

# IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

## **Peer Land Grant Universities Faculty Salary Comparisons 2008-2009 through 2018-2019**

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**Institutional Research Report 2018**

**May 1, 2019**

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**Iowa State University  
Peer Land Grant Universities Faculty Salary Comparisons  
2008-2009 through 2018-2019**

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# Introduction



# Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2008-2009 through 2018-2019

## INTRODUCTION

This report compares Iowa State University's average nine-month faculty salaries to those of the peer land grant universities for the academic years 2008-2009 through 2018-2019. The report is organized into three sections: summary data for the colleges with the College of Liberal Arts and Sciences broken down into three divisions; departmental data within each college; and footnotes.

All twelve-month salaries have been converted to nine-month equivalents for comparison purposes. The complete methodology used in the comparisons is described on page iii.

## DISCUSSION

The 2018-2019 average nine-month salaries and comparative indices by faculty rank for the total university are:

Faculty Rank	Average Salary	Comparative Index
Professor	\$131,478	0.88
Associate Professor	\$100,105	0.90
Assistant Professor	\$88,009	0.91
All Ranks	\$109,689	0.89

Figure 1 and Figure 2 display the total university average salaries and indices by rank from 2008-2009 through 2018-2019.

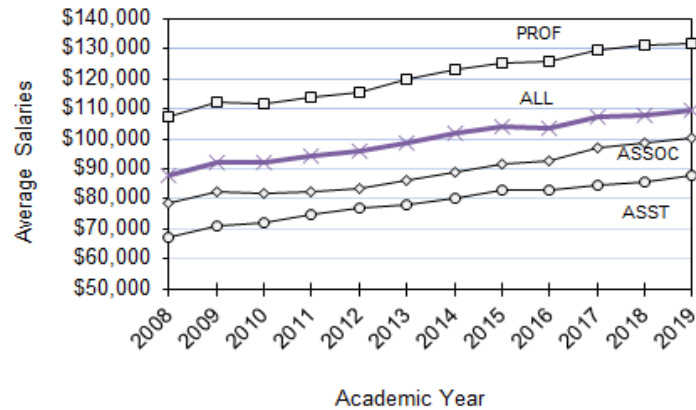


Figure 1. Iowa State University Average Faculty Salaries by Rank

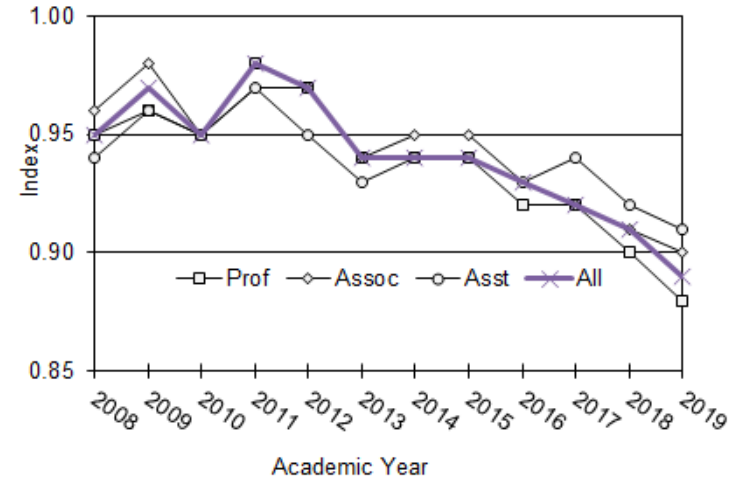


Figure 2. Index of Iowa State University Average Faculty Salaries Compared With Those of the Peers

From 2008-2009 through 2018-2019 the indices for *all ranks combined* range from 0.97 in 2008-09 to 0.89 in 2018-2019. During this time the average percent increases in salaries for continuing faculty range from 0.0% in 2009 and 2017 to 5.5% in 2008-2009. The following table presents for each year the comparative index and the average percent increase in salaries for continuing faculty at Iowa State University.

Academic Year	Comparative Index	Average % Increase for Continuing Faculty
2008-2009	0.97	5.5%
2009-2010	0.95	0.0%
2010-2011	0.98	1.9%
2011-2012	0.97	2.3%
2012-2013	0.94	2.4%
2013-2014	0.94	3.2%
2014-2015	0.94	3.5%
2015-2016	0.93	1.4%
2016-2017	0.92	3.8%
2017-2018	0.91	0.0%
2018-2019	0.89	1.0%



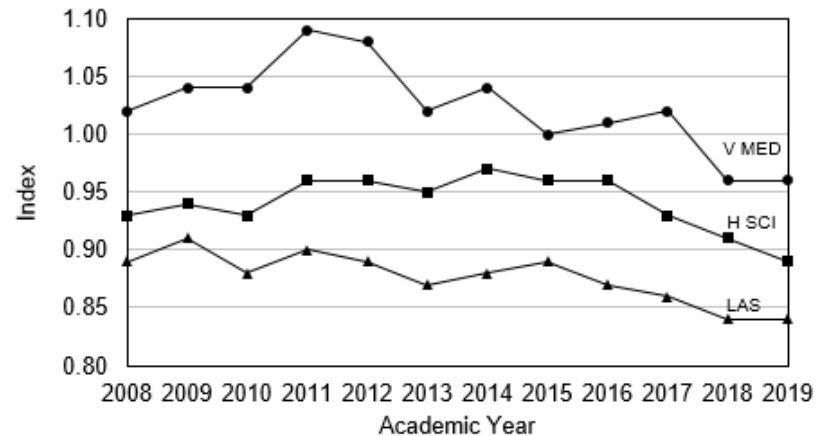
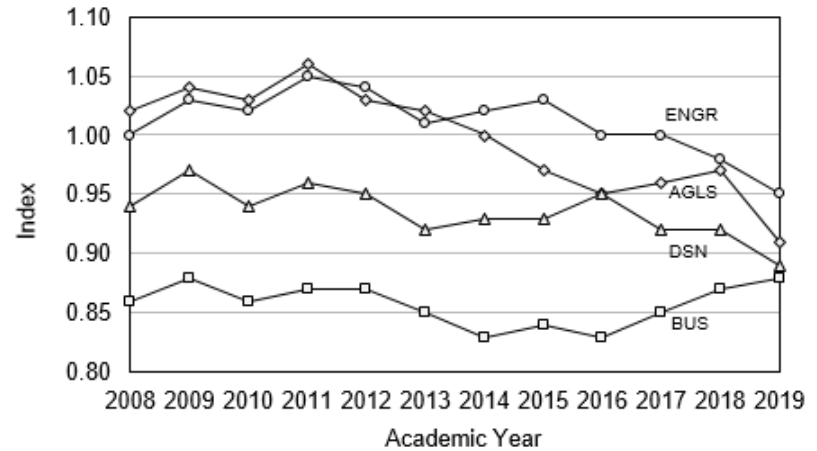
## Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2008-2009 through 2018-2019

By college, the 2018-2019 indices for the Professor rank range from 0.77 in the College of Liberal Arts and Sciences (Social Sciences) to 0.97 in the College Engineering. Indices for Associate Professors range from 0.74 in the College of Liberal Arts and Sciences (Social Sciences) to 0.97 in the Colleges of Design. Assistant Professor Indices range from 0.84 in the College of Liberal Arts and Sciences (Social Sciences) to 1.02 in the College of Veterinary Medicine. The 2016-2017 average nine-month salaries and indices for each college and the three divisions within Liberal Arts and Sciences are as follows:

	Professor	Associate Professor	Assistant Professor
<b>Agriculture &amp; Life Sciences</b>			
Average Salary	\$123,228	\$94,104	\$83,834
Comparative Index	0.90	0.91	0.93
<b>Business</b>			
Average Salary	\$207,993	\$167,725	\$155,677
Comparative Index	0.86	0.89	0.89
<b>Design</b>			
Average Salary	\$102,369	\$85,120	\$66,303
Comparative Index	0.86	0.96	0.87
<b>Engineering</b>			
Average Salary	\$158,550	\$108,467	\$91,435
Comparative Index	0.97	0.93	0.93
<b>Human Sciences</b>			
Average Salary	\$118,950	\$87,678	\$74,355
Comparative Index	0.86	0.90	0.90
<b>Liberal Arts and Sciences</b>			
<b>Humanities</b>			
Average Salary	\$100,994	\$75,381	\$65,249
Comparative Index	0.82	0.86	0.88
<b>Science and Mathematics</b>			
Average Salary	\$128,617	\$94,329	\$85,789
Comparative Index	0.84	0.89	0.90
<b>Social Sciences</b>			
Average Salary	\$125,495	\$87,481	\$82,460
Comparative Index	0.76	0.77	0.86
<b>All Divisions</b>			
Average Salary	\$123,482	\$84,144	\$78,893
Comparative Index	0.82	0.86	0.89
<b>Veterinary Medicine</b>			
Average Salary	\$140,661	\$110,797	\$99,008
Comparative Index	0.94	0.96	1.00
<b>All Colleges</b>			
Average Salary	\$131,478	\$100,105	\$88,009
Comparative Index	0.88	0.90	0.91

The college indices for all ranks combined are shown below.

Figure 4. Index by College of Iowa State University Average Faculty Salaries Compared with Those of Peers.





# Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2008-2009 through 2018-2019

## METHODOLOGY

The data used for the salary comparisons are collected through the Association of American Universities Data Exchange (AAUDE) and the Oklahoma State University *Faculty Salary Survey by Discipline*.

The peer land grant universities are:

University of California–Davis	Ohio State University
University of Illinois–Urbana	Pennsylvania State University
Michigan State University	Purdue University
University of Minnesota	Texas A&M University
North Carolina State University	University of Wisconsin–Madison

Disciplines are identified by a set of codes developed by the National Center for Education Statistics to provide a standard means of describing instructional programs. The university providing the data assigns a code to each discipline. These codes have been configured into collegiate structures similar to those at Iowa State University. In some cases more than one peer code has been used to form a department. For example, the peer data for Music and Theater may be reported separately by some institutions but are used to form a Department of Music and Theater. A discipline may be transferred to another college. For example, all peer Art departments are in the College of Design to correspond with Iowa State University.

Faculty are defined as those persons holding the traditional three faculty ranks of tenure-eligible faculty with a full-time equivalent (FTE) appointment are included. Excluded are faculty on leave-without-pay, appointments equivalent to Lecturer or Instructor or any faculty member who is not in a tenured or tenure-eligible position. Faculty with appointments of Assistant Dean, Associate Dean, Dean or higher are also excluded. In most cases chairpersons are included at full salary since supplemental stipends for administrative responsibilities are not generally identifiable. Twelve-month salaries for Iowa State University and the peers have been converted to nine-month equivalents using a 9/11 conversion factor.

The first department of rank determines where the salary is counted even though some faculty may have appointments in more than one department. The total full-time salary dollars are summed and divided by the headcount to calculate the average. Salaries are not reported for non-academic departments since these are not departments *of rank*. Beginning 2007-2008,

only tenured and tenure-eligible faculty with the rank of Full, Associate, or Assistant Professor are included.

The Iowa State University *All Ranks* salary average is the sum of the Iowa State University dollars for all ranks divided by the sum of the headcount for all ranks. For the peers, the average salary for each rank is multiplied by Iowa State's headcount for that rank. These dollars are then accumulated and divided by Iowa State's total headcount. This yields an All Ranks average for the peer universities that is based on Iowa State's mix of ranks. Similarly, the college peer averages for each rank are weighted by the headcount in each department at Iowa State to yield a college average that reflects the composition of departments within each college.

The index for each rank compares the average for Iowa State University to the average of the peer universities. For example, an average salary of \$75,000 for Iowa State University compared to a \$78,000 average for the peer universities yields an index of 0.96.

In 2016-2017 Penn State replaced Arizona as a peer institution.

Three institutions did not report their data by the time this report was prepared, so their data was imputed from 2017-2018 data using an average 2.0% salary increase. These institutions included Ohio State University, Pennsylvania State University, and University of California – Davis.

Data about median salaries was added to the report beginning in 2008 although some universities did not report median data. Beginning in 2013-14, all AAU institutions began providing median data but we do not receive median salary data from North Carolina State. Median salaries are weighted using the same methodology as the average salaries. For the peers, the median salary for each rank and department is multiplied by Iowa State's headcount for that rank and department. These dollars are then accumulated and divided by Iowa State's total headcount. No median data was imputed for universities with missing data.

The footnotes at the end of the report provide additional details particular to individual departments. \* \* \*

Questions regarding this report may be directed to the Director, Office of Institutional Research, 515-294-1181.



## **College Summary Data**



**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2008-2009 through 2018-2019**

COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE SUMMARIES</b>															
<b>AGRICULTURE AND LIFE SCIENCES</b>															
Average Salaries															
Professor	\$107,374	\$106,782	\$107,576	\$108,040	\$112,239	\$116,012	\$118,794	\$119,360	\$123,875	\$125,354	\$123,228	\$119,081	167	\$137,358	\$130,688
Associate Professor	\$81,030	\$80,520	\$81,565	\$80,468	\$83,626	\$86,293	\$87,010	\$88,895	\$90,978	\$93,458	\$94,104	\$93,425	77	\$102,960	\$99,790
Assistant Professor	\$69,989	\$70,545	\$72,899	\$74,854	\$77,262	\$80,228	\$82,229	\$81,577	\$83,223	\$85,200	\$83,834	\$81,245	66	\$90,429	\$86,967
Instructor															
All	\$93,853	\$94,169	\$96,129	\$96,628	\$100,117	\$103,038	\$104,219	\$104,254	\$107,079	\$108,950	\$107,607	\$104,653	310	\$118,823	\$113,705
Index															
Professor	1.02	1.01	1.05	1.02	1.00	0.99	0.96	0.94	0.95	0.97	0.90	0.91			
Associate Professor	1.07	1.06	1.09	1.07	1.07	1.02	0.99	0.99	0.95	0.96	0.91	0.94			
Assistant Professor	1.08	1.09	1.10	1.06	1.04	1.04	1.02	0.98	0.98	0.97	0.93	0.93			
Instructor															
All	1.04	1.03	1.06	1.03	1.02	1.00	0.97	0.95	0.96	0.97	0.91	0.92			
<b>BUSINESS</b>															
Average Salaries															
Professor	\$154,734	\$156,476	\$159,876	\$163,565	\$171,832	\$174,570	\$170,611	\$174,160	\$183,772	\$192,670	\$207,993	\$197,224	16	\$241,675	\$249,096
Associate Professor	\$124,559	\$124,887	\$127,536	\$130,740	\$137,047	\$141,728	\$145,892	\$149,744	\$157,085	\$161,387	\$167,725	\$178,053	42	\$189,078	\$205,752
Assistant Professor	\$117,691	\$121,544	\$123,711	\$128,803	\$132,787	\$136,943	\$144,912	\$147,268	\$154,718	\$152,121	\$155,677	\$152,390	31	\$175,021	\$175,457
Instructor															
All	\$129,909	\$132,226	\$134,626	\$137,349	\$144,126	\$147,389	\$150,190	\$153,424	\$161,459	\$163,915	\$170,768	\$172,561	89	\$193,637	\$202,992
Index															
Professor	0.86	0.85	0.87	0.86	0.81	0.82	0.79	0.75	0.80	0.82	0.86	0.79			
Associate Professor	0.92	0.88	0.91	0.93	0.92	0.87	0.88	0.87	0.88	0.89	0.89	0.87			
Assistant Professor	0.87	0.85	0.85	0.84	0.82	0.80	0.84	0.83	0.86	0.87	0.89	0.87			
Instructor															
All	0.88	0.86	0.87	0.87	0.85	0.83	0.84	0.83	0.85	0.87	0.88	0.85			
<b>DESIGN</b>															
Average Salaries															
Professor	\$97,254	\$95,255	\$94,991	\$95,519	\$98,397	\$98,388	\$98,696	\$101,522	\$97,722	\$97,126	\$102,369	\$103,882	21	\$119,423	\$112,369
Associate Professor	\$70,127	\$68,795	\$69,835	\$69,776	\$70,706	\$73,764	\$77,866	\$78,819	\$80,075	\$82,572	\$85,120	\$85,271	24	\$88,518	\$84,969
Assistant Professor	\$58,176	\$57,176	\$59,200	\$59,454	\$62,032	\$63,712	\$63,761	\$63,720	\$66,000	\$66,605	\$66,303	\$71,218	32	\$76,023	\$73,431
Instructor															
All	\$71,628	\$71,806	\$72,507	\$72,962	\$74,117	\$76,495	\$77,966	\$78,998	\$79,464	\$79,748	\$82,004	\$84,506	77	\$91,754	\$87,647
Index															
Professor	0.96	0.93	0.95	0.96	0.91	0.91	0.88	0.91	0.86	0.83	0.86	0.92			
Associate Professor	0.97	0.95	0.96	0.95	0.92	0.94	0.97	0.99	0.98	0.98	0.96	1.00			
Assistant Professor	0.98	0.95	0.98	0.98	0.94	0.96	0.93	0.94	0.93	0.92	0.87	0.97			
Instructor															
All	0.97	0.94	0.96	0.95	0.92	0.93	0.93	0.95	0.92	0.92	0.89	0.96			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2008-2009 through 2018-2019**

COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE SUMMARIES, continued</b>															
<b>ENGINEERING</b>															
Average Salaries															
Professor	\$137,955	\$137,806	\$142,435	\$145,700	\$146,666	\$151,319	\$156,053	\$153,900	\$159,641	\$163,176	\$158,550	\$157,404	90	\$162,963	\$160,335
Associate Professor	\$97,645	\$97,089	\$98,912	\$98,950	\$100,191	\$101,991	\$103,693	\$103,571	\$106,442	\$108,646	\$108,467	\$108,340	68	\$116,082	\$116,843
Assistant Professor	\$82,570	\$82,369	\$84,784	\$85,231	\$86,748	\$87,989	\$88,111	\$87,905	\$90,714	\$91,124	\$91,435	\$90,908	63	\$98,200	\$96,907
Instructor															
All	\$110,200	\$108,656	\$113,424	\$116,186	\$118,111	\$122,161	\$123,663	\$120,715	\$124,570	\$124,611	\$124,007	\$123,351	221	\$130,077	\$128,872
Index															
Professor	1.04	1.03	1.05	1.06	1.02	1.04	1.06	1.04	1.03	1.00	0.97	0.98			
Associate Professor	1.03	1.02	1.05	1.01	0.99	0.98	0.99	0.97	0.96	0.96	0.93	0.93			
Assistant Professor	1.00	0.99	1.02	1.00	0.98	0.99	0.97	0.96	0.96	0.94	0.93	0.94			
Instructor															
All	1.03	1.02	1.05	1.04	1.01	1.02	1.03	1.00	1.00	0.98	0.95	0.96			
<b>HUMAN SCIENCES <sup>3</sup></b>															
Average Salaries															
Professor	\$99,563	\$99,912	\$102,799	\$104,783	\$107,549	\$112,400	\$113,019	\$115,951	\$119,436	\$123,221	\$118,950	\$130,494	32	\$137,595	\$128,730
Associate Professor	\$72,174	\$71,976	\$73,615	\$76,771	\$77,464	\$80,933	\$85,149	\$85,075	\$86,439	\$87,290	\$87,678	\$84,982	46	\$97,508	\$99,447
Assistant Professor	\$60,031	\$61,712	\$62,005	\$64,033	\$66,212	\$67,646	\$70,096	\$70,358	\$73,244	\$72,279	\$74,355	\$74,385	53	\$82,889	\$78,783
Instructor															
All	\$78,032	\$79,023	\$79,648	\$79,885	\$82,381	\$84,799	\$86,236	\$87,701	\$89,331	\$88,503	\$89,927	\$91,812	131	\$101,386	\$98,240
Index															
Professor	0.92	0.91	0.95	0.96	0.96	0.99	0.93	0.94	0.91	0.91	0.86	1.01			
Associate Professor	0.96	0.94	0.97	0.97	0.95	0.98	1.00	0.99	0.95	0.94	0.90	0.85			
Assistant Professor	0.95	0.94	0.94	0.95	0.95	0.93	0.97	0.95	0.93	0.90	0.90	0.94			
Instructor															
All	0.94	0.93	0.96	0.96	0.95	0.97	0.96	0.96	0.93	0.91	0.89	0.93			
<b>LIBERAL ARTS AND SCIENCES</b>															
<b>HUMANITIES</b>															
Average Salaries															
Professor	\$78,209	\$79,039	\$78,582	\$81,198	\$84,396	\$90,284	\$97,514	\$95,241	\$99,201	\$99,454	\$100,994	\$102,492	34	\$123,793	\$119,787
Associate Professor	\$61,676	\$60,318	\$61,033	\$61,893	\$64,590	\$69,721	\$72,153	\$72,395	\$74,763	\$74,519	\$75,381	\$75,514	70	\$87,818	\$86,510
Assistant Professor	\$52,222	\$52,559	\$52,950	\$53,744	\$55,302	\$58,503	\$60,990	\$61,257	\$64,124	\$63,882	\$65,249	\$64,991	34	\$74,393	\$74,084
Instructor															
All	\$64,639	\$63,605	\$64,096	\$65,030	\$66,431	\$71,104	\$74,945	\$74,057	\$77,813	\$78,022	\$79,195	\$79,568	138	\$93,374	\$91,647
Index															
Professor	0.77	0.77	0.77	0.78	0.77	0.82	0.87	0.82	0.82	0.79	0.82	0.86			
Associate Professor	0.88	0.84	0.86	0.85	0.85	0.91	0.92	0.89	0.89	0.87	0.86	0.87			
Assistant Professor	0.88	0.86	0.89	0.89	0.87	0.90	0.90	0.88	0.89	0.86	0.88	0.88			
Instructor															
All	0.83	0.82	0.83	0.83	0.83	0.88	0.90	0.87	0.87	0.84	0.85	0.87			

**Iowa State University**  
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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE SUMMARIES, continued</b>															
<b>SCIENCE AND MATHEMATICS</b>															
Average Salaries															
Professor	\$112,876	\$111,080	\$112,959	\$113,549	\$116,076	\$117,180	\$121,879	\$122,841	\$126,524	\$126,238	\$128,617	\$125,906	134	\$152,843	\$143,588
Associate Professor	\$81,504	\$79,532	\$79,952	\$81,925	\$83,606	\$85,483	\$88,443	\$89,266	\$91,713	\$92,870	\$94,329	\$91,158	54	\$106,060	\$101,709
Assistant Professor	\$70,896	\$71,900	\$71,973	\$71,364	\$72,632	\$75,050	\$77,751	\$79,146	\$81,786	\$82,567	\$85,789	\$81,770	59	\$95,528	\$90,764
Instructor															
All	\$95,633	\$95,463	\$96,729	\$97,272	\$99,410	\$101,672	\$104,801	\$104,418	\$107,875	\$108,578	\$110,891	\$107,767	247	\$128,924	\$121,815
Index															
Professor	0.93	0.91	0.94	0.92	0.89	0.88	0.89	0.88	0.86	0.85	0.84	0.88			
Associate Professor	0.96	0.92	0.93	0.93	0.90	0.90	0.92	0.90	0.90	0.88	0.89	0.90			
Assistant Professor	0.97	0.97	0.97	0.96	0.93	0.96	0.93	0.92	0.93	0.90	0.90	0.90			
Instructor															
All	0.95	0.92	0.94	0.93	0.90	0.89	0.90	0.89	0.88	0.86	0.86	0.88			
<b>SOCIAL SCIENCES</b>															
Average Salaries															
Professor	\$118,100	\$115,002	\$117,194	\$116,208	\$121,640	\$121,096	\$120,999	\$123,025	\$124,687	\$127,449	\$125,495	\$115,488	38	\$165,249	\$157,269
Associate Professor	\$80,003	\$79,865	\$79,749	\$80,964	\$81,757	\$80,926	\$83,669	\$84,795	\$87,079	\$85,746	\$87,481	\$85,090	19	\$113,362	\$109,369
Assistant Professor	\$59,174	\$60,400	\$62,003	\$62,399	\$63,946	\$67,155	\$71,912	\$75,237	\$78,270	\$79,945	\$82,460	\$81,119	16	\$95,757	\$96,654
Instructor															
All	\$83,015	\$81,601	\$84,833	\$88,111	\$92,573	\$94,602	\$99,004	\$99,750	\$101,933	\$105,191	\$106,169	\$100,043	73	\$136,513	\$131,517
Index															
Professor	0.91	0.87	0.85	0.84	0.83	0.82	0.83	0.79	0.78	0.77	0.76	0.73			
Associate Professor	0.91	0.89	0.89	0.88	0.85	0.83	0.84	0.81	0.79	0.74	0.77	0.78			
Assistant Professor	0.85	0.85	0.87	0.87	0.85	0.85	0.88	0.87	0.88	0.84	0.86	0.84			
Instructor															
All	0.90	0.87	0.87	0.86	0.84	0.83	0.84	0.81	0.80	0.77	0.78	0.76			
<b>LIBERAL ARTS AND SCIENCES</b>															
Average Salaries															
Professor	\$104,453	\$103,687	\$105,720	\$107,218	\$111,137	\$113,119	\$117,556	\$118,230	\$121,261	\$120,978	\$123,482	\$120,120	206	\$150,337	\$142,184
Associate Professor	\$73,819	\$72,702	\$73,073	\$74,076	\$76,165	\$78,652	\$81,840	\$82,226	\$84,623	\$83,253	\$84,144	\$82,694	143	\$98,100	\$95,287
Assistant Professor	\$61,946	\$61,607	\$62,460	\$62,523	\$63,374	\$66,053	\$69,333	\$71,352	\$74,365	\$74,711	\$78,893	\$76,441	109	\$88,969	\$86,426
Instructor															
All	\$83,723	\$82,804	\$84,579	\$85,727	\$88,046	\$91,057	\$95,041	\$94,718	\$98,085	\$97,825	\$100,588	\$98,039	458	\$119,422	\$114,271
Index															
Professor	0.89	0.87	0.89	0.88	0.86	0.86	0.88	0.86	0.84	0.82	0.82	0.84			
Associate Professor	0.92	0.89	0.90	0.89	0.87	0.89	0.90	0.88	0.87	0.85	0.86	0.87			
Assistant Professor	0.92	0.91	0.92	0.91	0.89	0.91	0.91	0.90	0.91	0.88	0.89	0.88			
Instructor															
All	0.91	0.88	0.90	0.89	0.87	0.88	0.89	0.87	0.86	0.84	0.84	0.86			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE SUMMARIES, continued</b>															
<b>VETERINARY MEDICINE</b>															
Average Salaries															
Professor	\$118,604	\$120,425	\$122,756	\$121,724	\$126,092	\$127,321	\$128,753	\$132,319	\$136,497	\$136,506	\$140,661	\$131,142	41	\$149,209	\$130,360
Associate Professor	\$90,610	\$93,538	\$93,976	\$94,363	\$95,374	\$96,985	\$99,127	\$100,499	\$106,573	\$107,530	\$110,797	\$107,384	25	\$114,919	\$111,531
Assistant Professor	\$81,476	\$81,890	\$84,321	\$85,450	\$89,904	\$91,762	\$94,080	\$95,704	\$97,744	\$97,743	\$99,008	\$93,727	34	\$99,258	\$94,162
Instructor															
All	\$99,994	\$101,303	\$103,553	\$103,440	\$107,182	\$108,296	\$109,670	\$112,144	\$115,941	\$116,452	\$119,033	\$112,481	100	\$123,653	\$113,345
Index															
Professor	1.05	1.05	1.11	1.09	1.04	1.05	1.00	1.01	1.01	0.94	0.94	1.01			
Associate Professor	1.01	1.04	1.07	1.07	0.97	0.99	0.96	0.95	0.98	0.96	0.96	0.96			
Assistant Professor	1.04	1.02	1.09	1.07	1.06	1.10	1.06	1.09	1.07	1.02	1.00	1.00			
Instructor															
All	1.04	1.04	1.09	1.08	1.02	1.04	1.00	1.01	1.02	0.96	0.96	0.99			



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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>UNIVERSITY SUMMARY</b>															
Average Salaries															
Professor	\$112,250	\$111,444	\$113,945	\$115,564	\$119,829	\$122,850	\$125,475	\$125,963	\$129,753	\$131,417	\$131,478	\$128,599	573	\$149,163	\$141,979
Associate Professor	\$82,264	\$82,058	\$82,575	\$83,273	\$85,918	\$88,880	\$91,462	\$92,629	\$96,870	\$98,853	\$100,105	\$100,011	425	\$111,233	\$111,291
Assistant Professor	\$71,057	\$72,086	\$74,943	\$76,761	\$77,801	\$80,302	\$82,819	\$82,865	\$84,437	\$85,588	\$88,009	\$86,478	388	\$96,595	\$93,895
Instructor															
All	\$92,009	\$92,016	\$94,376	\$95,708	\$98,673	\$101,644	\$103,863	\$103,738	\$107,060	\$107,940	\$109,689	\$108,042	1,386	\$122,816	\$119,109
Index															
Professor	0.96	0.95	0.98	0.97	0.94	0.95	0.94	0.92	0.92	0.90	0.88	0.91			
Associate Professor	0.98	0.95	0.97	0.97	0.94	0.94	0.95	0.93	0.92	0.91	0.90	0.90			
Assistant Professor	0.96	0.95	0.97	0.95	0.93	0.94	0.94	0.93	0.94	0.92	0.91	0.92			
Instructor															
All	0.97	0.95	0.98	0.97	0.94	0.94	0.94	0.93	0.92	0.91	0.89	0.91			



## **Department Data within College**



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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE OF AGRICULTURE AND LIFE SCIENCE</b>															
<b>AGRICULTURAL AND BIOSYSTEMS ENGINEERING <sup>1,2</sup></b>															
Average Salaries															
Professor	\$ 115,319	\$ 115,797	\$ 121,862	\$ 114,768	\$ 122,108	\$ 124,379	\$ 136,185	\$ 136,513	\$ 142,246	\$ 133,366	\$ 139,583	\$ 153,075	14	\$ 145,511	\$ 145,803
Associate Professor	\$ 94,456	\$ 87,757	\$ 87,829	\$ 88,756	\$ 90,780	\$ 95,180	\$ 95,349	\$ 96,570	\$ 99,846	\$ 97,809	\$ 96,950	\$ 105,008	9	\$ 107,448	\$ 106,164
Assistant Professor	\$ 74,882	\$ 77,232	\$ 78,340	\$ 82,421	\$ 84,233	\$ 83,092	\$ 84,334	\$ 83,418	\$ 85,696	\$ 84,104	\$ 86,024	\$ 85,895	5	\$ 90,784	\$ 82,266
Instructor															
All	\$ 95,576	\$ 96,842	\$ 99,496	\$ 97,833	\$ 101,616	\$ 104,503	\$ 113,379	\$ 112,208	\$ 117,875	\$ 114,573	\$ 116,316	\$ 125,628	28	\$ 123,504	\$ 121,716
Index															
Professor	1.04	1.05	1.13	1.01	1.01	0.99	1.04	1.05	1.02	0.94	0.96	1.05			
Associate Professor	1.10	1.07	1.04	1.03	1.01	1.05	1.01	1.00	0.96	0.91	0.90	0.99			
Assistant Professor	1.02	1.03	1.09	1.11	1.08	1.00	0.99	0.97	1.00	0.94	0.95	1.04			
Instructor															
All	1.05	1.05	1.09	1.03	1.02	1.02	1.02	1.02	1.00	0.93	0.94	1.03			
<b>AGRICULTURAL EDUCATION AND STUDIES</b>															
Average Salaries															
Professor	\$ 97,756	\$ 97,756	\$ 99,214	\$ 100,671	\$ 103,928	\$ 106,587	\$ 109,238	\$ 110,310	\$ 118,469	\$ 122,623	\$ 123,850	\$ 128,237	3	\$ 126,524	\$ 121,896
Associate Professor	\$ 85,243	\$ 87,256	\$ 84,928	\$ 88,734	\$ 90,445	\$ 91,824	\$ 103,282	\$ 102,692	\$ 85,000	\$ 85,000	\$ 85,850	\$ 85,850	1	\$ 88,118	\$ 88,536
Assistant Professor	\$ 72,794	\$ 73,825	\$ 75,718	\$ 75,831	\$ 81,174	\$ 78,016	\$ 81,302	\$ 77,836	\$ 73,275	\$ 69,688	\$ 70,572	\$ 68,807	4	\$ 79,821	\$ 83,046
Instructor															
All	\$ 82,773	\$ 84,787	\$ 84,609	\$ 84,951	\$ 90,782	\$ 92,142	\$ 97,273	\$ 94,184	\$ 99,100	\$ 91,453	\$ 92,461	\$ 93,224	8	\$ 98,372	\$ 98,301
Index															
Professor	0.97	0.95	0.99	1.01	0.96	1.00	0.94	0.96	1.00	1.01	0.98	1.05			
Associate Professor	1.09	1.13	1.11	1.20	1.19	1.19	1.26	1.30		0.98	0.97	0.97			
Assistant Professor	1.09	1.17	1.30	1.28	1.25	1.12	1.18	1.08	0.96	0.89	0.88	0.83			
Instructor															
All	1.05	1.07	1.14	1.16	1.12	1.09	1.08	1.07	0.98	0.96	0.94	0.95			
<b>AGRONOMY</b>															
Average Salaries															
Professor	\$ 102,401	\$ 102,214	\$ 104,656	\$ 103,667	\$ 104,648	\$ 108,605	\$ 113,637	\$ 113,807	\$ 118,806	\$ 118,363	\$ 118,363	\$ 111,022	27	\$ 122,458	\$ 124,182
Associate Professor	\$ 74,580	\$ 74,079	\$ 73,349	\$ 75,379	\$ 79,279	\$ 87,346	\$ 96,530	\$ 100,120	\$ 103,448	\$ 109,021	\$ 109,021	\$ 108,254	5	\$ 95,317	\$ 93,187
Assistant Professor	\$ 68,008	\$ 75,987	\$ 83,250	\$ 85,217	\$ 88,836	\$ 95,259	\$ 93,000	\$ 89,749	\$ 89,439	\$ 91,510	\$ 91,510	\$ 86,265	5	\$ 82,913	\$ 85,248
Instructor															
All	\$ 92,723	\$ 94,671	\$ 97,883	\$ 98,132	\$ 100,122	\$ 103,979	\$ 108,444	\$ 108,536	\$ 112,208	\$ 112,881	\$ 113,472	\$ 107,303	37	\$ 113,446	\$ 114,732
Index															
Professor	1.01	1.00	1.05	1.00	0.95	0.98	0.96	0.97	1.05	1.02	0.97	0.89			
Associate Professor	0.99	0.99	0.96	0.95	0.97	1.04	1.10	1.13	1.13	1.16	1.14	1.16			
Assistant Professor	1.05	1.17	1.20	1.21	1.20	1.23	1.19	1.13	1.09	1.05	1.10	1.01			
Instructor															
All	1.01	1.01	1.05	1.01	0.97	1.01	1.00	1.01	1.06	1.04	1.00	0.94			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF AGRICULTURE &amp; LIFE SCIENCES, continued</b>															
<b>ANIMAL SCIENCE</b>															
Average Salaries															
Professor	\$ 102,111	\$ 102,549	\$ 104,603	\$ 105,270	\$ 111,631	\$ 112,009	\$ 116,091	\$ 116,307	\$ 122,025	\$ 118,075	\$ 117,893	\$ 113,878	19	\$ 122,054	\$ 111,522
Associate Professor	\$ 77,329	\$ 79,187	\$ 75,336	\$ 76,354	\$ 78,580	\$ 82,550	\$ 83,009	\$ 87,457	\$ 89,579	\$ 89,579	\$ 92,240	\$ 89,676	10	\$ 103,123	\$ 91,616
Assistant Professor	\$ 69,584	\$ 69,703	\$ 72,099	\$ 75,030	\$ 78,286	\$ 78,696	\$ 80,068	\$ 81,597	\$ 83,471	\$ 85,896	\$ 85,427	\$ 80,784	9	\$ 93,212	\$ 86,666
Instructor															
All	\$ 92,850	\$ 93,278	\$ 94,584	\$ 95,466	\$ 99,633	\$ 101,092	\$ 105,298	\$ 105,268	\$ 109,242	\$ 103,437	\$ 103,453	\$ 99,671	38	\$ 110,241	\$ 100,396
Index															
Professor	1.01	0.99	1.04	1.02	1.04	1.01	1.02	0.98	1.02	1.00	0.97	1.02			
Associate Professor	1.01	1.02	0.97	0.99	0.99	1.04	1.01	1.00	1.01	0.97	0.89	0.98			
Assistant Professor	1.00	1.08	1.06	1.08	1.05	1.03	1.03	1.04	1.02	1.02	0.92	0.93			
Instructor															
All	1.01	1.00	1.03	1.02	1.03	1.01	1.02	0.99	1.02	1.00	0.94	0.99			
<b>BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$ 123,786	\$ 113,629	\$ 115,670	\$ 117,372	\$ 122,444	\$ 126,957	\$ 129,393	\$ 130,684	\$ 137,825	\$ 145,026	\$ 138,402	\$ 132,013	16	\$ 161,604	\$ 161,276
Associate Professor	\$ 82,826	\$ 79,749	\$ 79,749	\$ 80,945	\$ 82,766	\$ 83,759	\$ 82,082	\$ 82,902	\$ 85,257	\$ 86,897	\$ 87,771	\$ 87,391	5	\$ 97,947	\$ 99,229
Assistant Professor		\$ 69,850	\$ 69,850	\$ 70,898	\$ 72,670	\$ 74,470	\$ 73,433	\$ 75,343	\$ 77,177	\$ 78,595	\$ 77,379	\$ 77,291	5	\$ 87,048	\$ 91,637
Instructor															
All	\$ 111,498	\$ 102,589	\$ 104,074	\$ 105,611	\$ 109,787	\$ 113,487	\$ 112,869	\$ 114,184	\$ 113,720	\$ 119,422	\$ 116,930	\$ 112,908	26	\$ 135,025	\$ 135,951
Index															
Professor	1.00	0.89	0.95	0.94	0.90	0.91	0.91	0.85	0.89	0.98	0.86	0.82			
Associate Professor	1.05	0.98	1.03	0.97	0.94	0.92	0.92	0.87	0.83	0.89	0.90	0.88			
Assistant Professor		1.01		0.99	1.00	0.99	0.92	0.88	0.87	0.90	0.89	0.84			
Instructor															
All	1.01	0.91	0.96	0.95	0.91	0.92	0.91	0.85	0.88	0.95	0.87	0.83			
<b>ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$ 89,113	\$ 89,113	\$ 89,113	\$ 90,450	\$ 92,614	\$ 94,592	\$ 102,214	\$ 102,380	\$ 106,141	\$ 109,184	\$ 112,833	\$ 113,889	12	\$ 138,821	\$ 117,624
Associate Professor				\$ 76,834	\$ 79,139	\$ 82,496	\$ 85,532	\$ 85,742	\$ 88,369	\$ 90,480	\$ 91,097	\$ 91,768	6	\$ 90,739	\$ 97,106
Assistant Professor	\$ 71,660	\$ 71,660	\$ 71,660		\$ 71,723	\$ 74,144	\$ 76,708	\$ 76,782	\$ 79,671	\$ 75,000	\$ 80,604	\$ 78,580	6	\$ 99,407	\$ 85,232
Instructor															
All	\$ 86,204	\$ 86,204	\$ 86,204	\$ 88,181	\$ 87,705	\$ 89,943	\$ 93,833	\$ 92,378	\$ 96,266	\$ 94,866	\$ 99,342	\$ 99,531	24	\$ 116,947	\$ 104,397
Index															
Professor	0.81	0.78	0.80	0.77	0.75	0.75	0.81	0.80	0.74	0.81	0.81	0.97			
Associate Professor				0.98	0.96	0.97	0.98	0.96	0.83	0.94	1.00	0.95			
Assistant Professor	1.10	1.09	1.04		0.98	1.01	1.01	0.96	0.90	0.86	0.81	0.92			
Instructor															
All	0.84	0.81	0.82	0.79	0.79	0.80	0.88	0.86	0.78	0.87	0.85	0.95			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE OF AGRICULTURE &amp; LIFE SCIENCES, continued</b>															
<b>ECONOMICS</b>															
Average Salaries															
Professor	\$133,440	\$131,624	\$135,221	\$137,934	\$145,107	\$155,683	\$164,484	\$164,719	\$170,033	\$165,685	\$168,712	\$145,589	10	\$155,474	\$141,371
Associate Professor	\$104,085	\$121,358	\$122,691	\$110,673	\$113,254	\$116,149	\$119,010	\$112,575	\$116,385	\$120,745	\$122,700	\$122,500	7	\$134,638	\$117,318
Assistant Professor	\$90,218	\$97,500	\$99,916	\$101,415	\$98,062	\$103,847	\$108,626	\$109,542	\$112,941	\$113,019	\$120,191	\$115,000	5	\$105,585	\$96,254
Instructor															
All	\$125,664	\$127,815	\$129,242	\$130,800	\$134,816	\$141,511	\$143,049	\$141,125	\$143,338	\$138,363	\$143,044	\$131,290	22	\$137,506	\$123,463
Index															
Professor	1.12	1.11	1.17	1.15	1.14	1.21	1.24	1.16	1.19	1.10	1.09	1.03			
Associate Professor	1.14	1.38	1.38	1.19	1.14	1.17	1.13	1.04	1.02	1.03	0.91	1.04			
Assistant Professor	1.16	1.25	1.25	1.21	1.10	1.15	1.15	1.08	1.12	1.08	1.14	1.19			
Instructor															
All	1.13	1.14	1.20	1.16	1.13	1.20	1.21	1.13	1.15	1.08	1.04	1.06			
<b>ENTOMOLOGY</b>															
Average Salaries															
Professor	\$93,926	\$92,771	\$88,157	\$95,920	\$97,584	\$101,471	\$99,213	\$101,031	\$113,985	\$99,527	\$100,523	\$89,642	4	\$130,177	\$123,469
Associate Professor	\$72,038	\$72,038	\$67,314	\$71,490	\$78,629	\$79,152	\$74,547	\$75,292	\$77,815	\$77,140	\$77,912	\$78,649	3	\$97,952	\$88,280
Assistant Professor	\$60,352	\$60,605	\$63,765	\$60,700	\$65,345	\$67,843		\$70,000	\$71,609	\$71,609	\$72,325	\$72,325	1	\$86,817	\$86,813
Instructor															
All	\$84,494	\$80,321	\$77,715	\$82,854	\$87,472	\$90,298	\$88,250	\$87,633	\$95,279	\$87,642	\$88,519	\$83,355	8	\$112,672	\$105,691
Index															
Professor	0.87	0.85	0.85	0.88	0.87	0.90	0.85	0.84	0.94	0.79	0.77	0.73			
Associate Professor	0.99	1.00	0.94	0.95	0.98	0.95	0.86	0.86	0.83	0.79	0.80	0.89			
Assistant Professor	0.94	0.91	0.97	0.89	0.88	0.88		0.86	0.85	0.83	0.83	0.83			
Instructor															
All	0.89	0.88	0.89	0.89	0.90	0.91	0.86	0.85	0.89	0.79	0.79	0.79			
<b>FOOD SCIENCE AND HUMAN NUTRITION - AG<sup>1</sup></b>															
Average Salaries															
Professor	\$120,159	\$123,380	\$116,524	\$118,749	\$122,501	\$125,213	\$109,875	\$111,659	\$115,663	\$142,652	\$109,759	\$113,322	9	\$141,620	\$133,802
Associate Professor	\$78,843	\$78,843	\$81,517	\$82,739	\$84,926	\$87,012	\$89,129	\$88,253	\$90,284	\$92,357	\$92,204	\$86,201	12	\$97,030	\$105,123
Assistant Professor	\$74,523	\$74,523	\$73,000	\$73,422	\$72,446	\$75,052	\$77,151	\$77,313	\$81,470	\$86,731	\$83,196	\$80,629	9	\$88,534	\$85,407
Instructor															
All	\$98,575	\$98,402	\$100,304	\$97,059	\$101,039	\$101,650	\$92,170	\$92,446	\$97,015	\$111,350	\$94,768	\$92,666	30	\$107,858	\$107,812
Index															
Professor	1.15	1.16	1.10	1.06	1.05	1.05	0.93	0.90	0.91	1.08	0.78	0.85			
Associate Professor	1.05	1.05	1.04	1.01	1.02	1.05	1.04	1.06	0.99	0.98	0.95	0.82			
Assistant Professor	1.09	1.08	1.02	1.01	0.95	1.02	0.97	0.96	0.97	0.99	0.94	0.94			
Instructor															
All	1.12	1.11	1.08	1.04	1.03	1.05	0.98	0.99	0.95	1.03	0.88	0.86			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
<b>COLLEGE OF AGRICULTURE &amp; LIFE SCIENCES, continued</b>															
<b>GENETICS, DEVELOPMENT, AND CELL BIOLOGY <sup>1</sup></b>															
Average Salaries															
Professor	\$139,402	\$124,984	\$125,484	\$121,717	\$126,329	\$134,607	\$128,741	\$127,861	\$132,267	\$134,195	\$133,903	\$131,512	14	\$150,931	\$134,891
Associate Professor	\$86,908	\$88,097	\$86,355	\$83,274	\$85,422	\$87,486	\$93,027	\$94,312	\$97,926	\$102,542	\$94,147	\$84,726	4	\$105,758	\$102,861
Assistant Professor	\$74,247	\$74,247	\$74,637		\$71,750	\$73,475	\$75,201	\$78,045	\$80,544	\$81,900	\$84,458	\$81,807	5	\$93,054	\$92,692
Instructor															
All	\$100,186	\$99,875	\$101,142	\$104,631	\$104,508	\$109,645	\$106,262	\$106,248	\$108,038	\$118,932	\$116,240	\$112,570	23	\$130,493	\$120,147
Index															
Professor	1.24	1.12	1.10	1.04	1.04	1.06	0.93	1.01	0.93	0.91	0.89	0.97			
Associate Professor	1.10	1.11	1.08	1.05	1.04	1.04	1.07	1.00	1.06	1.02	0.89	0.82			
Assistant Professor	1.10	1.10			0.95	0.93	0.90	0.90	0.97	0.90	0.91	0.88			
Instructor															
All	1.16	1.11	1.09	1.05	1.03	1.04	0.96	0.98	0.96	0.93	0.89	0.94			
<b>HORTICULTURE</b>															
Average Salaries															
Professor	\$90,498	\$90,667	\$89,279	\$93,078	\$95,676	\$98,642	\$104,828	\$105,876	\$112,161	\$109,775	\$107,190	\$100,042	8	\$119,912	\$125,635
Associate Professor	\$68,395	\$66,453	\$67,583	\$68,843	\$73,258	\$71,586	\$73,019	\$73,748	\$75,592	\$75,626	\$77,104	\$77,104	2	\$90,215	\$89,891
Assistant Professor		\$57,273	\$60,136	\$61,364	\$63,320	\$67,619	\$67,321	\$67,995	\$68,023	\$66,829	\$69,561	\$69,561	4	\$87,498	\$84,512
Instructor															
All	\$81,657	\$81,013	\$80,999	\$83,889	\$88,014	\$89,707	\$91,279	\$92,192	\$94,326	\$91,984	\$92,141	\$88,056	14	\$106,408	\$108,779
Index															
Professor	0.91	0.90	0.89	0.88	0.89	0.89	0.94	0.94	0.97	0.93	0.89	0.80			
Associate Professor	0.93	0.89	0.90	0.90	0.94	0.88	0.90	0.85	0.87	0.86	0.85	0.86			
Assistant Professor	0.00	0.87	0.92	0.90	0.93	0.90	0.90	0.85	0.85	0.81	0.80	0.82			
Instructor															
All	0.92	0.90	0.90	0.89	0.90	0.89	0.92	0.91	0.93	0.89	0.87	0.81			
<b>NATURAL RESOURCE ECOLOGY AND MANAGEMENT</b>															
Average Salaries															
Professor	\$97,013	\$94,967	\$90,870	\$91,905	\$95,265	\$96,342	\$99,469	\$104,077	\$108,571	\$109,385	\$110,886	\$105,219	7	\$130,170	\$125,088
Associate Professor	\$75,009	\$75,052	\$79,082	\$77,300	\$78,158	\$77,345	\$80,528	\$80,468	\$78,540	\$78,539	\$83,338	\$83,810	5	\$106,858	\$93,709
Assistant Professor	\$63,994	\$64,560	\$61,577	\$64,554	\$65,788	\$68,338	\$73,251	\$72,047	\$72,359	\$71,687	\$69,662	\$64,592	4	\$86,351	\$87,725
Instructor															
All	\$73,353	\$74,874	\$76,390	\$76,097	\$78,597	\$80,009	\$86,694	\$89,801	\$90,133	\$89,225	\$91,971	\$88,372	16	\$111,930	\$105,941
Index															
Professor	0.94	0.89	0.89	0.88	0.85	0.87	0.87	0.86	0.87	0.86	0.85	0.84			
Associate Professor	1.00	1.00	1.10	1.05	1.00	0.96	0.95	0.92	0.86	0.81	0.78	0.89			
Assistant Professor	1.02	1.01	0.95	0.87	0.93	0.94	0.96	0.91	0.87	0.85	0.81	0.74			
Instructor															
All	1.00	0.97	0.99	0.93	0.93	0.93	0.91	0.88	0.87	0.84	0.82	0.83			



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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE OF AGRICULTURE AND LIFE SCIENCES, continued</b>															
<b>PLANT PATHOLOGY AND MICROBIOLOGY<sup>7</sup></b>															
Average Salaries															
Professor	\$94,676	\$97,684	\$99,311	\$100,887	\$105,113	\$110,649	\$116,203	\$117,365	\$122,500	\$121,434	\$124,115	\$120,338	11	\$130,245	\$124,021
Associate Professor	\$86,956	\$83,830	\$84,171	\$75,131	\$73,744	\$75,588	\$78,125	\$77,227	\$86,938	\$96,637	\$98,949	\$100,702	3	\$95,108	\$93,951
Assistant Professor	\$64,662	\$64,662	\$62,846	\$63,248	\$71,284	\$73,066	\$78,947	\$81,775	\$85,527	\$86,438	\$89,597	\$89,597	2	\$86,241	\$83,686
Instructor															
All	\$87,119	\$88,029	\$91,914	\$93,705	\$97,117	\$101,726	\$104,406	\$105,675	\$106,302	\$109,525	\$115,082	\$112,814	16	\$118,157	\$113,341
Index															
Professor	0.94	0.96	1.03	0.98	0.95	0.97	0.94	0.95	0.97	0.93	0.95	0.97			
Associate Professor	1.16	1.17	1.20	1.03	0.96	0.92	0.91	0.89	0.96	1.00	1.04	1.07			
Assistant Professor	0.99	0.98	0.98	0.97	1.00	0.96	1.00	1.04	1.05	1.03	1.04	1.07			
Instructor															
All	1.00	1.01	1.05	0.99	0.96	0.96	0.94	0.96	0.99	0.95	0.97	1.00			
<b>SOCIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$93,425	\$92,738	\$94,175	\$89,466	\$97,318	\$99,348	\$96,660	\$101,764	\$101,273	\$114,365	\$99,882	\$90,966	13	\$144,535	\$131,466
Associate Professor	\$65,533	\$65,533				\$79,625	\$75,105	\$77,569	\$80,617	\$96,847	\$78,252	\$79,021	5	\$101,408	\$97,959
Assistant Professor	\$59,296	\$59,296	\$62,174	\$65,033	\$67,080	\$67,823	\$63,429	\$66,042	\$71,474	\$69,637	\$71,670	\$71,670	2	\$82,637	\$81,999
Instructor															
All	\$80,244	\$77,264	\$83,508	\$81,322	\$85,979	\$87,126	\$84,821	\$89,194	\$90,131	\$100,015	\$91,653	\$86,050	20	\$127,563	\$118,142
Index															
Professor	0.81	0.76	0.78	0.73	0.75	0.77	0.76	0.74	0.72	0.81	0.69	0.69			
Associate Professor	0.84	0.83				0.91	0.85	0.83	0.84	0.97	0.77	0.81			
Assistant Professor	0.90	0.89	0.93	0.95	0.95	0.93	0.86	0.85	0.92	0.86	0.87	0.87			
Instructor															
All	0.83	0.80	0.81	0.78	0.80	0.82	0.79	0.77	0.77	0.89	0.72	0.73			
<b>AGRICULTURE AND LIFE SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$107,374	\$106,782	\$107,576	\$108,040	\$112,239	\$116,012	\$118,794	\$119,360	\$123,875	\$125,354	\$123,228	\$119,081	167	\$137,358	\$130,688
Associate Professor	\$81,030	\$80,520	\$81,565	\$80,468	\$83,626	\$86,293	\$87,010	\$88,895	\$90,978	\$93,458	\$94,104	\$93,425	77	\$102,960	\$99,790
Assistant Professor	\$69,989	\$70,545	\$72,899	\$74,854	\$77,262	\$80,228	\$82,229	\$81,577	\$83,223	\$85,200	\$83,834	\$81,245	66	\$90,429	\$86,967
Instructor															
All	\$93,853	\$94,169	\$96,129	\$96,628	\$100,117	\$103,038	\$104,219	\$104,254	\$107,079	\$108,950	\$107,607	\$104,653	310	\$118,823	\$113,705
Index															
Professor	1.02	1.01	1.05	1.02	1.00	0.99	0.96	0.94	0.95	0.97	0.90	0.91			
Associate Professor	1.07	1.06	1.09	1.07	1.07	1.02	0.99	0.99	0.95	0.96	0.91	0.94			
Assistant Professor	1.08	1.09	1.10	1.06	1.04	1.04	1.02	0.98	0.98	0.97	0.93	0.93			
Instructor															
All	1.04	1.03	1.06	1.03	1.02	1.00	0.97	0.95	0.96	0.97	0.91	0.92			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>-COLLEGE OF BUSINESS-</b>															
<b>ACCOUNTING</b>															
Average Salaries															
Professor	\$157,936	\$157,936	\$161,686	\$164,000	\$211,763	\$210,675	\$177,100	\$173,780	\$183,825	\$181,650	\$197,287	\$197,287	1	\$253,270	\$266,992
Associate Professor	\$129,034	\$131,803	\$137,295	\$147,823	\$150,916	\$156,612	\$160,842	\$162,263	\$166,646	\$171,762	\$176,794	\$178,933	8	\$213,068	\$237,598
Assistant Professor	\$118,111	\$129,125	\$131,250	\$138,068	\$143,953	\$147,838	\$155,694	\$157,251	\$170,186	\$165,238	\$172,877	\$167,231	5	\$216,480	\$218,246
Instructor															
All	\$125,981	\$133,205	\$137,318	\$143,588	\$155,132	\$159,322	\$158,925	\$160,951	\$170,870	\$72,800	\$176,859	\$176,065	14	\$217,158	\$232,786
Index															
Professor	0.84	0.84	0.89	0.89	1.00	0.98	0.80	0.65	0.75	0.72	0.78	0.74			
Associate Professor	0.90	0.88	0.90	0.95	0.89	0.91	0.88	0.82	0.85	0.84	0.83	0.75			
Assistant Professor	0.76	0.79	0.77	0.79	0.79	0.77	0.81	0.78	0.83	0.80	0.80	0.77			
Instructor															
All	0.82	0.84	0.84	0.84	0.84	0.84	0.83	0.76	0.82	0.81	0.81	0.76			
<b>FINANCE</b>															
Average Salaries															
Professor	\$160,212	\$159,962	\$162,712	\$157,637	\$168,932	\$171,556	\$168,650	\$170,337	\$176,146	\$176,070	\$225,774	\$184,764	3	\$285,853	\$290,624
Associate Professor	\$135,020	\$135,020	\$141,396	\$145,075	\$153,983	\$160,890	\$165,060	\$168,085	\$172,145	\$175,035	\$180,225	\$217,795	10	\$207,919	\$235,206
Assistant Professor	\$130,175	\$136,240	\$138,457	\$141,496	\$143,672	\$147,800	\$158,183	\$159,896	\$167,296	\$171,325	\$187,143	\$178,366	3	\$219,445	\$219,118
Instructor															
All	\$142,419	\$143,842	\$146,017	\$146,047	\$153,835	\$157,310	\$161,413	\$164,272	\$171,130	\$174,302	\$190,063	\$204,209	16	\$224,693	\$242,580
Index															
Professor	0.80	0.80	0.77	0.71	0.69	0.73	0.69	0.68	0.68	0.67	0.79	0.64			
Associate Professor	0.77	0.78	0.79	0.82	0.82	0.81	0.79	0.76	0.78	0.85	0.87	0.93			
Assistant Professor	0.83	0.83	0.78	0.78	0.76	0.78	0.79	0.78	0.79	0.79	0.85	0.81			
Instructor															
All	0.80	0.80	0.78	0.77	0.75	0.77	0.78	0.76	0.77	0.79	0.85	0.84			
<b>MANAGEMENT</b>															
Average Salaries															
Professor	\$155,876	\$156,685	\$159,714	\$162,325	\$163,055	\$159,152	\$166,974	\$173,978	\$182,739	\$185,349	\$193,812	\$192,250	3	\$247,225	\$239,336
Associate Professor	\$108,634	\$108,634	\$112,547	\$118,239	\$123,463	\$129,104	\$139,786	\$140,739	\$146,717	\$153,977	\$157,127	\$160,954	5	\$189,394	\$188,469
Assistant Professor	\$109,919	\$114,439	\$117,464	\$121,547	\$122,643	\$126,312	\$130,094	\$133,344	\$138,529	\$146,036	\$150,895	\$151,875	8	\$167,758	\$161,689
Instructor															
All	\$129,248	\$130,886	\$134,166	\$137,842	\$143,142	\$137,705	\$143,078	\$145,749	\$151,738	\$156,385	\$160,889	\$162,283	16	\$189,419	\$184,617
Index															
Professor	0.93	0.87	0.92	0.88	0.80	0.77	0.77	0.74	0.77	0.76	0.78	0.80			
Associate Professor	0.82	0.79	0.84	0.87	0.81	0.81	0.81	0.80	0.82	0.82	0.83	0.85			
Assistant Professor	0.92	0.90	0.92	0.92	0.87	0.88	0.87	0.85	0.87	0.88	0.90	0.94			
Instructor															
All	0.90	0.86	0.90	0.88	0.81	0.81	0.82	0.80	0.82	0.83	0.85	0.88			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE OF BUSINESS, continued</b>															
<b>MARKETING</b>															
Average Salaries															
Professor	\$150,824	\$159,368	\$161,793	\$155,524	\$163,287	\$167,853	\$172,513	\$175,321	\$181,936	\$196,152	\$207,460	\$203,381	3	\$237,435	\$253,094
Associate Professor	\$128,029	\$128,029	\$129,729	\$133,679	\$136,218	\$139,769	\$143,937	\$145,376	\$158,712	\$157,387	\$169,505	\$176,863	6	\$187,239	\$196,706
Assistant Professor	\$116,471	\$117,476	\$119,192	\$123,671	\$123,020	\$128,683	\$136,473	\$140,808	\$149,726	\$153,703	\$158,576	\$158,570	5	\$167,576	\$168,890
Instructor															
All	\$129,089	\$133,199	\$135,149	\$134,178	\$140,062	\$144,942	\$148,710	\$152,130	\$162,709	\$164,632	\$173,735	\$176,012	14	\$190,973	\$198,854
Index															
Professor	0.85	0.86	0.93	0.85	0.83	0.84	0.81	0.78	0.83	0.86	0.87	0.80			
Associate Professor	1.03	0.99	1.07	1.09	0.97	0.90	0.82	0.83	0.93	0.86	0.91	0.90			
Assistant Professor	0.93	0.91	0.94	0.93	0.86	0.84	0.90	0.88	0.95	0.94	0.95	0.94			
Instructor															
All	0.92	0.90	0.96	0.93	0.87	0.85	0.85	0.84	0.90	0.89	0.91	0.89			
<b>SUPPLY CHAIN &amp; INFORMATION MANAGEMENT<sup>5</sup></b>															
Average Salaries															
Professor	\$144,614	\$147,068	\$153,257	\$188,024	\$199,188	\$183,028	\$170,794	\$175,238	\$190,171	\$207,136	\$208,245	\$202,853	6	\$216,998	\$228,230
Associate Professor	\$124,859	\$123,690	\$124,406	\$126,560	\$133,070	\$136,589	\$136,299	\$143,911	\$148,987	\$153,080	\$155,784	\$154,067	13	\$160,547	\$174,321
Assistant Professor	\$112,601	\$108,800	\$112,100	\$115,677	\$118,975	\$121,123	\$127,444	\$131,272	\$134,356	\$133,904	\$140,014	\$134,500	10	\$150,497	\$155,261
Instructor															
All	\$125,041	\$124,277	\$124,429	\$129,157	\$131,262	\$139,851	\$141,231	\$146,734	\$154,045	\$159,050	\$161,200	\$157,413	29	\$168,761	\$178,902
Index															
Professor	0.85	0.87	0.89	1.07	1.04	0.86	0.85	0.84	0.90	0.97	0.96	0.89			
Associate Professor	1.01	0.92	0.97	0.96	1.04	0.92	1.00	1.02	1.02	1.00	0.97	0.88			
Assistant Professor	1.05	0.84	0.88	0.89	0.94	0.83	0.94	0.95	0.93	0.92	0.93	0.87			
Instructor															
All	0.99	0.90	0.92	0.95	1.00	0.89	0.94	0.96	0.97	0.98	0.96	0.88			
<b>BUSINESS SUMMARY</b>															
Average Salaries															
Professor	\$154,734	\$156,476	\$159,876	\$163,565	\$171,832	\$174,570	\$170,611	\$174,160	\$183,772	\$192,670	\$207,993	\$197,224	16	\$241,675	\$249,096
Associate Professor	\$124,559	\$124,887	\$127,536	\$130,740	\$137,047	\$141,728	\$145,892	\$149,744	\$157,085	\$161,387	\$167,725	\$178,053	42	\$189,078	\$205,752
Assistant Professor	\$117,691	\$121,544	\$123,711	\$128,803	\$132,787	\$136,943	\$144,912	\$147,268	\$154,718	\$152,121	\$155,677	\$152,390	31	\$175,021	\$175,457
Instructor															
All	\$129,909	\$132,226	\$134,626	\$137,349	\$144,126	\$147,389	\$150,190	\$153,424	\$161,459	\$163,915	\$170,768	\$172,561	89	\$193,637	\$202,992
Index															
Professor	0.86	0.85	0.87	0.86	0.81	0.82	0.79	0.75	0.80	0.82	0.86	0.79			
Associate Professor	0.92	0.88	0.91	0.93	0.92	0.87	0.88	0.87	0.88	0.89	0.89	0.87			
Assistant Professor	0.87	0.85	0.85	0.84	0.82	0.80	0.84	0.83	0.86	0.87	0.89	0.87			
Instructor															
All	0.88	0.86	0.87	0.87	0.85	0.83	0.84	0.83	0.85	0.87	0.88	0.85			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
<b>-COLLEGE OF DESIGN-</b>															
<b>ARCHITECTURE</b>															
Average Salaries															
Professor	\$96,495	\$95,371	\$96,896	\$96,476	\$99,031	\$103,488	\$107,593	\$107,450	\$108,808	\$107,000	\$107,884	\$116,087	5	\$127,409	\$124,848
Associate Professor	\$78,011	\$77,550	\$79,090	\$77,451	\$79,533	\$83,540	\$84,550	\$84,088	\$86,112	\$87,264	\$85,857	\$84,827	6	\$91,410	\$88,740
Assistant Professor	\$62,346	\$60,724	\$61,951	\$65,305	\$67,016	\$67,008	\$67,510	\$68,126	\$70,266	\$70,170	\$70,778	\$70,281	8	\$75,363	\$77,994
Instructor															
All	\$79,428	\$79,396	\$79,272	\$83,182	\$83,648	\$87,040	\$88,655	\$88,372	\$89,634	\$84,199	\$85,304	\$86,929	19	\$94,127	\$93,717
Index															
Professor	0.92	0.87	0.94	0.93	0.86	0.90	0.92	0.87	0.88	0.87	0.85	0.93			
Associate Professor	0.99	0.97	1.03	1.01	0.99	1.00	1.01	1.00	0.99	1.00	0.94	0.96			
Assistant Professor	1.04	0.98	1.01	1.02	0.97	0.97	0.98	0.94	0.96	0.98	0.94	0.90			
Instructor															
All	0.97	0.93	1.00	0.97	0.93	0.96	0.96	0.92	0.92	0.94	0.91	0.93			
<b>COMMUNITY AND REGIONAL PLANNING</b>															
Average Salaries															
Professor	\$118,778	\$118,778	\$118,778	\$118,778	\$91,088	\$97,588	\$101,053	\$109,552	\$113,538	\$113,538	\$116,193	\$116,193	2	\$124,064	\$121,393
Associate Professor	\$77,227	\$74,083	\$74,640	\$76,946	\$76,346	\$81,787	\$85,765	\$88,743	\$91,546	\$94,772	\$87,369	\$92,042	4	\$90,548	\$89,919
Assistant Professor	\$58,847	\$58,366	\$63,179	\$60,149	\$62,268	\$65,799	\$65,283	\$65,080	\$67,308	\$66,433	\$66,545	\$66,314	5	\$75,654	\$76,995
Instructor															
All	\$70,354	\$70,694	\$74,450	\$74,410	\$71,801	\$77,743	\$81,906	\$79,619	\$82,324	\$84,356	\$83,144	\$84,738	11	\$89,872	\$89,767
Index															
Professor	1.06	1.10	1.16	1.16	0.81	0.84	0.88	0.87	0.94	0.95	0.94	0.96			
Associate Professor	1.02	0.95	1.05	1.06	0.96	1.01	1.06	1.06	1.04	1.10	0.96	1.02			
Assistant Professor	0.93	0.89	1.00	0.99	0.95	0.98	0.95	0.93	0.91	0.88	0.88	0.86			
Instructor															
All	0.98	0.95	1.05	1.05	0.91	0.94	0.97	0.95	0.95	0.97	0.93	0.94			
<b>GRAPHIC DESIGN, INDUSTRIAL DESIGN, INTERIOR DESIGN &amp; ART AND VISUAL CULTURE<sup>8</sup></b>															
Average Salaries															
Professor	\$91,925	\$86,444	\$83,607	\$ 84,792	\$93,271	\$89,949	\$88,578	\$92,684	\$84,553	\$86,971	\$97,670	\$96,911	11	\$115,543	\$103,146
Associate Professor	\$62,411	\$61,886	\$62,707	\$ 63,279	\$65,040	\$67,765	\$73,156	\$73,670	\$74,008	\$77,245	\$78,843	\$78,101	9	\$86,234	\$79,526
Assistant Professor	\$56,662	\$53,792	\$55,298	\$ 55,934	\$57,739	\$59,660	\$61,229	\$60,852	\$63,106	\$64,504	\$63,841	\$74,836	15	\$73,456	\$69,505
Instructor															
All	\$63,324	\$63,185	\$63,444	\$64,774	\$67,223	\$69,404	\$72,338	\$72,778	\$72,508	\$74,891	\$78,331	\$82,614	35	\$89,969	\$82,655
Index															
Professor	1.03	0.98	0.93	0.94	0.99	0.93	0.84	0.96	0.81	0.77	0.85	0.94			
Associate Professor	0.93	0.90	0.89	0.87	0.87	0.89	0.92	0.96	0.93	0.93	0.91	0.98			
Assistant Professor	1.02	0.97	0.96	0.92	0.94	0.96	0.91	0.95	0.92	0.90	0.87	1.08			
Instructor															
All	0.96	0.93	0.91	0.89	0.89	0.91	0.90	0.96	0.89	0.88	0.87	1.00			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE OF DESIGN, continued</b>															
<b>LANDSCAPE ARCHITECTURE</b>															
Average Salaries															
Professor	\$97,056	\$97,983	\$97,056	\$101,993	\$113,739	\$102,438	\$93,638	\$101,954	\$97,819	\$100,193	\$101,195	\$100,893	3	\$117,246	\$119,374
Associate Professor	\$79,356	\$73,991	\$77,415	\$78,438	\$80,255	\$83,394	\$87,715	\$88,142	\$94,258	\$92,807	\$93,735	\$93,291	5	\$87,533	\$86,281
Assistant Professor	\$54,928		\$58,000	\$61,015	\$62,117	\$64,407	\$64,425	\$64,726	\$67,086	\$66,706	\$66,280	\$65,652	4	\$87,430	\$74,573
Instructor															
All	\$80,527	\$82,715	\$84,578	\$79,801	\$79,747	\$79,952	\$77,667	\$83,790	\$85,348	\$87,703	\$86,448	\$85,979	12	\$94,927	\$90,651
Index															
Professor	0.95	0.97	0.92	0.99	1.06	0.92	0.87	0.96	0.91	0.89	0.86	0.85			
Associate Professor	1.06	1.03	1.03	1.08	1.00	1.01	1.10	1.09	1.14	1.07	1.07	1.08			
Assistant Professor	0.91		0.95	1.02	0.91	0.94	0.89	0.92	0.93	0.92	0.76	0.88			
Instructor															
All	0.98	1.00	0.96	1.04	0.99	0.97	0.99	1.00	1.00	0.97	0.91	0.95			
<b>DESIGN SUMMARY</b>															
Average Salaries															
Professor	\$97,254	\$95,255	\$94,991	\$95,519	\$98,397	\$98,388	\$98,696	\$101,522	\$97,722	\$97,126	\$102,369	\$103,882	21	\$119,423	\$112,369
Associate Professor	\$70,127	\$68,795	\$69,835	\$69,776	\$70,706	\$73,764	\$77,866	\$78,819	\$80,075	\$82,572	\$85,120	\$85,271	24	\$88,518	\$84,969
Assistant Professor	\$58,176	\$57,176	\$59,200	\$59,454	\$62,032	\$63,712	\$63,761	\$63,720	\$66,000	\$66,605	\$66,303	\$71,218	32	\$76,023	\$73,431
Instructor															
All	\$71,628	\$71,806	\$72,507	\$72,962	\$74,117	\$76,495	\$77,966	\$78,998	\$79,464	\$79,748	\$82,004	\$84,506	77	\$91,754	\$87,647
Index															
Professor	0.96	0.93	0.95	0.96	0.91	0.91	0.88	0.91	0.86	0.83	0.86	0.92			
Associate Professor	0.97	0.95	0.96	0.95	0.92	0.94	0.97	0.99	0.98	0.98	0.96	1.00			
Assistant Professor	0.98	0.95	0.98	0.98	0.94	0.96	0.93	0.94	0.93	0.92	0.87	0.97			
Instructor															
All	0.97	0.94	0.96	0.95	0.92	0.93	0.93	0.95	0.92	0.92	0.89	0.96			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>-COLLEGE OF ENGINEERING-</b>															
<b>AEROSPACE ENGINEERING</b>															
Average Salaries															
Professor	\$128,855	\$128,372	\$130,545	\$136,308	\$143,329	\$145,075	\$155,837	\$153,369	\$161,220	\$156,392	\$158,782	\$154,601	10	\$166,699	\$164,940
Associate Professor	\$93,188	\$91,792	\$96,090	\$92,113	\$95,361	\$95,415	\$97,552	\$98,370	\$103,490	\$103,490	\$105,803	\$106,917	6	\$119,546	\$116,402
Assistant Professor	\$82,794	\$80,704	\$81,704	\$85,019	\$85,657	\$87,522	\$89,611	\$89,113	\$93,075	\$93,563	\$92,195	\$90,794	8	\$100,297	\$100,776
Instructor															
All	\$109,022	\$107,627	\$112,083	\$119,270	\$119,853	\$123,089	\$127,104	\$123,021	\$125,676	\$124,841	\$123,342	\$121,411	24	\$132,777	\$131,417
Index															
Professor	1.01	0.98	1.00	1.02	1.01	0.99	1.00	1.00	1.01	0.95	0.95	0.94			
Associate Professor	1.00	0.96	1.07	0.98	0.98	0.94	0.93	0.91	0.92	0.89	0.89	0.92			
Assistant Professor	1.03	0.99	1.00	1.03	0.98	1.01	0.95	0.97	0.98	0.95	0.92	0.90			
Instructor															
All	1.01	0.98	1.02	1.02	1.00	0.99	0.98	0.98	0.99	0.94	0.93	0.92			
<b>AGRICULTURAL AND BIOSYSTEMS ENGINEERING <sup>1</sup></b>															
Average Salaries															
Professor		\$113,927	\$113,927	\$150,000	\$153,750	\$168,364	\$136,185	\$136,513	\$142,246	\$200,000	\$139,583	\$153,075	14	\$145,511	\$145,803
Associate Professor	\$109,927						\$95,349	\$96,570	\$99,846	\$105,330	\$96,950	\$105,008	9	\$107,448	\$106,164
Assistant Professor	\$75,742	\$76,660	\$85,000	\$88,000	\$90,640	\$93,586	\$84,334	\$83,418	\$85,696	\$87,055	\$86,024	\$85,895	5	\$90,784	\$82,266
Instructor															
All	\$87,137	\$95,294	\$99,464	\$119,000	\$122,195	\$130,975	\$113,379	\$112,208	\$117,875	\$113,299	\$116,316	\$125,628	28	\$123,504	\$121,716
Index															
Professor		1.03	1.06	1.31	1.27	1.35	1.04	1.05	1.02	1.41	0.96	1.05			
Associate Professor	1.28						1.01	1.00	0.96	0.98	0.90	0.99			
Assistant Professor	1.03	1.03	1.18	1.18	1.16	1.13	0.99	0.97	1.00	0.98	0.95	1.04			
Instructor															
All	1.12	1.03	1.11	1.26	1.22	1.26	1.02	1.02	1.00	1.10	0.94	1.03			
<b>CHEMICAL &amp; BIOLOGICAL ENGINEERING</b>															
Average Salaries															
Professor	\$141,721	\$142,195	\$151,916	\$151,873	\$152,315	\$165,773	\$175,583	\$172,591	\$179,318	\$180,339	\$171,942	\$176,743	8	\$177,091	\$171,597
Associate Professor	\$104,684	\$104,684	\$99,735	\$101,235	\$103,256	\$104,996	\$109,493	\$110,516	\$112,493	\$111,195	\$111,582	\$109,639	7	\$118,071	\$119,451
Assistant Professor	\$85,864	\$85,220	\$86,715	\$88,295	\$90,401	\$90,720	\$91,834	\$92,202	\$94,002	\$94,002	\$93,623	\$94,082	5	\$99,773	\$99,784
Instructor															
All	\$119,636	\$116,141	\$125,018	\$127,216	\$126,835	\$137,388	\$134,942	\$135,100	\$137,942	\$134,555	\$131,236	\$132,591	20	\$137,105	\$135,393
Index															
Professor	1.01	1.00	1.05	1.04	1.01	1.09	1.10	1.05	1.05	1.03	0.97	1.03			
Associate Professor	1.16	1.12	1.05	1.03	1.03	1.05	1.06	1.04	1.03	0.99	0.95	0.92			
Assistant Professor	1.04	1.05	1.08	1.07	1.04	1.03	1.01	0.98	0.96	0.96	0.94	0.94			
Instructor															
All	1.03	1.03	1.06	1.05	1.02	1.07	1.07	1.03	1.03	1.01	0.96	0.98			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE OF ENGINEERING, continued</b>															
<b>CIVIL, CONSTRUCTION, AND ENVIRONMENTAL ENGINEERING</b>															
Average Salaries															
Professor	\$130,849	\$127,681	\$128,931	\$133,183	\$132,312	\$137,645	\$144,367	\$142,072	\$152,861	\$154,802	\$160,766	\$148,169	10	\$148,524	\$151,111
Associate Professor	\$93,127	\$94,421	\$94,760	\$97,779	\$95,554	\$98,780	\$102,652	\$103,751	\$106,768	\$108,768	\$109,648	\$109,359	10	\$113,173	\$111,310
Assistant Professor	\$79,387	\$79,415	\$85,325	\$85,411	\$86,220	\$87,202	\$89,270	\$89,727	\$91,991	\$91,923	\$94,800	\$95,469	13	\$96,532	\$93,578
Instructor															
All	\$105,070	\$104,808	\$108,057	\$113,103	\$114,247	\$118,656	\$119,443	\$115,759	\$118,833	\$115,182	\$119,289	\$115,648	33	\$117,330	\$116,385
Index															
Professor	1.07	1.03	1.04	1.04	0.99	1.03	1.07	1.04	1.08	1.07	1.08	0.98			
Associate Professor	1.01	1.03	1.05	1.03	0.98	1.00	1.01	1.01	1.01	1.01	1.00	0.97	0.98		
Assistant Professor	0.99	1.00	1.08	1.01	1.00	0.99	1.00	1.00	1.00	1.00	0.97	0.98	1.02		
Instructor															
All	1.04	1.03	1.05	1.03	0.99	1.01	1.04	1.02	1.04	1.02	1.02	0.99			
<b>ELECTRICAL AND COMPUTER ENGINEERING</b>															
Average Salaries															
Professor	\$145,318	\$141,114	\$146,026	\$145,807	\$148,645	\$146,477	\$149,300	\$147,195	\$149,134	\$150,551	\$153,445	\$146,500	23	\$167,641	\$165,793
Associate Professor	\$102,407	\$102,248	\$102,931	\$102,149	\$100,862	\$102,491	\$106,321	\$103,723	\$104,927	\$106,361	\$109,146	\$105,495	16	\$116,082	\$118,035
Assistant Professor	\$84,339	\$84,187	\$86,400	\$86,065	\$87,057	\$87,211	\$83,870	\$83,383	\$85,837	\$91,000	\$94,140	\$93,930	7	\$100,346	\$100,953
Instructor															
All	\$107,885	\$104,630	\$109,652	\$110,370	\$115,091	\$116,726	\$121,906	\$119,468	\$124,629	\$126,965	\$129,012	\$124,238	46	\$139,467	\$139,314
Index															
Professor	1.08	1.05	1.06	1.04	1.02	0.99	1.01	0.94	0.93	0.92	0.92	0.88			
Associate Professor	1.04	1.05	1.05	1.02	0.98	0.97	0.97	0.93	0.92	0.92	0.94	0.89			
Assistant Professor	0.97	0.96	1.00	0.98	0.94	0.96	0.90	0.89	0.88	0.92	0.94	0.93			
Instructor															
All	1.03	1.02	1.04	1.01	0.99	0.97	0.99	0.93	0.93	0.92	0.93	0.89			
<b>INDUSTRIAL AND MANUFACTURING SYSTEMS ENGINEERING</b>															
Average Salaries															
Professor	\$136,139	\$120,927	\$124,027	\$132,242	\$130,276	\$133,364	\$141,836	\$137,340	\$171,295	\$181,763	\$184,581	\$204,726	3	\$169,371	\$169,311
Associate Professor	\$94,500	\$93,676	\$95,434	\$97,209	\$104,403	\$104,767	\$106,062	\$108,167	\$112,003	\$113,101	\$116,673	\$116,014	10	\$122,899	\$129,710
Assistant Professor	\$76,311	\$71,799	\$73,602	\$74,468	\$84,797	\$89,229	\$91,727	\$91,035	\$96,550	\$97,853	\$85,645	\$84,420	4	\$100,821	\$99,228
Instructor															
All	\$100,363	\$96,843	\$98,944	\$100,046	\$105,970	\$109,003	\$109,186	\$104,401	\$115,551	\$123,116	\$121,356	\$124,235	17	\$125,905	\$129,526
Index															
Professor	1.01	0.87	0.91	0.94	0.89	0.91	0.93	0.91	1.07	1.10	1.09	1.21			
Associate Professor	0.96	0.93	0.96	0.96	0.97	0.95	0.97	0.96	0.96	0.98	0.95	0.89			
Assistant Professor	0.95	0.85	0.90	0.90	0.96	1.00	1.03	1.00	1.01	0.99	0.85	0.85			
Instructor															
All	0.98	0.90	0.93	0.94	0.94	0.94	0.97	0.96	0.99	1.01	0.96	0.96			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE OF ENGINEERING, continued</b>															
<b>MATERIALS SCIENCE AND ENGINEERING</b>															
Average Salaries															
Professor	\$145,397	\$152,402	\$158,391	\$161,125	\$158,689	\$161,430	\$170,822	\$177,216	\$184,654	\$195,047	\$184,264	\$203,210	8	\$177,314	\$159,362
Associate Professor	\$98,336	\$97,461	\$101,041	\$96,289	\$99,424		\$97,556	\$119,850	\$124,289	\$125,761	\$139,337	\$139,337	2	\$118,420	\$112,405
Assistant Professor	\$81,141	\$82,121	\$80,000	\$84,325	\$86,708	\$88,918	\$92,975	\$93,905	\$94,448	\$93,655	\$95,843	\$95,537	4	\$97,035	\$97,559
Instructor															
All	\$127,561	\$126,847	\$134,399	\$138,183	\$136,815	\$149,345	\$155,481	\$158,023	\$154,565	\$157,075	\$152,583	\$163,321	14	\$145,964	\$134,996
Index															
Professor	1.04	1.07	1.10	1.10	1.04	1.06	1.12	1.19	1.12	1.12	1.04	1.28			
Associate Professor	1.03	1.01	1.05	0.96	0.98	#DIV/0!	0.93	1.10	1.11	1.09	1.18	1.24			
Assistant Professor	1.02	1.00	0.99	1.01	0.97	1.00	1.01	1.03	1.01	0.99	0.99	0.98			
Instructor															
All	1.03	1.05	1.08	1.07	1.02	1.05	1.10	1.16	1.10	1.09	1.05	1.21			
<b>MECHANICAL ENGINEERING</b>															
Average Salaries															
Professor	\$133,679	\$142,622	\$149,068	\$155,945	\$155,491	\$165,427	\$171,872	\$157,583	\$156,464	\$156,464	\$156,230	\$140,880	14	\$162,730	\$161,396
Associate Professor	\$99,508	\$98,090	\$100,812	\$99,916	\$101,144	\$103,164	\$104,941	\$102,248	\$102,808	\$103,677	\$99,887	\$99,090	8	\$115,992	\$116,468
Assistant Professor	\$83,085	\$82,095	\$84,598	\$85,637	\$85,965	\$87,034	\$85,691	\$85,906	\$88,196	\$88,144	\$88,663	\$87,208	17	\$98,981	\$98,728
Instructor															
All	\$107,373	\$108,853	\$111,065	\$112,286	\$115,082	\$114,962	\$118,131	\$112,470	\$113,200	\$112,909	\$115,220	\$108,912	39	\$125,355	\$124,863
Index															
Professor	1.01	1.08	1.13	1.16	1.10	1.14	1.16	1.03	1.02	1.00	0.96	0.87			
Associate Professor	1.05	1.04	1.08	1.06	1.01	1.03	1.01	0.95	0.93	0.91	0.86	0.85			
Assistant Professor	1.02	1.01	1.03	1.02	0.98	0.98	0.94	0.92	0.92	0.90	0.90	0.88			
Instructor															
All	1.03	1.05	1.09	1.09	1.04	1.06	1.05	0.97	0.96	0.95	0.92	0.87			
<b>ENGINEERING SUMMARY</b>															
Average Salaries															
Professor	\$137,955	\$137,806	\$142,435	\$145,700	\$146,666	\$151,319	\$156,053	\$153,900	\$159,641	\$163,176	\$158,550	\$157,404	90	\$162,963	\$160,335
Associate Professor	\$97,645	\$97,089	\$98,912	\$98,950	\$100,191	\$101,991	\$103,693	\$103,571	\$106,442	\$108,646	\$108,467	\$108,340	68	\$116,082	\$116,843
Assistant Professor	\$82,570	\$82,369	\$84,784	\$85,231	\$86,748	\$87,989	\$88,111	\$87,905	\$90,714	\$91,124	\$91,435	\$90,908	63	\$98,200	\$96,907
Instructor															
All	\$110,200	\$108,656	\$113,424	\$116,186	\$118,111	\$122,161	\$123,663	\$120,715	\$124,570	\$124,611	\$124,007	\$123,351	221	\$130,077	\$128,872
Index															
Professor	1.04	1.03	1.05	1.06	1.02	1.04	1.06	1.04	1.03	1.00	0.97	0.98			
Associate Professor	1.03	1.02	1.05	1.01	0.99	0.98	0.99	0.97	0.96	0.96	0.93	0.93			
Assistant Professor	1.00	0.99	1.02	1.00	0.98	0.99	0.97	0.96	0.96	0.94	0.93	0.94			
Instructor															
All	1.03	1.02	1.05	1.04	1.01	1.02	1.03	1.00	1.00	0.98	0.95	0.96			



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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>-COLLEGE OF HUMAN SCIENCES-</b>															
<b>APPAREL, EVENTS, AND HOSPITALITY MANAGEMENT<sup>9</sup></b>															
Average Salaries															
Professor	\$98,237	\$99,486	\$106,818	\$111,256	\$116,265	\$120,765	\$125,508	\$121,506	\$118,655	\$135,244	\$125,744	\$139,829	6	\$147,093	\$134,621
Associate Professor	\$77,596	\$72,894	\$74,991	\$72,251	\$74,647	\$80,605	\$85,672	\$85,016	\$83,029	\$87,977	\$87,478	\$84,504	9	\$107,948	\$108,031
Assistant Professor	\$57,881	\$62,069	\$63,028	\$65,645	\$66,797	\$68,036	\$70,872	\$70,883	\$73,614	\$73,872	\$75,722	\$76,750	10	\$88,596	\$84,683
Instructor															
All	\$71,867	\$72,188	\$75,443	\$77,249	\$80,444	\$82,231	\$86,188	\$87,318	\$85,535	\$93,115	\$91,959	\$94,680	25	\$109,602	\$105,074
Index															
Professor	0.88	0.90	0.94	0.96	1.01	1.02	0.98	0.90	0.84	0.90	0.85	1.04			
Associate Professor	1.01	0.92	0.95	0.85	0.85	0.88	0.96	0.95	0.84	0.86	0.81	0.78			
Assistant Professor	0.92	0.93	0.92	0.91	0.90	0.84	0.93	0.88	0.87	0.83	0.85	0.91			
Instructor															
All	0.93	0.92	0.93	0.91	0.92	0.90	0.95	0.91	0.85	0.86	0.84	0.90			
<b>CURRICULUM AND INSTRUCTION<sup>10</sup></b>															
Average Salaries															
Professor	\$91,510	\$92,026	\$98,057	\$96,767											
Associate Professor	\$67,027	\$68,365	\$68,593	\$71,626											
Assistant Professor	\$58,510	\$58,258	\$58,606	\$62,773											
Instructor															
All	\$70,811	\$73,958	\$74,359	\$73,266							#DIV/0!	#DIV/0!	0	#DIV/0!	#DIV/0!
Index															
Professor	0.89	0.89	0.99	0.93							#DIV/0!	#DIV/0!			
Associate Professor	0.89	0.90	0.94	0.96							#DIV/0!	#DIV/0!			
Assistant Professor	0.95	0.94	0.97	1.00							#DIV/0!	#DIV/0!			
Instructor															
All	0.91	0.90	0.96	0.96							#DIV/0!	#DIV/0!			
<b>EDUCATIONAL LEADERSHIP AND POLICY STUDIES<sup>10</sup></b>															
Average Salaries															
Professor	\$112,176	\$114,676	\$107,770	\$110,800											
Associate Professor	\$80,404	\$77,323	\$78,611	\$93,210											
Assistant Professor	\$61,303	\$60,496	\$58,142	\$65,000											
Instructor															
All	\$89,737	\$89,250	\$83,452	\$86,146							#DIV/0!	#DIV/0!	0	#DIV/0!	#DIV/0!
Index															
Professor	0.97	0.97	0.93	0.99							#DIV/0!	#DIV/0!			
Associate Professor	1.01	0.96	0.99	1.17							#DIV/0!	#DIV/0!			
Assistant Professor	0.96	0.94	0.91	1.02							#DIV/0!	#DIV/0!			
Instructor															
All	0.98	0.96	0.94	1.05							#DIV/0!	#DIV/0!			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2008-2009 through 2018-2019**

COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE OF HUMAN SCIENCES, continued</b>															
<b>FOOD SCIENCE AND HUMAN NUTRITION --H SCI<sup>1</sup></b>															
Average Salaries															
Professor	\$92,751	\$91,501	\$93,704	\$95,355	\$96,023	\$95,650	\$109,875	\$111,659	\$115,663	\$108,103	\$109,759	\$113,322	9	\$141,620	\$133,802
Associate Professor	\$72,432	\$76,241	\$76,786	\$80,486	\$82,492	\$85,833	\$89,129	\$88,253	\$90,284	\$92,740	\$92,204	\$86,201	12	\$97,030	\$105,123
Assistant Professor	\$69,867	\$69,419	\$71,956	\$66,900	\$73,817	\$75,625	\$77,151	\$77,313	\$81,470	\$82,048	\$83,196	\$80,629	9	\$88,534	\$85,407
Instructor															
All	\$78,350	\$78,036	\$80,239	\$81,939	\$84,653	\$85,735	\$92,170	\$92,446	\$97,015	\$94,868	\$94,768	\$92,666	30	\$107,858	\$107,812
Index															
Professor	0.89	0.86	0.88	0.85	0.82	0.81	0.93	0.90	0.91	0.82	0.78	0.85			
Associate Professor	0.96	1.02	0.97	0.98	0.99	1.03	1.04	1.06	0.99	0.98	0.95	0.82			
Assistant Professor	1.02	1.00	1.00	0.92	0.97	1.03	0.97	0.96	0.97	0.93	0.94	0.94			
Instructor															
All	0.95	0.96	0.95	0.93	0.92	0.96	0.98	0.99	0.95	0.91	0.88	0.86			
<b>HUMAN DEVELOPMENT AND FAMILY STUDIES</b>															
Average Salaries															
Professor	\$101,107	\$100,166	\$109,786	\$119,626	\$118,451	\$121,293	\$124,848	\$130,293	\$131,636	\$127,859	\$129,138	\$131,257	6	\$139,565	\$130,365
Associate Professor	\$69,253	\$70,503	\$71,306	\$73,800	\$75,442	\$79,013	\$82,802	\$84,482	\$85,201	\$85,014	\$85,959	\$85,559	8	\$97,682	\$92,241
Assistant Professor	\$68,169	\$64,329	\$65,178	\$65,622	\$66,760	\$67,884	\$69,766	\$70,379	\$72,250	\$71,330	\$71,923	\$71,305	9	\$91,422	\$76,914
Instructor															
All	\$86,480	\$84,717	\$86,430	\$83,840	\$84,977	\$85,131	\$87,226	\$89,688	\$92,269	\$89,453	\$91,731	\$91,903	23	\$106,158	\$96,189
Index															
Professor	0.91	0.89	0.98	1.03	1.00	1.05	1.01	1.05	0.95	0.93	0.93	1.01			
Associate Professor	0.91	0.90	0.91	0.90	0.90	0.95	0.96	0.96	0.98	0.93	0.88	0.93			
Assistant Professor	1.08	0.99	0.99	0.98	0.95	0.96	0.98	0.96	0.94	0.91	0.79	0.93			
Instructor															
All	0.93	0.90	0.95	0.96	0.95	0.99	0.98	0.99	0.95	0.92	0.86	0.96			
<b>KINESIOLOGY<sup>4</sup></b>															
Average Salaries															
Professor	\$95,069	\$95,469	\$96,806	\$96,640	\$99,019	\$103,192	\$107,263	\$109,458	\$114,439	\$116,606	\$112,369	\$139,046	9	\$124,938	\$117,534
Associate Professor	\$71,566	\$70,174	\$78,712	\$77,696	\$74,801	\$79,288	\$81,415	\$82,229	\$84,696	\$85,397	\$87,642	\$83,890	3	\$86,053	\$84,410
Assistant Professor	\$52,058	\$54,753	\$55,320	\$58,493	\$60,958	\$62,718	\$66,304	\$67,217	\$71,483	\$73,225	\$73,958	\$75,245	7	\$73,312	\$74,290
Instructor															
All	\$73,888	\$75,903	\$80,162	\$79,983	\$84,026	\$84,920	\$84,751	\$86,146	\$91,502	\$94,053	\$94,313	\$106,832	19	\$99,778	\$96,372
Index															
Professor	0.96	0.95	0.99	0.96	0.97	0.94	0.93	0.92	0.87	0.89	0.90	1.18			
Associate Professor	1.00	0.97	1.11	1.07	0.97	1.01	1.03	1.03	0.99	0.99	1.02	0.99			
Assistant Professor	0.83	0.86	0.88	0.91	0.95	0.94	0.96	0.99	0.96	0.98	1.01	1.01			
Instructor															
All	0.95	0.94	1.01	0.97	0.97	0.95	0.96	0.96	0.92	0.93	0.95	1.11			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE OF HUMAN SCIENCES, continued</b>															
<b>SCHOOL OF EDUCATION <sup>10</sup></b>															
Average Salaries															
Professor					\$109,355	\$115,557	\$108,168	\$112,857	\$118,602	\$132,735	\$138,986	\$138,986	2	\$142,038	\$133,717
Associate Professor					\$78,003	\$80,210	\$82,939	\$82,577	\$86,102	\$85,742	\$84,916	\$84,149	14	\$93,561	\$96,402
Assistant Professor					\$65,427	\$67,017	\$68,773	\$69,225	\$71,053	\$70,080	\$70,545	\$71,156	18	\$76,354	\$74,875
Instructor															
All					\$80,795	\$86,029	\$82,204	\$84,381	\$82,999	\$79,869	\$80,488	\$80,496	34	\$87,303	\$87,200
Index															
Professor					0.97	1.06	0.87	0.94	0.96	1.04	0.98	1.04			
Associate Professor					0.98	1.01	1.00	0.96	0.98	0.96	0.91	0.87			
Assistant Professor					0.99	1.00	0.98	0.96	0.94	0.92	0.92	0.95			
Instructor															
All					0.98	1.02	0.95	0.96	0.96	0.94	0.92	0.92			
<b>HUMAN SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$99,563	\$99,912	\$102,799	\$104,783	\$107,549	\$112,400	\$113,019	\$115,951	\$119,436	\$123,221	\$118,950	\$130,494	32	\$137,595	\$128,730
Associate Professor	\$72,174	\$71,976	\$73,615	\$76,771	\$77,464	\$80,933	\$85,149	\$85,075	\$86,439	\$87,290	\$87,678	\$84,982	46	\$97,508	\$99,447
Assistant Professor	\$60,031	\$61,712	\$62,005	\$64,033	\$66,212	\$67,646	\$70,096	\$70,358	\$73,244	\$72,279	\$74,355	\$74,385	53	\$82,889	\$78,783
Instructor															
All	\$78,032	\$79,023	\$79,648	\$79,885	\$82,381	\$84,799	\$86,236	\$87,701	\$89,331	\$88,503	\$89,927	\$91,812	131	\$101,386	\$98,240
Index															
Professor	0.92	0.91	0.95	0.96	0.96	0.99	0.93	0.94	0.91	0.91	0.86	1.01			
Associate Professor	0.96	0.94	0.97	0.97	0.95	0.98	1.00	0.99	0.95	0.94	0.90	0.85			
Assistant Professor	0.95	0.94	0.94	0.95	0.95	0.93	0.97	0.95	0.93	0.90	0.90	0.94			
Instructor															
All	0.94	0.93	0.96	0.96	0.95	0.97	0.96	0.96	0.93	0.91	0.89	0.93			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>-COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES</b>															
<b>ENGLISH</b>															
Average Salaries															
Professor	\$76,656	\$78,668	\$79,365	\$88,284	\$90,863	\$98,218	\$98,471	\$101,123	\$103,226	\$101,838	\$102,830	\$94,562	11	\$125,653	\$117,575
Associate Professor	\$61,501	\$61,910	\$61,912	\$63,533	\$66,827	\$69,804	\$71,375	\$71,773	\$74,242	\$72,895	\$73,520	\$75,245	16	\$87,397	\$85,447
Assistant Professor	\$53,053	\$53,958	\$55,800	\$56,919	\$58,587	\$60,483	\$61,943	\$62,556	\$64,102	\$64,264	\$64,573	\$64,134	9	\$74,696	\$72,637
Instructor															
All	\$65,600	\$65,059	\$64,737	\$66,829	\$68,219	\$71,938	\$75,236	\$75,784	\$78,896	\$78,341	\$80,239	\$78,370	36	\$95,911	\$92,061
Index															
Professor	0.74	0.75	0.78	0.85	0.84	0.89	0.89	0.88	0.86	0.83	0.82	0.80			
Associate Professor	0.87	0.86	0.89	0.90	0.90	0.93	0.93	0.89	0.90	0.86	0.84	0.88			
Assistant Professor	0.92	0.90	0.95	0.95	0.93	0.94	0.93	0.92	0.91	0.89	0.86	0.88			
Instructor															
All	0.82	0.82	0.86	0.90	0.89	0.92	0.92	0.89	0.89	0.85	0.84	0.85			
<b>GREENLEE SCHOOL OF JOURNALISM AND COMMUNICATION</b>															
Average Salaries															
Professor	\$85,631	\$89,127	\$89,877	\$87,929	\$93,364	\$102,389	\$110,333	\$111,436	\$116,069	\$120,470	\$121,676	\$124,931	3	\$145,078	\$134,551
Associate Professor	\$70,764	\$68,218	\$66,991	\$64,730	\$70,236	\$81,378	\$82,680	\$80,127	\$82,490	\$83,053	\$85,307	\$87,603	7	\$99,173	\$95,114
Assistant Professor	\$56,973	\$55,173	\$53,343	\$53,389	\$55,334	\$60,422	\$64,001	\$62,307	\$65,033	\$65,533	\$69,561	\$70,000	5	\$80,935	\$80,500
Instructor															
All	\$68,200	\$65,754	\$68,448	\$67,695	\$71,361	\$78,167	\$78,313	\$77,174	\$79,984	\$83,528	\$87,332	\$89,201	15	\$102,274	\$98,130
Index															
Professor	0.78	0.78	0.77	0.75	0.73	0.83	0.85	0.88	0.82	0.82	0.84	0.93			
Associate Professor	0.91	0.87	0.85	0.79	0.82	0.98	0.96	0.88	0.87	0.82	0.86	0.92			
Assistant Professor	0.89	0.84	0.81	0.79	0.79	0.84	0.87	0.84	0.85	0.82	0.86	0.87			
Instructor															
All	0.85	0.83	0.81	0.78	0.78	0.89	0.90	0.86	0.85	0.82	0.85	0.91			
<b>HISTORY</b>															
Average Salaries															
Professor	\$84,755	\$88,409	\$79,439	\$80,630	\$82,308	\$88,108	\$89,214	\$91,196	\$100,493	\$97,292	\$95,576	\$110,649	7	\$126,184	\$130,669
Associate Professor	\$58,051	\$57,908	\$57,855	\$59,520	\$62,311	\$69,711	\$74,854	\$75,455	\$77,735	\$77,114	\$78,195	\$77,558	7	\$88,385	\$92,475
Assistant Professor	\$47,789	\$49,203	\$49,605	\$51,464	\$52,742	\$57,070	\$60,630	\$62,039	\$65,715	\$65,270	\$65,923	\$65,857	6	\$73,907	\$77,284
Instructor															
All	\$62,962	\$63,294	\$64,204	\$64,596	\$65,429	\$72,660	\$74,057	\$74,811	\$82,398	\$81,417	\$80,597	\$85,630	20	\$97,271	\$101,286
Index															
Professor	0.79	0.82	0.75	0.75	0.73	0.77	0.76	0.76	0.82	0.76	0.76	0.85			
Associate Professor	0.79	0.78	0.78	0.79	0.79	0.87	0.93	0.88	0.90	0.86	0.88	0.84			
Assistant Professor	0.78	0.78	0.82	0.84	0.82	0.86	0.90	0.88	0.93	0.87	0.89	0.85			
Instructor															
All	0.79	0.80	0.77	0.78	0.77	0.82	0.86	0.83	0.87	0.82	0.83	0.85			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued</b>															
<b>MUSIC AND THEATRE<sup>6</sup></b>															
Average Salaries															
Professor	\$67,611	\$68,212	\$68,503	\$70,532	\$70,940	\$75,689	\$86,184	\$81,996	\$83,325	\$84,612	\$90,077	\$92,683	6	\$100,310	\$107,258
Associate Professor	\$56,709	\$54,957	\$56,038	\$57,439	\$57,900	\$61,970	\$65,763	\$66,406	\$68,660	\$68,922	\$70,516	\$70,036	10	\$78,827	\$79,942
Assistant Professor	\$47,899	\$49,207	\$51,457	\$51,426	\$52,234	\$56,138	\$59,645	\$58,690	\$60,520	\$60,520	\$61,078	\$61,297	5	\$67,422	\$67,221
Instructor															
All	\$59,567	\$59,937	\$60,508	\$62,003	\$60,915	\$65,490	\$71,075	\$69,262	\$71,223	\$71,752	\$73,858	\$74,426	21	\$82,249	\$84,718
Index															
Professor	0.75	0.75	0.76	0.77	0.75	0.79	0.83	0.78	0.77	0.75	0.90	0.86			
Associate Professor	0.85	0.81	0.81	0.83	0.81	0.84	0.86	0.88	0.87	0.85	0.89	0.88			
Assistant Professor	0.84	0.85	0.90	0.88	0.84	0.89	0.91	0.88	0.84	0.86	0.91	0.91			
Instructor															
All	0.80	0.79	0.80	0.80	0.79	0.83	0.86	0.84	0.82	0.81	0.90	0.88			
<b>PHILOSOPHY AND RELIGIOUS STUDIES</b>															
Average Salaries															
Professor	\$86,114	\$85,580	\$85,278	\$84,672	\$93,519	\$98,379	\$99,980	\$100,980	\$104,520	\$104,520	\$103,066	\$103,031	4	\$134,941	\$119,607
Associate Professor	\$61,863	\$60,627	\$61,853	\$62,734	\$64,253	\$71,157	\$72,161	\$73,114	\$75,262	\$74,322	\$75,496	\$74,477	9	\$94,074	\$91,006
Assistant Professor	\$51,197	\$54,182	\$53,546	\$54,196	\$56,565	\$58,689	\$60,503	\$61,158	\$65,703	\$65,676	\$67,595	\$67,196	4	\$75,115	\$73,531
Instructor															
All	\$68,552	\$69,385	\$67,354	\$66,966	\$69,122	\$72,295	\$74,856	\$75,185	\$79,980	\$82,038	\$80,124	\$79,482	17	\$99,229	\$93,624
Index															
Professor	0.82	0.80	0.80	0.75	0.81	0.83	0.85	0.82	0.82	0.79	0.76	0.86			
Associate Professor	0.90	0.84	0.88	0.86	0.84	0.92	0.88	0.84	0.85	0.81	0.80	0.82			
Assistant Professor	0.89	0.93	0.92	0.89	0.92	0.91	0.88	0.88	0.91	0.90	0.90	0.91			
Instructor															
All	0.86	0.83	0.85	0.82	0.85	0.88	0.87	0.84	0.86	0.82	0.81	0.85			
<b>WORLD LANGUAGES &amp; CULTURES<sup>11</sup></b>															
Average Salaries															
Professor	\$74,256	\$74,256	\$76,267	\$77,411	\$79,388	\$81,937	\$114,978	\$92,350	\$96,163	\$99,163	\$105,300	\$108,996	3	\$122,208	\$113,043
Associate Professor	\$67,065	\$57,937	\$59,201	\$60,066	\$61,706	\$68,168	\$71,021	\$71,088	\$73,113	\$74,423	\$74,820	\$74,061	21	\$85,765	\$83,665
Assistant Professor	\$51,903	\$51,169	\$51,078	\$51,844	\$52,195	\$53,013	\$57,631	\$58,388	\$62,667	\$62,317	\$63,639	\$62,418	5	\$74,284	\$73,737
Instructor															
All	\$62,195	\$57,823	\$59,801	\$60,688	\$62,425	\$67,032	\$77,070	\$71,104	\$73,959	\$74,047	\$76,045	\$75,668	29	\$87,556	\$84,992
Index															
Professor	0.74	0.73	0.78	0.77	0.76	0.77	1.06	0.84	0.85	0.79	0.86	0.96			
Associate Professor	0.99	0.85	0.86	0.85	0.84	0.91	0.95	0.95	0.94	0.94	0.87	0.89			
Assistant Professor	0.91	0.88	0.90	0.89	0.85	0.85	0.90	0.85	0.88	0.83	0.86	0.85			
Instructor															
All	0.89	0.83	0.85	0.84	0.82	0.86	0.97	0.90	0.91	0.89	0.87	0.89			

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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued</b>															
<b>HUMANITIES SUMMARY</b>															
Average Salaries															
Professor	\$78,209	\$79,039	\$78,582	\$81,198	\$84,396	\$90,284	\$97,514	\$95,241	\$99,201	\$99,454	\$100,994	\$102,492	34	\$123,793	\$119,787
Associate Professor	\$61,676	\$60,318	\$61,033	\$61,893	\$64,590	\$69,721	\$72,153	\$72,395	\$74,763	\$74,519	\$75,381	\$75,514	70	\$87,818	\$86,510
Assistant Professor	\$52,222	\$52,559	\$52,950	\$53,744	\$55,302	\$58,503	\$60,990	\$61,257	\$64,124	\$63,882	\$65,249	\$64,991	34	\$74,393	\$74,084
Instructor															
All	\$64,639	\$63,605	\$64,096	\$65,030	\$66,431	\$71,104	\$74,945	\$74,057	\$77,813	\$78,022	\$79,195	\$79,568	138	\$93,374	\$91,647
Index															
Professor	0.77	0.77	0.77	0.78	0.77	0.82	0.87	0.82	0.82	0.79	0.82	0.86			
Associate Professor	0.88	0.84	0.86	0.85	0.85	0.91	0.92	0.89	0.89	0.87	0.86	0.87			
Assistant Professor	0.88	0.86	0.89	0.89	0.87	0.90	0.90	0.88	0.89	0.86	0.88	0.88			
Instructor															
All	0.83	0.82	0.83	0.83	0.83	0.88	0.90	0.87	0.87	0.84	0.85	0.87			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2008-2009 through 2018-2019**

COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>-COLLEGE OF LIBERAL ARTS AND SCIENCES- SCIENCE AND MATHEMATICS</b>															
<b>BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$113,001	\$110,626	\$111,801	\$112,056	\$117,274	\$120,536	\$129,393	\$130,684	\$137,825	\$149,802	\$138,402	\$132,013	16	\$161,604	\$161,276
Associate Professor	\$92,182	\$94,361	\$94,361	\$75,786	\$77,114	\$79,157	\$82,082	\$82,902	\$85,257	\$85,032	\$87,771	\$87,391	5	\$97,947	\$99,229
Assistant Professor	\$69,292	\$69,156	\$69,156	\$67,207		\$71,710	\$73,433	\$75,343	\$77,177	\$75,292	\$77,379	\$77,291	5	\$87,048	\$91,637
Instructor															
All	\$96,349	\$98,903	\$99,687	\$102,274	\$109,242	\$108,574	\$112,869	\$114,184	\$113,720	\$119,956	\$116,930	\$112,908	26	\$135,025	\$135,951
Index															
Professor	0.91	0.87	0.92	0.89	0.86	0.87	0.91	0.85	0.89	1.01	0.86	0.82			
Associate Professor	1.17	1.16	1.22	0.91	0.88	0.87	0.92	0.87	0.83	0.87	0.90	0.88			
Assistant Professor	1.03	1.00	0.98	0.94	0.00	0.95	0.92	0.88	0.87	0.86	0.89	0.84			
Instructor															
All	0.97	0.90	0.95	0.90	0.86	0.87	0.91	0.85	0.88	0.97	0.87	0.83			
<b>CHEMISTRY</b>															
Average Salaries															
Professor	\$120,785	\$118,873	\$117,778	\$120,642	\$124,904	\$124,556	\$122,257	\$123,251	\$125,094	\$124,008	\$126,101	\$141,747	15	\$161,764	\$173,649
Associate Professor	\$89,270	\$80,155	\$77,310	\$79,682	\$84,439	\$87,225	\$87,605	\$87,651	\$90,447	\$94,212	\$95,468	\$94,037	6	\$102,450	\$97,053
Assistant Professor	\$69,585	\$70,310	\$72,238	\$72,307	\$73,775	\$77,477	\$78,655	\$78,769	\$83,219	\$82,163	\$82,484	\$82,416	6	\$91,998	\$92,044
Instructor															
All	\$106,437	\$103,415	\$104,472	\$102,619	\$104,503	\$106,158	\$103,764	\$103,059	\$108,851	\$107,641	\$109,601	\$117,960	27	\$133,079	\$138,493
Index															
Professor	0.95	0.91	0.93	0.92	0.90	0.88	0.84	0.82	0.81	0.78	0.78	0.82			
Associate Professor	1.05	0.96	0.92	0.94	0.96	0.99	0.97	0.94	0.94	0.94	0.93	0.97			
Assistant Professor	1.00	0.99	1.01	1.01	0.97	1.05	0.99	0.94	0.96	0.92	0.90	0.90			
Instructor															
All	0.96	0.93	0.94	0.94	0.92	0.92	0.89	0.86	0.85	0.83	0.82	0.85			
<b>COMPUTER SCIENCE</b>															
Average Salaries															
Professor	\$127,854	\$131,027	\$132,191	\$134,174	\$137,233	\$137,382	\$140,763	\$140,837	\$134,612	\$135,148	\$139,084	\$124,931	14	\$174,178	\$134,551
Associate Professor	\$98,126	\$91,835	\$91,647	\$92,922	\$94,545	\$96,639	\$99,073	\$101,280	\$102,283	\$102,561	\$103,587	\$87,603	9	\$125,773	\$95,114
Assistant Professor	\$84,433	\$83,672	\$83,331	\$83,389	\$84,599	\$90,000	\$92,417	\$93,341	\$96,561	\$97,214	\$98,415	\$70,000	7	\$110,669	\$80,500
Instructor															
All	\$103,677	\$103,518	\$105,465	\$107,010	\$111,222	\$111,041	\$114,738	\$115,049	\$119,031	\$117,900	\$118,945	\$100,915	30	\$144,838	\$110,108
Index															
Professor	0.92	0.93	0.95	0.92	0.88	0.88	0.90	0.89	0.80	0.79	0.80	0.93			
Associate Professor	0.95	0.88	0.89	0.88	0.86	0.87	0.87	0.86	0.84	0.83	0.82	0.92			
Assistant Professor	0.94	0.93	0.92	0.90	0.88	0.92	0.95	0.94	0.93	0.90	0.89	0.87			
Instructor															
All	0.93	0.91	0.92	0.90	0.87	0.87	0.89	0.88	0.83	0.82	0.82	0.92			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2008-2009 through 2018-2019**

COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued</b>															
<b>ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$98,577	\$96,737	\$96,971	\$98,426	\$100,849	\$102,266	\$102,214	\$102,380	\$106,141	\$110,556	\$112,833	\$113,889	12	\$138,821	\$117,624
Associate Professor	\$79,367	\$79,035	\$78,095	\$79,266	\$81,974	\$83,340	\$85,532	\$85,742	\$88,369	\$87,325	\$91,097	\$91,768	6	\$90,739	\$97,106
Assistant Professor	\$64,912	\$66,000	\$65,862	\$66,850	\$69,075	\$73,739	\$76,708	\$76,782	\$79,671	\$80,471	\$80,604	\$78,580	6	\$99,407	\$85,232
Instructor															
All	\$78,722	\$81,440	\$82,057	\$83,288	\$86,944	\$90,789	\$93,833	\$92,378	\$96,266	\$98,389	\$99,342	\$99,531	24	\$116,947	\$104,397
Index															
Professor	0.90	0.85	0.87	0.84	0.81	0.81	0.81	0.80	0.74	0.82	0.81	0.97			
Associate Professor	1.02	1.01	1.01	1.01	0.99	0.98	0.98	0.96	0.83	0.91	1.00	0.95			
Assistant Professor	0.99	1.00	0.96	0.93	0.94	1.01	1.01	0.96	0.90	0.93	0.81	0.92			
Instructor															
All	0.97	0.93	0.94	0.92	0.89	0.88	0.88	0.86	0.78	0.86	0.85	0.95			
<b>GENETICS, DEVELOPMENT, AND CELL BIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$120,453	\$112,855	\$117,180	\$115,953	\$113,715	\$117,027	\$128,741	\$127,861	\$132,267	\$126,962	\$133,903	\$131,512	14	\$150,931	\$134,891
Associate Professor	\$70,480	\$66,884	\$64,915	\$80,462	\$79,757	\$83,125	\$93,027	\$94,312	\$97,926	\$88,925	\$94,147	\$84,726	4	\$105,758	\$102,861
Assistant Professor	\$69,744	\$72,362	\$71,022	\$72,087	\$73,946	\$73,755	\$75,201	\$78,045	\$80,544	\$81,304	\$84,458	\$81,807	5	\$93,054	\$92,692
Instructor															
All	\$98,120	\$95,890	\$97,096	\$97,157	\$96,254	\$97,399	\$106,262	\$106,248	\$108,038	\$106,671	\$116,240	\$112,570	23	\$130,493	\$120,147
Index															
Professor	1.07	1.01	1.03	1.00	0.94	0.92	0.93	1.01	0.93	0.86	0.89	0.97			
Associate Professor	0.89	0.84	0.81	1.02	0.97	0.99	1.07	1.00	1.06	0.89	0.89	0.82			
Assistant Professor	1.04	1.07	1.03	1.02	0.98	0.94	0.90	0.90	0.97	0.89	0.91	0.88			
Instructor															
All	1.03	0.99	1.00	1.00	0.95	0.94	0.96	0.98	0.96	0.87	0.89	0.94			
<b>GEOLOGICAL AND ATMOSPHERIC SCIENCES</b>															
Average Salaries															
Professor	\$88,818	\$88,818	\$89,728	\$90,209	\$92,386	\$94,751	\$104,013	\$104,631	\$107,003	\$107,669	\$108,688	\$106,709	8	\$145,418	\$135,818
Associate Professor	\$73,960	\$72,533	\$69,794	\$69,276	\$73,284	\$74,397	\$79,924	\$81,754	\$84,454	\$84,454	\$86,039	\$89,697	3	\$98,168	\$100,117
Assistant Professor	\$64,495	\$63,569	\$63,569	\$64,523	\$67,340	\$68,835	\$74,531	\$73,542	\$76,038	\$76,038	\$76,665	\$74,916	6	\$86,749	\$86,467
Instructor															
All	\$81,647	\$80,558	\$82,637	\$84,647	\$84,830	\$86,854	\$94,905	\$91,450	\$93,099	\$94,269	\$93,389	\$92,486	17	\$116,373	\$112,100
Index															
Professor	0.84	0.82	0.85	0.82	0.78	0.79	0.83	0.82	0.80	0.77	0.75	0.79			
Associate Professor	0.92	0.90	0.88	0.87	0.85	0.86	0.89	0.94	0.94	0.91	0.88	0.90			
Assistant Professor	0.98	0.95	0.95	0.95	0.93	0.93	0.96	0.95	0.93	0.91	0.88	0.87			
Instructor															
All	0.87	0.85	0.86	0.83	0.81	0.82	0.85	0.86	0.85	0.82	0.80	0.83			



**Iowa State University**  
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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued</b>															
<b>MATHEMATICS</b>															
Average Salaries															
Professor	\$94,420	\$91,283	\$94,037	\$91,693	\$95,361	\$98,148	\$106,129	\$107,882	\$112,162	\$112,903	\$114,671	\$113,418	14	\$142,682	\$135,201
Associate Professor	\$69,605	\$67,063	\$70,709	\$70,605	\$71,802	\$73,359	\$76,418	\$77,764	\$81,254	\$84,653	\$88,273	\$90,000	9	\$101,495	\$104,658
Assistant Professor	\$61,286	\$63,876	\$63,978	\$64,958	\$67,871	\$70,019	\$71,848	\$73,673	\$75,201	\$77,030	\$87,602	\$87,250	12	\$93,917	\$94,383
Instructor															
All	\$81,628	\$81,421	\$82,921	\$80,793	\$82,413	\$85,457	\$89,325	\$89,848	\$92,716	\$95,184	\$98,602	\$98,424	35	\$115,372	\$113,352
Index															
Professor	0.82	0.78	0.82	0.77	0.77	0.77	0.82	0.82	0.82	0.80	0.80	0.84			
Associate Professor	0.88	0.83	0.88	0.86	0.84	0.84	0.84	0.83	0.85	0.85	0.87	0.86			
Assistant Professor	0.92	0.88	0.86	0.85	0.84	0.87	0.84	0.84	0.84	0.84	0.93	0.92			
Instructor															
All	0.85	0.80	0.84	0.81	0.80	0.80	0.83	0.83	0.83	0.82	0.85	0.87			
<b>PHYSICS AND ASTRONOMY</b>															
Average Salaries															
Professor	\$120,032	\$118,004	\$118,428	\$120,439	\$120,990	\$120,544	\$119,595	\$122,498	\$125,599	\$123,689	\$125,955	\$120,752	27	\$147,214	\$141,679
Associate Professor	\$77,573	\$76,548	\$77,351	\$78,999	\$77,842	\$77,068	\$78,389	\$79,402	\$88,591	\$89,686	\$85,481	\$86,342	3	\$102,963	\$102,685
Assistant Professor	\$69,010	\$67,708	\$68,000	\$69,020	\$71,665	\$72,460	\$73,208	\$79,407	\$84,458	\$84,350	\$85,194	\$85,093	5	\$93,491	\$92,187
Instructor															
All	\$103,673	\$101,544	\$102,032	\$104,028	\$106,763	\$108,618	\$107,018	\$108,133	\$112,286	\$112,558	\$116,663	\$112,709	35	\$135,746	\$131,266
Index															
Professor	1.01	0.99	1.00	1.01	0.96	0.94	0.92	0.94	0.90	0.86	0.86	0.85			
Associate Professor	0.94	0.93	0.94	0.94	0.88	0.84	0.84	0.83	0.88	0.88	0.83	0.84			
Assistant Professor	0.94	0.92	0.91	0.94	0.89	0.92	0.89	0.95	0.96	0.93	0.91	0.92			
Instructor															
All	0.99	0.97	0.98	0.99	0.94	0.92	0.90	0.92	0.90	0.87	0.86	0.86			
<b>STATISTICS</b>															
Average Salaries															
Professor	\$123,712	\$124,303	\$131,507	\$132,041	\$134,782	\$135,715	\$142,645	\$142,780	\$148,800	\$148,942	\$148,376	\$141,023	14	\$151,125	\$147,665
Associate Professor	\$90,254	\$87,223	\$87,740	\$87,364	\$89,349	\$91,681	\$94,872	\$93,938	\$97,575	\$99,210	\$101,959	\$100,591	9	\$111,835	\$112,600
Assistant Professor	\$79,666	\$81,142	\$82,314	\$82,143	\$84,539	\$86,235	\$88,720	\$90,372	\$92,990	\$92,025	\$92,532	\$93,000	7	\$99,654	\$99,140
Instructor															
All	\$104,998	\$103,792	\$107,080	\$108,832	\$110,619	\$114,393	\$116,304	\$115,382	\$120,026	\$121,221	\$121,421	\$117,688	30	\$127,328	\$125,823
Index															
Professor	0.96	0.94	1.03	1.02	0.96	0.97	1.01	0.99	1.01	1.00	0.98	0.96			
Associate Professor	1.01	0.99	1.00	0.99	0.97	0.95	0.95	0.92	0.94	0.91	0.91	0.89			
Assistant Professor	1.05	1.04	1.05	1.08	1.00	1.02	1.02	1.00	1.00	0.96	0.93	0.94			
Instructor															
All	0.98	0.97	1.02	1.02	0.97	0.97	0.99	0.97	0.99	0.97	0.95	0.94			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
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COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued</b>															
<b>SCIENCE AND MATHEMATICS SUMMARY</b>															
Average Salaries															
Professor	\$112,876	\$111,080	\$112,959	\$113,549	\$116,076	\$117,180	\$121,879	\$122,841	\$126,524	\$126,238	\$128,617	\$125,906	134	\$152,843	\$143,588
Associate Professor	\$81,504	\$79,532	\$79,952	\$81,925	\$83,606	\$85,483	\$88,443	\$89,266	\$91,713	\$92,870	\$94,329	\$91,158	54	\$106,060	\$101,709
Assistant Professor	\$70,896	\$71,900	\$71,973	\$71,364	\$72,632	\$75,050	\$77,751	\$79,146	\$81,786	\$82,567	\$85,789	\$81,770	59	\$95,528	\$90,764
Instructor															
All	\$95,633	\$95,463	\$96,729	\$97,272	\$99,410	\$101,672	\$104,801	\$104,418	\$107,875	\$108,578	\$110,891	\$107,767	247	\$128,924	\$121,815
Index															
Professor	0.93	0.91	0.94	0.92	0.89	0.88	0.89	0.88	0.86	0.85	0.84	0.88			
Associate Professor	0.96	0.92	0.93	0.93	0.90	0.90	0.92	0.90	0.90	0.88	0.89	0.90			
Assistant Professor	0.97	0.97	0.97	0.96	0.93	0.96	0.93	0.92	0.93	0.90	0.90	0.90			
Instructor															
All	0.95	0.92	0.94	0.93	0.90	0.89	0.90	0.89	0.88	0.86	0.86	0.88			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2008-2009 through 2018-2019**

COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER		
											ISU			PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY	
<b>-COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES</b>																
<b>ANTHROPOLOGY<sup>12</sup></b>																
Average Salaries																
Professor				\$91,402	\$100,542	\$105,555	\$125,000	\$126,250	\$129,050							
Associate Professor	\$72,937	\$69,540	\$72,340	\$60,349	\$63,933	\$66,532	\$68,805	\$71,380	\$74,565							
Assistant Professor	\$51,790	\$50,973	\$51,973	\$53,402	\$55,169	\$57,022	\$61,292	\$64,691	\$66,288							
Instructor																
All	\$59,720	\$58,930	\$58,762	\$59,823	\$62,158	\$66,672	\$74,414	\$77,307	\$79,984							
Index																
Professor				0.86	0.92	0.95	1.08	1.04	1.04							
Associate Professor	1.03	0.97	1.01	0.82	0.83	0.84	0.85	0.87	0.86							
Assistant Professor	0.85	0.82	0.85	0.86	0.85	0.85	0.90	0.92	0.89							
Instructor																
All	0.92	0.89	0.91	0.86	0.86	0.87	0.93	0.92	0.90							
<b>ECONOMICS</b>																
Average Salaries																
Professor	\$143,793	\$143,367	\$142,446	\$147,779	\$171,016	\$163,627	\$169,262	\$169,235	\$176,028	\$174,327	\$176,070	\$166,764	7	\$231,737	\$220,543	
Associate Professor	\$109,643	\$114,018	\$116,160	\$114,715	\$119,032	\$116,088	\$118,027	\$119,207	\$123,643	\$116,282	\$135,336	\$122,000	3	\$171,299	\$162,052	
Assistant Professor	\$88,221	\$97,500	\$99,875	\$101,373	\$105,225	\$107,704	\$108,457	\$109,694	\$112,710	\$113,034	\$116,707	\$117,000	3	\$132,192	\$138,195	
Instructor																
All	\$118,170	\$118,250	\$124,503	\$126,979	\$141,450	\$138,660	\$140,661	\$139,310	\$142,410	\$144,608	\$152,971	\$144,950	13	\$194,818	\$188,041	
Index																
Professor	0.87	0.87	0.85	0.84	0.90	0.84	0.84	0.79	0.79	0.76	0.76	0.76				
Associate Professor	0.92	0.92	0.96	0.93	0.89	0.83	0.81	0.81	0.72	0.68	0.79	0.75				
Assistant Professor	0.86	0.96	0.96	0.96	0.92	0.92	0.90	0.88	0.89	0.86	0.88	0.85				
Instructor																
All	0.89	0.91	0.90	0.88	0.90	0.85	0.84	0.81	0.78	0.75	0.79	0.77				
<b>POLITICAL SCIENCE</b>																
Average Salaries																
Professor	\$115,620	\$115,620	\$106,319	\$108,249	\$107,239	\$110,097	\$118,874	\$120,063	\$123,716	\$123,555	\$124,953	\$128,869	6	\$159,634	\$160,190	
Associate Professor	\$58,326	\$63,744	\$63,889	\$83,244	\$65,497	\$67,227	\$77,907	\$78,686	\$81,082	\$83,248	\$81,526	\$80,561	3	\$112,884	\$104,953	
Assistant Professor	\$57,345	\$56,375	\$61,575	\$58,998	\$59,775	\$61,393	\$68,391	\$69,711	\$72,249	\$72,156	\$75,835	\$72,261	6	\$90,693	\$89,507	
Instructor																
All	\$73,506	\$77,096	\$80,167	\$90,605	\$90,155	\$89,099	\$96,792	\$91,932	\$94,937	\$91,305	\$96,620	\$96,564	15	\$122,708	\$120,869	
Index																
Professor	0.91	0.88	0.82	0.81	0.76	0.77	0.82	0.80	0.80	0.79	0.78	0.80				
Associate Professor	0.71	0.74	0.74	0.93	0.70	0.71	0.79	0.78	0.78	0.76	0.72	0.77				
Assistant Professor	0.82	0.78	0.85	0.80	0.76	0.78	0.86	0.84	0.85	0.82	0.84	0.81				
Instructor																
All	0.82	0.81	0.80	0.82	0.76	0.77	0.83	0.82	0.82	0.80	0.79	0.80				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2008-2009 through 2018-2019**

COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES, continued</b>															
<b>PSYCHOLOGY</b>															
Average Salaries															
Professor	\$118,744	\$118,744	\$119,458	\$116,806	\$117,632	\$118,000	\$116,278	\$118,543	\$120,915	\$123,810	\$124,013	\$105,452	12	\$151,714	\$146,854
Associate Professor	\$72,914	\$72,193	\$72,748	\$72,352	\$74,043	\$75,442	\$74,310	\$75,182	\$75,268	\$77,019	\$77,536	\$76,741	8	\$99,286	\$98,400
Assistant Professor	\$59,621	\$59,944	\$60,187	\$61,117	\$63,168	\$64,971	\$69,368	\$71,236	\$72,663	\$72,663	\$74,179	\$74,000	5	\$85,220	\$86,169
Instructor															
All	\$80,429	\$79,271	\$81,459	\$84,715	\$86,965	\$90,066	\$93,785	\$94,588	\$97,791	\$98,956	\$99,174	\$89,974	25	\$121,638	\$119,212
Index															
Professor	0.95	0.95	0.95	0.92	0.87	0.88	0.86	0.83	0.81	0.81	0.82	0.72			
Associate Professor	0.95	0.91	0.90	0.88	0.88	0.88	0.85	0.79	0.79	0.79	0.78	0.78			
Assistant Professor	0.88	0.86	0.86	0.86	0.86	0.87	0.89	0.88	0.89	0.85	0.87	0.86			
Instructor															
All	0.93	0.91	0.91	0.89	0.87	0.88	0.86	0.82	0.81	0.81	0.82	0.75			
<b>SOCIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$86,717	\$86,717	\$75,909	\$81,667	\$86,231	\$88,906	\$96,660	\$101,764	\$101,273	\$98,002	\$99,882	\$90,966	13	\$144,535	\$131,466
Associate Professor	\$70,585	\$68,993	\$68,203	\$68,708	\$67,141	\$68,932	\$75,105	\$77,569	\$80,617	\$69,558	\$78,252	\$79,021	5	\$101,408	\$97,959
Assistant Professor	\$55,872	\$55,551	\$57,051	\$56,672	\$56,276	\$59,160	\$63,429	\$66,042	\$71,474	\$72,392	\$71,670	\$71,670	2	\$82,637	\$81,999
Instructor															
All	\$70,109	\$69,945	\$66,939	\$69,757	\$73,328	\$76,794	\$84,821	\$89,194	\$90,131	\$89,686	\$91,653	\$86,050	20	\$127,563	\$118,142
Index															
Professor	0.75	0.71	0.63	0.67	0.66	0.69	0.76	0.74	0.72	0.70	0.69	0.69			
Associate Professor	0.91	0.88	0.85	0.84	0.79	0.79	0.85	0.83	0.84	0.70	0.77	0.81			
Assistant Professor	0.85	0.83	0.86	0.83	0.80	0.81	0.86	0.85	0.92	0.90	0.87	0.87			
Instructor															
All	0.85	0.82	0.80	0.78	0.73	0.73	0.79	0.77	0.77	0.72	0.72	0.73			
<b>SOCIAL SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$118,100	\$115,002	\$117,194	\$116,208	\$121,640	\$121,096	\$120,999	\$123,025	\$124,687	\$127,449	\$125,495	\$115,488	38	\$165,249	\$157,269
Associate Professor	\$80,003	\$79,865	\$79,749	\$80,964	\$81,757	\$80,926	\$83,669	\$84,795	\$87,079	\$85,746	\$87,481	\$85,090	19	\$113,362	\$109,369
Assistant Professor	\$59,174	\$60,400	\$62,003	\$62,399	\$63,946	\$67,155	\$71,912	\$75,237	\$78,270	\$79,945	\$82,460	\$81,119	16	\$95,757	\$96,654
Instructor															
All	\$83,015	\$81,601	\$84,833	\$88,111	\$92,573	\$94,602	\$99,004	\$99,750	\$101,933	\$105,191	\$106,169	\$100,043	73	\$136,513	\$131,517
Index															
Professor	0.88	0.87	0.85	0.84	0.83	0.82	0.83	0.79	0.78	0.77	0.76	0.73			
Associate Professor	0.91	0.89	0.89	0.88	0.85	0.83	0.84	0.81	0.79	0.74	0.77	0.78			
Assistant Professor	0.85	0.85	0.87	0.87	0.85	0.85	0.88	0.87	0.88	0.84	0.86	0.84			
Instructor															
All	0.90	0.87	0.87	0.86	0.84	0.83	0.84	0.81	0.80	0.77	0.78	0.76			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2008-2009 through 2018-2019**

COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>LIBERAL ARTS AND SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$104,831	\$103,687	\$105,720	\$107,218	\$111,137	\$113,119	\$117,556	\$118,230	\$121,261	\$120,978	\$123,482	\$120,120	206	\$150,337	\$142,184
Associate Professor	\$73,819	\$72,702	\$73,073	\$74,076	\$76,165	\$78,652	\$81,840	\$82,226	\$84,623	\$83,253	\$84,144	\$82,694	143	\$98,100	\$95,287
Assistant Professor	\$61,946	\$61,607	\$62,460	\$62,523	\$63,374	\$66,053	\$69,333	\$71,352	\$74,365	\$74,711	\$78,893	\$76,441	109	\$88,969	\$86,426
Instructor															
All	\$83,723	\$82,804	\$84,579	\$85,727	\$88,046	\$91,057	\$95,041	\$94,718	\$98,085	\$97,825	\$100,588	\$98,039	458	\$119,422	\$114,271
Index															
Professor	0.89	0.87	0.89	0.88	0.86	0.86	0.88	0.86	0.84	0.82	0.82	0.84			
Associate Professor	0.92	0.89	0.90	0.89	0.87	0.89	0.90	0.88	0.87	0.85	0.86	0.87			
Assistant Professor	0.92	0.91	0.92	0.91	0.89	0.91	0.91	0.90	0.91	0.88	0.89	0.88			
Instructor															
All	0.91	0.88	0.90	0.89	0.87	0.88	0.89	0.87	0.86	0.84	0.84	0.86			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2008-2009 through 2018-2019**

COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
<b>-COLLEGE OF VETERINARY MEDICINE-</b>															
Average Salaries															
Professor	\$ 118,604	\$ 120,425	\$ 122,756	\$ 121,724	\$ 126,092	\$ 127,321	\$ 128,753	\$ 132,319	\$ 136,497	\$ 136,506	\$ 140,661	\$ 131,142	41	\$ 149,209	\$ 130,360
Associate Professor	\$ 90,610	\$ 93,538	\$ 93,976	\$ 94,363	\$ 95,374	\$ 96,985	\$ 99,127	\$ 100,499	\$ 106,573	\$ 107,530	\$ 110,797	\$ 107,384	25	\$ 114,919	\$ 111,531
Assistant Professor	\$ 81,476	\$ 81,890	\$ 84,321	\$ 85,450	\$ 89,904	\$ 91,762	\$ 94,080	\$ 95,704	\$ 97,744	\$ 97,743	\$ 99,008	\$ 93,727	34	\$ 99,258	\$ 94,162
Instructor															
All	\$ 99,994	\$ 101,303	\$ 103,553	\$ 103,440	\$ 107,182	\$ 108,296	\$ 109,670	\$ 112,144	\$ 115,941	\$ 116,452	\$ 119,033	\$ 112,481	100	\$ 123,653	\$ 113,345
Index															
Professor	1.05	1.05	1.11	1.09	1.04	1.05	1.00	1.01	1.01	0.94	0.94	1.01			
Associate Professor	1.01	1.04	1.07	1.07	0.97	0.99	0.96	0.95	0.98	0.96	0.96	0.96			
Assistant Professor	1.04	1.02	1.09	1.07	1.06	1.10	1.06	1.09	1.07	1.02	1.00	1.00			
Instructor															
All	1.04	1.04	1.09	1.08	1.02	1.04	1.00	1.01	1.02	0.96	0.96	0.99			

**Iowa State University  
Peer Land Grant Universities Faculty Salary Comparisons  
2008-2009 through 2018-2019**

COLLEGE/DEPARTMENT	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
<b>-UNIVERSITY SUMMARY-</b>															
Average Salaries															
Professor	\$112,250	\$111,444	\$113,945	\$115,564	\$119,829	\$122,850	\$125,475	\$125,963	\$129,753	\$131,417	\$131,478	\$128,599	573	\$149,163	\$141,979
Associate Professor	\$82,264	\$82,058	\$82,575	\$83,273	\$85,918	\$88,880	\$91,462	\$92,629	\$96,870	\$98,853	\$100,105	\$100,011	425	\$111,233	\$111,291
Assistant Professor	\$71,057	\$72,086	\$74,943	\$76,761	\$77,801	\$80,302	\$82,819	\$82,865	\$84,437	\$85,588	\$88,009	\$86,478	388	\$96,595	\$93,895
Instructor															
All	\$92,009	\$92,016	\$94,376	\$95,708	\$98,673	\$101,644	\$103,863	\$103,738	\$107,060	\$107,940	\$109,689	\$108,042	1,386	\$122,816	\$119,109
Index															
Professor	0.96	0.95	0.98	0.97	0.94	0.95	0.94	0.92	0.92	0.90	0.88	0.91			
Associate Professor	0.98	0.95	0.97	0.97	0.94	0.94	0.95	0.93	0.92	0.91	0.90	0.90			
Assistant Professor	0.96	0.95	0.97	0.95	0.93	0.94	0.94	0.93	0.94	0.92	0.91	0.92			
Instructor															
All	0.97	0.95	0.98	0.97	0.94	0.94	0.94	0.93	0.92	0.91	0.89	0.91			





## Footnotes



**Iowa State University  
Peer Land Grant Universities Faculty Salary Comparisons  
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**Footnotes**

- <sup>1</sup> Beginning with the 2014-15 report, departments that are administered by two colleges include the salary average and headcount for the entire department reported the same way in both colleges. In previous years, ISU faculty were divided into the college where they held rank. Because we use the CIP code to determine departments, we no longer separate faculty by college. This may affect the indices for some colleges. The following departments are reported in two colleges: Ag & Biosystems Engineering, Biochemistry, Biophysics and Molecular Biology, Ecology, Evolution, and Organismal Biology, Food Science and Human Nutrition, Genetics, Development, and Cell Biology, and Sociology. Economics appears in two colleges but there are two CIP codes used and therefore, they are not the same in the two colleges.
- <sup>2</sup> Beginning 2004-2005, the department of Industrial Education and Technology was discontinued; faculty were moved to the department of Agricultural and Biosystems Engineering in the College of Agriculture.
- <sup>4</sup> Beginning July 1, 2007, the department of Health and Human Performance was changed to Kinesiology.
- <sup>5</sup> Beginning July 1, 2010, the department of Logistics Operations and Management Information Systems was changed to Supply Chain and Information Management.
- <sup>6</sup> Beginning July 1, 2010, the department of Music was changed to Music and Theatre.
- <sup>7</sup> Beginning July 1, 2011, the department of Plant Pathology was changed to Plant Pathology and Microbiology.
- <sup>8</sup> Beginning July 1, 2012, the department of Art and Design was divided into four departments – Integrated Studio Arts, Industrial Design, Interior Design and Graphic Design. There was not sufficient peer data available to separate these departments so they are combined in this report.
- <sup>9</sup> Beginning 2001-2002, the departments of Family and Consumer Sciences Education and Studies, Hotel Restaurant and Institution Management, and Textiles and Clothing are combined into the Department of Apparel, Educational Studies and Hospitality Management. In 2012, the name of the department was changed to Apparel, Events, and Hospitality Management.
- <sup>10</sup> Beginning July 1, 2012, the departments of Curriculum and Instruction and Educational Leadership and Policy Studies were combined into the School of Education.
- <sup>11</sup> Beginning July 1, 2006, the department of Foreign Languages and Literature was changed to World Languages and Cultures.
- <sup>12</sup> Beginning July 1, 2016, Anthropology was moved to the department of World Languages and Cultures.