

UNIVERSITY OF NORTHERN IOWA
AVERAGE BUDGETED SALARIES OF FACULTY STAFF
2006-2007

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	-	\$105,934	-	\$112,731	-	\$86,684	-	\$90,018	-	\$83,141	-	\$72,431	-	\$42,360	-	\$53,335
FTE	-	18.00	-	1.70	-	13.67	-	5.00	-	8.00	-	4.00	-	2.00	-	7.00
Head Count	-	18	-	2	-	14	-	5	-	8	-	4	-	2	-	7
Social & Behavioral Sciences																
Average Salary	-	\$82,368	-	\$73,949	-	\$60,435	-	\$61,753	-	\$47,520	-	\$50,040	-	-	-	-
FTE	-	26.90	-	5.00	-	28.00	-	15.40	-	20.00	-	19.00	-	-	-	-
Head Count	-	27	-	5	-	28	-	16	-	20	-	19	-	-	-	-
Education (including Price Lab School)																
Average Salary	-	\$85,126	-	\$84,453	-	\$68,394	-	\$64,822	-	\$56,413	\$75,324	\$53,890	\$72,870	\$49,513	-	\$49,265
FTE	-	17.00	-	10.33	-	22.00	-	24.02	-	14.00	2.00	18.00	2.47	16.49	-	43.83
Head Count	-	17	-	11	-	22	-	25	-	14	2	18	3	17	-	44
Humanities and Fine Arts																
Average Salary	-	\$74,878	-	\$71,797	-	\$61,030	-	\$57,741	-	\$50,905	-	\$48,605	-	\$39,005	-	\$41,619
FTE	-	30.00	-	19.30	-	28.00	-	27.00	-	21.00	-	14.00	-	7.00	-	6.00
Head Count	-	30	-	20	-	28	-	27	-	21	-	14	-	7	-	6
Natural Sciences																
Average Salary	-	\$82,479	-	\$74,358	-	\$62,403	-	\$58,349	-	\$51,916	-	\$45,393	-	\$55,604	-	\$46,960
FTE	-	30.00	-	6.00	-	31.00	-	10.48	-	22.00	-	10.00	-	0.51	-	3.17
Head Count	-	30	-	6	-	31	-	13	-	22	-	10	-	2	-	4
Other Categories (including Library and Ed Technology)																
Average Salary	\$78,462	\$93,284	\$80,206	\$82,027	\$74,352	-	\$72,210	-	\$55,900	\$86,241	-	-	\$48,185	-	\$41,817	-
FTE	2.00	1.17	1.00	0.67	2.00	-	7.00	-	2.00	1.00	-	-	1.00	-	1.00	-
Head Count	2	2	1	1	2	-	7	-	2	1	-	-	1	-	1	-
Overall University																
Average Salary	\$78,462	\$84,501	\$80,206	\$77,223	\$74,352	\$65,421	\$72,210	\$62,620	\$55,900	\$54,683	\$75,324	\$51,460	\$65,756	\$46,253	\$41,817	\$48,853
FTE	2.00	123.07	1.00	43.00	2.00	122.67	7.00	81.90	2.00	86.00	2.00	65.00	3.47	26.00	1.00	60.00
Head Count	2	124	1	45	2	123	7	86	2	86	2	65	4	28	1	61

STATE BOARD OF REGENTS UNIVERSITIES
2006-2007 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	\$79,043	3.00	\$82,617	166.07	\$82,298	169.07	\$110,691
Associate Professor	72,686	9.00	64,300	204.57	64,096	213.57	\$86,209
Assistant Professor	65,612	4.00	53,296	151.00	53,306	155.00	\$71,696
Instructor	<u>60,401</u>	<u>4.47</u>	<u>48,067</u>	<u>86.00</u>	<u>48,134</u>	<u>90.47</u>	<u>\$64,740</u>
Total	<u>\$69,553</u>	<u>20.47</u>	<u>\$64,274</u>	<u>607.64</u>	<u>\$64,034</u>	<u>628.11</u>	<u>\$86,125</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 2006

STATE BOARD OF REGENTS UNIVERSITIES
2006-2007 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	\$78,462	2.00	\$84,501	123.07	\$84,176	125.07
Associate Professor	74,352	2.00	65,421	122.67	65,347	124.67
Assistant Professor	55,900	2.00	54,683	86.00	54,480	88.00
Instructor	<u>65,756</u>	<u>3.47</u>	<u>46,253</u>	<u>26.00</u>	<u>47,141</u>	<u>29.47</u>
Total	<u>\$68,173</u>	<u>9.47</u>	<u>\$68,010</u>	<u>357.74</u>	<u>\$67,695</u>	<u>367.21</u>

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

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

Source: Institutional Reports

STATE BOARD OF REGENTS UNIVERSITIES
2006-2007 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	\$80,206	1.00	\$77,223	43.00	\$76,959	44.00
Associate Professor	72,210	7.00	62,620	81.90	62,341	88.90
Assistant Professor	75,324	2.00	51,460	65.00	51,763	67.00
Instructor	<u>41,817</u>	<u>1.00</u>	<u>48,853</u>	<u>60.00</u>	<u>48,613</u>	<u>61.00</u>
Total	<u>\$66,939</u>	<u>11.00</u>	<u>\$58,925</u>	<u>249.90</u>	<u>\$58,880</u>	<u>260.90</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

UNIVERSITY OF NORTHERN IOWA
Salary Range of Teaching/Research Assistants
2005-2006 and 2006-2007

	<u>2005-2006</u>	<u>2006-2007</u>	<u>Percent Increase</u>
<u>Graduate Assistants</u>			
Masters*	\$7,624	\$7,832	2.7%
Doctoral	11,424	11,740	2.7%
Average		\$8,448	

Based on half-time 9-month workloads for both 2005-2006 and 2006-2007.

Based on fiscal year compensation.

* Exception:

Biology	\$15,240	\$15,660	2.7%
Chemistry	15,240	15,660	2.7%
Environmental Science	11,424	11,740	2.7%
Geography	10,160	10,440	2.7%

December 2006

UNIVERSITY OF NORTHERN IOWA
AVERAGE SALARY INCREASES OF CONTINUING EMPLOYEES
AS A PERCENT OF SALARY IN PRIOR YEAR
2006-2007

Year	Faculty and Institutional Officials (A)			Professional and Scientific			General Service Staff	
	M	F	Total	M	F	Total		
1994-95	3.9%	4.4%	4.0%	3.9%	4.2%	4.0%	B	
1995-96	3.9%	4.4%	4.0%	4.2%	4.2%	4.2%	C	
1996-97	3.9%	4.3%	4.0%	3.9%	4.4%	4.1%	D	
1997-98	3.7%	4.7%	4.0%	4.2%	4.2%	4.2%	E	
1998-99	3.9%	4.4%	4.1%	4.5%	4.4%	4.4%	F	
1999-00	3.8%	4.4%	4.0%	4.0%	4.0%	4.0%	G	
2000-01	3.9%	4.3%	4.0%	4.0%	4.0%	4.0%	H	
2001-02	5.5%	5.9%	5.6%	5.5%	5.8%	5.6%	I	
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%	J	1.5%	1.5%	J	3.6%
2006-07	1.9%	2.1%	2.0%	K	1.9%	2.1%	K	4.2%

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

The 1994-95 Unit Faculty increase was 4.0%.

The 1995-96 Unit Faculty increase was 4.0%.

The 1996-97 Unit Faculty increase was 4.0%.

The 1997-98 Unit Faculty increase was 4.0%.

The 1998-99 Unit Faculty increase was 4.0%.

The 1999-00 Unit Faculty increase was 4.0%.

The 2000-01 Unit Faculty increase was 4.0%.

The 2001-02 Unit Faculty increase was 5.6%.

The 2002-03 Unit Faculty increase was 5.6%.

The 2003-04 Unit Faculty increase was 3.5%.

The 2004-05 Unit Faculty increase was 3.75%.

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

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

(B) 2.0 percent 7-1-94, two percent 1-1-95, and Merit Step Increases continue in effect.

(C) 3.0 percent 7-1-95, and Merit Step Increases continue in effect.

(D) 2.5 percent increase 7-1-96 plus a \$300 bonus for employees on step 8. Merit Step Increases continue in effect.

(E) 3.0 percent 7-1-97, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

(F) 3.0 percent 7-1-98, and Merit Step Increases continue in effect, consistent with the AFSCME contract.

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

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

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

(J) 1.5 percent 7-1-05. An additional 1% will be allocated on 1-1-06.

(K) 2.0 percent 7-1-06. An additional 1.5% will be allocated on 1-1-07.

UNIVERSITY OF NORTHERN IOWA
Average Professional & Scientific Salaries
2006 - 2007

Average University-wide P&S Salary:	\$53,815
Male:	\$58,273
Female:	\$49,944
Average University-wide P&S Total Compensation:	\$74,695
Average University-wide Regents Merit Total Salary:	\$36,442
Average University-wide Regents Merit Total Compensation:	\$53,570

December 2006

REGENT INSTITUTION COMPARISON GROUPS
ESTIMATED AVERAGE FACULTY SALARY INCREASES, 2006-2007

<u>Regent Comparison Group*</u>	<u>Average Faculty Salary 2005-2006 (1) (in thousands)</u>	<u>Estimated Average Percent Increase (2) 2006-2007</u>	<u>Estimated Average Faculty Salary 2006-2007 (in thousands)</u>
University of North Carolina, Greensboro	69.4	5.50%	73.2
Central Michigan University	68.7	3.50%	71.1
Ohio University, Athens	68.8	3.00%	70.9
University of North Texas	68.1	2.00%	69.5
UNIVERSITY OF NORTHERN IOWA	66.6	3.50%	68.9
Northern Arizona University	63.6	6.10%	67.5
Illinois State University	63.5	3.00%	65.4
University of Wisconsin, Eau Claire	58.4	4.00%	60.7
Indiana State University, Terre Haute	60.5	0.00%	60.5

(1) Academe, the Bulletin of the American Association of University Professors, Special Bulletin for March/April 2006. Average salaries are weighted average salaries. The 2006-2007 salaries are estimated from information provided by the universities. The averages shown in the table are for the rank of professor, associate professor, and assistant professor.

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

*Data from the California State University, Fresno and the University of Minnesota, Duluth were not available.

December 2006

Average Faculty Salaries by Academic Rank, FY 2006

(Peer institutions as listed by Education Trust*)

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	106,400	176	1	72,000	202	3	64,900	139	1	81,802	517	1
University of New Hampshire-Main	99,800	176	2	74,700	202	1	63,700	139	2	80,287	517	2
University of Alabama	97,800	176	3	70,900	202	4	56,100	139	8	76,078	517	3
West Chester University of Pennsylvania	89,000	176	7	72,100	202	2	59,100	139	3	74,358	517	4
University of North Carolina-Charlotte	92,000	176	4	67,900	202	9	58,900	139	4	73,685	517	5
Indiana University of Pennsylvania-Main	88,300	176	9	70,800	202	5	55,200	139	12	72,563	517	6
Bloomsburg University of Pennsylvania	87,600	176	11	69,300	202	7	54,900	139	14	71,658	517	7
University of North Carolina-Greensboro	89,100	176	6	65,800	202	16	56,000	139	9	71,097	517	8
Ohio University	88,900	176	8	66,500	202	10	54,600	139	15	70,926	517	9
Kutztown University of Pennsylvania	87,900	176	10	69,900	202	6	50,800	139	37	70,892	517	10
Oakland University	86,300	176	14	66,300	202	13	57,700	139	7	70,796	517	11
Kent State University-Main	90,400	176	5	65,700	202	17	53,200	139	24	70,748	517	12
East Carolina University	86,300	176	15	64,900	202	18	58,500	139	5	70,464	517	13
Bowling Green State University-Main	86,900	176	12	65,900	202	15	53,900	139	19	69,823	517	14
California State University - Fresno	86,500	176	13	66,500	202	11	52,900	139	26	69,652	517	15
University of Minnesota-Duluth	83,000	176	20	68,200	202	8	53,800	139	20	69,367	517	16
Florida A & M University	80,900	176	22	66,300	202	12	58,200	139	6	69,092	517	17
University of North Texas	84,600	176	16	63,900	202	20	54,200	139	18	68,339	517	18
University of Mississippi-Main	83,700	176	18	63,300	202	22	55,300	139	11	68,094	517	19
Central Michigan University	84,100	176	17	64,900	202	19	52,300	139	29	68,049	517	20
Northern Illinois University	83,400	176	19	63,500	202	21	53,500	139	22	67,586	517	21
University of Nebraska-Omaha	76,900	176	29	66,100	202	14	55,500	139	10	66,927	517	22
University of Northern Iowa	81,100	176	21	63,200	202	23	53,000	139	25	66,551	517	23
Mississippi State University	79,200	176	26	63,000	202	24	53,700	139	21	66,015	517	24
University of North Carolina-Wilmington	78,300	176	27	62,500	202	25	55,000	139	13	65,862	517	25
West Virginia University	79,800	176	25	61,700	202	28	51,500	139	34	65,119	517	26
Grand Valley State University	80,200	176	23	61,600	202	29	48,300	139	47	64,356	517	27
Western Illinois University	79,900	176	24	61,000	202	31	48,800	139	46	64,154	517	28
Appalachian State University	74,300	176	38	62,100	202	26	53,500	139	23	63,941	517	29
Illinois State University	76,700	176	30	59,100	202	38	54,500	139	16	63,855	517	30
North Dakota State University-Main	74,500	176	35	60,800	202	32	54,400	139	17	63,743	517	31
Murray State University	76,300	176	31	61,100	202	30	51,000	139	35	63,559	517	32
Eastern Illinois University	74,600	176	34	60,700	202	33	51,000	139	36	62,824	517	33
Georgia Southern University	75,500	176	33	59,100	202	39	52,000	139	31	62,774	517	34
Northern Arizona University	77,800	176	28	57,900	202	44	49,600	139	40	62,443	517	35
Tennessee Technological University	72,900	176	41	61,800	202	27	49,400	139	42	62,245	517	36
Montana State University-Bozeman	73,500	176	40	59,300	202	35	51,800	139	33	62,118	517	37
Indiana State University	74,500	176	36	58,200	202	41	50,500	139	38	61,679	517	38
Saint Cloud State University	72,900	176	42	58,000	202	43	52,100	139	30	61,486	517	39
South Dakota State University	69,400	176	50	59,200	202	36	52,400	139	28	60,844	517	40
University of Wisconsin-Whitewater	70,600	176	46	57,400	202	45	52,900	139	27	60,684	517	41
University of West Georgia	75,800	176	32	55,900	202	49	48,200	139	49	60,604	517	42
Winona State University	74,400	176	37	56,200	202	47	49,500	139	41	60,594	517	43
Ball State University	73,600	176	39	58,800	202	40	46,500	139	54	60,531	517	44
SUNY College At Oswego	70,200	176	47	59,900	202	34	48,900	139	45	60,449	517	45
Radford University	70,100	176	48	57,200	202	46	51,900	139	32	60,167	517	46
University of Central Arkansas	70,000	176	49	59,200	202	37	48,300	139	48	59,946	517	47
Northern Michigan University	72,800	176	43	56,200	202	48	47,100	139	51	59,404	517	48
University of Wisconsin-Oshkosh	68,500	176	51	58,200	202	42	49,400	139	43	59,340	517	49
The University of Montana-Missoula	70,800	176	45	55,400	202	50	49,800	139	39	59,137	517	50
University of Northern Colorado	71,800	176	44	54,000	202	53	46,600	139	53	58,070	517	51
University of Wisconsin-Eau Claire	67,600	176	54	55,300	202	51	49,100	139	44	57,820	517	52
University of Wisconsin-Stout	68,400	176	52	55,200	202	52	47,300	139	50	57,570	517	53
University of Wisconsin-Stevens Point	67,800	176	53	53,700	202	54	45,300	139	55	56,242	517	54
Stephen F Austin State University	66,400	176	55	53,300	202	55	47,000	139	52	56,066	517	55
Mean	\$79,455			\$62,211			\$52,609			\$65,500		

*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 Source: ACADEME, AAUP, March-April 2006.