

**Faculty Salary Model - Fall 2023  
(Fiscal Year 2023-24)**

**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	FY17	FY18	FY19	FY20	FY21	FY22	Rolling Avg	Faculty with Doctorate or Equivalent			
								Fall 23 Index	Lower Limit	Upper Limit	Mean of U & L
Professor	\$82,107	\$88,247	\$88,436	\$90,313	\$87,635	\$90,043	1.92%	\$91,771.32	\$82,594	\$96,360	\$89,477
Associate	\$67,518	\$74,306	\$73,766	\$75,682	\$73,790	\$75,300	2.29%	\$77,027.49	\$69,325	\$80,879	\$75,102
Assistant	\$58,406	\$62,512	\$63,076	\$65,178	\$64,541	\$65,528	2.36%	\$67,076.66	\$60,369	\$70,430	\$65,400
Senior Inst								\$60,272.78	\$57,403	\$63,286	\$60,345
Assoc Inst								\$57,402.65	\$53,138	\$60,273	\$56,706
Asst Inst								\$54,669.19	\$49,202	\$57,403	\$53,302
Instructor	\$49,514	\$48,655	\$49,345	\$51,292	\$51,374	\$53,762	1.69%	\$54,669.19	\$49,202	\$57,403	\$53,302

Faculty with Less than a Doctorate (85% of Doctoral Limits)			
Rank	Lower Limit	Upper Limit	Mean of U&L
Assistant	\$51,314	\$59,866	\$55,590
Senior Inst	\$48,792	\$53,793	\$51,293
Assoc Inst	\$45,168	\$51,232	\$48,200
Asst Inst	\$41,822	\$48,792	\$45,307
Instructor	\$41,822	\$48,792	\$45,307

**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.