

Faculty Salary Model - Fall 2021 (Fiscal Year 2021-22)

Average Salary AAUP West North Central Region* (Survey Report Table 4)

This region includes the states of Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota

Individuals with a Doctorate or Approved Equivalent (LL = 90% of Index, UL = 105% of Index)

Rank	FY15	FY16	FY17	FY18	FY19	FY20	Rolling Avg	Faculty with Doctorate or Equivalent			
								Fall 19 Index	Lower Limit	Upper Limit	Mean of U & L
Professor	\$84,917	\$84,142	\$82,107	\$88,247	\$88,436	\$90,313	1.30%	\$91,484.08	\$82,336	\$96,058	\$89,197
Associate	\$69,804	\$69,005	\$67,518	\$74,306	\$73,766	\$75,682	1.72%	\$76,987.48	\$69,289	\$80,837	\$75,063
Assistant	\$59,377	\$59,616	\$58,406	\$62,512	\$63,076	\$65,178	1.93%	\$66,434.33	\$59,791	\$69,756	\$64,773
Instructor	\$44,880	\$48,552	\$49,514	\$48,655	\$49,345	\$51,292	2.76%	\$52,706.86	\$47,436	\$55,342	\$51,389

Faculty with Less than a Doctorate (85% of Doctoral Limits)			
Rank	Lower Limit	Upper Limit	Mean of U&L
Professor	\$69,985	\$81,650	\$75,817
Associate	\$58,895	\$68,711	\$63,803
Assistant	\$50,822	\$59,293	\$55,057
Instructor	\$40,321	\$47,041	\$43,681

Calculations

Rolling 5-Year Average Increase: The percentage increases for the most recent five years are calculated and then averaged: the salary for the previous year is subtracted from the current year and divided by the previous year to yield a percentage. These percentages are added together and divided by 5.

FY Estimate: The salary estimate for the upcoming year is derived by multiplying the most recent salary for each rank by its rolling five year average increase.

Upper and lower limits: The upper and lower limits of the salary range for each rank are computed by multiplying the estimate for each rank by 105% and 90%, respectively.

Less than a Doctorate: The upper and lower limits of the salary range for each rank is equivalent to the salary ranges for doctoral qualified faculty multiplied by 85%. This model is used for individuals who hold degrees less than a doctorate or a recognized equivalent.