
- ◆ Informal faculty mentoring begins at the interview stage when prospective faculty members meet department colleagues. Formal mentoring is initiated with new faculty orientation, a series of introductory events, including discussions with experienced faculty and staff, and sessions on topics of critical importance to their work and success at the university. The initial orientation session is held in downtown Cedar Falls to help faculty members develop a sense of belonging to the community in which they live and to highlight the important partnership with the community. This program culminates with a reception which includes university and community leaders in honor of the new faculty members and their families.
- ◆ Following the initial orientation program, a variety of follow-up sessions are held with new faculty throughout the year to discuss important issues, such as safety, grant writing, library resources, and technology. An informal lunch is held with all first- and second-year faculty and the Executive Vice President and Provost and Associate Provost for Academic Affairs to interact with new faculty members and discuss issues and concerns. Social events are also provided, including lunch with faculty members, university-wide faculty/staff picnic, free tickets

for an event at the Gallagher-Bluedorn Performing Arts Center, and a “Strolling Supper” at the President’s home.

- ◆ The university’s orientation program is supplemented by a variety of activities in the college and departments, including first- and second-year faculty development assemblies, development workshops focusing on issues typically concerning new faculty members, informal lunches with the deans and faculty colleagues, and a variety of social gatherings. Feedback from new faculty members indicates that establishing relationships with experienced faculty is an important factor in their success in the first year.

Professional development assignments and a Summer Fellowship Program are offered for full-time faculty. Tenured faculty members are eligible to apply periodically for a one-semester professional development assignment; non-tenured and tenured faculty are eligible for the Summer Fellowship Program. College deans have also established their own internal summer research incentive programs, which provide research and/or travel funds to participating faculty. One college offers a first-year summer research grant at the rate of 1/9th annual salary to encourage new faculty members to jump-start their research agenda. A variety of university and college awards are also available to recognize outstanding work in teaching, research, and service. Among these are the Class of 1943 Faculty Award for Excellence in Teaching; Ross A. Nielsen Professional Service Award; Regents Awards for Faculty Excellence; Merchant Scholarship; and the University Book and Supply Award for untenured faculty. A variety of additional grants and awards are offered by the colleges. Through these awards, the university seeks to retain faculty by supporting and advancing faculty research, creative activity, grant applications, and/or the completion of a terminal degree.

Attachment A provides a summary of the faculty resignations at the universities. More detailed tables are provided in the full report beginning on page 33. The full report is available on the Board of Regents website as an attachment to this memo and will be available at the Board meeting in the Regent Exhibit Book.

Salary Report – FY 2009

The information provided in the salary component of this report details salary increases and average salaries for the current fiscal year (FY 2009).

Average faculty and professional and scientific staff increases for FY 2008 are shown below:

	Faculty	P&S
SUI	4.1%	4.7%*
ISU	5.5%	4.0%
UNI	4.0%	4.0%
ISD	4.5%	5.5%
IBSSS	6.4%	4.5%

*excludes tertiary care unit members (SEIU) – average increase for this group was 4.56%

Average salaries for faculty and professional scientific are as follows:

	Faculty* Overall Average	P&S** Overall Average
SUI	\$96,964	\$59,821
ISU	\$86,165	\$57,911
UNI	\$64,375	\$56,837

*Excludes salaries of the professional colleges of Medicine, Dentistry, and Law at SUI and Veterinary Medicine and faculty associated with the Agricultural Experiment Station and Cooperative Extension Service at ISU

** non-hospital, non-SEIU

More detailed tables are provided in the full report beginning on page 50. The full report is available on the Board's website as an attachment to this memo or will be available at the Board meeting in the Regent Exhibit Book.

Faculty Salary Comparisons

For many years, the universities have used Board-designated peer groups to make comparisons in several other areas such as tuition and fees, residence system rates, and salaries. Each peer group has 10 institutions which were deemed by the Board to be comparable. These institutions were public universities in Minnesota, Illinois, Indiana, Ohio, Arizona, California, Michigan, North Carolina, Texas, and Wisconsin. (See Attachment B)

In order to get a broader comparison for faculty salaries, the ISU and SUI groups were expanded to include 57 AAU institutions in the AAU Data Exchange (AAUDE). (See Attachment C and Attachment D).

The University of Northern Iowa expanded its listing to include those institutions in the Education Trust. The salaries for these institutions are those that are published by the AAUP in its annual faculty salary survey. (See Attachment E).

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 institution 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.

Attachment F (SUI) and Attachment G (ISU) compare average salaries as a percent of the respective peer group averages.

Attachment H provides a comparison of average faculty salary increases within the peer groups for the past five years.

Attachment I provides a comparison of faculty total compensation within the peer groups.

Attachment J provides comparison data relating to the salaries in the University of Iowa College of Medicine.

Employee Award Programs -- FY 2008

In May 2005, the Board approved a pilot program to recognize exceptional performance by nonorganized professional and scientific staff at the University of Iowa. The program was approved for a one-year period. The program allowed for awards for exceptional performance (up to 10% of salary) and SPOT awards (\$75 or less).

Rather than consider an extension of the pilot award program at the University of Iowa, the Board approved a revision to the Policy Manual to authorize such programs at the other institutions.

To date only the University of Iowa has a fully operational program. Iowa State University developed a similar program which was effective July 1, 2008.

The following table reflects the operation of the awards program at the University of Iowa.

	Eligible Employees	Number of Awards Presented	Dollar Range of Awards	Average Dollars Awarded	Total Dollars Awarded
Exceptional Performance Awards	4,741	474	\$125 - \$17,750	\$2,917	\$1,382,897
Spot Awards	4,741	322	\$25 - \$75	\$73	\$23,640

**TOTAL FACULTY AND FACULTY RESIGNATIONS
FY 2008
REGENT TOTAL**

College	Faculty		Resignations		
	Number	Percent of University Total	Number	Percent of Total	Percent of Total College Faculty
University of Iowa					
Business Administration	85	4.0	4	5.2	4.7
Dentistry	101	4.8	3	3.9	3.0
Education	90	4.3	6	7.8	6.7
Engineering	81	3.8	1	1.3	1.2
Graduate	18	0.9	0	0.0	0.0
Law	49	2.3	1	1.3	2.0
Liberal Arts and Sciences	651	30.8	15	19.4	2.3
Medicine	858	40.6	38	49.4	4.4
Nursing	58	2.7	2	2.6	3.5
Pharmacy	58	2.7	3	3.9	5.2
Public Health	66	3.1	4	5.2	6.1
Total	2,115	100.0	77	100.0	3.6
Iowa State University					
Agriculture	268	20.7	8	18.2	3.0
Business	62	4.8	2	4.5	3.2
Design	86	6.7	4	9.1	4.7
Engineering	177	13.7	1	2.3	0.6
Human Science	117	9.1	5	11.4	4.3
Liberal Arts and Sciences	446	34.5	16	36.4	3.6
Library	35	2.7	2	4.5	5.7
Veterinary Medicine	101	7.8	6	13.6	5.9
Total	1,292	100.0	44	100.0	3.4
University of Northern Iowa					
Business Administration	51	9.0	3	21.4	6.0
Education	160	27.5	3	21.4	2.0
Humanities and Fine Arts	135	23.0	4	28.6	3.0
Natural Sciences	115	20.0	2	14.3	2.0
Social & Behavioral Sciences	102	17.5	2	14.3	2.0
Library	18	3.0	0	0.0	0.0
Total	581	100.0	14	100.0	2.4

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2007-08
AVERAGE FACULTY TOTAL COMPENSATION, 2007-08

COMPARISON GROUPS	Average Faculty Salary (all ranks)	Rank Average Salary	Average Faculty Total Compensation (1)	Rank Total Compensation
University of North Carolina, Chapel Hill	109,700	3	134,362	1
University of Michigan, Ann Arbor	108,900	2	134,075	2
University of Minnesota, Twin Cities	98,700	5	127,331	3
University of Texas, Austin	103,600	4	123,942	4
University of Illinois, Urbana	98,800	6	120,956	5
Ohio State University, Main Campus	95,900	7	120,214	6
UNIVERSITY OF IOWA	93,500	8	118,935	7
University of Wisconsin	93,300	9	118,142	8
University of Arizona	93,400	11	117,639	9
Indiana University, Bloomington	91,100	10	115,596	10
University of California, Los Angeles	117,400	1	n/a	11
University of Minnesota, Twin Cities	98,700	2	127,331	1
Michigan State University	91,200	8	121,754	2
University of Illinois, Urbana	98,800	3	120,956	3
Ohio State University, Main Campus	95,900	4	120,214	4
University of Wisconsin	93,300	5	118,142	5
University of Arizona	93,400	9	117,639	6
Purdue University, Main Campus	89,500	10	117,483	7
North Carolina State University	91,800	7	114,008	8
IOWA STATE UNIVERSITY	87,400	11	112,420	9
Texas A & M	92,400	6	109,859	10
University of California, Davis	103,700	1	n/a	11
Ohio University, Athens	74,600	3	97,700	1
Central Michigan University	69,000	10	95,200	2
California State University, Fresno	71,900	11	92,500	3
Northern Arizona University	70,000	6	88,400	4
University of North Carolina, Greensboro	81,000	1	88,300	5
UNIVERSITY OF NORTHERN IOWA	70,200	4	87,900	6
University of Minnesota, Duluth	68,000	7	86,300	7
University of North Texas	77,900	2	84,700	8
Illinois State University	69,700	5	82,100	9
University of Wisconsin, Eau Claire	60,400	9	77,800	10
Indiana State University, Terre Haute	62,100	8	77,100	11

Source: SUI and ISU -- AAUP Faculty Compensation Survey acquired through AAU Data Exchange
UNI -- Academe, Bulletin of the American Association University Professors, March-April 2008

(1) Total compensation includes [a] retirement contributions; [b] medical insurance; [c] disability income protection; [d] tuition for faculty dependents; [e] dental insurance; [f] social security; [g] unemployment insurance; [h] group life insurance; [i] workers compensation premiums; [j] other benefits such as moving expenses.

Average Instructional Faculty Salaries and Relative Standing by Academic Rank, AAU Public and Private Institutions, Fall 2007 (Adjusted to SUI Rank Distribution)												
Institution	Professor			Associate Professor			Assistant Professor			Three-Professorial-Ranks Combined		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Stanford	173,687	509	2	122,212	409	1	94,253	308	4	136,559	1,226	1
Harvard	184,817	509	1	106,056	409	6	95,439	308	3	136,088	1,226	2
Cal Tech	162,237	509	9	120,157	409	2	101,284	308	1	132,886	1,226	3
Chicago	170,815	509	4	103,337	409	8	90,680	308	6	128,172	1,226	4
Penn	163,262	509	6	107,534	409	3	95,940	308	2	127,758	1,226	5
Princeton	172,157	509	3	107,487	409	4	81,221	308	16	127,737	1,226	6
New York Univ.	162,369	509	8	102,562	409	9	90,334	308	7	124,320	1,226	7
MIT	151,582	509	12	106,394	409	5	93,312	308	5	121,868	1,226	8
Columbia	162,540	509	7	98,240	409	12	80,516	308	17	120,483	1,226	9
Yale	165,130	509	5	91,300	409	21	81,574	308	14	119,509	1,226	10
Duke	152,609	509	11	102,519	409	10	87,251	308	10	119,479	1,226	11
Northwestern	153,618	509	10	100,543	409	11	87,875	308	9	119,396	1,226	12
Cornell - Endowed	148,160	509	14	103,441	409	7	89,763	308	8	118,571	1,226	13
Wash Univ - St. Louis	150,763	509	13	96,363	409	14	79,956	308	18	114,827	1,226	14
Emory	147,187	509	15	93,358	409	19	78,868	308	20	112,066	1,226	15
Southern Cal	140,065	509	19	93,599	409	18	84,979	308	12	110,725	1,226	16
Cal - Berkeley	140,966	509	17	94,385	409	17	78,468	308	22	109,726	1,226	17
Johns Hopkins	139,778	509	21	95,765	409	15	78,241	308	23	109,635	1,226	18
Rice	137,054	509	23	94,503	409	16	81,573	308	15	108,921	1,226	19
Cal - Los Angeles	141,969	509	16	90,740	409	25	76,768	308	28	108,499	1,226	20
Carnegie Mellon	132,229	509	26	96,444	409	13	84,289	308	13	108,247	1,226	21
North Carolina	138,530	509	22	90,905	409	24	76,913	308	27	107,162	1,226	22
Michigan	137,034	509	24	89,056	409	28	79,304	308	19	106,525	1,226	23
Brown	139,884	509	20	88,042	409	29	74,929	308	29	106,271	1,226	24
Vanderbilt	140,340	509	18	91,047	409	22	69,531	308	46	106,106	1,226	25
Cornell - Contract (publ)	127,821	509	30	92,465	409	20	85,398	308	11	105,368	1,226	26
Virginia	132,658	509	25	90,970	409	23	74,513	308	31	104,143	1,226	27
Maryland	127,492	509	31	89,546	409	26	78,771	308	21	102,593	1,226	28
Rutgers	130,070	509	28	89,430	409	27	72,499	308	36	102,049	1,226	29
Cal - San Diego	131,921	509	27	82,707	409	40	77,542	308	25	101,841	1,226	30
Cal - Irvine	128,719	509	29	83,370	409	37	74,155	308	33	99,882	1,226	31
Texas	126,018	509	33	81,269	409	46	77,574	308	24	98,919	1,226	32
Illinois	125,683	509	34	82,235	409	43	73,687	308	35	98,126	1,226	33
Penn State	125,402	509	35	84,986	409	32	69,527	308	47	97,882	1,226	34
Rochester	118,237	509	43	85,774	409	31	77,240	308	26	97,108	1,226	35
Cal - Santa Barbara	126,975	509	32	79,124	409	51	71,282	308	39	97,020	1,226	36
Minnesota	121,273	509	39	84,342	409	34	72,334	308	37	96,658	1,226	37
Cal - Davis	121,490	509	38	81,475	409	45	74,219	308	32	96,265	1,226	38
Brandeis	116,553	509	45	84,043	409	35	74,621	308	30	95,173	1,226	39
Ohio State	121,552	509	37	80,451	409	48	70,912	308	40	95,118	1,226	40
Colorado	116,384	509	46	84,917	409	33	72,301	308	38	94,812	1,226	41
Washington	116,380	509	47	83,440	409	36	73,897	308	34	94,718	1,226	42
Pittsburgh	121,949	509	36	80,434	409	49	67,684	308	52	94,467	1,226	43
SUNY - Stony Brook	116,180	509	48	86,515	409	30	68,631	308	49	94,338	1,226	44
Case	118,872	509	42	81,539	409	44	69,885	308	43	94,111	1,226	45
SUNY - Buffalo	119,365	509	41	83,283	409	38	66,597	308	54	94,071	1,226	46
Tulane	119,778	509	40	82,401	409	42	66,052	308	55	93,812	1,226	47
Iowa	118,081	509	44	81,011	409	47	69,575	308	45	93,529	1,226	48
Michigan State	116,021	509	49	82,776	409	39	64,151	308	58	91,899	1,226	49
Texas A&M	112,315	509	52	79,783	409	50	70,535	308	41	90,966	1,226	50
Arizona	\$113,107	509	51	\$79,021	409	52	\$69,683	308	44	\$80,826	1,226	51
Indiana	114,014	509	50	77,761	409	54	68,373	308	51	90,453	1,226	52
Wisconsin	106,981	509	57	82,478	409	41	70,385	308	42	89,613	1,226	53
Purdue	111,300	509	53	77,189	409	56	69,231	308	48	89,352	1,226	54
Syracuse	107,020	509	56	78,236	409	53	68,591	308	50	87,763	1,226	55
Kansas	110,504	509	54	76,147	409	57	65,001	308	57	87,611	1,226	56
Iowa State	106,735	509	58	77,622	409	55	67,574	308	53	87,185	1,226	57
Florida	109,272	509	55	73,006	409	59	62,535	308	59	85,432	1,226	58
Nebraska	105,217	509	59	74,383	409	58	65,094	308	56	84,851	1,226	59
Missouri	102,752	509	60	70,758	409	60	58,160	308	61	80,876	1,226	60
Oregon	94,836	509	61	67,502	409	61	61,932	308	60	77,451	1,226	61
Mean	\$131,930			\$88,826			\$76,285			\$103,571		

note: Salaries of faculty on 12-month contracts are adjusted to an academic year basis using a 9/11ths (.818) factor.
source: Annual AAUP Faculty Salary Survey for fulltime instructional faculty as exchanged via the AAU Data Exchange (AAUDE).

Normalized for ISU Rank Distribution

**Average Instructional Faculty Salaries and Relative Standing
by Academic Rank, AAU Public and Private Institutions, Fall 2007**

AAUDE salaries, 2007 5/12/2008

Institution	Professor			Associate Professor			Assistant Professor			Three-Professorial-Ranks Combined		
	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking	Average Salary	N	Salary Ranking
Stanford	\$ 173,687	501	2	\$ 122,212	375	1	\$ 94,253	305	4	\$ 136,828	1,181	1
Harvard	\$ 184,817	501	1	\$ 106,056	375	6	\$ 95,439	305	3	\$ 136,726	1,181	2
Cal Tech	\$ 162,237	501	9	\$ 120,157	375	2	\$ 101,284	305	1	\$ 133,134	1,181	3
Chicago	\$ 170,815	501	4	\$ 103,337	375	8	\$ 90,680	305	6	\$ 128,694	1,181	4
Penn #	\$ 163,262	501	6	\$ 107,534	375	3	\$ 95,940	305	2	\$ 128,181	1,181	5
Princeton	\$ 172,157	501	3	\$ 107,487	375	4	\$ 81,221	305	16	\$ 128,138	1,181	6
New York Univ. #	\$ 162,369	501	8	\$ 102,562	375	9	\$ 90,334	305	7	\$ 124,775	1,181	7
MIT	\$ 151,582	501	12	\$ 106,394	375	5	\$ 93,312	305	5	\$ 122,185	1,181	8
Columbia	\$ 162,540	501	7	\$ 98,240	375	12	\$ 80,516	305	18	\$ 120,940	1,181	9
Yale	\$ 165,130	501	5	\$ 91,300	375	20	\$ 81,574	305	14	\$ 120,108	1,181	10
Duke	\$ 152,609	501	11	\$ 102,519	375	10	\$ 87,251	305	10	\$ 119,825	1,181	11
Northwestern	\$ 153,618	501	10	\$ 100,543	375	11	\$ 87,875	305	9	\$ 119,787	1,181	12
Cornell - Endowed	\$ 148,160	501	14	\$ 103,441	375	7	\$ 89,763	305	8	\$ 118,879	1,181	13
Wash Univ - St. Louis	\$ 150,763	501	13	\$ 96,363	375	14	\$ 79,956	305	19	\$ 115,203	1,181	14
Emory	\$ 147,187	501	15	\$ 93,358	375	17	\$ 78,868	305	21	\$ 112,451	1,181	15
Southern Cal	\$ 140,065	501	18	\$ 93,599	375	16	\$ 84,979	305	12	\$ 111,084	1,181	16
Cal - Berkeley	\$ 140,966	501	20	\$ 94,385	375	19	\$ 78,468	305	17	\$ 110,035	1,181	17
Johns Hopkins	\$ 139,778	501	28	\$ 95,765	375	24	\$ 78,241	305	33	\$ 109,910	1,181	18
Rice - resend data	\$ 137,054	501	22	\$ 94,503	375	15	\$ 81,573	305	15	\$ 109,215	1,181	19
Cal - Los Angeles	\$ 141,969	501	16	\$ 90,740	375	27	\$ 76,768	305	26	\$ 108,864	1,181	20
Carnegie Mellon	\$ 132,229	501	25	\$ 96,444	375	13	\$ 84,289	305	13	\$ 108,485	1,181	21
North Carolina	\$ 138,530	501	21	\$ 90,905	375	23	\$ 76,913	305	25	\$ 107,495	1,181	22
Michigan	\$ 137,034	501	23	\$ 89,056	375	28	\$ 79,304	305	20	\$ 106,891	1,181	23
Brown	\$ 139,884	501	19	\$ 88,042	375	29	\$ 74,929	305	27	\$ 106,648	1,181	24
Vanderbilt	\$ 140,340	501	17	\$ 91,047	375	21	\$ 69,531	305	45	\$ 106,401	1,181	25
Cornell - Contract (publ)	\$ 127,821	501	29	\$ 92,465	375	18	\$ 85,398	305	11	\$ 105,639	1,181	26
Virginia	\$ 132,658	501	24	\$ 90,970	375	22	\$ 74,513	305	29	\$ 104,405	1,181	27
Maryland	\$ 127,492	501	30	\$ 89,546	375	25	\$ 78,771	305	22	\$ 102,861	1,181	28
Rutgers	\$ 130,070	501	27	\$ 89,430	375	26	\$ 72,499	305	34	\$ 102,298	1,181	29
Cal - San Diego	\$ 131,921	501	26	\$ 82,707	375	39	\$ 77,542	305	31	\$ 102,250	1,181	30
Cal - Irvine	\$ 128,719	501	35	\$ 83,370	375	42	\$ 74,155	305	35	\$ 100,228	1,181	31
Texas	\$ 126,018	501	32	\$ 81,269	375	44	\$ 77,574	305	23	\$ 99,298	1,181	32
Illinois	\$ 125,683	501	33	\$ 82,235	375	41	\$ 73,687	305	32	\$ 98,459	1,181	33
Penn State	\$ 125,402	501	34	\$ 84,986	375	32	\$ 69,527	305	46	\$ 98,139	1,181	34
Cal - Santa Barbara	\$ 126,975	501	31	\$ 79,124	375	52	\$ 71,282	305	39	\$ 97,398	1,181	35
Rochester	\$ 118,237	501	43	\$ 85,774	375	31	\$ 77,240	305	24	\$ 97,341	1,181	36
Minnesota	\$ 121,273	501	38	\$ 84,342	375	34	\$ 72,334	305	36	\$ 96,908	1,181	37
Cal - Davis	\$ 121,490	501	39	\$ 81,475	375	46	\$ 74,219	305	38	\$ 96,576	1,181	38
Ohio State	\$ 121,552	501	37	\$ 80,451	375	47	\$ 70,912	305	40	\$ 95,423	1,181	39
Brandeis	\$ 116,553	501	45	\$ 84,043	375	35	\$ 74,621	305	28	\$ 95,401	1,181	40
Colorado	\$ 116,384	501	46	\$ 84,917	375	33	\$ 72,301	305	37	\$ 95,008	1,181	41
Washington	\$ 116,380	501	47	\$ 83,440	375	36	\$ 73,897	305	30	\$ 94,949	1,181	42
Pittsburgh	\$ 121,949	501	36	\$ 80,434	375	48	\$ 67,684	305	52	\$ 94,753	1,181	43
SUNY - Stony Brook	\$ 116,180	501	48	\$ 86,515	375	30	\$ 68,631	305	49	\$ 94,481	1,181	44
Case	\$ 118,872	501	42	\$ 81,539	375	43	\$ 69,885	305	42	\$ 94,367	1,181	45
SUNY - Buffalo	\$ 119,365	501	41	\$ 83,283	375	37	\$ 66,597	305	54	\$ 94,280	1,181	46
Tulane	\$ 119,800	501	40	\$ 82,400	375	40	\$ 66,100	305	55	\$ 94,056	1,181	47
Iowa	\$ 118,081	501	44	\$ 81,011	375	45	\$ 69,575	305	44	\$ 93,783	1,181	48
Michigan State	\$ 116,021	501	49	\$ 82,776	375	38	\$ 64,151	305	58	\$ 92,069	1,181	49
Texas A&M	\$ 112,315	501	52	\$ 79,783	375	50	\$ 70,535	305	41	\$ 91,195	1,181	50
Arizona	\$ 113,107	501	51	\$ 79,021	375	51	\$ 69,683	305	43	\$ 91,069	1,181	51
Indiana	\$ 114,014	501	50	\$ 77,761	375	54	\$ 68,373	305	51	\$ 90,716	1,181	52
Wisconsin	\$ 106,981	501	59	\$ 82,478	375	49	\$ 70,385	305	48	\$ 89,750	1,181	53
Purdue	\$ 111,300	501	53	\$ 77,189	375	56	\$ 69,231	305	47	\$ 89,604	1,181	54
Syracuse	\$ 107,020	501	56	\$ 78,236	375	53	\$ 68,591	305	50	\$ 87,956	1,181	55
Kansas	\$ 110,504	501	54	\$ 76,147	375	57	\$ 65,001	305	57	\$ 87,843	1,181	56
Iowa State	\$ 106,735	501	57	\$ 77,622	375	55	\$ 67,574	305	53	\$ 87,377	1,181	57
Florida	\$ 109,272	501	55	\$ 73,006	375	59	\$ 62,535	305	59	\$ 85,686	1,181	58
Nebraska	\$ 105,217	501	58	\$ 74,383	375	58	\$ 65,094	305	56	\$ 85,064	1,181	59
Missouri	\$ 102,752	501	60	\$ 70,758	375	60	\$ 58,160	305	61	\$ 81,077	1,181	60
Oregon	\$ 94,836	501	61	\$ 67,502	375	61	\$ 61,932	305	60	\$ 77,659	1,181	61
Mean (unweighted)	\$ 131,930	501		\$ 88,826	375		\$ 76,286	305		\$ 103,873	1181	

note: Salaries of faculty on 12-month contracts are adjusted to an academic year basis using a 9/11 factor, unless specified otherwise by the reporting institution. Rankings are based on the magnitude of the average salaries (i.e. largest average salary = 1). 'Unweighted' means are calculated with each institution carrying the weight of one (1). source: Annual AAUP Faculty Salary Surveys as exchanged via the AAU Data Exchange (AAU # 2006-07 data not submitted to AAUDE; current average salaries drawn from Chronicle (headcounts are estimated.)

Average Faculty Salaries by Academic Rank, FY 2008 (Peer institutions as listed by Education Trust*) <u>Peers Adjusted to UNI Rank Distribution</u>												
University	Three Ranks Combined			Assistant Professor			Associate Professor			Professor		
	Average Salary	N	Ranking	Average Salary	N	Ranking	Average Salary	N	Ranking	Average Salary	N	Ranking
University of Alabama	82,100	764	1	65,100	234	3	79,100	224	1	116,000	306	1
Ohio University	74,600	725	2	59,200	233	17	71,300	283	15	96,400	209	5
Indiana University of Pennsylvania-Main	74,100	579	3	59,300	190	16	75,700	177	5	93,800	212	11
Bloomsburg University of Pennsylvania	73,400	354	4	58,200	131	19	74,700	101	7	94,000	122	10
University of North Carolina-Charlotte	73,300	709	5	67,000	267	1	77,200	246	2	105,000	196	2
University of North Texas	72,500	713	6	62,200	221	6	74,100	250	8	96,300	242	6
California State University - Fresno	71,900	526	7	61,900	172	7	73,000	131	11	93,800	223	11
West Virginia University	71,600	749	8	57,800	263	20	68,100	212	24	92,800	274	14
University of Mississippi-Main	70,800	545	9	61,800	211	8	76,200	177	4	100,300	157	4
West Chester University of Pennsylvania	70,400	428	10	62,400	134	5	76,900	147	3	94,200	147	9
University of North Carolina-Greensboro	70,100	540	11	62,800	164	4	75,600	194	6	103,200	182	3
Oakland University	70,000	443	12	60,500	153	11	69,900	169	17	91,400	121	17
University of North Carolina-Wilmington	69,900	462	13	60,500	168	11	72,600	141	12	91,000	153	18
Appalachian State University	69,100	615	14	59,600	200	15	71,700	179	14	86,800	236	23
Central Michigan University	69,000	655	15	55,100	218	30	68,300	163	23	89,700	274	20
Florida A & M University	68,700	509	16	60,200	174	14	71,900	186	13	84,500	149	27
Mississippi State University	68,600	679	17	61,700	243	9	70,600	187	16	92,100	249	15
East Carolina University	68,100	788	18	65,200	313	2	73,500	290	10	94,900	185	8
Kent State University-Main	67,700	689	19	57,600	233	22	69,400	242	21	96,100	214	7
Kutztown University of Pennsylvania	67,000	357	20	55,200	152	27	74,000	108	9	93,500	97	13
University of Nebraska-Omaha	66,800	399	21	57,800	116	20	69,700	138	18	81,000	145	32
Northern Illinois University	66,600	749	22	60,400	218	13	68,400	318	22	90,300	213	19
Northern Arizona University	66,300	651	23	53,400	193	37	64,600	206	32	87,000	252	22
University of Northern Iowa	66,000	493	24	55,200	121	27	67,500	207	25	84,700	165	25
The University of Montana-Missoula	65,189	454	25	54,500	135	33	60,600	129	42	75,900	190	42
Illinois State University	64,300	680	26	60,600	218	10	64,100	226	33	83,500	236	29
Tennessee Technological University	64,300	347	26	52,600	98	40	64,000	95	34	78,700	154	38
Saint Cloud State University	64,300	663	26	55,200	221	27	61,900	162	40	75,500	280	46
North Dakota State University-Main	64,100	481	29	59,200	203	17	64,900	142	30	84,200	136	28
University of Minnesota-Duluth	63,500	348	30	55,100	146	30	69,700	114	18	87,100	88	21
Western Illinois University	63,300	549	31	52,000	176	42	65,500	182	29	85,300	191	24
Montana State University-Bozeman	62,600	404	32	53,900	145	35	62,300	115	39	78,900	144	37
Bowling Green State University-Main	62,500	609	33	56,400	164	24	69,700	284	18	92,000	161	16
Northern Michigan University	62,400	258	34	51,900	85	43	62,800	82	37	80,400	91	33
Eastern Illinois University	62,000	436	35	57,100	127	23	66,700	115	26	83,500	194	29
Winona State University	61,800	354	36	51,700	106	45	58,500	85	48	75,800	163	44
Radford University	61,500	343	37	55,300	145	26	61,900	72	40	75,900	126	42
Murray State University	61,100	305	38	54,700	99	32	64,800	108	31	79,900	98	35
University of Northern Colorado	60,900	351	39	49,500	125	50	59,500	81	45	76,300	145	40
SUNY College At Oswego	60,700	293	40	51,300	124	47	62,600	88	38	75,600	81	45
Georgia Southern University	60,200	590	41	55,600	276	25	65,800	170	27	81,300	144	31
Grand Valley State University	59,100	758	42	52,400	315	41	65,700	294	28	84,700	149	25
Ball State University	58,900	770	43	50,200	325	49	63,300	210	36	79,200	235	36
Indiana State University	58,800	396	44	51,900	142	43	59,400	128	46	76,200	126	41
University of Wisconsin-Whitewater	57,500	298	45	54,100	98	34	60,600	112	42	73,200	88	47
University of Wisconsin-Oshkosh	57,500	297	45	53,800	82	36	59,200	120	47	71,300	95	48
University of Wisconsin-Eau Claire	56,900	337	47	53,000	104	39	56,800	103	50	69,300	130	50
University of West Georgia	56,600	311	48	51,600	144	46	59,700	85	44	80,200	82	34
University of Central Arkansas	55,700	355	49	53,100	170	38	63,400	94	35	76,900	91	39
University of Wisconsin-Stout	55,700	241	49	51,200	104	48	57,400	54	49	70,000	83	49
University of Wisconsin-Stevens Point	55,700	301	48	48,200	108	50	56,800	82	49	69,000	111	50
Mean	\$66,257			\$57,267			\$68,362			\$87,460		

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

Definition of peer institutions: "Competitive" student selectivity, Masters-degree granting, between 5,000 and 14,000 students, and a median SAT score between 1,000 and 1,100.

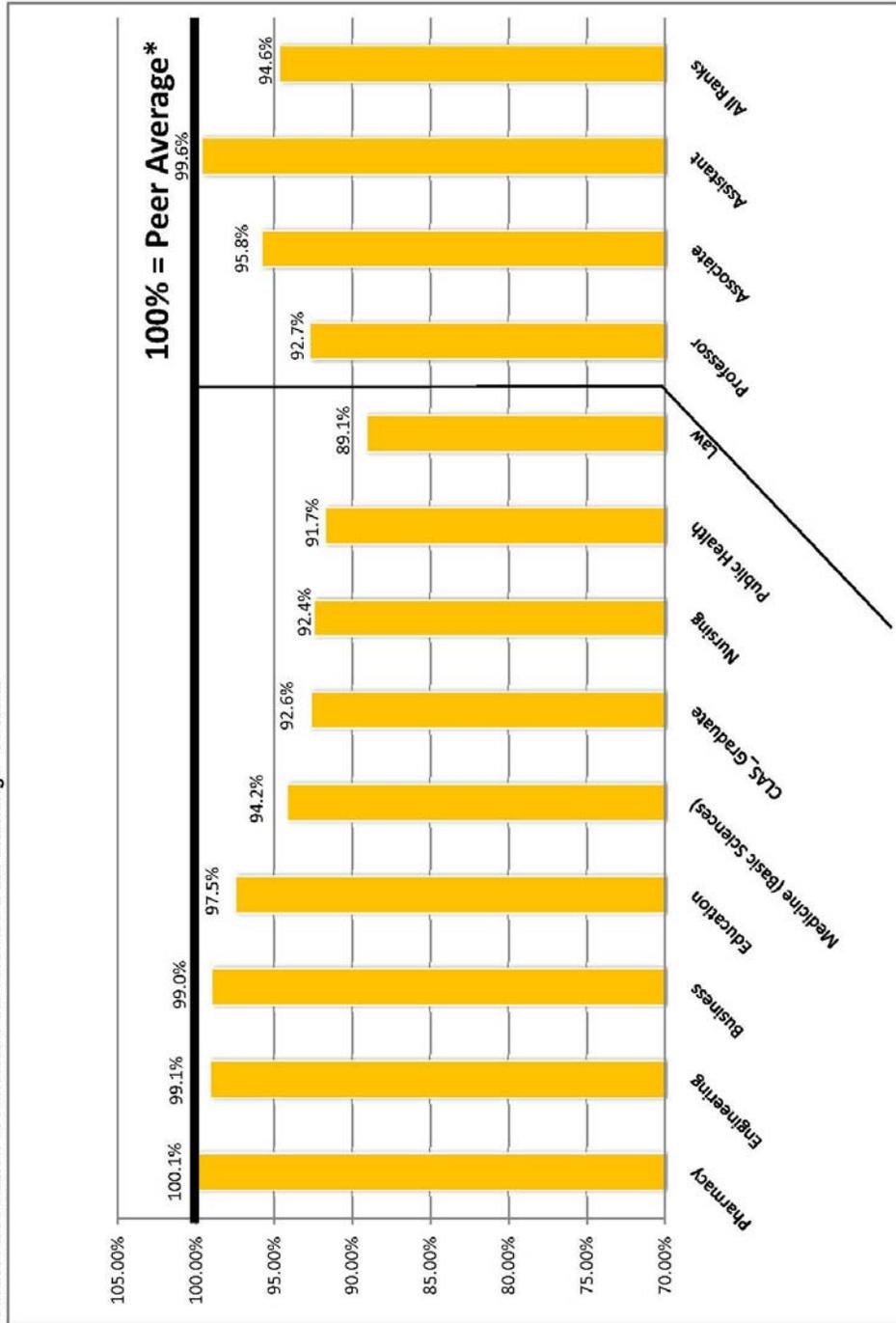
Data not available for the following peer institutions: University of California-Riverside; University of New Hampshire-Main; South Dakota State University; and Stephen F Austin State University

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

THE UNIVERSITY OF IOWA

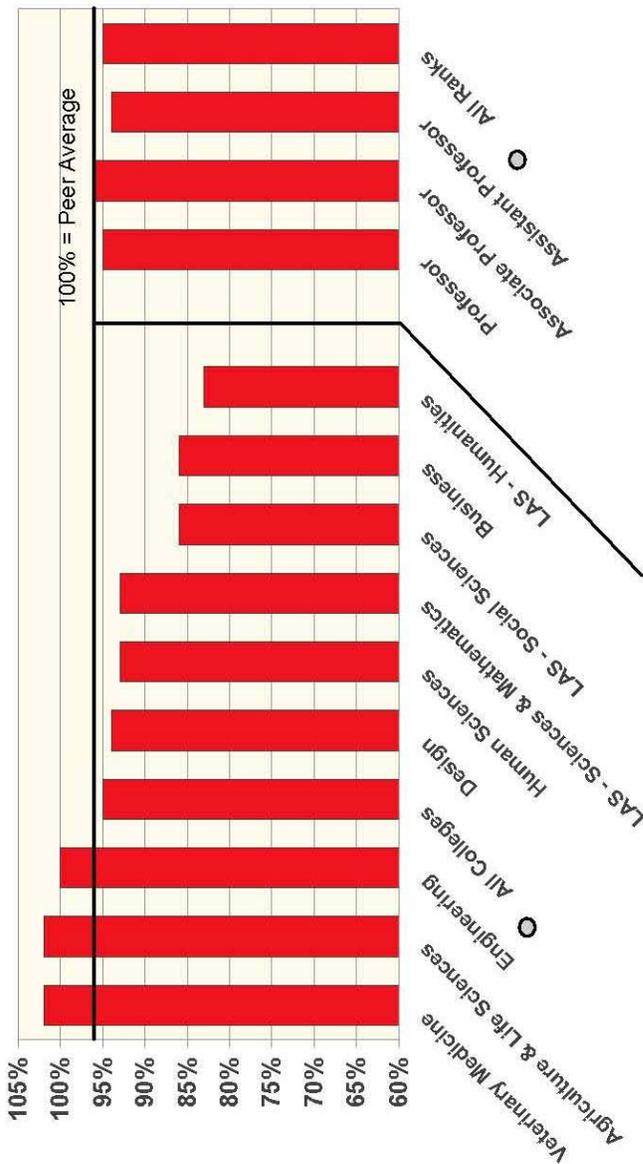
Faculty Salaries - FY 2008

Source: Association of American Universities Data Exchange - AAUDE



*Percentiles by rank do not include the College of Dentistry
 **Peer averages are adjusted to lowa rank distribution, with the exception of the College of Law.

IOWA STATE UNIVERSITY
Faculty Salary as a Percent of Peer Average - FY 2008



AVERAGE FACULTY SALARY INCREASES IN PEER INSTITUTIONS FY 2005 - FY 2009					
	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
SUI PEER GROUP					
Indiana University, Bloomington	2.80%	3.60%	4.00%	4.75%	4.90%
University of Michigan, Ann Arbor	3.00%	3.50%	4.00%	3.75%	4.50%
University of Texas, Austin	3.00%	3.00%	3.00%	4.37%	4.50%
UNIVERSITY OF IOWA	2.10%	3.40%	5.70%	6.96%	4.09%
Ohio State University, Main Campus	3.30%	3.30%	3.50%	4.00%	3.50%
University of Minnesota. Twin Cities	2.50%	3.00%	3.00%	6.30%	3.25%
University of Wisconsin, Madison	1.00%	2.00%	4.30%	2.00%	3.02%
University of North Carolina - Chapel Hill	3.00%	5.00%	6.00%	5.00%	3.00%
University of Illinois, Urbana	3.00%	4.60%	3.70%	4.00%	2.50%
University of California, Los Angeles	1.75%	3.50%	n/a	5.70%	1.78%
University of Arizona	2.00%	6.50%	2.00%	5.40%	0.00%
ISU PEER GROUP					
IOWA STATE UNIVERSITY	2.30%	3.60%	3.80%	6.00%	5.46%
Purdue Univesity, Main Campus	3.30%	3.30%	3.20%	4.10%	4.00%
Ohio State University, Main Campus	3.30%	3.30%	3.50%	4.00%	3.50%
University of Minnesota, Twin Cities	2.50%	3.00%	3.00%	6.30%	3.25%
University of Wisconsin, Madison	1.00%	2.00%	4.30%	2.00%	3.02%
Texas A&M	3.00%	8.20%	3.00%	4.50%	3.00%
Michigan State University	3.00%	3.00%	3.60%	3.50%	3.00%
North Carolina State University	2.50%	2.00%	6.00%	5.00%	3.00%
University of Illinois, Urbana	3.00%	4.60%	3.70%	4.00%	2.50%
University of California, Davis	0.00%	3.80%	3.78%	5.70%	1.78%
University of Arizona	2.00%	6.50%	2.00%	5.40%	0.00%
UNI PEER GROUP					
UNIVERSITY OF NORTHERN IOWA	3.80%	2.50%	3.50%	3.00%	4.00%
University of North Texas	2.00%	2.00%	2.00%	4.00%	4.00%
University of North Carolina, Greensboro	n/a	2.00%	5.50%	7.00%	3.70%
Indiana State University, Terre Haute	2.00%	1.00%	0.00%	3.00%	3.50%
Illinois State University	n/a	3.00%	3.00%	3.00%	3.00%
University of Minnsota, Duluth	2.50%	3.00%	n/a	3.00%	3.00%
Ohio University, Athens	3.50%	2.00%	3.00%	3.00%	3.00%
University of Wisconsin, Eau Claire	1.00%	2.00%	4.00%	n/a	1.00%
Northern Arizona Univesity	5.70%	4.00%	6.10%	5.00%	0.00%
Central Michigan University	4.00%	3.00%	3.50%	3.50%	n/a
California State University, Fresno	n/a	0.00%	n/a	n/a	n/a

REGENT INSTITUTIONS COMPARISON GROUPS
AVERAGE FACULTY SALARIES, 2007-08
AVERAGE FACULTY TOTAL COMPENSATION, 2007-08

COMPARISON GROUPS	Average Faculty Salary (all ranks)	Rank Average Salary	Average Faculty Total Compensation (1)	Rank Total Compensation
University of North Carolina, Chapel Hill	109,700	3	134,362	1
University of Michigan, Ann Arbor	108,900	2	134,075	2
University of Minnesota, Twin Cities	98,700	5	127,331	3
University of Texas, Austin	103,600	4	123,942	4
University of Illinois, Urbana	98,800	6	120,956	5
Ohio State University, Main Campus	95,900	7	120,214	6
UNIVERSITY OF IOWA	93,500	8	118,935	7
University of Wisconsin	93,300	9	118,142	8
University of Arizona	93,400	11	117,639	9
Indiana University, Bloomington	91,100	10	115,596	10
University of California, Los Angeles	117,400	1	n/a	11
University of Minnesota, Twin Cities	98,700	2	127,331	1
Michigan State University	91,200	8	121,754	2
University of Illinois, Urbana	98,800	3	120,956	3
Ohio State University, Main Campus	95,900	4	120,214	4
University of Wisconsin	93,300	5	118,142	5
University of Arizona	93,400	9	117,639	6
Purdue University, Main Campus	89,500	10	117,483	7
North Carolina State University	91,800	7	114,008	8
IOWA STATE UNIVERSITY	87,400	11	112,420	9
Texas A & M	92,400	6	109,859	10
University of California, Davis	103,700	1	n/a	11
Ohio University, Athens	74,600	3	97,700	1
Central Michigan University	69,000	10	95,200	2
California State University, Fresno	71,900	11	92,500	3
Northern Arizona University	70,000	6	88,400	4
University of North Carolina, Greensboro	81,000	1	88,300	5
UNIVERSITY OF NORTHERN IOWA	70,200	4	87,900	6
University of Minnesota, Duluth	68,000	7	86,300	7
University of North Texas	77,900	2	84,700	8
Illinois State University	69,700	5	82,100	9
University of Wisconsin, Eau Claire	60,400	9	77,800	10
Indiana State University, Terre Haute	62,100	8	77,100	11

Source: SUI and ISU -- AUP Faculty Compensation Survey acquired through AAU Data Exchange
UNI -- Academe, Bulletin of the American Association University Professors, March-April 2008

(1) Total compensation includes [a] retirement contributions; [b] medical insurance; [c] disability income protection; [d] tuition for faculty dependents; [e] dental insurance; [f] social security; [g] unemployment insurance; [h] group life insurance; [i] workers compensation premiums; [j] other benefits such as moving expenses.

**Average Faculty Salaries by Academic Rank, FY2008 (MD or equivalent degree holders)
University of Iowa and All AAMC Public and Private Medical Schools by Regional Group**

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
Midwest *	288,200	2,810	2	257,100	3,084	2	221,000	6,107	1	246,000	12,001	1
Northeastern Region *	289,500	3,208	1	265,400	4,148	1	212,400	8,421	2	242,000	15,777	2
University of Iowa	273,100	209	3	208,000	163	5	175,900	201	5	220,500	573	3
South *	266,400	3,419	4	231,300	3,853	3	191,300	7,051	3	220,000	14,323	4
West *	262,300	2,489	5	224,700	2,127	4	184,600	3,390	4	219,400	8,006	5
Mean	\$276,829			\$246,491			\$204,540			\$232,916		

* Midwest, Northeastern Region, South, and West include FY2007 benchmark salary averages x 1.03

** Includes Tenured, Tenure Track and Clinical Track faculty. Administrative Stipends are included in the salary averages.