

**Faculty Salary Model - Fall 2024  
(Fiscal Year 2024-2025)**

**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	FY18	FY19	FY20	FY21	FY22	FY23	Rolling Avg	Faculty with Doctorate or Equivalent			
								Fall 24 Index	Lower Limit	Upper Limit	Mean of U & L
Professor	\$88,247	\$88,436	\$90,313	\$87,635	\$90,043	\$92,817	1.04%	\$93,782.27	\$84,404	\$98,471	\$91,438
Associate	\$74,306	\$73,766	\$75,682	\$73,790	\$75,300	\$77,945	0.99%	\$78,713.49	\$70,842	\$82,649	\$76,746
Assistant	\$62,512	\$63,076	\$65,178	\$64,541	\$65,528	\$67,658	1.61%	\$68,745.56	\$61,871	\$72,183	\$67,027
Senior Inst								\$63,197.96	\$60,189	\$66,358	\$63,273
Assoc Inst								\$60,188.54	\$55,717	\$63,198	\$59,458
Asst Inst								\$57,322.42	\$51,590	\$60,189	\$55,889
Instructor	\$48,655	\$49,345	\$51,292	\$51,374	\$53,762	\$55,771	2.78%	\$57,322.42	\$51,590	\$60,189	\$55,889

Faculty with Less than a Doctorate (85% of Doctoral Limits)			
Rank	Lower Limit	Upper Limit	Mean of U&L
Assistant	\$52,590	\$61,355	\$56,973
Senior Inst	\$51,160	\$56,404	\$53,782
Assoc Inst	\$47,360	\$53,718	\$50,539
Asst Inst	\$43,852	\$51,160	\$47,506
Instructor	\$43,852	\$51,160	\$47,506

**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.