

**Faculty Salary Model - Fall 2019
(Fiscal Year 2019-20)**

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	FY13	FY14	FY15	FY16	FY17	FY18	Rolling Avg	Faculty with Doctorate or Equivalent				5 yr Rolling Avg Incr
								Fall 19 Index	Lower Limit	Upper Limit	Mean of U & L	
Professor	\$82,473	\$83,114	\$84,917	\$84,142	\$82,107	\$88,247	1.42%	\$89,498.94	\$80,549	\$93,974	\$87,261	0.0142
Associate	\$67,922	\$68,334	\$69,804	\$69,005	\$67,518	\$74,306	1.90%	\$75,719.57	\$68,148	\$79,506	\$73,827	0.0190
Assistant	\$57,553	\$58,525	\$59,377	\$59,616	\$58,406	\$62,512	1.71%	\$63,580.66	\$57,223	\$66,760	\$61,991	0.0171
Instructor	\$44,955	\$45,487	\$44,880	\$48,552	\$49,514	\$48,655	1.66%	\$49,460.46	\$44,514	\$51,933	\$48,224	0.0166

Faculty with Less than a Doctorate (85% of Doctoral Limits)			
Rank	Lower Limit	Upper Limit	Mean of U&L
Professor	\$68,467	\$79,878	\$74,172
Associate	\$57,925	\$67,580	\$62,753
Assistant	\$48,639	\$56,746	\$52,692
Instructor	\$37,837	\$44,143	\$40,990

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.