

**Faculty Salary Model - Fall 2020  
(Fiscal Year 2020-21)**

**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	FY14	FY15	FY16	FY17	FY18	FY19	Rolling Avg	Faculty with Doctorate or Equivalent				5 yr Rolling Avg Incr
								Fall 19 Index	Lower Limit	Upper Limit	Mean of U & L	
Professor	\$83,114	\$84,917	\$84,142	\$82,107	\$88,247	\$88,436	1.31%	\$89,591.03	\$80,632	\$94,071	\$87,351	0.0131
Associate	\$68,334	\$69,804	\$69,005	\$67,518	\$74,306	\$73,766	1.64%	\$74,972.60	\$67,475	\$78,721	\$73,098	0.0164
Assistant	\$58,525	\$59,377	\$59,616	\$58,406	\$62,512	\$63,076	1.55%	\$64,055.06	\$57,650	\$67,258	\$62,454	0.0155
Instructor	\$45,487	\$44,880	\$48,552	\$49,514	\$48,655	\$49,345	1.70%	\$50,185.05	\$45,167	\$52,694	\$48,930	0.0170

Faculty with Less than a Doctorate (85% of Doctoral Limits)			
Rank	Lower Limit	Upper Limit	Mean of U&L
Professor	\$68,537	\$79,960	\$74,249
Associate	\$57,354	\$66,913	\$62,134
Assistant	\$49,002	\$57,169	\$53,086
Instructor	\$38,392	\$44,790	\$41,591

**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.