

**Faculty Salary Model - Fall 2018
(Fiscal Year 2018-19)**

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	FY12	FY13	FY14	FY15	FY16	FY17	Rolling Avg	Faculty with Doctorate or Equivalent			
								Fall 18 Estimate	Lower Limit	Upper Limit	Mean of U & L
Professor	\$81,916	\$82,473	\$83,114	\$84,917	\$84,142	\$82,107	0.06%	\$82,155.49	\$73,940	\$86,263	\$80,102
Associate	\$66,565	\$67,922	\$68,334	\$69,804	\$69,005	\$67,518	0.30%	\$67,720.13	\$60,948	\$71,106	\$66,027
Assistant	\$57,481	\$57,553	\$58,525	\$59,377	\$59,616	\$58,406	0.33%	\$58,597.90	\$52,738	\$61,528	\$57,133
Instructor	\$43,750	\$44,955	\$45,487	\$44,880	\$48,552	\$49,514	2.55%	\$50,778.24	\$45,700	\$53,317	\$49,509

Faculty with Less than a Doctorate (85% of Doctoral Limits)			
Rank	Lower Limit	Upper Limit	Mean of U&L
Professor	\$62,849	\$73,324	\$68,086
Associate	\$51,806	\$60,440	\$56,123
Assistant	\$44,827	\$52,299	\$48,563
Instructor	\$38,845	\$45,320	\$42,082

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.