

IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

Peer Land Grant Universities Faculty Salary Comparisons 2001-2002 through 2011-2012

Institutional Research Report 2012-2

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**Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2001-2002 through 2011-2012**

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Introduction

Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2001-2002 through 2011-2012

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 2001-2002 through 2011-2012. 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 2011-2012 average nine-month salaries and comparative indices by faculty rank for the total university are:

Faculty Rank	Average Salary	Comparative Index
Professor	\$115,564	0.97
Associate Professor	\$83,273	0.97
Assistant Professor	\$76,761	0.95
All Ranks	\$95,708	0.97

Figure 1 and Figure 2 display the total university average salaries and indices by rank from 2001-2002 through 2011-2012.

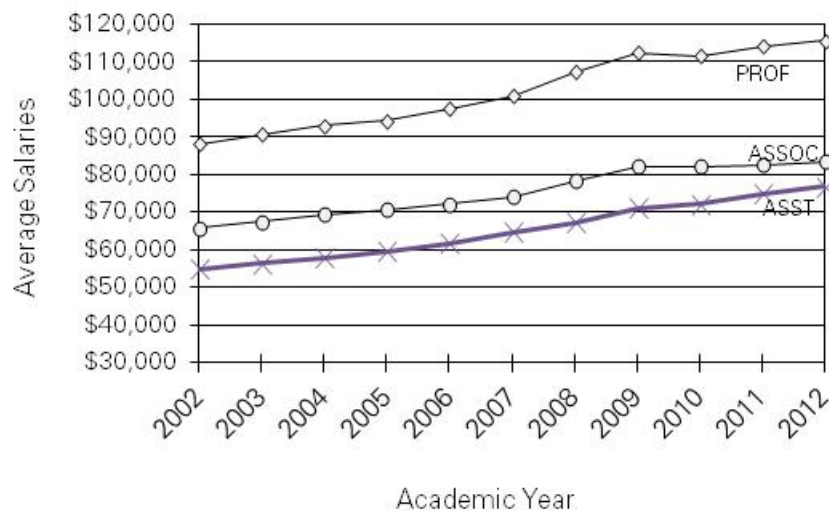


Figure 1. Iowa State University Average Faculty Salaries by Rank

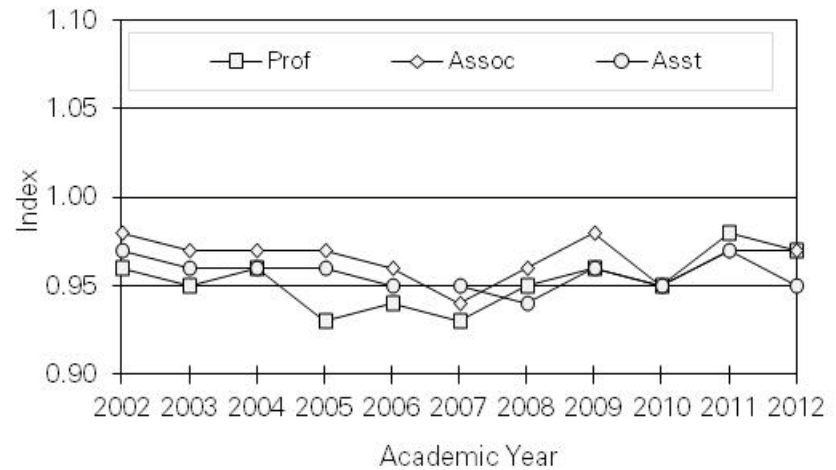


Figure 2. Index of Iowa State University Average Faculty Salaries Compared With Those of the Peers

From 2001-2002 through 2011-2012 the indices for all ranks combined range from 0.94 in 2006-2007 to 0.98 in 2010-2011. During this time the average percent increases in salaries for continuing faculty range from 0.0% in 2009-2010 to 6.0% in 2007-2008. 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
2001-2002	0.97	3.8%
2002-2003	0.96	3.1%
2003-2004	0.96	2.6%
2004-2005	0.95	2.3%
2005-2006	0.95	3.6%
2006-2007	0.94	3.8%
2007-2008	0.95	6.0%
2008-2009	0.97	5.5%
2009-2010	0.95	0.0%
2010-2011	0.98	1.9%
2011-2012	0.97	2.3%

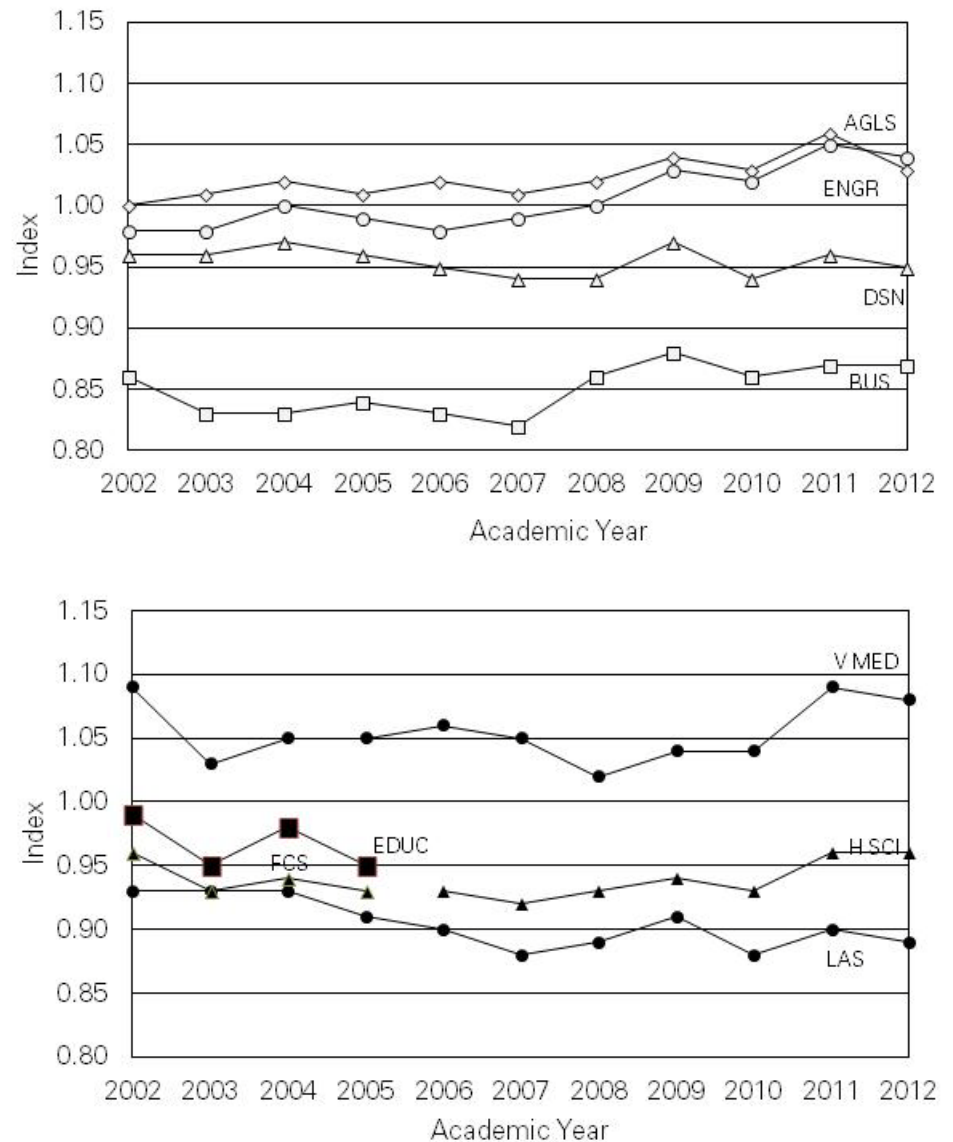
Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2001-2002 through 2011-2012

By college, the 2011-2012 indices for the Professor rank range from 0.78 in the College of Liberal Arts & Sciences Humanities departments to 1.09 in the College of Veterinary Medicine. Indices for Associate Professors range from 0.85 in the College of Liberal Arts & Sciences Humanities departments to 1.07 in the Colleges of Agriculture & Life Sciences and Veterinary Medicine. Assistant Professor indices range from 0.84 in the Colleges of Business to 1.07 in the College of Veterinary Medicine. The 2011-2012 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
Agriculture & Life Sciences			
Average Salary	\$108,040	\$80,468	\$74,854
Comparative Index	1.02	1.07	1.06
Business			
Average Salary	\$163,565	\$130,740	\$128,803
Comparative Index	0.86	0.93	0.84
Design			
Average Salary	\$95,519	\$69,776	\$59,454
Comparative Index	0.96	0.95	0.98
Engineering			
Average Salary	\$145,700	\$98,950	\$85,231
Comparative Index	1.06	1.01	1.00
Human Sciences			
Average Salary	\$104,783	\$76,771	\$64,033
Comparative Index	0.96	0.97	0.95
Liberal Arts and Sciences			
Humanities			
Average Salary	\$81,198	\$61,893	\$53,744
Comparative Index	0.78	0.85	0.89
Science and Mathematics			
Average Salary	\$113,549	\$81,925	\$71,364
Comparative Index	0.92	0.93	0.96
Social Sciences			
Average Salary	\$116,208	\$80,964	\$62,399
Comparative Index	0.84	0.88	0.87
All Divisions			
Average Salary	\$107,218	\$74,076	\$62,523
Comparative Index	0.88	0.89	0.91
Veterinary Medicine			
Average Salary	\$121,724	\$94,363	\$85,450
Comparative Index	1.09	1.07	1.07
All Colleges			
Average Salary	\$115,564	\$83,273	\$76,761
Comparative Index	0.97	0.97	0.95

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 2001-2002 through 2011-2012

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 Arizona	North Carolina State University
University of California–Davis	Ohio State University
University of Illinois–Urbana	Purdue University
Michigan State University	Texas A&M University
University of Minnesota	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 code has been used to form a department. For example, the codes for Physics, Astronomy and Astrophysics are used to form a Department of Physics and Astronomy. A discipline may be transferred to another college. For example, all peer Art departments are in the College of Design to correspond with the Art and Design department at Iowa State University.

Faculty are defined as those persons holding the traditional three faculty ranks. Only faculty with a full-time (1.00 FTE) appointment or whose salaries are based upon or consistent with an implied full-time commitment are included. Excluded are 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 or FTE for all ranks. For the peers, the average salary for each rank is multiplied by Iowa State's headcount or FTE for that rank. These dollars are then accumulated and divided by Iowa State's total headcount or FTE. 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 or FTE 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.

Data from the University of California Davis was imputed for the years 2006-2007 through 2011-2012 using the previous years salaries adjusted for the average percent increase. This was necessary because the University of California Davis data were not available at the time the report was printed. In the 2011-2012 data, Texas A&M University had not submitted salary data by the time the report was printed. Texas A&M stated there was no increase in salaries so data from the previous year were used.

Data about median salaries was added to the report beginning in 2008-2009. ISU data reflect the true median salary. At this time, less than half of the peer institutions have provided median data in their salary reports. In order to get a more reasonable estimate, the median salary reported for peer institutions is derived from the full range of average salaries reported by each peer institution for each rank and discipline. This represents a median of the average salaries rather than institutionally reported median salaries.

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

* * *

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

College Summary Data

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2001-2002 through 2011-2012

COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE SUMMARIES															
AGRICULTURE AND LIFE SCIENCES¹															
Average Salaries															
Professor	\$85,529	\$88,897	\$90,701	\$92,223	\$94,719	\$97,487	\$102,892	\$107,374	\$106,782	\$107,576	\$108,040	\$104,686	158	\$106,099	\$107,543
Associate Professor	\$61,295	\$63,126	\$65,052	\$67,125	\$67,999	\$69,941	\$76,628	\$81,030	\$80,520	\$81,565	\$80,468	\$79,480	55	\$75,168	\$75,848
Assistant Professor	\$55,430	\$57,473	\$57,399	\$59,507	\$61,133	\$63,951	\$65,978	\$69,989	\$70,545	\$72,899	\$74,854	\$74,454	42	\$70,362	\$73,738
Instructor	\$51,884	\$53,023	\$53,908												
All	\$73,835	\$76,813	\$78,540	\$79,470	\$81,545	\$84,651	\$90,342	\$93,853	\$94,169	\$96,129	\$96,628	\$94,270	255	\$93,541	\$95,139
Index															
Professor	1.01	1.02	1.03	1.01	1.01	1.01	1.01	1.02	1.01	1.05	1.02	0.97			
Associate Professor	0.98	0.98	0.98	0.99	1.02	1.00	1.04	1.07	1.06	1.09	1.07	1.05			
Assistant Professor	1.02	1.02	1.00	1.05	1.05	1.06	1.08	1.08	1.09	1.10	1.06	1.01			
Instructor	1.37	1.27	1.29												
All	1.00	1.01	1.02	1.01	1.02	1.01	1.02	1.04	1.03	1.06	1.03	0.99			
BUSINESS															
Average Salaries															
Professor	\$108,514	\$111,993	\$113,644	\$120,289	\$126,346	\$131,685	\$145,558	\$154,734	\$156,476	\$159,876	\$163,565	\$162,977	15	\$190,326	\$188,531
Associate Professor	\$92,628	\$94,151	\$95,566	\$97,744	\$102,332	\$106,636	\$118,235	\$124,559	\$124,887	\$127,536	\$130,740	\$129,174	22	\$141,182	\$139,947
Assistant Professor	\$81,070	\$83,510	\$88,468	\$91,794	\$97,798	\$101,499	\$110,322	\$117,691	\$121,544	\$123,711	\$128,803	\$128,146	29	\$152,536	\$153,498
Instructor	\$44,280	\$47,001	\$45,887	\$47,512											
All	\$90,085	\$92,434	\$96,061	\$101,160	\$108,948	\$113,027	\$123,926	\$129,909	\$132,226	\$134,626	\$137,349	\$136,405	66	\$157,340	\$156,943
Index															
Professor	0.82	0.80	0.80	0.81	0.81	0.80	0.84	0.86	0.85	0.87	0.86	0.86			
Associate Professor	0.93	0.88	0.87	0.85	0.86	0.85	0.91	0.92	0.88	0.91	0.93	0.92			
Assistant Professor	0.82	0.79	0.81	0.83	0.82	0.80	0.82	0.87	0.85	0.85	0.84	0.83			
Instructor	0.75	0.94	0.81	1.00											
All	0.86	0.83	0.83	0.83	0.83	0.82	0.86	0.88	0.86	0.87	0.87	0.87			
DESIGN															
Average Salaries															
Professor	\$74,904	\$74,142	\$79,611	\$80,809	\$82,375	\$85,578	\$87,774	\$97,254	\$95,255	\$94,991	\$95,519	\$89,534	14	\$99,969	\$100,040
Associate Professor	\$55,759	\$57,617	\$59,257	\$59,125	\$61,352	\$62,887	\$66,795	\$70,127	\$68,795	\$69,835	\$69,776	\$69,256	44	\$73,707	\$74,439
Assistant Professor	\$46,297	\$47,470	\$49,172	\$51,042	\$52,396	\$55,715	\$57,422	\$58,176	\$57,176	\$59,200	\$59,454	\$59,214	13	\$60,860	\$61,679
Instructor		\$46,125													
All	\$56,408	\$57,006	\$58,659	\$60,082	\$61,018	\$64,035	\$67,766	\$71,628	\$71,806	\$72,507	\$72,962	\$71,416	71	\$76,533	\$77,151
Index															
Professor	0.92	0.90	0.95	0.94	0.92	0.90	0.90	0.96	0.93	0.95	0.96	0.89			
Associate Professor	0.97	0.98	0.97	0.95	0.94	0.92	0.94	0.97	0.95	0.96	0.95	0.93			
Assistant Professor	0.98	0.97	0.98	0.98	0.97	1.00	0.99	0.98	0.95	0.98	0.98	0.96			
Instructor		1.63													
All	0.96	0.96	0.97	0.96	0.95	0.94	0.94	0.97	0.94	0.96	0.95	0.93			

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2001-2002 through 2011-2012

COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE SUMMARIES, continued															
ENGINEERING															
Average Salaries															
Professor	\$103,443	\$104,725	\$110,746	\$110,199	\$114,039	\$120,459	\$129,810	\$137,955	\$137,806	\$142,435	\$145,700	\$141,911	75	\$137,745	\$137,280
Associate Professor	\$79,377	\$81,497	\$84,210	\$87,058	\$88,061	\$90,644	\$93,416	\$97,645	\$97,089	\$98,912	\$98,950	\$98,180	53	\$97,701	\$98,470
Assistant Professor	\$66,177	\$69,177	\$70,158	\$72,046	\$73,077	\$75,883	\$79,559	\$82,570	\$82,369	\$84,784	\$85,231	\$84,669	42	\$84,934	\$87,306
Instructor															
All	\$87,183	\$87,676	\$91,104	\$92,449	\$95,792	\$99,343	\$105,334	\$110,200	\$108,656	\$113,424	\$116,186	\$114,135	170	\$112,214	\$112,834
Index															
Professor	0.96	0.95	0.98	0.95	0.96	0.98	1.00	1.04	1.03	1.05	1.06	1.03			
Associate Professor	1.01	1.01	1.02	1.04	1.03	1.03	1.01	1.03	1.02	1.05	1.01	1.00			
Assistant Professor	0.99	1.01	0.99	0.99	0.96	0.97	0.97	1.00	0.99	1.02	1.00	0.97			
Instructor															
All	0.98	0.98	1.00	0.99	0.98	0.99	1.00	1.03	1.02	1.05	1.04	1.01			
HUMAN SCIENCES¹⁵															
Average Salaries															
Professor					\$89,484	\$91,896	\$95,724	\$99,563	\$99,912	\$102,799	\$104,783	\$104,238	25	\$109,066	\$107,340
Associate Professor					\$63,261	\$65,296	\$70,012	\$72,174	\$71,976	\$73,615	\$76,771	\$76,474	37	\$78,815	\$78,418
Assistant Professor					\$54,575	\$56,046	\$57,831	\$60,031	\$61,712	\$62,005	\$64,033	\$64,221	32	\$67,197	\$66,225
Instructor					\$51,618	\$52,651									
All					\$68,408	\$70,394	\$74,223	\$78,032	\$79,023	\$79,648	\$79,885	\$79,687	94	\$82,905	\$81,959
Index															
Professor					0.93	0.92	0.91	0.92	0.91	0.95	0.96	0.97			
Associate Professor					0.92	0.92	0.94	0.96	0.94	0.97	0.97	0.98			
Assistant Professor					0.93	0.93	0.95	0.95	0.94	0.94	0.95	0.97			
Instructor					1.14	0.98									
All					0.93	0.92	0.93	0.94	0.93	0.96	0.96	0.97			
LIBERAL ARTS AND SCIENCES															
HUMANITIES															
Average Salaries															
Professor	\$67,757	\$72,591	\$73,155	\$74,082	\$76,730	\$78,614	\$80,042	\$78,209	\$79,039	\$78,582	\$81,198	\$81,286	37	\$104,463	\$104,636
Associate Professor	\$51,878	\$52,310	\$55,151	\$55,360	\$55,537	\$56,674	\$60,230	\$61,676	\$60,318	\$61,033	\$61,893	\$60,848	54	\$72,840	\$73,363
Assistant Professor	\$43,763	\$43,415	\$46,398	\$46,566	\$48,008	\$48,991	\$50,433	\$52,222	\$52,559	\$52,950	\$53,744	\$53,663	38	\$60,683	\$62,370
Instructor	\$31,077	\$31,847	\$32,156	\$33,717	\$35,103	\$35,742									
All	\$53,540	\$54,919	\$57,109	\$58,110	\$59,434	\$61,178	\$64,703	\$64,639	\$63,605	\$64,096	\$65,030	\$64,594	129	\$78,329	\$79,095
Index															
Professor	0.83	0.87	0.86	0.84	0.84	0.83	0.80	0.77	0.77	0.77	0.78	0.78			
Associate Professor	0.92	0.90	0.93	0.91	0.87	0.86	0.86	0.88	0.84	0.86	0.85	0.83			
Assistant Professor	0.94	0.90	0.94	0.90	0.90	0.88	0.86	0.88	0.86	0.89	0.89	0.86			
Instructor	1.15	1.00	1.04	1.09	0.91	0.86									
All	0.89	0.89	0.91	0.88	0.87	0.85	0.83	0.83	0.82	0.83	0.83	0.82			

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2001-2002 through 2011-2012

COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE SUMMARIES, continued															
SCIENCE AND MATHEMATICS¹															
Average Salaries															
Professor	\$90,858	\$92,942	\$93,344	\$93,594	\$97,213	\$99,413	\$108,734	\$112,876	\$111,080	\$112,959	\$113,549	\$109,444	118	\$123,588	\$123,806
Associate Professor	\$63,241	\$65,045	\$66,474	\$67,189	\$68,987	\$73,045	\$76,248	\$81,504	\$79,532	\$79,952	\$81,925	\$81,023	61	\$88,011	\$88,994
Assistant Professor	\$57,115	\$59,830	\$61,715	\$62,610	\$64,266	\$65,934	\$68,039	\$70,896	\$71,900	\$71,973	\$71,364	\$71,103	38	\$74,140	\$75,658
Instructor		\$42,904													
All	\$76,527	\$78,063	\$78,395	\$78,366	\$81,079	\$84,533	\$91,017	\$95,633	\$95,463	\$96,729	\$97,272	\$94,741	217	\$104,928	\$105,589
Index															
Professor	0.96	0.95	0.92	0.89	0.89	0.88	0.92	0.93	0.91	0.94	0.92	0.88			
Associate Professor	0.94	0.96	0.95	0.94	0.92	0.93	0.92	0.96	0.92	0.93	0.93	0.91			
Assistant Professor	0.99	0.98	0.98	0.97	0.96	0.95	0.96	0.97	0.97	0.97	0.96	0.94			
Instructor		1.03													
All	0.96	0.96	0.94	0.92	0.91	0.90	0.93	0.95	0.92	0.94	0.93	0.90			
SOCIAL SCIENCES															
Average Salaries															
Professor	\$87,716	\$90,263	\$96,070	\$99,892	\$100,613	\$109,683	\$114,453	\$118,100	\$115,002	\$117,194	\$116,208	\$108,597	24	\$138,814	\$133,990
Associate Professor	\$64,304	\$66,113	\$69,260	\$72,587	\$71,764	\$72,343	\$77,167	\$80,003	\$79,865	\$79,749	\$80,964	\$81,458	26	\$91,581	\$90,495
Assistant Professor	\$48,926	\$52,020	\$53,606	\$53,880	\$57,100	\$57,829	\$57,381	\$59,174	\$60,400	\$62,003	\$62,399	\$62,305	19	\$72,046	\$73,008
Instructor															
All	\$69,973	\$70,961	\$71,260	\$72,817	\$76,256	\$78,676	\$82,394	\$83,015	\$81,601	\$84,833	\$88,111	\$85,624	69	\$102,630	\$100,808
Index															
Professor	0.89	0.88	0.92	0.91	0.88	0.89	0.86	0.91	0.87	0.85	0.84	0.81			
Associate Professor	1.00	0.98	0.95	0.94	0.91	0.90	0.88	0.91	0.89	0.89	0.88	0.90			
Assistant Professor	0.90	0.91	0.92	0.88	0.88	0.87	0.82	0.85	0.85	0.87	0.87	0.85			
Instructor															
All	0.92	0.91	0.93	0.91	0.89	0.89	0.86	0.90	0.87	0.87	0.86	0.85			
LIBERAL ARTS AND SCIENCES															
Average Salaries															
Professor	\$84,378	\$87,193	\$88,208	\$88,844	\$92,143	\$94,895	\$101,425	\$104,453	\$103,687	\$105,720	\$107,218	\$103,510	179	\$121,676	\$121,209
Associate Professor	\$58,644	\$59,919	\$62,629	\$63,996	\$64,785	\$66,995	\$70,960	\$73,819	\$72,702	\$73,073	\$74,076	\$73,377	141	\$82,859	\$83,285
Assistant Professor	\$49,789	\$51,458	\$53,948	\$54,863	\$56,918	\$58,232	\$59,473	\$61,946	\$61,607	\$62,460	\$62,523	\$62,368	95	\$68,338	\$69,813
Instructor	\$36,637	\$33,229	\$32,156	\$33,717	\$35,103	\$35,742									
All	\$67,150	\$68,592	\$69,756	\$70,655	\$73,128	\$75,803	\$81,085	\$83,723	\$82,804	\$84,579	\$85,727	\$83,854	415	\$96,278	\$96,559
Index															
Professor	0.92	0.92	0.91	0.88	0.88	0.87	0.89	0.89	0.87	0.89	0.88	0.85			
Associate Professor	0.95	0.94	0.94	0.93	0.90	0.90	0.89	0.92	0.89	0.90	0.89	0.88			
Assistant Professor	0.95	0.94	0.95	0.93	0.92	0.91	0.90	0.92	0.91	0.92	0.91	0.89			
Instructor	1.19	1.01	1.04	1.09	0.91	0.86									
All	0.93	0.93	0.93	0.91	0.90	0.88	0.89	0.91	0.88	0.90	0.89	0.87			

**Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2001-2002 through 2011-2012**

COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
COLLEGE SUMMARIES, continued															
VETERINARY MEDICINE															
Average Salaries															
Professor	\$94,673	\$98,227	\$97,779	\$97,851	\$103,087	\$104,893	\$109,606	\$118,604	\$120,425	\$122,756	\$121,724	\$117,063	41	\$111,925	\$115,520
Associate Professor	\$74,564	\$75,829	\$78,220	\$80,325	\$82,189	\$84,281	\$87,263	\$90,610	\$93,538	\$93,976	\$94,363	\$93,741	37	\$88,572	\$95,196
Assistant Professor	\$68,446	\$61,236	\$65,497	\$69,129	\$71,550	\$75,961	\$75,331	\$81,476	\$81,890	\$84,321	\$85,450	\$85,050	23	\$79,879	\$83,375
Instructor		\$28,924	\$29,808	\$31,991	\$31,826	\$32,582									
All	\$81,549	\$69,188	\$71,171	\$72,127	\$73,672	\$77,154	\$93,744	\$99,994	\$101,303	\$103,553	\$103,440	\$101,229	101	\$96,072	\$100,754
Index															
Professor	1.08	1.09	1.04	1.01	1.03	1.01	1.02	1.05	1.05	1.11	1.09	1.01			
Associate Professor	1.08	1.07	1.06	1.06	1.06	1.03	1.03	1.01	1.04	1.07	1.07	0.98			
Assistant Professor	1.17	0.99	1.02	1.05	1.04	1.06	1.00	1.04	1.02	1.09	1.07	1.02			
Instructor		0.75	1.13	1.18	1.35	1.31									
All	1.09	1.03	1.05	1.05	1.06	1.05	1.02	1.04	1.04	1.09	1.08	1.00			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
UNIVERSITY SUMMARY															
Average Salaries															
Professor	\$88,196	\$90,587	\$93,051	\$94,284	\$97,569	\$100,849	\$107,212	\$112,250	\$111,444	\$113,945	\$115,564	\$112,062	507	\$119,220	\$119,591
Associate Professor	\$65,771	\$67,444	\$69,334	\$70,661	\$72,176	\$73,908	\$78,355	\$82,264	\$82,058	\$82,575	\$83,273	\$82,540	389	\$86,216	\$87,176
Assistant Professor	\$54,973	\$56,337	\$57,984	\$59,652	\$61,529	\$64,645	\$67,359	\$71,057	\$72,086	\$74,943	\$76,761	\$76,468	276	\$80,496	\$82,197
Instructor	\$41,309	\$33,935	\$33,603	\$34,535	\$32,766	\$33,573									
All	\$72,279	\$72,889	\$74,652	\$75,854	\$78,358	\$81,474	\$87,981	\$92,009	\$92,016	\$94,376	\$95,708	\$93,881	1,172	\$99,146	\$100,026
Index															
Professor	0.96	0.95	0.96	0.93	0.94	0.93	0.95	0.96	0.95	0.98	0.97	0.94			
Associate Professor	0.98	0.97	0.97	0.97	0.96	0.94	0.96	0.98	0.95	0.97	0.97	0.95			
Assistant Professor	0.97	0.96	0.96	0.96	0.95	0.95	0.94	0.96	0.95	0.97	0.95	0.93			
Instructor	1.06	0.87	1.07	1.17	1.27	1.21									
All	0.97	0.96	0.96	0.95	0.95	0.94	0.95	0.97	0.95	0.98	0.97	0.94			

Department Data within College

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE AND LIFE SCIENCE															
AGRICULTURAL AND BIOSYSTEMS ENGINEERING^{2,3}															
Average Salaries															
Professor	\$95,929	\$94,836	\$100,576	\$104,086	\$99,533	\$99,893	\$108,506	\$115,319	\$115,797	\$121,862	\$114,768	\$106,597	9	\$114,193	\$118,097
Associate Professor	\$62,518	\$60,687	\$66,632	\$69,094	\$69,147	\$72,271	\$80,677	\$ 94,456	\$ 87,757	\$87,829	\$88,756	\$88,887	10	\$ 86,554	\$ 86,426
Assistant Professor	\$54,220	\$55,735	\$58,763	\$62,302	\$66,122	\$69,512	\$74,152	\$ 74,882	\$ 77,232	\$78,340	\$82,421	\$82,429	4	\$ 74,387	\$ 76,833
Instructor															
All	\$71,263	\$72,461	\$77,862	\$77,677	\$79,659	\$82,658	\$89,875	\$95,576	\$96,842	\$99,496	\$97,833	\$94,694	23	\$95,253	\$97,151
Index															
Professor	1.11	1.06	1.10	1.10	1.02	0.97	1.00	1.04	1.05	1.13	1.01	0.90			
Associate Professor	0.95	0.92	0.95	0.98	0.95	0.93	0.99	1.10	1.07	1.04	1.03	1.03			
Assistant Professor	0.91	0.95	0.93	0.97	0.99	0.98	1.05	1.02	1.03	1.09	1.11	1.07			
Instructor															
All	1.00	0.99	1.01	1.02	0.99	0.96	1.01	1.05	1.05	1.09	1.03	0.97			
AGRICULTURAL EDUCATION AND STUDIES															
Average Salaries															
Professor	\$85,280	\$87,155	\$88,590	\$88,066	\$90,259	\$91,721	\$91,650	\$ 97,756	\$97,756	\$99,214	\$100,671	\$99,446	3	\$99,901	\$106,222
Associate Professor	\$75,478	\$77,417	\$78,941	\$74,357	\$73,057	\$75,818	\$82,934	\$ 85,243	\$87,256	\$84,928	\$88,734	\$88,734	2	\$74,019	\$75,257
Assistant Professor	\$56,142	\$59,610	\$60,590	\$65,178	\$68,690	\$66,775	\$71,891	\$ 72,794	\$73,825	\$75,718	\$75,831	\$74,192	6	\$59,406	\$66,886
Instructor															
All	\$74,660	\$78,725	\$80,095	\$76,169	\$78,628	\$77,490	\$80,931	\$82,773	\$84,787	\$84,609	\$84,951	\$83,724	11	\$73,107	\$79,136
Index															
Professor	1.02	0.98	0.96	0.94	0.91	0.91	0.90	0.97	0.95	0.99	1.01	0.94			
Associate Professor	1.17	1.19	1.16	1.10	1.05	1.05	1.10	1.09	1.13	1.11	1.20	1.18			
Assistant Professor	1.07	1.10	1.13	1.22	1.24	1.19	1.21	1.09	1.17	1.30	1.28	1.11			
Instructor															
All	1.07	1.05	1.04	1.06	1.02	1.03	1.05	1.05	1.07	1.14	1.16	1.06			
AGRONOMY															
Average Salaries															
Professor	\$81,655	\$84,335	\$86,182	\$88,534	\$89,881	\$94,220	\$99,289	\$102,401	\$102,214	\$104,656	\$103,667	\$96,843	34	\$103,345	\$106,000
Associate Professor	\$61,474	\$66,234	\$68,871	\$70,052	\$70,189	\$70,457	\$71,716	\$ 74,580	\$74,079	\$73,349	\$75,379	\$71,400	6	\$79,182	\$78,279
Assistant Professor	\$53,284	\$51,809	\$53,166	\$53,905	\$55,256	\$59,023	\$60,425	\$ 68,008	\$75,987	\$83,250	\$85,217	\$85,260	4	\$70,207	\$72,071
Instructor	\$51,884	\$53,023	\$53,908												
All	\$70,894	\$73,359	\$75,093	\$78,264	\$79,903	\$84,867	\$89,903	\$92,723	\$94,671	\$97,883	\$98,132	\$92,321	44	\$97,037	\$99,136
Index															
Professor	1.01	1.02	1.02	1.04	1.02	1.02	1.01	1.01	1.00	1.05	1.00	0.91			
Associate Professor	1.01	1.06	1.08	1.07	1.04	1.01	0.98	0.99	0.99	0.96	0.95	0.91			
Assistant Professor	1.00	0.95	0.96	0.95	0.94	0.96	0.94	1.05	1.17	1.20	1.21	1.18			
Instructor	1.37	1.27	1.29												
All	1.01	1.02	1.03	1.03	1.02	1.01	1.00	1.01	1.01	1.05	1.01	0.93			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE & LIFE SCIENCES, continued															
ANIMAL ECOLOGY⁴															
Average Salaries															
Professor	\$79,092														
Associate Professor	\$54,883														
Assistant Professor	\$58,335														
Instructor															
All	\$70,603														
Index															
Professor	0.98														
Associate Professor	0.90														
Assistant Professor	1.12														
Instructor															
All	0.97														
ANIMAL SCIENCE															
Average Salaries															
Professor	\$87,129	\$88,732	\$91,222	\$91,654	\$94,373	\$96,185	\$100,022	\$102,111	\$102,549	\$104,603	\$105,270	\$104,528	32	\$102,739	\$101,068
Associate Professor	\$59,406	\$61,020	\$61,516	\$61,914	\$63,749	\$66,919	\$ 73,357	\$ 77,329	\$79,187	\$75,336	\$76,354	\$74,914	10	\$77,317	\$79,860
Assistant Professor	\$52,256	\$58,485	\$59,584	\$61,365	\$61,845	\$63,633	\$ 63,188	\$ 69,584	\$69,703	\$72,099	\$75,030	\$75,547	6	\$69,306	\$71,000
Instructor															
All	\$76,554	\$78,495	\$80,219	\$79,550	\$82,265	\$84,435	\$89,863	\$92,850	\$93,278	\$94,584	\$95,466	\$94,736	48	\$93,263	\$92,891
Index															
Professor	1.07	1.07	1.09	1.06	1.05	1.03	1.01	1.01	0.99	1.04	1.02	1.03			
Associate Professor	0.94	0.93	0.92	0.92	0.92	0.93	0.97	1.01	1.02	0.97	0.99	0.94			
Assistant Professor	0.93	1.03	1.03	1.06	1.04	1.05	1.04	1.00	1.08	1.06	1.08	1.06			
Instructor															
All	1.03	1.04	1.05	1.03	1.02	1.01	1.00	1.01	1.00	1.03	1.02	1.02			
BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY²															
Average Salaries															
Professor	\$86,239	\$97,189	\$103,094	\$105,961	\$108,612	\$110,064	\$117,082	\$123,786	\$113,629	\$115,670	\$117,372	\$117,048	8	\$125,277	\$122,724
Associate Professor			\$65,477	\$75,855	\$69,809	\$70,962	\$ 78,180	\$ 82,826	\$79,749	\$79,749	\$80,945	\$80,945	1	\$83,223	\$88,989
Assistant Professor									\$69,850	\$69,850	\$70,898	\$70,898	2	\$71,373	\$74,658
Instructor															
All	\$86,239	\$97,189	\$91,809	\$95,013	\$89,211	\$94,423	\$105,411	\$111,498	\$102,589	\$104,074	\$105,611	\$105,375	11	\$111,653	\$110,918
Index															
Professor	0.91	1.02	1.03	1.02	1.02	0.98	1.00	1.00	0.89	0.95	0.94	0.95			
Associate Professor			0.94	1.12	1.01	0.97	1.03	1.05	0.98	1.03	0.97	0.91			
Assistant Professor									1.01		0.99	0.95			
Instructor															
All	0.91	1.02	1.01	1.05	1.02	0.97	1.01	1.01	0.91	0.96	0.95	0.95			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE AND LIFE SCIENCES, continued															
ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY^{1,2}															
Average Salaries															
Professor			\$76,483	\$77,766	\$77,709	\$80,593	\$79,347	\$89,113	\$89,113	\$89,113	\$90,450	\$89,470	5	\$117,498	\$118,321
Associate Professor			\$62,331	\$63,156	\$57,274	\$60,343					\$76,834	\$76,834	1	\$78,638	\$81,166
Assistant Professor					\$57,050	\$59,238	\$67,015	\$71,660	\$71,660	\$71,660					
Instructor															
All			\$67,048	\$68,026	\$65,968	\$68,706	\$75,823	\$86,204	\$86,204	\$86,204	\$88,181	\$87,364	6	\$111,022	\$112,128
Index															
Professor			0.86	0.84	0.80	0.79	0.74	0.81	0.78	0.80	0.77	0.76			
Associate Professor			0.92	0.93	0.82	0.83					0.98	0.95			
Assistant Professor					0.82	0.83	1.04	1.10	1.09	1.04					
Instructor															
All			0.90	0.89	0.84	0.84	0.80	0.84	0.81	0.82	0.79	0.78			
ECONOMICS															
Average Salaries															
Professor	\$93,832	\$97,879	\$100,447	\$105,572	\$110,249	\$113,431	\$123,716	\$133,440	\$131,624	\$135,221	\$137,934	\$139,427	18	\$120,019	\$127,948
Associate Professor	\$72,673	\$83,009	\$77,266	\$86,847	\$82,553	\$91,336	\$98,760	\$104,085	\$121,358	\$122,691	\$110,673	\$110,673	2	\$93,259	\$90,425
Assistant Professor	\$70,205	\$73,136	\$72,668	\$70,538	\$73,099	\$73,651	\$75,861	\$90,218	\$97,500	\$99,916	\$101,415	\$101,500	3	\$83,959	\$85,388
Instructor															
All	\$88,490	\$92,928	\$95,251	\$100,116	\$103,385	\$108,402	\$117,624	\$125,664	\$127,815	\$129,242	\$130,800	\$131,979	23	\$112,988	\$119,134
Index															
Professor	1.03	1.04	1.05	1.03	1.06	1.06	1.09	1.12	1.11	1.17	1.15	1.09			
Associate Professor	1.09	1.18	1.07	1.14	1.04	1.14	1.10	1.14	1.38	1.38	1.19	1.22			
Assistant Professor	1.22	1.21	1.18	1.07	1.05	1.05	1.01	1.16	1.25	1.25	1.21	1.19			
Instructor															
All	1.05	1.07	1.05	1.04	1.06	1.07	1.09	1.13	1.14	1.20	1.16	1.11			
ENTOMOLOGY															
Average Salaries															
Professor	\$81,063	\$82,921	\$85,886	\$83,269	\$82,654	\$82,296	\$88,798	\$93,926	\$92,771	\$88,157	\$95,920	\$91,388	6	\$109,524	\$108,203
Associate Professor	\$50,917	\$53,177	\$57,116	\$58,718	\$58,788	\$61,700	\$68,607	\$72,038	\$72,038	\$67,314	\$71,490	\$71,490	3	\$75,335	\$75,064
Assistant Professor				\$45,707	\$50,768	\$51,672	\$61,476	\$60,352	\$60,605	\$63,765	\$60,700	\$60,701	2	\$68,581	\$70,800
Instructor															
All	\$73,024	\$73,006	\$74,378	\$69,692	\$68,716	\$71,207	\$81,995	\$84,494	\$80,321	\$77,715	\$82,854	\$80,382	11	\$92,756	\$92,365
Index															
Professor	0.95	0.96	0.95	0.91	0.86	0.82	0.83	0.87	0.85	0.85	0.88	0.84			
Associate Professor	0.85	0.87	0.90	0.91	0.89	0.90	0.96	0.99	1.00	0.94	0.95	0.95			
Assistant Professor				0.86	0.88	0.88	1.01	0.94	0.91	0.97	0.89	0.86			
Instructor															
All	0.93	0.94	0.94	0.91	0.87	0.84	0.86	0.89	0.88	0.89	0.89	0.87			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE AND LIFE SCIENCES, continued															
FOOD SCIENCE AND HUMAN NUTRITION - AG⁵															
Average Salaries															
Professor	\$90,056	\$93,631	\$93,767	\$98,182	\$100,789	\$103,988	\$113,821	\$120,159	\$123,380	\$116,524	\$118,749	\$115,645	7	\$111,835	\$115,042
Associate Professor	\$61,071	\$65,626	\$64,964	\$63,689	\$71,421	\$75,024	\$80,883	\$78,843	\$78,843	\$81,517	\$82,739	\$83,836	4	\$81,728	\$81,307
Assistant Professor	\$55,509	\$57,542	\$58,488	\$61,364	\$62,730	\$73,092	\$73,214	\$74,523	\$74,523	\$73,000	\$73,422	\$71,844	4	\$72,706	\$72,727
Instructor															
All	\$77,624	\$80,994	\$82,547	\$84,558	\$87,582	\$90,214	\$98,029	\$98,575	\$98,402	\$100,304	\$97,059	\$95,482	15	\$93,372	\$94,762
Index															
Professor	1.10	1.08	1.04	1.07	1.06	1.06	1.09	1.15	1.16	1.10	1.06	1.01			
Associate Professor	0.99	1.05	1.01	0.96	1.01	1.06	1.08	1.05	1.05	1.04	1.01	1.03			
Assistant Professor	1.02	1.04	1.04	1.07	1.04	1.22	1.17	1.09	1.08	1.02	1.01	0.99			
Instructor															
All	1.07	1.07	1.04	1.05	1.05	1.08	1.09	1.12	1.11	1.08	1.04	1.01			
FORESTRY⁴															
Average Salaries															
Professor	\$84,053														
Associate Professor	\$56,935														
Assistant Professor	\$52,734														
Instructor															
All	\$66,072														
Index															
Professor	1.02														
Associate Professor	0.92														
Assistant Professor	1.02														
Instructor															
All	0.99														
GENETICS, DEVELOPMENT, AND CELL BIOLOGY^{1,2}															
Average Salaries															
Professor			\$88,329	\$84,972	\$122,240	\$123,076	\$136,689	\$139,402	\$124,984	\$125,484	\$121,717	\$117,195	5	\$116,504	\$116,368
Associate Professor			\$60,372	\$70,372	\$80,566	\$76,062	\$84,000	\$86,908	\$88,097	\$86,355	\$83,274	\$80,185	4	\$79,095	\$79,286
Assistant Professor			\$55,200	\$61,147	\$66,053	\$67,705	\$70,078	\$74,247	\$74,247	\$74,637			0		\$70,799
Instructor															
All			\$76,112	\$72,522	\$91,232	\$95,100	\$100,899	\$100,186	\$99,875	\$101,142	\$104,631	\$100,746	9	\$99,878	\$99,887
Index															
Professor			0.94	0.88	1.21	1.17	1.27	1.24	1.12	1.10	1.04	1.01			
Associate Professor			0.89	0.99	1.09	1.00	1.09	1.10	1.11	1.08	1.05	1.01			
Assistant Professor			1.00	1.06	1.07	1.06	1.07	1.10	1.10						
Instructor															
All			0.94	0.95	1.14	1.10	1.18	1.16	1.11	1.09	1.05	1.01			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE AND LIFE SCIENCES, continued															
HORTICULTURE															
Average Salaries															
Professor	\$81,590	\$83,314	\$84,818	\$85,379	\$84,697	\$82,653	\$84,720	\$90,498	\$90,667	\$89,279	\$93,078	\$88,825	9	\$105,192	\$101,347
Associate Professor	\$60,737	\$62,073	\$64,299	\$63,079	\$61,361	\$63,132	\$66,718	\$68,395	\$66,453	\$67,583	\$68,843	\$68,307	4	\$76,310	\$74,035
Assistant Professor	\$51,460	\$53,085	\$53,951	\$54,986	\$58,383	\$59,553	\$64,947		\$57,273	\$60,136	\$61,364	\$61,364	1	\$68,464	\$67,054
Instructor															
All	\$65,914	\$67,455	\$69,106	\$70,833	\$73,365	\$72,445	\$76,733	\$81,657	\$81,013	\$80,999	\$83,889	\$81,001	14	\$94,317	\$91,094
Index															
Professor	1.04	1.03	1.02	1.00	0.97	0.89	0.87	0.91	0.90	0.89	0.88	0.88			
Associate Professor	0.96	0.96	0.97	0.95	0.90	0.89	0.91	0.93	0.89	0.90	0.90	0.92			
Assistant Professor	0.95	0.93	0.93	0.96	0.99	0.97	1.02	0.00	0.87	0.92	0.90	0.92			
Instructor															
All	0.99	0.98	0.98	0.98	0.95	0.90	0.89	0.92	0.90	0.90	0.89	0.89			
MICROBIOLOGY¹															
Average Salaries															
Professor	\$106,128	\$109,454													
Associate Professor	\$68,882	\$66,303													
Assistant Professor	\$54,786	\$55,882													
Instructor															
All	\$71,776	\$77,143													
Index															
Professor	1.17	1.19													
Associate Professor	1.09	1.04													
Assistant Professor	1.06	1.04													
Instructor															
All	1.10	1.10													
NATURAL RESOURCE ECOLOGY AND MANAGEMENT⁴															
Average Salaries															
Professor		\$83,972	\$87,206	\$85,343	\$89,621	\$95,048	\$98,085	\$97,013	\$94,967	\$90,870	\$91,905	\$92,103	4	\$103,905	\$102,879
Associate Professor		\$58,273	\$61,033	\$62,248	\$62,942	\$65,157	\$74,958	\$75,009	\$75,052	\$79,082	\$77,300	\$75,840	5	\$73,504	\$77,716
Assistant Professor		\$54,565	\$56,084	\$57,802	\$60,072	\$61,611	\$60,596	\$63,994	\$64,560	\$61,577	\$64,554	\$63,849	6	\$73,935	\$70,588
Instructor															
All		\$70,448	\$70,836	\$67,428	\$68,464	\$70,617	\$73,839	\$73,353	\$74,874	\$76,390	\$76,097	\$75,380	15	\$81,783	\$81,575
Index															
Professor		1.01	1.02	0.96	0.97	0.99	0.98	0.94	0.89	0.89	0.88	0.90			
Associate Professor		0.93	0.96	0.97	0.95	0.95	1.03	1.00	1.00	1.10	1.05	0.98			
Assistant Professor		1.02	1.03	1.05	1.06	1.04	0.99	1.02	1.01	0.95	0.87	0.90			
Instructor															
All		0.99	1.00	0.98	0.99	0.98	1.00	1.00	0.97	0.99	0.93	0.92			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE AND LIFE SCIENCES, continued															
PLANT PATHOLOGY AND MICROBIOLOGY ²⁰															
Average Salaries															
Professor	\$71,643	\$74,663	\$76,908	\$76,773	\$79,160	\$84,456	\$89,856	\$94,676	\$97,684	\$99,311	\$100,887	\$94,671	12	\$102,477	\$107,211
Associate Professor	\$54,468	\$56,653	\$58,871	\$70,401	\$74,071	\$78,785	\$83,881	\$86,956	\$83,830	\$84,171	\$75,131	\$75,131	3	\$73,078	\$74,392
Assistant Professor	\$59,531	\$60,936	\$62,032	\$61,436	\$63,085	\$63,298	\$62,733	\$64,662	\$64,662	\$62,846	\$63,248	\$63,248	1	\$65,444	\$65,019
Instructor															
All	\$65,448	\$68,843	\$70,918	\$72,856	\$74,988	\$79,090	\$83,277	\$87,119	\$88,029	\$91,914	\$93,705	\$89,043	16	\$94,650	\$98,421
Index															
Professor	0.90	0.90	0.91	0.88	0.89	0.93	0.95	0.94	0.96	1.03	0.98	0.88			
Associate Professor	0.90	0.91	0.96	1.10	1.12	1.14	1.16	1.16	1.17	1.20	1.03	1.01			
Assistant Professor	1.14	1.13	1.14	1.17	1.12	1.07	0.99	0.99	0.98	0.98	0.97	0.97			
Instructor															
All	0.92	0.92	0.94	0.94	0.95	0.99	1.00	1.00	1.01	1.05	0.99	0.90			
SOCIOLOGY^{2,6}															
Average Salaries															
Professor	\$81,410	\$85,681	\$82,462	\$83,702	\$86,522	\$87,468	\$89,959	\$93,425	\$92,738	\$94,175	\$89,466	\$83,988	6	\$122,690	\$119,083
Associate Professor	\$53,323	\$54,209	\$53,180	\$55,183	\$57,924	\$58,514	\$62,148	\$65,533	\$65,533		\$65,033	\$65,034	3	\$68,140	\$69,899
Assistant Professor	\$48,298	\$49,415	\$50,820	\$52,006	\$52,423		\$55,636	\$59,296	\$59,296	\$62,174	\$65,033	\$65,034	3	\$68,140	\$69,899
Instructor															
All	\$68,662	\$71,876	\$72,387	\$74,438	\$77,300	\$81,677	\$78,662	\$80,244	\$77,264	\$83,508	\$81,322	\$77,670	9	\$104,507	\$102,688
Index															
Professor	0.88	0.89	0.85	0.83	0.83	0.81	0.78	0.81	0.76	0.78	0.73	0.71			
Associate Professor	0.89	0.86	0.82	0.81	0.84	0.82	0.81	0.84	0.83		0.95	0.93			
Assistant Professor	0.93	0.91	0.92	0.90	0.89		0.86	0.90	0.89	0.93	0.95	0.93			
Instructor															
All	0.89	0.89	0.85	0.83	0.84	0.81	0.79	0.83	0.80	0.81	0.78	0.76			
ZOOLOGY AND GENETICS^{1,7}															
Average Salaries															
Professor	\$84,882	\$86,828													
Associate Professor	\$65,309	\$66,914													
Assistant Professor	\$59,720	\$63,049													
Instructor															
All	\$67,796	\$70,480													
Index															
Professor	0.94	0.99													
Associate Professor	1.00	1.01													
Assistant Professor	1.07	1.11													
Instructor															
All	1.00	1.02													

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012					
											ISU			PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY	
COLLEGE OF AGRICULTURE AND LIFE SCIENCES, continued																
AGRICULTURE AND LIFE SCIENCES SUMMARY																
Average Salaries																
Professor	\$85,529	\$88,897	\$90,701	\$92,223	\$94,719	\$97,487	\$102,892	\$107,374	\$106,782	\$107,576	\$108,040	\$104,686	158	\$106,099	\$107,543	
Associate Professor	\$61,295	\$63,126	\$65,052	\$67,125	\$67,999	\$69,941	\$76,628	\$81,030	\$80,520	\$81,565	\$80,468	\$79,480	55	\$75,168	\$75,848	
Assistant Professor	\$55,430	\$57,473	\$57,399	\$59,507	\$61,133	\$63,951	\$65,978	\$69,989	\$70,545	\$72,899	\$74,854	\$74,454	42	\$70,362	\$73,738	
Instructor	\$51,884	\$53,023	\$53,908													
All	\$73,835	\$76,813	\$78,540	\$79,470	\$81,545	\$84,651	\$90,342	\$93,853	\$94,169	\$96,129	\$96,628	\$94,270	255	\$93,541	\$95,139	
Index																
Professor	1.01	1.02	1.03	1.01	1.01	1.01	1.01	1.02	1.01	1.05	1.02	0.97				
Associate Professor	0.98	0.98	0.98	0.99	1.02	1.00	1.04	1.07	1.06	1.09	1.07	1.05				
Assistant Professor	1.02	1.02	1.00	1.05	1.05	1.06	1.08	1.08	1.09	1.10	1.06	1.01				
Instructor	1.37	1.27	1.29													
All	1.00	1.01	1.02	1.01	1.02	1.01	1.02	1.04	1.03	1.06	1.03	0.99				

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF BUSINESS-															
ACCOUNTING															
Average Salaries															
Professor	\$118,430	\$121,651	\$112,630	\$114,843	\$116,445	\$122,910	\$146,739	\$157,936	\$157,936	\$161,686	\$164,000	\$164,000	1	\$185,075	\$206,983
Associate Professor	\$88,466	\$93,010	\$94,691	\$96,089	\$100,729	\$107,578	\$119,712	\$129,034	\$131,803	\$137,295	\$147,823	\$150,000	3	\$155,822	\$157,209
Assistant Professor	\$80,417	\$82,615	\$84,055	\$81,604	\$92,283	\$99,956	\$108,100	\$118,111	\$129,125	\$131,250	\$138,068	\$137,230	6	\$175,063	\$173,818
Instructor	\$44,221	\$45,133	\$45,820	\$47,786											
All	\$80,053	\$82,575	\$83,743	\$84,485	\$98,922	\$105,507	\$116,891	\$125,981	\$133,205	\$137,318	\$143,588	\$143,738	10	\$170,292	\$172,152
Index															
Professor	0.87	0.84	0.75	0.75	0.72	0.72	0.81	0.84	0.84	0.89	0.89	0.79			
Associate Professor	0.82	0.81	0.78	0.79	0.78	0.81	0.86	0.90	0.88	0.90	0.95	0.95			
Assistant Professor	0.74	0.72	0.69	0.63	0.67	0.68	0.70	0.76	0.79	0.77	0.79	0.79			
Instructor	0.77	0.94	0.84	1.01											
All	0.79	0.79	0.75	0.76	0.73	0.74	0.78	0.82	0.84	0.84	0.84	0.83			
FINANCE															
Average Salaries															
Professor	\$108,730	\$112,726	\$114,632	\$121,206	\$128,932	\$129,013	\$148,708	\$160,212	\$159,962	\$162,712	\$157,637	\$162,940	3	\$221,420	\$204,474
Associate Professor	\$99,447	\$101,936	\$103,872	\$104,326	\$110,185	\$111,802	\$125,211	\$135,020	\$135,020	\$141,396	\$145,075	\$145,075	3	\$177,054	\$183,833
Assistant Professor	\$91,007	\$92,828	\$98,529	\$103,783	\$109,019	\$114,986	\$123,677	\$130,175	\$136,240	\$138,457	\$141,496	\$140,340	7	\$181,383	\$180,000
Instructor															
All	\$99,728	\$103,509	\$105,497	\$111,708	\$117,334	\$121,363	\$135,142	\$142,419	\$143,842	\$146,017	\$146,047	\$146,648	13	\$189,623	\$186,532
Index															
Professor	0.76	0.75	0.76	0.76	0.74	0.72	0.79	0.80	0.80	0.77	0.71	0.80			
Associate Professor	0.94	0.88	0.85	0.83	0.78	0.74	0.74	0.77	0.78	0.79	0.82	0.79			
Assistant Professor	0.80	0.75	0.79	0.83	0.81	0.80	0.83	0.83	0.83	0.78	0.78	0.78			
Instructor															
All	0.82	0.80	0.80	0.79	0.77	0.75	0.79	0.80	0.80	0.78	0.77	0.79			
MANAGEMENT^B															
Average Salaries															
Professor	\$106,188	\$109,448	\$112,250	\$117,632	\$123,868	\$132,787	\$145,563	\$155,876	\$156,685	\$159,714	\$162,325	\$154,158	6	\$184,620	\$185,848
Associate Professor	\$83,293	\$86,460	\$87,826	\$89,077	\$92,020	\$95,050	\$114,858	\$108,634	\$108,634	\$112,547	\$118,239	\$115,424	5	\$135,968	\$138,660
Assistant Professor	\$78,175	\$82,450	\$84,975	\$85,925	\$87,305	\$95,952	\$101,503	\$109,919	\$114,439	\$117,464	\$121,547	\$122,537	3	\$131,598	\$132,160
Instructor															
All	\$95,795	\$99,990	\$101,598	\$106,164	\$110,205	\$114,069	\$127,984	\$129,248	\$130,886	\$134,166	\$137,842	\$133,549	14	\$155,882	\$157,491
Index															
Professor	0.84	0.81	0.83	0.84	0.85	0.86	0.91	0.93	0.87	0.92	0.88	0.83			
Associate Professor	0.89	0.90	0.90	0.88	0.84	0.80	0.90	0.82	0.79	0.84	0.87	0.83			
Assistant Professor	0.85	0.88	0.88	0.87	0.82	0.87	0.88	0.92	0.90	0.92	0.92	0.93			
Instructor															
All	0.85	0.84	0.85	0.85	0.84	0.84	0.90	0.90	0.86	0.90	0.88	0.85			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF BUSINESS, continued															
MARKETING															
Average Salaries															
Professor	\$106,947	\$109,771	\$109,599	\$124,011	\$130,459	\$136,288	\$145,086	\$150,824	\$159,368	\$161,793	\$155,524	\$163,615	3	\$182,044	\$199,110
Associate Professor	\$89,866	\$91,826	\$94,995	\$97,987	\$103,837	\$111,981	\$118,220	\$128,029	\$128,029	\$129,729	\$133,679	\$133,680	2	\$123,082	\$112,529
Assistant Professor	\$77,546	\$78,670	\$91,500	\$92,015	\$94,122	\$96,473	\$110,373	\$116,471	\$117,476	\$119,192	\$123,671	\$120,963	6	\$132,634	\$135,315
Instructor															
All	\$91,164	\$94,578	\$100,138	\$108,226	\$113,510	\$119,338	\$124,423	\$129,089	\$133,199	\$135,149	\$134,178	\$134,908	11	\$144,373	\$148,571
Index															
Professor	0.82	0.75	0.74	0.80	0.80	0.81	0.82	0.85	0.86	0.93	0.85	0.82			
Associate Professor	0.96	0.89	0.93	0.93	0.93	0.96	0.99	1.03	0.99	1.07	1.09	1.19			
Assistant Professor	0.86	0.81	0.91	0.89	0.87	0.84	0.89	0.93	0.91	0.94	0.93	0.89			
Instructor															
All	0.88	0.82	0.83	0.85	0.85	0.85	0.87	0.92	0.90	0.96	0.93	0.91			
SUPPLY CHAIN MANAGEMENT^{8, 18}															
Average Salaries															
Professor	\$113,722	\$119,579	\$121,976	\$123,687	\$126,494	\$130,724	\$141,582	\$144,614	\$147,068	\$153,257	\$188,024	\$188,024	2	\$175,850	\$147,572
Associate Professor	\$99,461	\$95,593	\$95,149	\$99,469	\$104,980	\$108,332	\$117,455	\$124,859	\$123,690	\$124,406	\$126,560	\$123,569	9	\$131,264	\$126,371
Assistant Professor	\$79,615	\$83,117	\$86,147	\$95,372	\$98,838	\$99,567	\$107,430	\$112,601	\$108,800	\$112,100	\$115,677	\$116,725	7	\$130,414	\$134,311
Instructor	\$44,456	\$49,803	\$46,088	\$46,688											
All	\$90,272	\$89,012	\$94,350	\$100,780	\$106,609	\$109,142	\$119,354	\$125,041	\$124,277	\$124,429	\$129,157	\$128,069	18	\$135,887	\$131,814
Index															
Professor	0.88	0.87	0.89	0.86	0.85	0.88	0.86	0.85	0.87	0.89	1.07	1.27			
Associate Professor	1.06	0.93	0.91	0.88	0.94	0.90	0.96	1.01	0.92	0.97	0.96	0.98			
Assistant Professor	0.87	0.85	0.86	0.94	0.93	0.89	0.88	1.05	0.84	0.88	0.89	0.87			
Instructor	0.69	0.95	0.73	0.98											
All	0.95	0.89	0.89	0.89	0.92	0.89	0.92	0.99	0.90	0.92	0.95	0.97			
BUSINESS SUMMARY															
Average Salaries															
Professor	\$108,514	\$111,993	\$113,644	\$120,289	\$126,346	\$131,685	\$145,558	\$154,734	\$156,476	\$159,876	\$163,565	\$162,977	15	\$190,326	\$188,531
Associate Professor	\$92,628	\$94,151	\$95,566	\$97,744	\$102,332	\$106,636	\$118,235	\$124,559	\$124,887	\$127,536	\$130,740	\$129,174	22	\$141,182	\$139,947
Assistant Professor	\$81,070	\$83,510	\$88,468	\$91,794	\$97,798	\$101,499	\$110,322	\$117,691	\$121,544	\$123,711	\$128,803	\$128,146	29	\$152,536	\$153,498
Instructor	\$44,280	\$47,001	\$45,887	\$47,512											
All	\$90,085	\$92,434	\$96,061	\$101,160	\$108,948	\$113,027	\$123,926	\$129,909	\$132,226	\$134,626	\$137,349	\$136,405	66	\$157,340	\$156,943
Index															
Professor	0.82	0.80	0.80	0.81	0.81	0.80	0.84	0.86	0.85	0.87	0.86	0.86			
Associate Professor	0.93	0.88	0.87	0.85	0.86	0.85	0.91	0.92	0.88	0.91	0.93	0.92			
Assistant Professor	0.82	0.79	0.81	0.83	0.82	0.80	0.82	0.87	0.85	0.85	0.84	0.83			
Instructor	0.75	0.94	0.81	1.00											
All	0.86	0.83	0.83	0.83	0.83	0.82	0.86	0.88	0.86	0.87	0.87	0.87			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF DESIGN-															
ARCHITECTURE															
Average Salaries															
Professor	\$72,349	\$73,501	\$76,055	\$79,629	\$82,020	\$85,737	\$89,123	\$96,495	\$95,371	\$96,896	\$96,476	\$91,573	7	\$104,249	\$103,680
Associate Professor	\$59,435	\$60,447	\$61,119	\$62,132	\$64,344	\$66,182	\$72,539	\$78,011	\$77,550	\$79,090	\$77,451	\$78,795	10	\$76,904	\$76,606
Assistant Professor	\$52,306	\$53,068	\$54,781	\$55,977	\$56,818	\$57,738	\$57,998	\$62,346	\$60,724	\$61,951	\$65,305	\$65,305	2	\$63,740	\$63,580
Instructor															
All	\$60,952	\$60,653	\$62,811	\$64,556	\$65,941	\$68,828	\$73,072	\$79,428	\$79,396	\$79,272	\$83,182	\$82,083	19	\$85,593	\$85,209
Index															
Professor	0.86	0.86	0.89	0.90	0.88	0.87	0.88	0.92	0.87	0.94	0.93	0.88			
Associate Professor	0.94	0.94	0.94	0.93	0.92	0.88	0.94	0.99	0.97	1.03	1.01	1.03			
Assistant Professor	1.08	1.06	1.08	1.07	1.02	1.01	0.99	1.04	0.98	1.01	1.02	1.03			
Instructor															
All	0.94	0.95	0.96	0.95	0.94	0.91	0.93	0.97	0.93	1.00	0.97	0.96			
ART AND DESIGN															
Average Salaries															
Professor	\$67,410	\$63,325	\$71,736	\$71,453	\$68,679	\$72,536	\$72,397	\$91,925	\$86,444	\$83,607	\$ 84,792	\$ 81,224	4	\$ 90,161	\$ 92,203
Associate Professor	\$51,617	\$54,587	\$56,133	\$56,357	\$58,230	\$60,171	\$61,069	\$62,411	\$61,886	\$62,707	\$ 63,279	\$ 61,891	24	\$ 72,793	\$ 73,411
Assistant Professor	\$43,130	\$43,357	\$46,281	\$47,632	\$49,491	\$56,724	\$53,389	\$56,662	\$53,792	\$55,298	\$ 55,934	\$ 55,416	5	\$ 60,475	\$ 61,735
Instructor															
All	\$50,930	\$51,687	\$53,975	\$56,000	\$56,235	\$60,056	\$60,038	\$63,324	\$63,185	\$63,444	\$64,774	\$63,253	33	\$73,032	\$73,920
Index															
Professor	0.92	0.84	0.94	0.90	0.85	0.86	0.82	1.03	0.98	0.93	0.94	0.88			
Associate Professor	0.97	1.00	0.98	0.96	0.96	0.94	0.92	0.93	0.90	0.89	0.87	0.84			
Assistant Professor	0.95	0.91	0.95	0.96	0.96	1.06	0.95	1.02	0.97	0.96	0.92	0.90			
Instructor															
All	0.95	0.93	0.96	0.95	0.94	0.96	0.92	0.96	0.93	0.91	0.89	0.86			
COMMUNITY AND REGIONAL PLANNING															
Average Salaries															
Professor	\$95,032	\$95,142	\$106,642	\$108,508	\$110,675	\$113,331	\$116,278	\$118,778	\$118,778	\$118,778	\$118,778	\$118,778	1	\$102,679	\$107,436
Associate Professor	\$63,845	\$65,464	\$67,399	\$64,783	\$69,538	\$71,280	\$74,253	\$77,227	\$74,083	\$74,640	\$76,946	\$72,642	5	\$72,653	\$75,848
Assistant Professor	\$48,809	\$50,031	\$50,656	\$53,199	\$53,685	\$55,059	\$66,291	\$58,847	\$58,366	\$63,179	\$60,149	\$60,015	4	\$60,500	\$61,500
Instructor	\$45,000	\$46,125													
All	\$65,527	\$66,608	\$65,830	\$62,755	\$62,555	\$64,130	\$73,678	\$70,354	\$70,694	\$74,450	\$74,410	\$72,205	10	\$70,794	\$73,268
Index															
Professor	1.12	1.14	1.18	1.17	1.17	1.15	1.10	1.06	1.10	1.16	1.16	1.11			
Associate Professor	1.00	1.06	1.03	0.98	1.02	1.01	1.00	1.02	0.95	1.05	1.06	0.96			
Assistant Professor	0.96	0.96	0.88	0.96	0.96	0.95	1.08	0.93	0.89	1.00	0.99	0.98			
Instructor	1.47	1.63													
All	1.06	1.10	1.00	1.01	1.00	0.99	1.06	0.98	0.95	1.05	1.05	0.99			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF DESIGN, continued															
LANDSCAPE ARCHITECTURE															
Average Salaries															
Professor	\$82,437	\$86,666	\$88,214	\$89,528	\$91,912	\$88,181	\$92,755	\$97,056	\$97,983	\$97,056	\$101,993	\$84,394	2	\$103,249	\$99,273
Associate Professor	\$59,801	\$58,847	\$62,236	\$63,397	\$65,355	\$65,547	\$76,023	\$79,356	\$73,991	\$77,415	\$78,438	\$82,145	5	\$72,757	\$73,635
Assistant Professor	\$44,836	\$47,570	\$48,066	\$49,020	\$50,819	\$51,378	\$54,343	\$54,928		\$58,000	\$61,015	\$61,015	2	\$59,664	\$60,000
Instructor															
All	\$57,978	\$60,062	\$59,874	\$60,955	\$63,778	\$66,954	\$75,804	\$80,527	\$82,715	\$84,578	\$79,801	\$77,949	9	\$76,624	\$76,302
Index															
Professor	0.95	0.97	0.99	0.98	1.00	0.92	0.92	0.95	0.97	0.92	0.99	0.85			
Associate Professor	0.97	0.92	0.95	0.95	0.91	0.88	0.99	1.06	1.03	1.03	1.08	1.12			
Assistant Professor	0.92	0.95	0.97	0.95	0.96	0.93	0.97	0.91		0.95	1.02	1.02			
Instructor															
All	0.94	0.95	0.97	0.96	0.96	0.91	0.96	0.98	1.00	0.96	1.04	1.02			
DESIGN SUMMARY															
Average Salaries															
Professor	\$74,904	\$74,142	\$79,611	\$80,809	\$82,375	\$85,578	\$87,774	\$97,254	\$95,255	\$94,991	\$95,519	\$89,534	14	\$99,969	\$100,040
Associate Professor	\$55,759	\$57,617	\$59,257	\$59,125	\$61,352	\$62,887	\$66,795	\$70,127	\$68,795	\$69,835	\$69,776	\$69,256	44	\$73,707	\$74,439
Assistant Professor	\$46,297	\$47,470	\$49,172	\$51,042	\$52,396	\$55,715	\$57,422	\$58,176	\$57,176	\$59,200	\$59,454	\$59,214	13	\$60,860	\$61,679
Instructor	\$45,000	\$46,125													
All	\$56,408	\$57,006	\$58,659	\$60,082	\$61,018	\$64,035	\$67,766	\$71,628	\$71,806	\$72,507	\$72,962	\$71,416	71	\$76,533	\$77,151
Index															
Professor	0.92	0.90	0.95	0.94	0.92	0.90	0.90	0.96	0.93	0.95	0.96	0.89			
Associate Professor	0.97	0.98	0.97	0.95	0.94	0.92	0.94	0.97	0.95	0.96	0.95	0.93			
Assistant Professor	0.98	0.97	0.98	0.98	0.97	1.00	0.99	0.98	0.95	0.98	0.98	0.96			
Instructor	1.47	1.63													
All	0.96	0.96	0.97	0.96	0.95	0.94	0.94	0.97	0.94	0.96	0.95	0.93			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF ENGINEERING-															
AEROSPACE ENGINEERING															
Average Salaries															
Professor	\$96,172	\$102,589	\$109,760	\$108,643	\$113,215	\$118,702	\$123,510	\$128,855	\$128,372	\$130,545	\$136,308	\$133,885	14	\$133,332	\$136,352
Associate Professor	\$81,621	\$82,961	\$84,768	\$85,955	\$89,469	\$90,063	\$93,167	\$93,188	\$91,792	\$96,090	\$92,113	\$90,387	5	\$94,277	\$95,804
Assistant Professor	\$58,858	\$62,709	\$62,900	\$67,242	\$66,609	\$70,084	\$73,823	\$82,794	\$80,704	\$81,704	\$85,019	\$85,800	3	\$82,340	\$82,399
Instructor															
All	\$84,133	\$87,547	\$94,265	\$93,700	\$98,076	\$99,439	\$103,110	\$109,022	\$107,627	\$112,083	\$119,270	\$117,442	22	\$117,502	\$119,779
Index															
Professor	0.91	0.97	1.01	0.97	0.98	1.00	0.98	1.01	0.98	1.00	1.02	0.98			
Associate Professor	1.03	1.04	1.03	1.04	1.09	1.05	1.02	1.00	0.96	1.07	0.98	0.94			
Assistant Professor	0.87	0.93	0.91	0.95	0.87	0.93	0.92	1.03	0.99	1.00	1.03	1.04			
Instructor															
All	0.95	0.99	1.00	0.99	1.00	1.00	0.98	1.01	0.98	1.02	1.02	0.98			
AGRICULTURAL AND BIOSYSTEMS ENGINEERING^{2,3}															
Average Salaries															
Professor									\$113,927	\$113,927	\$150,000	\$150,000	1	\$114,193	\$118,097
Associate Professor	\$69,208	\$71,090	\$73,036	\$74,455	\$76,498	\$78,584	\$87,409	\$109,927							
Assistant Professor	\$62,416	\$63,696	\$64,716	\$65,493	\$67,292	\$68,638	\$73,000	\$75,742	\$76,660	\$85,000	\$88,000	\$88,000	1	\$74,387	\$76,833
Instructor															
All	\$65,812	\$67,393	\$68,876	\$69,974	\$71,895	\$73,611	\$80,205	\$87,137	\$95,294	\$99,464	\$119,000	\$119,000	2	\$94,290	\$97,465
Index															
Professor									1.03	1.06	1.31	1.27			
Associate Professor	1.05	1.08	1.04	1.05	1.05	1.01	1.08	1.28							
Assistant Professor	1.05	1.08	1.02	1.01	1.01	0.97	1.04	1.03	1.03	1.18	1.18	1.15			
Instructor															
All	1.05	1.08	1.03	1.03	1.03	0.99	1.06	1.12	1.03	1.11	1.26	1.22			
CHEMICAL & BIOLOGICAL ENGINEERING															
Average Salaries															
Professor	\$100,426	\$96,248	\$102,495	\$102,036	\$111,433	\$120,444	\$130,026	\$141,721	\$142,195	\$151,916	\$151,873	\$153,498	10	\$145,439	\$144,197
Associate Professor	\$80,005	\$83,700	\$85,136	\$89,517	\$92,664	\$95,277	\$101,512	\$104,684	\$104,684	\$99,735	\$101,235	\$101,236	2	\$98,334	\$95,289
Assistant Professor	\$72,705	\$72,950	\$73,500	\$74,837	\$77,050	\$78,474	\$84,862	\$85,864	\$ 85,220	\$86,715	\$88,295	\$86,759	5	\$82,681	\$85,050
Instructor															
All	\$93,588	\$90,871	\$92,361	\$93,402	\$101,633	\$104,710	\$117,191	\$119,636	\$116,141	\$125,018	\$127,216	\$127,720	17	\$121,439	\$121,047
Index															
Professor	0.88	0.82	0.85	0.82	0.87	0.92	0.96	1.01	1.00	1.05	1.04	1.06			
Associate Professor	1.02	1.04	1.04	1.07	1.07	1.09	1.10	1.16	1.12	1.05	1.03	1.06			
Assistant Professor	1.09	1.06	1.03	1.01	1.00	1.03	1.07	1.04	1.05	1.08	1.07	1.02			
Instructor															
All	0.92	0.88	0.92	0.92	0.94	0.98	0.99	1.03	1.03	1.06	1.05	1.06			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF ENGINEERING, continued															
CIVIL, CONSTRUCTION, AND ENVIRONMENTAL ENGINEERING															
Average Salaries															
Professor	\$105,259	\$107,285	\$107,603	\$111,026	\$111,512	\$114,721	\$124,600	\$130,849	\$127,681	\$128,931	\$133,183	\$134,093	13	\$128,525	\$123,636
Associate Professor	\$76,514	\$79,151	\$80,646	\$82,741	\$83,788	\$84,883	\$85,723	\$93,127	\$94,421	\$94,760	\$97,779	\$97,125	8	\$94,691	\$94,225
Assistant Professor	\$63,121	\$65,106	\$67,047	\$68,879	\$68,984	\$71,515	\$74,515	\$79,387	\$79,415	\$85,325	\$85,411	\$83,410	5	\$84,532	\$82,627
Instructor															
All	\$83,482	\$83,243	\$85,238	\$88,492	\$91,423	\$94,377	\$98,659	\$105,070	\$104,808	\$108,057	\$113,103	\$112,972	26	\$109,654	\$106,700
Index															
Professor	1.04	1.04	1.02	1.04	1.02	1.01	1.01	1.07	1.03	1.04	1.04	1.08			
Associate Professor	1.00	1.01	1.01	1.02	1.02	0.99	0.95	1.01	1.03	1.05	1.03	1.03			
Assistant Professor	0.95	0.96	0.96	0.99	0.94	0.96	0.95	0.99	1.00	1.08	1.01	1.01			
Instructor															
All	1.01	1.01	1.00	1.02	1.00	0.99	0.98	1.04	1.03	1.05	1.03	1.06			
ELECTRICAL AND COMPUTER ENGINEERING															
Average Salaries															
Professor	\$112,883	\$114,736	\$121,920	\$119,555	\$119,243	\$126,701	\$134,331	\$145,318	\$141,114	\$146,026	\$145,807	\$130,968	14	\$140,492	\$140,758
Associate Professor	\$83,052	\$84,970	\$87,502	\$91,395	\$92,481	\$97,354	\$100,463	\$102,407	\$102,248	\$102,931	\$102,149	\$102,338	16	\$100,624	\$101,436
Assistant Professor	\$73,362	\$76,084	\$76,742	\$79,016	\$78,787	\$80,796	\$84,363	\$84,339	\$84,187	\$86,400	\$86,065	\$86,154	15	\$87,910	\$91,855
Instructor															
All	\$93,792	\$91,975	\$95,866	\$95,878	\$96,031	\$99,627	\$104,133	\$107,885	\$104,630	\$109,652	\$110,370	\$105,850	45	\$108,789	\$110,476
Index															
Professor	1.04	1.02	1.07	1.02	0.99	1.01	1.02	1.08	1.05	1.06	1.04	0.93			
Associate Professor	1.02	1.01	1.00	1.04	1.01	1.05	1.03	1.04	1.05	1.05	1.02	1.01			
Assistant Professor	1.00	1.03	1.03	1.01	0.99	0.97	0.98	0.97	0.96	1.00	0.98	0.94			
Instructor															
All	1.03	1.02	1.04	1.02	1.00	1.01	1.01	1.03	1.02	1.04	1.01	0.96			
INDUSTRIAL AND MANUFACTURING SYSTEMS ENGINEERING															
Average Salaries															
Professor	\$101,446	\$103,000	\$114,653	\$110,419	\$118,501	\$103,289	\$119,693	\$136,139	\$120,927	\$124,027	\$132,242	\$122,000	3	\$140,630	\$143,942
Associate Professor	\$77,584	\$79,733	\$83,631	\$86,398	\$84,731	\$87,690	\$91,763	\$94,500	\$93,676	\$95,434	\$97,209	\$98,676	7	\$101,121	\$100,783
Assistant Professor	\$66,435	\$66,686	\$65,845	\$70,000	\$72,273	\$76,373	\$76,832	\$76,311	\$71,799	\$73,602	\$74,468	\$73,100	3	\$83,185	\$85,350
Instructor															
All	\$78,574	\$81,777	\$83,024	\$88,832	\$91,566	\$89,678	\$94,126	\$100,363	\$96,843	\$98,944	\$100,046	\$98,156	13	\$106,099	\$107,181
Index															
Professor	0.95	0.94	1.02	0.98	1.00	0.83	0.92	1.01	0.87	0.91	0.94	0.85			
Associate Professor	1.00	0.99	1.02	1.03	0.97	0.98	0.96	0.96	0.93	0.96	0.96	0.98			
Assistant Professor	1.03	0.96	0.93	0.96	0.95	0.99	0.94	0.95	0.85	0.90	0.90	0.86			
Instructor															
All	0.99	0.97	1.00	1.02	0.98	0.94	0.95	0.98	0.90	0.93	0.94	0.92			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF ENGINEERING, continued															
MATERIALS SCIENCE AND ENGINEERING															
Average Salaries															
Professor	\$97,717	\$96,304	\$105,598	\$103,407	\$111,390	\$122,056	\$134,075	\$145,397	\$152,402	\$158,391	\$161,125	\$158,966	12	\$146,848	\$145,470
Associate Professor	\$80,303	\$82,146	\$82,481	\$87,106	\$84,064	\$86,669	\$95,934	\$98,336	\$97,461	\$101,041	\$96,289	\$96,164	4	\$100,106	\$101,572
Assistant Professor	\$62,539	\$65,674	\$65,047	\$65,349	\$66,016	\$72,638	\$79,055	\$81,141	\$82,121	\$80,000	\$84,325	\$84,325	2	\$83,872	\$89,688
Instructor															
All	\$87,199	\$86,287	\$91,757	\$91,665	\$99,273	\$107,922	\$117,873	\$127,561	\$126,847	\$134,399	\$138,183	\$136,716	18	\$129,463	\$129,517
Index															
Professor	0.88	0.84	0.89	0.85	0.89	0.94	0.99	1.04	1.07	1.10	1.10	1.09			
Associate Professor	1.04	1.05	1.05	1.09	1.01	1.00	1.06	1.03	1.01	1.05	0.96	0.95			
Assistant Professor	1.01	1.07	0.94	0.88	0.86	0.95	1.02	1.02	1.00	0.99	1.01	0.94			
Instructor															
All	0.92	0.91	0.93	0.88	0.90	0.95	1.00	1.03	1.05	1.08	1.07	1.06			
MECHANICAL ENGINEERING															
Average Salaries															
Professor	\$105,276	\$111,601	\$111,153	\$113,898	\$115,891	\$122,593	\$133,122	\$133,679	\$142,622	\$149,068	\$155,945	\$154,196	8	\$134,235	\$133,960
Associate Professor	\$76,152	\$79,159	\$83,617	\$84,878	\$86,518	\$90,663	\$94,703	\$99,508	\$98,090	\$100,812	\$99,916	\$96,304	11	\$94,032	\$96,432
Assistant Professor	\$68,987	\$71,145	\$72,559	\$72,192	\$73,681	\$74,387	\$77,493	\$83,085	\$82,095	\$84,598	\$85,637	\$84,950	8	\$84,226	\$86,401
Instructor															
All	\$87,769	\$89,572	\$91,961	\$93,648	\$95,395	\$99,164	\$106,041	\$107,373	\$108,853	\$111,065	\$112,286	\$110,093	27	\$103,038	\$104,579
Index															
Professor	0.99	1.02	0.99	1.00	0.97	1.00	1.04	1.01	1.08	1.13	1.16	1.15			
Associate Professor	0.97	0.99	1.03	1.02	1.03	1.03	1.03	1.05	1.04	1.08	1.06	1.00			
Assistant Professor	1.05	1.06	1.06	1.04	1.01	0.97	0.98	1.02	1.01	1.03	1.02	0.98			
Instructor															
All	0.99	1.02	1.02	1.01	0.99	1.00	1.02	1.03	1.05	1.09	1.09	1.05			
ENGINEERING SUMMARY															
Average Salaries															
Professor	\$103,443	\$104,725	\$110,746	\$110,199	\$114,039	\$120,459	\$129,810	\$137,955	\$137,806	\$142,435	\$145,700	\$141,911	75	\$137,745	\$137,280
Associate Professor	\$79,377	\$81,497	\$84,210	\$87,058	\$88,061	\$90,644	\$93,416	\$97,645	\$97,089	\$98,912	\$98,950	\$98,180	53	\$97,701	\$98,470
Assistant Professor	\$66,177	\$69,177	\$70,158	\$72,046	\$73,077	\$75,883	\$79,559	\$82,570	\$82,369	\$84,784	\$85,231	\$84,669	42	\$84,934	\$87,306
Instructor															
All	\$87,183	\$87,676	\$91,104	\$92,449	\$95,792	\$99,343	\$105,334	\$110,200	\$108,656	\$113,424	\$116,186	\$114,135	170	\$112,214	\$112,834
Index															
Professor	0.96	0.95	0.98	0.95	0.96	0.98	1.00	1.04	1.03	1.05	1.06	1.03			
Associate Professor	1.01	1.01	1.02	1.04	1.03	1.03	1.01	1.03	1.02	1.05	1.01	1.00			
Assistant Professor	0.99	1.01	0.99	0.99	0.96	0.97	0.97	1.00	0.99	1.02	1.00	0.97			
Instructor															
All	0.98	0.98	1.00	0.99	0.98	0.99	1.00	1.03	1.02	1.05	1.04	1.01			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF HUMAN SCIENCES-															
APPAREL, EDUCATIONAL STUDIES, AND HOSPITALITY MANAGEMENT¹¹															
Average Salaries															
Professor	\$84,773	\$84,176	\$86,522	\$85,274	\$89,572	\$80,867	\$87,829	\$98,237	\$99,486	\$106,818	\$111,256	\$106,093	4	\$115,324	\$110,663
Associate Professor	\$62,459	\$62,818	\$62,651	\$62,396	\$64,094	\$67,061	\$71,453	\$77,596	\$72,894	\$74,991	\$72,251	\$71,012	4	\$84,709	\$81,973
Assistant Professor	\$52,576	\$52,688	\$53,155	\$54,441	\$54,827	\$55,512	\$55,170	\$57,881	\$62,069	\$63,028	\$65,645	\$65,625	10	\$72,369	\$67,674
Instructor	\$46,509	\$47,624	\$48,453	\$49,156	\$51,618	\$52,651									
All	\$64,490	\$64,694	\$65,170	\$63,539	\$63,573	\$63,620	\$68,219	\$71,867	\$72,188	\$75,443	\$77,249	\$75,815	18	\$84,657	\$80,405
Index															
Professor	0.96	0.90	0.91	0.90	0.91	0.78	0.82	0.88	0.90	0.94	0.96	0.96			
Associate Professor	1.03	0.99	0.97	0.96	0.91	0.92	0.93	1.01	0.92	0.95	0.85	0.87			
Assistant Professor	0.98	0.93	0.94	0.92	0.89	0.83	0.91	0.92	0.93	0.92	0.91	0.97			
Instructor		1.13	1.32	1.10	1.14	0.98									
All	1.00	0.94	0.94	0.93	0.91	0.86	0.88	0.93	0.92	0.93	0.91	0.94			
CURRICULUM AND INSTRUCTION															
Average Salaries															
Professor	\$76,598	\$78,312	\$77,962	\$75,532	\$82,282	\$83,237	\$86,263	\$91,510	\$92,026	\$98,057	\$96,767	\$96,767	3	\$104,493	\$106,543
Associate Professor	\$53,189	\$53,938	\$57,569	\$57,557	\$57,955	\$58,771	\$62,566	\$67,027	\$68,365	\$68,593	\$71,626	\$70,890	11	\$74,895	\$75,495
Assistant Professor	\$46,265	\$46,326	\$47,727	\$48,991	\$51,331	\$53,296	\$55,274	\$58,510	\$58,258	\$58,606	\$62,773	\$63,180	5	\$62,651	\$63,463
Instructor	\$42,185	\$46,876	\$47,615												
All	\$59,307	\$61,169	\$60,674	\$59,393	\$62,153	\$62,101	\$65,230	\$70,811	\$73,958	\$74,359	\$73,266	\$72,947	19	\$76,346	\$77,231
Index															
Professor	0.95	0.93	0.91	0.85	0.89	0.87	0.88	0.89	0.89	0.99	0.93	0.91			
Associate Professor	0.88	0.87	0.91	0.90	0.87	0.84	0.85	0.89	0.90	0.94	0.96	0.94			
Assistant Professor	0.94	0.91	0.92	0.90	0.93	0.93	0.92	0.95	0.94	0.97	1.00	1.00			
Instructor	1.11	1.23	1.15												
All	0.94	0.92	0.92	0.88	0.89	0.88	0.88	0.91	0.90	0.96	0.96	0.94			
EDUCATIONAL LEADERSHIP AND POLICY STUDIES															
Average Salaries															
Professor	\$85,909	\$87,275	\$91,282	\$95,863	\$92,301	\$99,298	\$106,751	\$112,176	\$114,676	\$107,770	\$110,800	\$110,851	4	\$112,143	\$108,431
Associate Professor	\$66,938	\$65,384	\$68,069	\$66,844	\$64,625	\$70,797	\$73,785	\$80,404	\$77,323	\$78,611	\$93,210	\$95,000	4	\$79,457	\$80,098
Assistant Professor	\$50,129	\$52,188	\$53,703	\$55,981	\$58,791	\$58,146	\$59,471	\$61,303	\$60,496	\$58,142	\$65,000	\$64,002	6	\$63,478	\$64,383
Instructor															
All	\$74,142	\$73,868	\$75,685	\$78,700	\$77,218	\$83,666	\$85,352	\$89,737	\$89,250	\$83,452	\$86,146	\$86,244	14	\$81,948	\$81,458
Index															
Professor	0.95	0.91	0.93	0.97	0.92	0.94	0.96	0.97	0.97	0.93	0.99	1.02			
Associate Professor	1.06	0.99	1.02	1.00	0.93	0.98	0.96	1.01	0.96	0.99	1.17	1.19			
Assistant Professor	0.93	0.98	1.00	1.00	1.02	0.98	0.97	0.96	0.94	0.91	1.02	0.99			
Instructor															
All	0.96	0.94	0.96	0.98	0.95	0.96	0.96	0.98	0.96	0.94	1.05	1.06			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF HUMAN SCIENCES, continued															
FOOD SCIENCE AND HUMAN NUTRITION --H SCI⁵															
Average Salaries															
Professor	\$80,637	\$72,204	\$75,064	\$79,689	\$87,631	\$89,153	\$93,340	\$92,751	\$91,501	\$93,704	\$95,355	\$95,356	3	\$111,835	\$115,042
Associate Professor	\$60,861	\$60,124	\$61,457	\$62,258	\$64,519	\$66,630	\$72,820	\$72,432	\$76,241	\$76,786	\$80,486	\$80,907	7	\$81,728	\$81,307
Assistant Professor	\$55,416	\$54,791	\$56,031	\$59,542	\$61,390	\$63,205	\$65,971	\$69,867	\$69,419	\$71,956	\$66,900	\$66,900	2	\$72,706	\$72,727
Instructor		\$43,674													
All	\$65,680	\$60,021	\$63,163	\$64,847	\$70,580	\$72,087	\$77,026	\$78,350	\$78,036	\$80,239	\$81,939	\$82,184	12	\$87,751	\$88,311
Index															
Professor	0.91	0.83	0.84	0.87	0.92	0.91	0.90	0.89	0.86	0.88	0.85	0.83			
Associate Professor	0.99	0.96	0.95	0.94	0.91	0.94	0.98	0.96	1.02	0.97	0.98	1.00			
Assistant Professor	1.05	0.99	0.99	1.04	1.02	1.05	1.05	1.02	1.00	1.00	0.92	0.92			
Instructor		1.08													
All	0.97	0.94	0.92	0.94	0.94	0.95	0.96	0.95	0.96	0.95	0.93	0.93			
HUMAN DEVELOPMENT AND FAMILY STUDIES															
Average Salaries															
Professor	\$83,022	\$84,649	\$92,850	\$89,097	\$93,745	\$94,019	\$98,042	\$101,107	\$100,166	\$109,786	\$119,626	\$119,627	4	\$116,637	\$118,684
Associate Professor	\$60,529	\$61,994	\$67,717	\$67,085	\$68,793	\$70,942	\$76,362	\$69,253	\$70,503	\$71,306	\$73,800	\$74,004	7	\$81,789	\$80,984
Assistant Professor	\$50,850	\$50,902	\$52,961	\$55,502	\$57,587	\$60,132	\$63,944	\$68,169	\$64,329	\$65,178	\$65,622	\$66,273	4	\$66,696	\$67,488
Instructor															
All	\$62,551	\$64,993	\$70,254	\$71,907	\$77,082	\$77,795	\$82,921	\$86,480	\$84,717	\$86,430	\$83,840	\$84,109	15	\$87,057	\$87,438
Index															
Professor	1.00	0.96	1.05	0.97	0.96	0.91	0.92	0.91	0.89	0.98	1.03	1.01			
Associate Professor	0.99	0.99	1.06	0.99	1.00	0.96	1.01	0.91	0.90	0.91	0.90	0.91			
Assistant Professor	0.99	0.96	0.96	0.99	0.99	1.02	1.05	1.08	0.99	0.99	0.98	0.98			
Instructor															
All	0.99	0.97	1.03	0.98	0.97	0.95	0.97	0.93	0.90	0.95	0.96	0.96			
KINESIOLOGY¹⁷															
Average Salaries															
Professor	\$81,840	\$69,669	\$79,653	\$76,507	\$88,056	\$93,411	\$96,499	\$95,069	\$95,469	\$96,806	\$96,640	\$97,616	7	\$100,177	\$95,378
Associate Professor	\$55,286	\$55,823	\$54,499	\$56,597	\$61,134	\$61,966	\$68,247	\$71,566	\$70,174	\$78,712	\$77,696	\$75,329	4	\$72,756	\$71,680
Assistant Professor	\$45,400	\$47,041	\$48,371	\$48,954	\$49,858	\$50,863	\$52,575	\$52,058	\$54,753	\$55,320	\$58,493	\$60,000	5	\$64,060	\$64,689
Instructor	\$40,918	\$41,918	\$42,638	\$43,338											
All	\$53,421	\$54,113	\$56,268	\$55,284	\$62,162	\$65,446	\$70,285	\$73,888	\$75,903	\$80,162	\$79,983	\$80,289	16	\$82,035	\$79,863
Index															
Professor	1.00	0.82	0.96	0.90	0.99	1.04	1.00	0.96	0.95	0.99	0.96	1.02			
Associate Professor	0.97	0.95	0.91	0.91	0.96	0.94	0.96	1.00	0.97	1.11	1.07	1.05			
Assistant Professor	0.96	0.95	0.92	0.91	0.86	0.84	0.84	0.83	0.86	0.88	0.91	0.93			
Instructor	1.18	1.17	1.02												
All	0.98	0.91	0.93	0.95	0.93	0.94	0.94	0.95	0.94	1.01	0.97	1.01			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF HUMAN SCIENCES, continued															
HUMAN SCIENCES SUMMARY¹⁵															
Average Salaries															
Professor					\$89,484	\$91,896	\$95,724	\$99,563	\$99,912	\$102,799	\$104,783	\$104,238	25	\$109,066	\$107,340
Associate Professor					\$63,261	\$65,296	\$70,012	\$72,174	\$71,976	\$73,615	\$76,771	\$76,474	37	\$78,815	\$78,418
Assistant Professor					\$54,575	\$56,046	\$57,831	\$60,031	\$61,712	\$62,005	\$64,033	\$64,221	32	\$67,197	\$66,225
Instructor					\$51,618	\$52,651									
All					\$68,408	\$70,394	\$74,223	\$78,032	\$79,023	\$79,648	\$79,885	\$79,687	94	\$82,905	\$81,959
Index															
Professor					0.93	0.92	0.91	0.92	0.91	0.95	0.96	0.97			
Associate Professor					0.92	0.92	0.94	0.96	0.94	0.97	0.97	0.98			
Assistant Professor					0.93	0.93	0.95	0.95	0.94	0.94	0.95	0.97			
Instructor					1.14	0.98									
All					0.93	0.92	0.93	0.94	0.93	0.96	0.96	0.97			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES															
ENGLISH¹²															
Average Salaries															
Professor	\$62,495	\$65,083	\$66,059	\$68,162	\$71,029	\$75,627	\$76,703	\$76,656	\$78,668	\$79,365	\$88,284	\$85,642	8	\$103,880	\$102,786
Associate Professor	\$51,846	\$52,336	\$58,680	\$57,785	\$56,105	\$56,838	\$59,298	\$61,501	\$61,910	\$61,912	\$63,533	\$60,853	19	\$70,896	\$72,103
Assistant Professor	\$42,759	\$44,241	\$45,355	\$46,620	\$47,546	\$48,707	\$50,805	\$53,053	\$53,958	\$55,800	\$56,919	\$56,485	11	\$59,634	\$61,041
Instructor	\$30,292	\$31,172	\$31,710	\$32,139	\$33,153	\$33,732									
All	\$51,336	\$53,396	\$56,104	\$57,081	\$57,650	\$60,440	\$65,249	\$65,600	\$65,059	\$64,737	\$66,829	\$64,807	38	\$74,580	\$75,360
Index															
Professor	0.76	0.76	0.76	0.75	0.77	0.78	0.76	0.74	0.75	0.78	0.85	0.83			
Associate Professor	0.92	0.91	0.99	0.95	0.88	0.86	0.84	0.87	0.86	0.89	0.90	0.84			
Assistant Professor	0.92	0.92	0.90	0.90	0.90	0.89	0.89	0.92	0.90	0.95	0.95	0.93			
Instructor	1.15	1.03	1.07	1.07	0.87	0.84									
All	0.86	0.85	0.87	0.85	0.83	0.83	0.80	0.82	0.82	0.86	0.90	0.86			
GREENLEE SCHOOL OF JOURNALISM AND COMMUNICATION¹²															
Average Salaries															
Professor	\$72,892	\$74,307	\$77,517	\$78,329	\$80,370	\$82,593	\$84,759	\$85,631	\$89,127	\$89,877	\$87,929	\$91,282	4	\$116,631	\$118,871
Associate Professor	\$58,737	\$60,142	\$61,583	\$63,272	\$65,318	\$67,109	\$69,897	\$70,764	\$68,218	\$66,991	\$64,730	\$65,204	8	\$81,984	\$81,106
Assistant Professor	\$50,523	\$50,786	\$50,525	\$51,394	\$53,341	\$53,292	\$55,366	\$56,973	\$55,173	\$53,343	\$53,389	\$52,780	4	\$67,469	\$67,949
Instructor															
All	\$60,043	\$62,785	\$63,017	\$62,781	\$64,109	\$64,502	\$66,760	\$68,200	\$65,754	\$68,448	\$67,695	\$68,617	16	\$87,017	\$87,258
Index															
Professor	0.85	0.83	0.87	0.84	0.82	0.81	0.80	0.78	0.78	0.77	0.75	0.77			
Associate Professor	0.96	0.94	0.95	0.93	0.94	0.94	0.92	0.91	0.87	0.85	0.79	0.80			
Assistant Professor	0.97	0.93	0.93	0.92	0.90	0.86	0.87	0.89	0.84	0.81	0.79	0.78			
Instructor															
All	0.92	0.89	0.92	0.89	0.88	0.86	0.85	0.85	0.83	0.81	0.78	0.79			
HISTORY															
Average Salaries															
Professor	\$83,004	\$84,645	\$83,787	\$84,799	\$90,839	\$83,057	\$82,377	\$84,755	\$88,409	\$79,439	\$80,630	\$80,289	7	\$107,702	\$108,471
Associate Professor	\$51,707	\$53,013	\$52,400	\$53,824	\$55,316	\$55,740	\$56,556	\$58,051	\$57,908	\$57,855	\$59,520	\$59,218	4	\$75,075	\$74,694
Assistant Professor	\$43,546	\$43,992	\$44,628	\$45,655	\$47,072	\$47,639	\$49,339	\$47,789	\$49,203	\$49,605	\$51,464	\$51,480	7	\$61,477	\$63,501
Instructor															
All	\$61,878	\$59,548	\$58,096	\$57,676	\$59,663	\$59,962	\$63,081	\$62,962	\$63,294	\$64,204	\$64,596	\$64,403	18	\$82,475	\$83,477
Index															
Professor	0.97	0.95	0.94	0.92	0.95	0.83	0.78	0.79	0.82	0.75	0.75	0.74			
Associate Professor	0.92	0.91	0.89	0.87	0.86	0.83	0.80	0.79	0.78	0.78	0.79	0.79			
Assistant Professor	0.92	0.90	0.90	0.88	0.86	0.83	0.83	0.78	0.78	0.82	0.84	0.81			
Instructor															
All	0.95	0.93	0.91	0.89	0.90	0.83	0.80	0.79	0.80	0.77	0.78	0.77			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued															
MUSIC AND THEATRE¹⁹															
Average Salaries															
Professor	\$60,619	\$83,550	\$82,268	\$80,872	\$81,869	\$83,489	\$86,473	\$67,611	\$68,212	\$68,503	\$70,532	\$69,617	8	\$91,703	\$93,383
Associate Professor	\$49,870	\$49,610	\$50,535	\$51,538	\$52,258	\$53,330	\$55,567	\$56,709	\$54,957	\$56,038	\$57,439	\$57,660	8	\$69,561	\$70,579
Assistant Professor	\$43,260	\$40,505	\$45,440	\$45,671	\$46,510	\$46,571	\$46,134	\$47,899	\$49,207	\$51,457	\$51,426	\$50,750	3	\$58,689	\$58,897
Instructor		\$33,520													
All	\$50,580	\$55,238	\$59,414	\$61,968	\$65,170	\$65,463	\$67,900	\$59,567	\$59,937	\$60,508	\$62,003	\$61,604	19	\$77,168	\$78,336
Index															
Professor	0.84	1.12	1.08	1.04	1.00	0.98	0.96	0.75	0.75	0.76	0.77	0.75			
Associate Professor	0.92	0.89	0.89	0.87	0.85	0.83	0.83	0.85	0.81	0.81	0.83	0.82			
Assistant Professor	0.95	0.86	0.95	0.93	0.91	0.88	0.82	0.84	0.85	0.90	0.88	0.86			
Instructor															
All	0.90	0.97	0.99	0.96	0.94	0.92	0.90	0.80	0.79	0.80	0.80	0.79			
PHILOSOPHY AND RELIGIOUS STUDIES															
Average Salaries															
Professor	\$73,989	\$77,107	\$79,368	\$76,844	\$78,652	\$80,193	\$81,564	\$86,114	\$85,580	\$85,278	\$84,672	\$88,675	6	\$113,097	\$113,712
Associate Professor	\$48,542	\$49,284	\$53,244	\$53,275	\$52,992	\$54,848	\$58,941	\$61,863	\$60,627	\$61,853	\$62,734	\$61,445	7	\$72,968	\$75,144
Assistant Professor	\$41,049	\$42,155	\$46,352	\$44,586	\$46,539	\$46,567	\$48,583	\$51,197	\$54,182	\$53,546	\$54,196	\$55,000	6	\$61,170	\$65,287
Instructor															
All	\$54,451	\$54,779	\$57,754	\$58,483	\$60,360	\$63,823	\$64,862	\$68,552	\$69,385	\$67,354	\$66,966	\$68,009	19	\$81,914	\$84,211
Index															
Professor	0.91	0.92	0.90	0.85	0.84	0.82	0.81	0.82	0.80	0.80	0.75	0.78			
Associate Professor	0.86	0.87	0.92	0.89	0.85	0.83	0.85	0.90	0.84	0.88	0.86	0.82			
Assistant Professor	0.92	0.90	0.97	0.88	0.90	0.86	0.85	0.89	0.93	0.92	0.89	0.84			
Instructor															
All	0.90	0.90	0.93	0.87	0.85	0.83	0.83	0.86	0.83	0.85	0.82	0.81			
WORLD LANGUAGES & CULTURES¹⁶															
Average Salaries															
Professor	\$62,079	\$63,208	\$64,379	\$66,031	\$67,791	\$69,204	\$71,552	\$74,256	\$74,256	\$76,267	\$77,411	\$76,579	4	\$100,363	\$96,285
Associate Professor	\$50,482	\$49,990	\$50,935	\$51,145	\$54,168	\$55,560	\$66,390	\$67,065	\$57,937	\$59,201	\$60,066	\$59,960	8	\$70,362	\$69,174
Assistant Professor	\$43,321	\$43,514	\$48,031	\$45,988	\$46,992	\$48,747	\$49,105	\$51,903	\$51,169	\$51,078	\$51,844	\$52,019	7	\$58,097	\$59,131
Instructor	\$35,000	\$32,361	\$33,049	\$40,028	\$40,953	\$41,772									
All	\$50,112	\$49,722	\$51,981	\$53,090	\$53,365	\$54,628	\$59,388	\$62,195	\$57,823	\$59,801	\$60,688	\$60,533	19	\$72,159	\$71,181
Index															
Professor	0.78	0.76	0.76	0.76	0.75	0.74	0.72	0.74	0.73	0.78	0.77	0.80			
Associate Professor	0.92	0.88	0.88	0.86	0.88	0.87	0.99	0.99	0.85	0.86	0.85	0.87			
Assistant Professor	0.96	0.92	0.98	0.91	0.92	0.93	0.89	0.91	0.88	0.90	0.89	0.88			
Instructor	1.15	0.95	1.00	1.15	1.01	0.92									
All	0.89	0.85	0.87	0.84	0.86	0.85	0.86	0.89	0.83	0.85	0.84	0.85			

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											ISU			PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY	
COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued																
HUMANITIES SUMMARY																
Average Salaries																
Professor	\$67,757	\$72,591	\$73,155	\$74,082	\$76,730	\$78,614	\$80,042	\$78,209	\$79,039	\$78,582	\$81,198	\$81,286	37	\$104,463	\$104,636	
Associate Professor	\$51,878	\$52,310	\$55,151	\$55,360	\$55,537	\$56,674	\$60,230	\$61,676	\$60,318	\$61,033	\$61,893	\$60,848	54	\$72,840	\$73,363	
Assistant Professor	\$43,763	\$43,415	\$46,398	\$46,566	\$48,008	\$48,991	\$50,433	\$52,222	\$52,559	\$52,950	\$53,744	\$53,663	38	\$60,683	\$62,370	
Instructor	\$31,077	\$31,847	\$32,156	\$33,717	\$35,103	\$35,742										
All	\$53,540	\$54,919	\$57,109	\$58,110	\$59,434	\$61,178	\$64,703	\$64,639	\$63,605	\$64,096	\$65,030	\$64,594	129	\$78,329	\$79,095	
Index																
Professor	0.83	0.87	0.86	0.84	0.84	0.83	0.80	0.77	0.77	0.77	0.78	0.78				
Associate Professor	0.92	0.90	0.93	0.91	0.87	0.86	0.86	0.88	0.84	0.86	0.85	0.83				
Assistant Professor	0.94	0.90	0.94	0.90	0.90	0.88	0.86	0.88	0.86	0.89	0.89	0.86				
Instructor	1.15	1.00	1.04	1.09	0.91	0.86										
All	0.89	0.89	0.91	0.88	0.87	0.85	0.83	0.83	0.82	0.83	0.83	0.82				

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF LIBERAL ARTS AND SCIENCES- SCIENCE AND MATHEMATICS															
BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY²															
Average Salaries															
Professor	\$76,595	\$78,390	\$79,873	\$79,407	\$83,544	\$93,367	\$107,555	\$113,001	\$110,626	\$111,801	\$112,056	\$113,523	9	\$125,277	\$122,724
Associate Professor	\$63,433	\$64,701	\$72,835	\$64,246	\$64,068	\$71,983	\$84,665	\$92,182	\$94,361	\$94,361	\$75,786	\$75,787	2	\$83,223	\$88,989
Assistant Professor	\$51,413	\$53,475	\$54,025	\$55,154	\$57,206	\$59,783	\$65,345	\$69,292	\$69,156	\$69,156	\$67,207	\$67,207	1	\$71,373	\$74,658
Instructor															
All	\$62,478	\$63,195	\$69,974	\$71,011	\$72,972	\$79,625	\$91,280	\$96,349	\$98,903	\$99,687	\$102,274	\$103,374	12	\$113,776	\$113,096
Index															
Professor	0.81	0.83	0.80	0.77	0.79	0.83	0.92	0.91	0.87	0.92	0.89	0.93			
Associate Professor	0.98	1.00	1.05	0.95	0.92	0.99	1.12	1.17	1.16	1.22	0.91	0.85			
Assistant Professor	0.97	0.98	0.95	0.95	0.97	0.95	1.00	1.03	1.00	0.98	0.94	0.90			
Instructor															
All	0.90	0.92	0.91	0.83	0.84	0.88	0.97	0.97	0.90	0.95	0.90	0.91			
CHEMISTRY															
Average Salaries															
Professor	\$107,973	\$110,990	\$108,916	\$107,469	\$111,969	\$110,249	\$116,981	\$120,785	\$118,873	\$117,778	\$120,642	\$112,468	16	\$131,043	\$130,565
Associate Professor	\$67,200	\$71,033	\$71,880	\$71,193	\$66,803	\$76,113	\$87,313	\$89,270	\$80,155	\$77,310	\$79,682	\$79,683	2	\$85,137	\$83,248
Assistant Professor	\$60,780	\$58,599	\$57,902	\$59,999	\$63,903	\$65,738	\$67,930	\$69,585	\$70,310	\$72,238	\$72,307	\$71,000	8	\$71,408	\$73,369
Instructor															
All	\$94,645	\$95,312	\$93,564	\$93,962	\$97,839	\$99,043	\$105,266	\$106,437	\$103,415	\$104,472	\$102,619	\$97,187	26	\$109,162	\$109,326
Index															
Professor	1.09	1.06	1.00	0.97	0.97	0.91	0.94	0.95	0.91	0.93	0.92	0.86			
Associate Professor	0.99	1.03	1.01	0.97	0.91	0.96	1.06	1.05	0.96	0.92	0.94	0.96			
Assistant Professor	1.08	1.01	0.97	0.97	1.02	1.00	0.98	1.00	0.99	1.01	1.01	0.97			
Instructor															
All	1.08	1.05	1.00	0.97	0.97	0.92	0.95	0.96	0.93	0.94	0.94	0.89			
COMPUTER SCIENCE															
Average Salaries															
Professor	\$100,790	\$106,205	\$108,462	\$111,269	\$113,160	\$116,266	\$123,390	\$127,854	\$131,027	\$132,191	\$134,174	\$136,268	9	\$146,021	\$146,256
Associate Professor	\$83,462	\$85,298	\$87,060	\$88,771	\$87,832	\$88,610	\$90,359	\$98,126	\$91,835	\$91,647	\$92,922	\$91,521	14	\$105,258	\$106,082
Assistant Professor	\$74,121	\$76,671	\$77,879	\$78,838	\$78,438	\$79,239	\$80,728	\$84,433	\$83,672	\$83,331	\$83,389	\$83,389	2	\$93,104	\$93,056
Instructor															
All	\$86,896	\$89,371	\$89,986	\$91,203	\$91,612	\$93,818	\$98,159	\$103,677	\$103,518	\$105,465	\$107,010	\$106,979	25	\$118,960	\$119,502
Index															
Professor	0.94	0.96	0.94	0.94	0.92	0.92	0.94	0.92	0.93	0.95	0.92	0.93			
Associate Professor	1.00	0.99	0.97	0.98	0.94	0.92	0.91	0.95	0.88	0.89	0.88	0.86			
Assistant Professor	0.98	0.97	0.96	0.96	0.95	0.92	0.91	0.94	0.93	0.92	0.90	0.90			
Instructor															
All	0.97	0.97	0.95	0.96	0.94	0.92	0.93	0.93	0.91	0.92	0.90	0.90			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued															
ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY^{1,2}															
Average Salaries															
Professor			\$78,992	\$79,956	\$83,294	\$91,198	\$97,036	\$98,577	\$96,737	\$96,971	\$98,426	\$96,257	7	\$117,498	\$118,321
Associate Professor			\$61,696	\$61,930	\$63,688	\$67,304	\$72,618	\$79,367	\$79,035	\$78,095	\$79,266	\$77,426	10	\$78,638	\$81,166
Assistant Professor			\$54,683	\$53,669	\$56,512	\$58,422	\$61,281	\$64,912	\$66,000	\$65,862	\$66,850	\$67,142	4	\$72,147	\$74,503
Instructor															
All			\$65,833	\$63,683	\$65,454	\$68,895	\$74,100	\$78,722	\$81,440	\$82,057	\$83,288	\$81,744	21	\$90,355	\$92,282
Index															
Professor			0.89	0.86	0.86	0.89	0.91	0.90	0.85	0.87	0.84	0.81			
Associate Professor			0.92	0.92	0.91	0.92	0.94	1.02	1.01	1.01	1.01	0.95			
Assistant Professor			0.94	0.92	0.97	0.95	0.95	0.99	1.00	0.96	0.93	0.90			
Instructor															
All			0.91	0.90	0.91	0.92	0.93	0.97	0.93	0.94	0.92	0.89			
GENETICS, DEVELOPMENT, AND CELL BIOLOGY^{1,2}															
Average Salaries															
Professor			\$88,971	\$94,482	\$94,799	\$100,036	\$109,100	\$120,453	\$112,855	\$117,180	\$115,953	\$109,787	8	\$116,504	\$116,368
Associate Professor			\$61,068	\$61,993	\$63,752	\$76,698	\$68,549	\$70,480	\$66,884	\$64,915	\$80,462	\$79,576	3	\$79,095	\$79,286
Assistant Professor			\$65,463	\$65,101	\$64,798	\$67,535	\$65,757	\$69,744	\$72,362	\$71,022	\$72,087	\$71,050	4	\$70,850	\$70,799
Instructor															
All			\$75,569	\$78,037	\$80,258	\$88,809	\$90,612	\$98,120	\$95,890	\$97,096	\$97,157	\$93,415	15	\$96,848	\$96,800
Index															
Professor			0.95	0.98	0.94	0.95	1.02	1.07	1.01	1.03	1.00	0.94			
Associate Professor			0.90	0.88	0.86	1.00	0.89	0.89	0.84	0.81	1.02	1.00			
Assistant Professor			1.18	1.13	1.05	1.05	1.00	1.04	1.07	1.03	1.02	1.00			
Instructor															
All			0.95	0.97	0.93	0.97	0.99	1.03	0.99	1.00	1.00	0.97			
GEOLOGICAL AND ATMOSPHERIC SCIENCES															
Average Salaries															
Professor	\$73,059	\$75,390	\$76,813	\$77,875	\$79,721	\$78,531	\$82,449	\$88,818	\$88,818	\$89,728	\$90,209	\$88,078	10	\$110,514	\$110,924
Associate Professor	\$64,402	\$64,894	\$66,105	\$68,205	\$65,845	\$66,308	\$66,413	\$73,960	\$72,533	\$69,794	\$69,276	\$69,276	1	\$79,876	\$81,345
Assistant Professor	\$52,033	\$52,635	\$55,510	\$57,105	\$57,976	\$59,417	\$61,902	\$64,495	\$63,569	\$63,569	\$64,523	\$64,523	2	\$67,993	\$69,510
Instructor															
All	\$61,574	\$63,515	\$64,722	\$67,004	\$69,544	\$70,989	\$74,063	\$81,647	\$80,558	\$82,637	\$84,647	\$83,008	13	\$101,615	\$102,277
Index															
Professor	0.84	0.85	0.83	0.83	0.81	0.78	0.79	0.84	0.82	0.85	0.82	0.79			
Associate Professor	1.03	1.01	1.01	1.01	0.93	0.89	0.86	0.92	0.90	0.88	0.87	0.85			
Assistant Professor	0.97	0.96	1.01	0.99	0.95	0.94	0.97	0.98	0.95	0.95	0.95	0.93			
Instructor															
All	0.94	0.93	0.94	0.94	0.87	0.83	0.83	0.87	0.85	0.86	0.83	0.81			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued															
MATHEMATICS															
Average Salaries															
Professor	\$81,448	\$83,788	\$81,754	\$83,080	\$86,755	\$87,913	\$96,151	\$94,420	\$91,283	\$94,037	\$91,693	\$91,174	19	\$118,682	\$118,745
Associate Professor	\$58,254	\$59,549	\$61,055	\$63,267	\$65,724	\$68,454	\$69,162	\$69,605	\$67,063	\$70,709	\$70,605	\$70,693	11	\$81,685	\$83,080
Assistant Professor	\$46,914	\$51,365	\$55,717	\$55,909	\$57,588	\$58,546	\$61,097	\$61,286	\$63,876	\$63,978	\$64,958	\$64,727	6	\$76,388	\$77,935
Instructor															
All	\$68,409	\$71,289	\$69,766	\$70,171	\$73,115	\$75,553	\$80,842	\$81,628	\$81,421	\$82,921	\$80,793	\$80,508	36	\$100,328	\$101,045
Index															
Professor	0.89	0.88	0.84	0.83	0.84	0.82	0.84	0.82	0.78	0.82	0.77	0.77			
Associate Professor	0.91	0.91	0.90	0.92	0.92	0.92	0.88	0.88	0.83	0.88	0.86	0.85			
Assistant Professor	0.94	0.99	1.04	1.00	0.95	0.93	0.95	0.92	0.88	0.86	0.85	0.83			
Instructor															
All	0.90	0.90	0.88	0.88	0.88	0.86	0.87	0.85	0.80	0.84	0.81	0.80			
PHYSICS AND ASTRONOMY															
Average Salaries															
Professor	\$94,941	\$92,410	\$94,512	\$92,302	\$98,169	\$99,730	\$109,210	\$120,032	\$118,004	\$118,428	\$120,439	\$109,710	25	\$119,568	\$120,478
Associate Professor	\$61,478	\$65,199	\$65,148	\$65,687	\$67,572	\$68,145	\$72,683	\$77,573	\$76,548	\$77,351	\$78,999	\$78,812	8	\$84,163	\$83,602
Assistant Professor	\$57,253	\$58,448	\$59,339	\$60,183	\$61,306	\$62,560	\$65,868	\$69,010	\$67,708	\$68,000	\$69,020	\$69,020	6	\$73,499	\$74,377
Instructor															
All	\$84,915	\$82,897	\$84,317	\$81,083	\$84,010	\$86,293	\$94,318	\$103,673	\$101,544	\$102,032	\$104,028	\$97,112	39	\$105,218	\$105,821
Index															
Professor	0.98	0.93	0.93	0.87	0.91	0.89	0.93	1.01	0.99	1.00	1.01	0.91			
Associate Professor	0.90	0.94	0.93	0.91	0.90	0.86	0.86	0.94	0.93	0.94	0.94	0.94			
Assistant Professor	0.99	0.97	0.97	0.92	0.91	0.92	0.93	0.94	0.92	0.91	0.94	0.93			
Instructor															
All	0.98	0.93	0.93	0.89	0.91	0.89	0.92	0.99	0.97	0.98	0.99	0.92			
STATISTICS															
Average Salaries															
Professor	\$89,102	\$96,563	\$94,690	\$96,307	\$99,088	\$104,699	\$122,777	\$123,712	\$124,303	\$131,507	\$132,041	\$130,589	15	\$129,413	\$130,851
Associate Professor	\$65,092	\$68,707	\$68,776	\$72,946	\$79,334	\$79,191	\$83,789	\$90,254	\$87,223	\$87,740	\$87,364	\$85,979	10	\$88,296	\$88,548
Assistant Professor	\$59,135	\$59,942	\$60,809	\$62,294	\$65,707	\$70,796	\$73,560	\$79,666	\$81,142	\$82,314	\$82,143	\$83,129	5	\$76,235	\$78,640
Instructor															
All	\$74,570	\$79,847	\$78,228	\$81,129	\$84,335	\$90,277	\$102,537	\$104,998	\$103,792	\$107,080	\$108,832	\$107,809	30	\$106,844	\$108,048
Index															
Professor	0.96	0.99	0.93	0.89	0.87	0.88	0.99	0.96	0.94	1.03	1.02	1.00			
Associate Professor	1.00	1.02	0.97	0.95	0.99	0.96	0.97	1.01	0.99	1.00	0.99	0.97			
Assistant Professor	0.99	0.96	0.97	0.95	0.95	1.01	1.01	1.05	1.04	1.05	1.08	1.06			
Instructor															
All	0.98	0.99	0.95	0.92	0.91	0.92	0.99	0.98	0.97	1.02	1.02	1.00			

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012					
											ISU			PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY	
COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued																
SCIENCE AND MATHEMATICS SUMMARY																
Average Salaries																
Professor	\$90,858	\$92,942	\$93,344	\$93,594	\$97,213	\$99,413	\$108,734	\$112,876	\$111,080	\$112,959	\$113,549	\$109,444	118	\$123,588	\$123,806	
Associate Professor	\$63,241	\$65,045	\$66,474	\$67,189	\$68,987	\$73,045	\$76,248	\$81,504	\$79,532	\$79,952	\$81,925	\$81,023	61	\$88,011	\$88,994	
Assistant Professor	\$57,115	\$59,830	\$61,715	\$62,610	\$64,266	\$65,934	\$68,039	\$70,896	\$71,900	\$71,973	\$71,364	\$71,103	38	\$74,140	\$75,658	
Instructor		\$42,904														
All	\$76,527	\$78,063	\$78,395	\$78,366	\$81,079	\$84,533	\$91,017	\$95,633	\$95,463	\$96,729	\$97,272	\$94,741	217	\$104,928	\$105,589	
Index																
Professor	0.96	0.95	0.92	0.89	0.89	0.88	0.92	0.93	0.91	0.94	0.92	0.88				
Associate Professor	0.94	0.96	0.95	0.94	0.92	0.93	0.92	0.96	0.92	0.93	0.93	0.91				
Assistant Professor	0.99	0.98	0.98	0.97	0.96	0.95	0.96	0.97	0.97	0.97	0.96	0.94				
Instructor		1.03														
All	0.96	0.96	0.94	0.92	0.91	0.90	0.93	0.95	0.92	0.94	0.93	0.90				

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COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012					
											ISU		COUNT	PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY	
-COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES																
ANTHROPOLOGY¹³																
Average Salaries																
Professor	\$73,253	\$75,304	\$76,811	\$77,955	\$79,990							\$91,402	\$91,402	1	\$105,946	\$108,864
Associate Professor	\$48,831	\$46,790	\$49,831	\$50,823	\$51,956	\$56,264	\$61,169	\$72,937	\$69,540	\$72,340		\$60,349	\$60,349	1	\$73,769	\$76,124
Assistant Professor	\$41,149	\$42,131	\$44,561	\$45,100	\$47,319	\$51,325	\$50,909	\$51,790	\$50,973	\$51,973		\$53,402	\$53,795	5	\$61,895	\$63,025
Instructor																
All	\$47,083	\$47,536	\$49,251	\$50,611	\$55,708	\$53,301	\$56,039	\$59,720	\$58,930	\$58,762		\$59,823	\$60,104	7	\$69,884	\$71,445
Index																
Professor	0.88	0.88	0.85	0.86	0.85							0.86	0.84			
Associate Professor	0.87	0.80	0.86	0.82	0.80	0.84	0.87	1.03	0.97	1.01		0.82	0.79			
Assistant Professor	0.83	0.83	0.87	0.86	0.87	0.90	0.86	0.85	0.82	0.85		0.86	0.85			
Instructor																
All	0.85	0.83	0.86	0.86	0.84	0.88	0.86	0.92	0.89	0.91		0.86	0.84			
ECONOMICS																
Average Salaries																
Professor	\$100,091	\$104,650	\$111,986	\$129,536	\$113,843	\$123,270	\$132,382	\$143,793	\$143,367	\$142,446		\$147,779	\$142,153	6	\$175,796	\$169,869
Associate Professor	\$84,639	\$84,970	\$87,094	\$92,506	\$96,673	\$96,241	\$111,584	\$109,643	\$114,018	\$116,160		\$114,715	\$117,561	6	\$124,012	\$119,825
Assistant Professor	\$69,036	\$69,858	\$71,652	\$72,584	\$74,196	\$74,831	\$76,539	\$88,221	\$97,500	\$99,875		\$101,373	\$101,373	2	\$105,085	\$106,233
Instructor	\$70,000															
All	\$87,090	\$86,413	\$87,440	\$95,059	\$95,276	\$100,269	\$112,740	\$118,170	\$118,250	\$124,503		\$126,979	\$125,788	14	\$143,501	\$139,331
Index																
Professor	0.90	0.90	0.90	0.98	0.81	0.83	0.80	0.87	0.87	0.85		0.84	0.84			
Associate Professor	1.13	1.11	1.02	1.01	1.00	0.94	0.92	0.92	0.92	0.96		0.93	0.98			
Assistant Professor	1.03	1.02	0.98	0.89	0.87	0.85	0.81	0.86	0.96	0.96		0.96	0.95			
Instructor	1.29															
All	0.99	0.99	0.98	0.97	0.91	0.88	0.85	0.89	0.91	0.90		0.88	0.90			
POLITICAL SCIENCE																
Average Salaries																
Professor	\$81,338	\$81,863	\$84,786	\$85,983	\$86,302	\$97,776	\$100,532	\$115,620	\$115,620	\$106,319		\$108,249	\$113,260	4	\$133,139	\$128,722
Associate Professor	\$56,031	\$57,557	\$56,965	\$63,766	\$57,615	\$69,810	\$68,084	\$58,326	\$63,744	\$63,889		\$83,244	\$83,244	1	\$89,048	\$91,094
Assistant Professor	\$45,794	\$49,080	\$53,721	\$51,448	\$51,847	\$52,961	\$54,913	\$57,345	\$56,375	\$61,575		\$58,998	\$58,999	2	\$73,616	\$74,583
Instructor																
All	\$64,429	\$68,260	\$66,523	\$67,616	\$70,517	\$73,853	\$73,412	\$73,506	\$77,096	\$80,167		\$90,605	\$93,469	7	\$109,834	\$107,878
Index																
Professor	0.83	0.79	0.81	0.79	0.77	0.81	0.81	0.91	0.88	0.82		0.81	0.88			
Associate Professor	0.89	0.90	0.86	0.93	0.80	0.92	0.84	0.71	0.74	0.74		0.93	0.91			
Assistant Professor	0.85	0.89	0.96	0.87	0.82	0.80	0.78	0.82	0.78	0.85		0.80	0.79			
Instructor																
All	0.85	0.82	0.86	0.84	0.78	0.83	0.81	0.82	0.81	0.80		0.82	0.87			

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2001-2002 through 2011-2012

COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES, continued															
PSYCHOLOGY															
Average Salaries															
Professor	\$88,399	\$98,385	\$110,824	\$116,065	\$122,261	\$125,472	\$121,853	\$118,744	\$118,744	\$119,458	\$116,806	\$98,484	9	\$127,499	\$121,830
Associate Professor	\$60,848	\$59,275	\$60,131	\$61,106	\$63,549	\$65,458	\$68,975	\$72,914	\$72,193	\$72,748	\$72,352	\$72,605	10	\$82,226	\$81,800
Assistant Professor	\$46,888	\$49,134	\$51,118	\$53,138	\$56,612	\$57,871	\$55,741	\$59,621	\$59,944	\$60,187	\$61,117	\$60,900	7	\$71,082	\$71,528
Instructor															
All	\$72,795	\$76,525	\$75,287	\$75,333	\$81,256	\$82,139	\$85,638	\$80,429	\$79,271	\$81,459	\$84,715	\$78,412	26	\$94,897	\$92,891
Index															
Professor	0.91	0.99	1.09	1.11	1.12	1.08	1.00	0.95	0.95	0.95	0.92	0.81			
Associate Professor	1.00	0.93	0.91	0.89	0.90	0.89	0.93	0.95	0.91	0.90	0.88	0.89			
Assistant Professor	0.89	0.89	0.91	0.91	0.93	0.92	0.83	0.88	0.86	0.86	0.86	0.85			
Instructor															
All	0.93	0.96	1.00	0.99	1.01	0.98	0.94	0.93	0.91	0.91	0.89	0.84			
SOCIOLOGY^{2,6}															
Average Salaries															
Professor	\$82,375	\$76,907	\$84,148	\$77,396	\$79,771	\$80,798	\$84,829	\$86,717	\$86,717	\$75,909	\$81,667	\$80,653	4	\$122,690	\$119,083
Associate Professor	\$55,894	\$56,919	\$58,271	\$57,936	\$58,653	\$60,318	\$62,894	\$70,585	\$68,993	\$68,203	\$68,708	\$67,863	8	\$81,494	\$81,088
Assistant Professor	\$46,393	\$48,095	\$49,243	\$50,639	\$52,037	\$51,966	\$54,532	\$55,872	\$55,551	\$57,051	\$56,672	\$55,927	3	\$68,140	\$69,899
Instructor															
All	\$64,076	\$60,385	\$63,717	\$60,098	\$61,425	\$63,350	\$65,311	\$70,109	\$69,945	\$66,939	\$69,757	\$68,886	15	\$89,809	\$88,982
Index															
Professor	0.89	0.80	0.87	0.76	0.77	0.75	0.74	0.75	0.71	0.63	0.67	0.68			
Associate Professor	0.93	0.90	0.90	0.85	0.85	0.85	0.82	0.91	0.88	0.85	0.84	0.84			
Assistant Professor	0.89	0.89	0.89	0.88	0.88	0.86	0.85	0.85	0.83	0.86	0.83	0.80			
Instructor															
All	0.90	0.85	0.88	0.83	0.83	0.81	0.80	0.85	0.82	0.80	0.78	0.77			
SOCIAL SCIENCES SUMMARY															
Average Salaries															
Professor	\$87,716	\$90,263	\$96,070	\$99,892	\$100,613	\$109,683	\$114,453	\$118,100	\$115,002	\$117,194	\$116,208	\$108,597	24	\$138,814	\$133,990
Associate Professor	\$64,304	\$66,113	\$69,260	\$72,587	\$71,764	\$72,343	\$77,167	\$80,003	\$79,865	\$79,749	\$80,964	\$81,458	26	\$91,581	\$90,495
Assistant Professor	\$48,926	\$52,020	\$53,606	\$53,880	\$57,100	\$57,829	\$57,381	\$59,174	\$60,400	\$62,003	\$62,399	\$62,305	19	\$72,046	\$73,008
Instructor	\$70,000														
All	\$69,973	\$70,961	\$71,260	\$72,817	\$76,256	\$78,676	\$82,394	\$83,015	\$81,601	\$84,833	\$88,111	\$85,624	69	\$102,630	\$100,808
Index															
Professor	0.89	0.88	0.92	0.91	0.88	0.89	0.86	0.88	0.87	0.85	0.84	0.81			
Associate Professor	1.00	0.98	0.95	0.94	0.91	0.90	0.88	0.91	0.89	0.89	0.88	0.90			
Assistant Professor	0.90	0.91	0.92	0.88	0.88	0.87	0.82	0.85	0.85	0.87	0.87	0.85			
Instructor															
All	0.92	0.91	0.93	0.91	0.89	0.89	0.86	0.90	0.87	0.87	0.86	0.85			

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2001-2002 through 2011-2012

COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
LIBERAL ARTS AND SCIENCES SUMMARY															
Average Salaries															
Professor	\$84,378	\$87,193	\$88,208	\$88,844	\$92,143	\$94,895	\$101,425	\$104,831	\$103,687	\$105,720	\$107,218	\$103,510	179	\$121,676	\$121,209
Associate Professor	\$58,644	\$59,919	\$62,629	\$63,996	\$64,785	\$66,995	\$70,960	\$73,819	\$72,702	\$73,073	\$74,076	\$73,377	141	\$82,859	\$83,285
Assistant Professor	\$49,789	\$51,458	\$53,948	\$54,863	\$56,918	\$58,232	\$59,473	\$61,946	\$61,607	\$62,460	\$62,523	\$62,368	95	\$68,338	\$69,813
Instructor	\$36,637	\$33,229	\$32,156	\$33,717	\$35,103	\$35,742									
All	\$67,150	\$68,592	\$69,756	\$70,655	\$73,128	\$75,803	\$81,085	\$83,723	\$82,804	\$84,579	\$85,727	\$83,854	415	\$96,278	\$96,559
Index															
Professor	0.92	0.92	0.91	0.88	0.88	0.87	0.89	0.89	0.87	0.89	0.88	0.85			
Associate Professor	0.95	0.94	0.94	0.93	0.90	0.90	0.89	0.92	0.89	0.90	0.89	0.88			
Assistant Professor	0.95	0.94	0.95	0.93	0.92	0.91	0.90	0.92	0.91	0.92	0.91	0.89			
Instructor	1.19	1.01	1.04	1.09	0.91	0.86									
All	0.93	0.93	0.93	0.91	0.90	0.88	0.89	0.91	0.88	0.90	0.89	0.87			

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2001-2002 through 2011-2012

COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF VETERINARY MEDICINE-															
Average Salaries															
Professor	\$94,673	\$98,227	\$97,779	\$97,851	\$103,087	\$104,893	\$109,606	\$118,604	\$120,425	\$122,756	\$121,724	\$117,063	41	\$111,925	\$115,520
Associate Professor	\$74,564	\$75,829	\$78,220	\$80,325	\$82,189	\$84,281	\$87,263	\$90,610	\$93,538	\$93,976	\$94,363	\$93,741	37	\$88,572	\$95,196
Assistant Professor	\$68,446	\$61,236	\$65,497	\$69,129	\$71,550	\$75,961	\$75,331	\$81,476	\$81,890	\$84,321	\$85,450	\$85,050	23	\$79,879	\$83,375
Instructor		\$28,924	\$29,808	\$31,991	\$31,826	\$32,582									
All	\$81,549	\$69,188	\$71,171	\$72,127	\$73,672	\$77,154	\$93,744	\$99,994	\$101,303	\$103,553	\$103,440	\$101,229	101	\$96,072	\$100,754
Index															
Professor	1.08	1.09	1.04	1.01	1.03	1.01	1.02	1.05	1.05	1.11	1.09	1.01			
Associate Professor	1.08	1.07	1.06	1.06	1.06	1.03	1.03	1.01	1.04	1.07	1.07	0.98			
Assistant Professor	1.17	0.99	1.02	1.05	1.04	1.06	1.00	1.04	1.02	1.09	1.07	1.02			
Instructor		0.75	1.13	1.18	1.35	1.31									
All	1.09	1.03	1.05	1.05	1.06	1.05	1.02	1.04	1.04	1.09	1.08	1.00			

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2001-2002 through 2011-2012

COLLEGE/DEPARTMENT	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
-UNIVERSITY SUMMARY-															
Average Salaries															
Professor	\$88,196	\$90,587	\$93,051	\$94,284	\$97,569	\$100,849	\$107,212	\$112,250	\$111,444	\$113,945	\$115,564	\$112,062	507	\$119,220	\$119,591
Associate Professor	\$65,771	\$67,444	\$69,334	\$70,661	\$72,176	\$73,908	\$78,355	\$82,264	\$82,058	\$82,575	\$83,273	\$82,540	389	\$86,216	\$87,176
Assistant Professor	\$54,973	\$56,337	\$57,984	\$59,652	\$61,529	\$64,645	\$67,359	\$71,057	\$72,086	\$74,943	\$76,761	\$76,468	276	\$80,496	\$82,197
Instructor	\$41,309	\$33,935	\$33,603	\$34,535	\$32,766	\$33,573									
All	\$72,279	\$72,889	\$74,652	\$75,854	\$78,358	\$81,474	\$87,981	\$92,009	\$92,016	\$94,376	\$95,708	\$93,881	1,172	\$99,146	\$100,026
Index															
Professor	0.96	0.95	0.96	0.93	0.94	0.93	0.95	0.96	0.95	0.98	0.97	0.94			
Associate Professor	0.98	0.97	0.97	0.97	0.96	0.94	0.96	0.98	0.95	0.97	0.97	0.95			
Assistant Professor	0.97	0.96	0.96	0.96	0.95	0.95	0.94	0.96	0.95	0.97	0.95	0.93			
Instructor	1.06	0.87	1.07	1.17	1.27	1.21									
All	0.97	0.96	0.96	0.95	0.95	0.94	0.95	0.97	0.95	0.98	0.97	0.94			

Footnotes

**Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2001-2002 through 2011-2012**

Footnotes

- ¹ Beginning 2003-2004, the departments of Botany, Microbiology, and Zoology and Genetics were discontinued. Faculty were distributed among the departments of Animal Science; Biochemistry, Biophysics, and Molecular Biology; the *new* department of Ecology, Evolution, and Organismal Biology; and the *new* department of Genetics, Development, and Cellular Biology.
- ² Iowa State University average salary data are shown separately for each administering college; all peer data are combined and used in the comparisons for both colleges.
- ³ Agricultural and Biosystems Engineering data for Michigan State University and the University of Wisconsin are excluded because programs at these two universities are not comparable to those at Iowa State University.
- ⁴ Beginning 2002-2003, the departments of Animal Ecology and Forestry combined into the Department of Natural Resource Ecology and Management.
- ⁵ Prior to 2002-2003, Food Science and Food Technology peer data are used in the College of Agriculture comparisons; Food and Nutrition peer data are used in the College of Human Sciences comparisons. Beginning 2002-2003, all peer data are combined and used in the comparisons for both colleges.
- ⁶ Beginning 1997-1998, peer salaries for *Social Work* are no longer included in the Department of Sociology comparisons.
- ⁷ Prior to 2002-2003, Genetics peer data are used in the College of Agriculture comparisons; Zoology peer data are used in the Liberal Arts and Sciences comparisons. In 2002-2003, all peer data are combined and used in the comparisons for both colleges.
- ⁸ Beginning 1998-1999, peer salary data for *Management Information Systems* are included in the Department of Logistics Operations and Management Information Systems comparisons instead of the Department of Management comparisons.
- ⁹ The comparison is based on fewer than three peer departments.
- ¹⁰ Beginning 1996-1997, the Department of Engineering Fundamentals and Multidisciplinary Design was discontinued; faculty were distributed among departments in the College of Engineering.
- ¹¹ 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.
- ¹² Beginning 1995-1996, peer salary data for Speech Communication are distributed to other departments: *Speech and Rhetorical Studies* to English; *Communications* to Greenlee School of Journalism and Communication.
- ¹³ Beginning 1998-1999 peer salary data for *Geography* are no longer included in the Department of Anthropology comparisons.

**Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2001-2002 through 2011-2012**

Footnotes

- ¹⁴ 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.
- ¹⁵ Beginning July 1, 2005, the Colleges of Education and Family & Consumer Sciences were combined to form the College of Human Sciences.
- ¹⁶ Beginning July 1, 2006, the department of Foreign Languages and Literature was changed to World Languages and Cultures.
- ¹⁷ Beginning July 1, 2007, the department of Health and Human Performance was changed to Kinesiology.
- ¹⁸ Beginning July 1, 2010, the department of Logistics Operations and Management Information Systems was changed to Supply Chain Management.
- ¹⁹ Beginning July 1, 2010, the department of Music was changed to Music and Theatre.
- ²⁰ Beginning July 1, 2011, the department of Plant Pathology was changed to Plant Pathology and Microbiology.