

**Faculty Salary Model - Fall 2025
(Fiscal Year 2025-2026)**

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	Fall 19	Fall 20	Fall 21	Fall 22	Fall 23	Fall 24	Rolling Avg	Faculty with Doctorate or Equivalent			
								Fall 25 Index	Lower Limit	Upper Limit	Mean of U&L
Professor	\$88,436	\$90,313	\$87,635	\$90,043	\$92,817	\$97,318	1.97%	\$99,232.25	\$89,309	\$104,194	\$96,751
Associate Professor	\$73,766	\$75,682	\$73,790	\$75,300	\$77,945	\$80,479	1.78%	\$81,912.72	\$73,721	\$86,008	\$79,865
Assistant Professor	\$63,076	\$65,178	\$64,541	\$65,528	\$67,658	\$69,985	2.11%	\$71,465.08	\$64,319	\$75,038	\$69,678
Senior Instructor								\$68,888.77	\$65,609	\$72,333	\$68,971
Associate Instructor								\$65,608.35	\$60,734	\$68,889	\$64,811
Assistant Instructor	\$49,345	\$51,292	\$51,374	\$53,762	\$55,771	\$60,060	4.04%	\$62,484.15	\$56,236	\$65,608	\$60,922

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.

Faculty with Less than a Doctorate (85% of Doctoral Limits)			
Rank	Lower Limit	Upper Limit	Mean of U&L
Assistant Prof	\$54,671	\$63,783	\$59,227
Senior Inst	\$55,768	\$61,483	\$58,626
Assoc Inst	\$51,624	\$58,555	\$55,090
Asst Inst	\$47,801	\$55,767	\$51,784