

# IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

## **Peer Land Grant Universities Faculty Salary Comparisons 2002-2003 through 2012-2013**

---

**Institutional Research Report 2013-2**

**May 7, 2013**

### **Office of Institutional Research**

3410 Beardshear Hall

Ames, Iowa 50011-2030

Phone 515 294-1181

Fax 515 294-4835

E-mail [ir@iastate.edu](mailto:ir@iastate.edu)



**Iowa State University  
Peer Land Grant Universities Faculty Salary Comparisons  
2002-2003 through 2012-2013**

**Table of Contents**

Introduction .....	i
College Summary Data .....	1
Department Data within College	
College of Agriculture and Life Sciences .....	6
College of Business .....	13
College of Design .....	15
College of Engineering .....	17
College of Human Sciences .....	20
College of Liberal Arts and Sciences	
Humanities .....	23
Science and Mathematics .....	26
Social Sciences .....	30
College Total .....	32
College of Veterinary Medicine .....	33
University Summary .....	34
Footnotes .....	36



# **Introduction**



# Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2002-2003 through 2012-2013

## 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 2002-2003 through 2012-2013. 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 2012-2013 average nine-month salaries and comparative indices by faculty rank for the total university are:

Faculty Rank	Average Salary	Comparative Index
Professor	\$119,829	0.94
Associate Professor	\$85,918	0.94
Assistant Professor	\$77,801	0.93
All Ranks	\$98,673	0.94

Figure 1 and Figure 2 display the total university average salaries and indices by rank from 2002-2003 through 2012-2013.

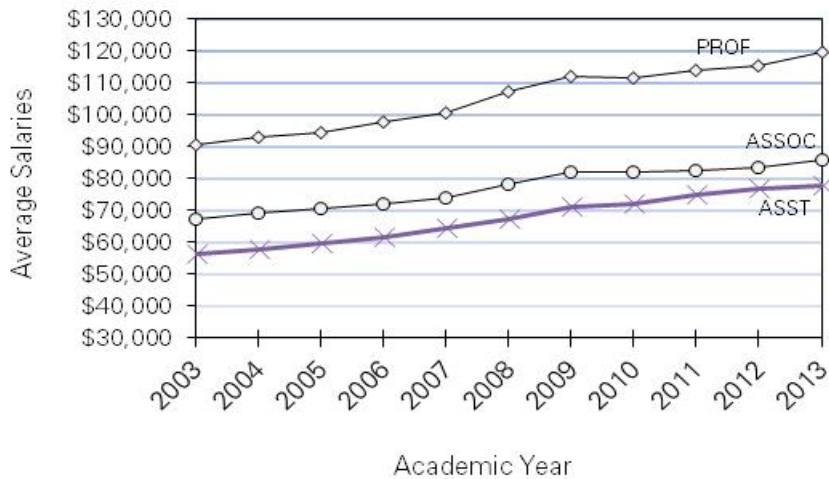


Figure 1. Iowa State University Average Faculty Salaries by Rank

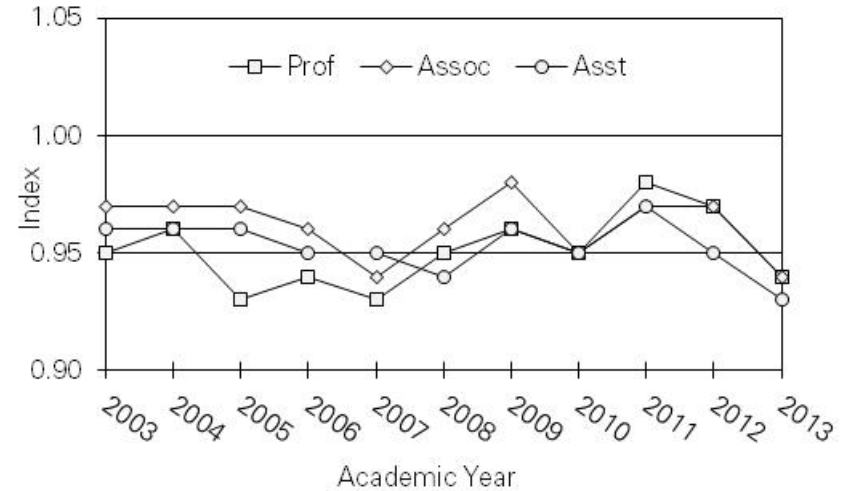


Figure 2. Index of Iowa State University Average Faculty Salaries Compared With Those of the Peers

From 2002-2003 through 2012-2013 the indices for *all ranks combined* range from 0.94 in 2006-2007 and 2012-2013 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
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	3.8%
2010-2011	0.98	1.9%
2011-2012	0.97	2.3%
2012-2013	0.94	2.4%

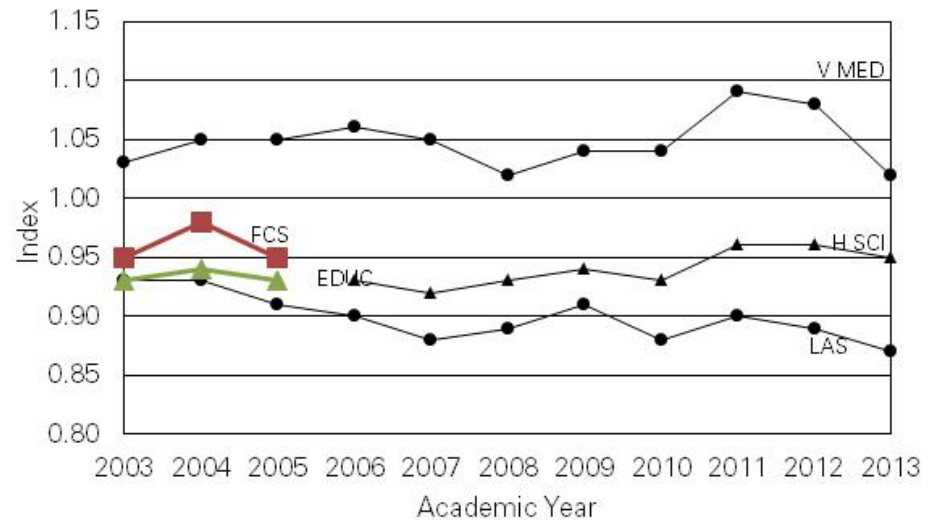
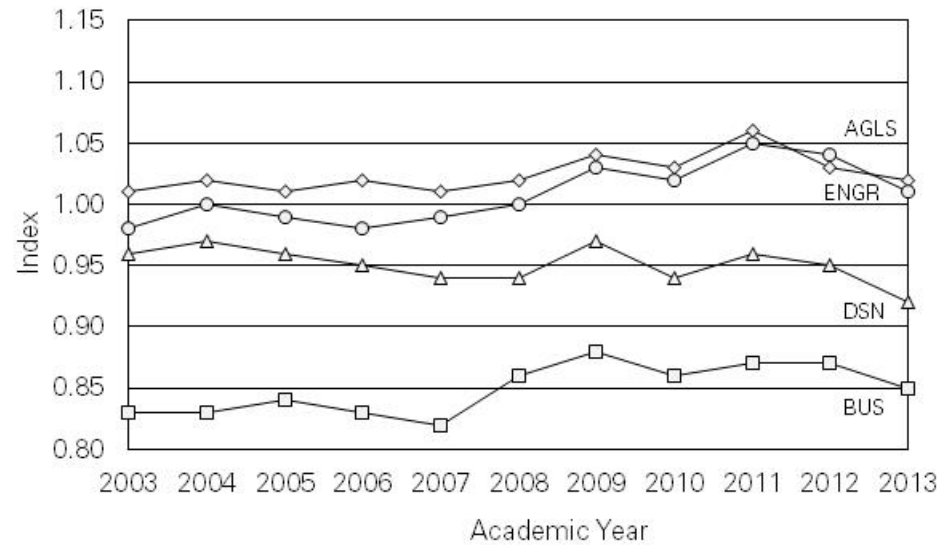
## Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2002-2003 through 2012-2013

By college, the 2012-2013 indices for the Professor rank range from 0.77 in the College of Liberal Arts & Sciences Humanities departments to 1.04 in the College of Veterinary Medicine. Indices for Associate Professors range from 0.85 in the College of Liberal Arts & Sciences Humanities and Social Science departments to 1.07 in the Colleges of Agriculture & Life Sciences. Assistant Professor indices range from 0.8 in the Colleges of Business to 1.06 in the College of Veterinary Medicine. The 2012-2013 average nine-month salaries and indices for each college and the three divisions within Liberal Arts and Sciences are as follows:

	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>
<b>Agriculture &amp; Life Sciences</b>			
Average Salary	\$112,239	\$83,626	\$77,262
Comparative Index	1.00	1.07	1.04
<b>Business</b>			
Average Salary	\$171,832	\$137,047	\$132,787
Comparative Index	0.81	0.92	0.82
<b>Design</b>			
Average Salary	\$98,397	\$70,706	\$62,032
Comparative Index	0.91	0.92	0.94
<b>Engineering</b>			
Average Salary	\$146,666	\$100,191	\$86,748
Comparative Index	1.02	0.99	0.98
<b>Human Sciences</b>			
Average Salary	\$107,549	\$77,464	\$66,212
Comparative Index	0.96	0.95	0.95
<b>Liberal Arts and Sciences</b>			
<b>Humanities</b>			
Average Salary	\$84,396	\$64,590	\$55,302
Comparative Index	0.77	0.85	0.87
<b>Science and Mathematics</b>			
Average Salary	\$116,076	\$83,606	\$72,632
Comparative Index	0.89	0.90	0.93
<b>Social Sciences</b>			
Average Salary	\$121,640	\$81,757	\$63,945
Comparative Index	0.83	0.85	0.85
<b>All Divisions</b>			
Average Salary	\$111,137	\$76,165	\$63,374
Comparative Index	0.86	0.87	0.89
<b>Veterinary Medicine</b>			
Average Salary	\$126,092	\$95,374	\$89,904
Comparative Index	1.04	0.97	1.06
<b>All Colleges</b>			
Average Salary	\$119,829	\$85,918	\$77,801
Comparative Index	0.94	0.94	0.93

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 2002-2003 through 2012-2013

## 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 Iowa State University.

Faculty are defined as those persons holding the traditional three faculty ranks. Only tenure-eligible 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. Caution should be used in comparing peer median data. 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**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE SUMMARIES</b>															
<b>AGRICULTURE AND LIFE SCIENCES <sup>1</sup></b>															
Average Salaries															
Professor	\$87,895	\$92,223	\$94,719	\$97,487	\$102,892	\$107,374	\$106,782	\$107,576	\$108,040	\$112,239	\$107,671	154	\$112,006	\$111,051	
Associate Professor	\$66,399	\$67,125	\$67,999	\$69,941	\$76,628	\$81,030	\$80,520	\$81,565	\$80,468	\$83,626	\$82,133	55	\$78,060	\$78,162	
Assistant Professor	\$57,208	\$59,507	\$61,133	\$63,951	\$65,978	\$69,989	\$70,545	\$72,899	\$74,854	\$77,262	\$77,857	42	\$74,154	\$74,610	
Instructor	\$41,727														
All	\$77,195	\$79,470	\$81,545	\$84,651	\$90,342	\$93,853	\$94,169	\$96,129	\$96,628	\$100,117	\$97,086	251	\$98,234	\$97,746	
Index															
Professor		1.01	1.01	1.01	1.01	1.02	1.01	1.05	1.02	1.00	0.97				
Associate Professor		0.99	1.02	1.00	1.04	1.07	1.06	1.09	1.07	1.07	1.05				
Assistant Professor		1.05	1.05	1.06	1.08	1.08	1.09	1.10	1.06	1.04	1.04				
Instructor															
All		1.01	1.02	1.01	1.02	1.04	1.03	1.06	1.03	1.02	0.99				
<b>BUSINESS</b>															
Average Salaries															
Professor	\$141,854	\$120,289	\$126,346	\$131,685	\$145,558	\$154,734	\$156,476	\$159,876	\$163,565	\$171,832	\$170,586	18	\$211,428	\$199,589	
Associate Professor	\$109,621	\$97,744	\$102,332	\$106,636	\$118,235	\$124,559	\$124,887	\$127,536	\$130,740	\$137,047	\$135,423	24	\$149,643	\$152,631	
Assistant Professor	\$109,832	\$91,794	\$97,798	\$101,499	\$110,322	\$117,691	\$121,544	\$123,711	\$128,803	\$132,787	\$132,410	29	\$161,168	\$163,341	
Instructor	\$56,896	\$47,512													
All	\$116,048	\$101,160	\$108,948	\$113,027	\$123,926	\$129,909	\$132,226	\$134,626	\$137,349	\$144,126	\$143,107	71	\$170,014	\$168,911	
Index															
Professor		0.81	0.81	0.80	0.84	0.86	0.85	0.87	0.86	0.81	0.85				
Associate Professor		0.85	0.86	0.85	0.91	0.92	0.88	0.91	0.93	0.92	0.89				
Assistant Professor		0.83	0.82	0.80	0.82	0.87	0.85	0.85	0.84	0.82	0.81				
Instructor		1.00													
All		0.83	0.83	0.82	0.86	0.88	0.86	0.87	0.87	0.85	0.85				
<b>DESIGN</b>															
Average Salaries															
Professor	\$84,013	\$80,809	\$82,375	\$85,578	\$87,774	\$97,254	\$95,255	\$94,991	\$95,519	\$98,397	\$96,046	15	\$108,038	\$103,422	
Associate Professor	\$60,946	\$59,125	\$61,352	\$62,887	\$66,795	\$70,127	\$68,795	\$69,835	\$69,776	\$70,706	\$70,378	43	\$76,989	\$75,868	
Assistant Professor	\$50,264	\$51,042	\$52,396	\$55,715	\$57,422	\$58,176	\$57,176	\$59,200	\$59,454	\$62,032	\$61,541	18	\$65,738	\$64,030	
Instructor															
All	\$60,576	\$60,082	\$61,018	\$64,035	\$67,766	\$71,628	\$71,806	\$72,507	\$72,962	\$74,117	\$73,351	76	\$80,453	\$78,502	
Index															
Professor		0.94	0.92	0.90	0.90	0.96	0.93	0.95	0.96	0.91	0.93				
Associate Professor		0.95	0.94	0.92	0.94	0.97	0.95	0.96	0.95	0.92	0.93				
Assistant Professor		0.98	0.97	1.00	0.99	0.98	0.95	0.98	0.98	0.94	0.96				
Instructor															
All		0.96	0.95	0.94	0.94	0.97	0.94	0.96	0.95	0.92	0.93				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE SUMMARIES, continued</b>															
<b>ENGINEERING</b>															
Average Salaries															
Professor	\$112,790	\$110,199	\$114,039	\$120,459	\$129,810	\$137,955	\$137,806	\$142,435	\$145,700	\$146,666	\$139,262	83	\$143,561	\$141,296	
Associate Professor	\$82,402	\$87,058	\$88,061	\$90,644	\$93,416	\$97,645	\$97,089	\$98,912	\$98,950	\$100,191	\$98,851	57	\$101,581	\$100,895	
Assistant Professor	\$70,756	\$72,046	\$73,077	\$75,883	\$79,559	\$82,570	\$82,369	\$84,784	\$85,231	\$86,748	\$86,108	43	\$88,157	\$89,064	
Instructor															
All	\$91,438	\$92,449	\$95,792	\$99,343	\$105,334	\$110,200	\$108,656	\$113,424	\$116,186	\$118,111	\$114,185	183	\$117,467	\$116,439	
Index															
Professor		0.95	0.96	0.98	1.00	1.04	1.03	1.05	1.06	1.02	0.99				
Associate Professor		1.04	1.03	1.03	1.01	1.03	1.02	1.05	1.01	0.99	0.98				
Assistant Professor		0.99	0.96	0.97	0.97	1.00	0.99	1.02	1.00	0.98	0.97				
Instructor															
All		0.99	0.98	0.99	1.00	1.03	1.02	1.05	1.04	1.01	0.98				
<b>HUMAN SCIENCES<sup>15</sup></b>															
Average Salaries															
Professor			\$89,484	\$91,896	\$95,724	\$99,563	\$99,912	\$102,799	\$104,783	\$107,549	\$105,986	31	\$111,796	\$110,613	
Associate Professor			\$63,261	\$65,296	\$70,012	\$72,174	\$71,976	\$73,615	\$76,771	\$77,464	\$76,707	37	\$81,856	\$81,068	
Assistant Professor			\$54,575	\$56,046	\$57,831	\$60,031	\$61,712	\$62,005	\$64,033	\$66,212	\$66,119	37	\$69,815	\$68,835	
Instructor			\$51,618	\$52,651											
All			\$68,408	\$70,394	\$74,223	\$78,032	\$79,023	\$79,648	\$79,885	\$82,381	\$81,620	105	\$86,453	\$85,480	
Index															
Professor			0.93	0.92	0.91	0.92	0.91	0.95	0.96	0.96	0.96				
Associate Professor			0.92	0.92	0.94	0.96	0.94	0.97	0.97	0.95	0.95				
Assistant Professor			0.93	0.93	0.95	0.95	0.94	0.94	0.95	0.95	0.96				
Instructor			1.14	0.98											
All			0.93	0.92	0.93	0.94	0.93	0.96	0.96	0.95	0.95				
<b>LIBERAL ARTS AND SCIENCES</b>															
<b>HUMANITIES</b>															
Average Salaries															
Professor	\$85,102	\$74,082	\$76,730	\$78,614	\$80,042	\$78,209	\$79,039	\$78,582	\$81,198	\$84,396	\$81,023	33	\$109,439	\$109,299	
Associate Professor	\$59,032	\$55,360	\$55,537	\$56,674	\$60,230	\$61,676	\$60,318	\$61,033	\$61,893	\$64,590	\$63,680	50	\$76,066	\$75,521	
Assistant Professor	\$49,421	\$46,566	\$48,008	\$48,991	\$50,433	\$52,222	\$52,559	\$52,950	\$53,744	\$55,302	\$55,411	45	\$63,642	\$63,230	
Instructor	\$30,831	\$33,717	\$35,103	\$35,742											
All	\$63,032	\$58,110	\$59,434	\$61,178	\$64,703	\$64,639	\$63,605	\$64,096	\$65,030	\$66,431	\$65,244	128	\$80,302	\$79,908	
Index															
Professor		0.84	0.84	0.83	0.80	0.77	0.77	0.77	0.78	0.77	0.74				
Associate Professor		0.91	0.87	0.86	0.86	0.88	0.84	0.86	0.85	0.85	0.84				
Assistant Professor		0.90	0.90	0.88	0.86	0.88	0.86	0.89	0.89	0.87	0.88				
Instructor		1.09	0.91	0.86											
All		0.88	0.87	0.85	0.83	0.83	0.82	0.83	0.83	0.83	0.82				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers										2012-2013				
	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	AVERAGE SALARY & INDEX	ISU MEDIAN SALARY & INDEX	COUNT	PEER		
													AVERAGE SALARY	MEDIAN SALARY	
<b>COLLEGE SUMMARIES, continued</b>															
<b>SCIENCE AND MATHEMATICS</b>															
Average Salaries															
Professor	\$101,536	\$93,594	\$97,213	\$99,413	\$108,734	\$112,876	\$111,080	\$112,959	\$113,549	\$116,076	\$113,715	117	\$130,942	\$129,190	
Associate Professor	\$70,126	\$67,189	\$68,987	\$73,045	\$76,248	\$81,504	\$79,532	\$79,952	\$81,925	\$83,606	\$83,330	59	\$92,661	\$92,878	
Assistant Professor	\$62,714	\$62,610	\$64,266	\$65,934	\$68,039	\$70,896	\$71,900	\$71,973	\$71,364	\$72,632	\$72,089	38	\$78,468	\$78,353	
Instructor															
All	\$83,628	\$78,366	\$81,079	\$84,533	\$91,017	\$95,633	\$95,463	\$96,729	\$97,272	\$99,410	\$97,946	214	\$111,070	\$110,151	
Index															
Professor		0.89	0.89	0.88	0.92	0.93	0.91	0.94	0.92	0.89	0.88				
Associate Professor		0.94	0.92	0.93	0.92	0.96	0.92	0.93	0.93	0.90	0.90				
Assistant Professor		0.97	0.96	0.95	0.96	0.97	0.97	0.97	0.96	0.93	0.92				
Instructor															
All		0.92	0.91	0.90	0.93	0.95	0.92	0.94	0.93	0.90	0.89				
<b>SOCIAL SCIENCES</b>															
Average Salaries															
Professor	\$104,219	\$99,892	\$100,613	\$109,683	\$114,453	\$118,100	\$115,002	\$117,194	\$116,208	\$121,640	\$111,824	29	\$147,210	\$139,975	
Associate Professor	\$72,842	\$72,587	\$71,764	\$72,343	\$77,167	\$80,003	\$79,865	\$79,749	\$80,964	\$81,757	\$82,269	25	\$96,087	\$94,892	
Assistant Professor	\$57,982	\$53,880	\$57,100	\$57,829	\$57,381	\$59,174	\$60,400	\$62,003	\$62,399	\$63,946	\$64,066	20	\$75,356	\$75,376	
Instructor															
All	\$76,559	\$72,817	\$76,256	\$78,676	\$82,394	\$83,015	\$81,601	\$84,833	\$88,111	\$92,573	\$264,157	74	\$110,519	\$107,285	
Index															
Professor		0.91	0.88	0.89	0.86	0.91	0.87	0.85	0.84	0.83	0.80				
Associate Professor		0.94	0.91	0.90	0.88	0.91	0.89	0.89	0.88	0.85	0.87				
Assistant Professor		0.88	0.88	0.87	0.82	0.85	0.85	0.87	0.87	0.85	0.85				
Instructor															
All		0.91	0.89	0.89	0.86	0.90	0.87	0.87	0.86	0.84	2.46				
<b>LIBERAL ARTS AND SCIENCES</b>															
Average Salaries															
Professor	\$97,420	\$88,844	\$92,143	\$94,895	\$101,425	\$104,453	\$103,687	\$105,720	\$107,218	\$111,137	\$107,382	179	\$129,613	\$127,270	
Associate Professor	\$66,356	\$63,996	\$64,785	\$66,995	\$70,960	\$73,819	\$72,702	\$73,073	\$74,076	\$76,165	\$75,800	134	\$87,108	\$86,777	
Assistant Professor	\$56,529	\$54,863	\$56,918	\$58,232	\$59,473	\$61,946	\$61,607	\$62,460	\$62,523	\$63,374	\$63,245	103	\$71,387	\$71,168	
Instructor	\$30,831	\$33,717	\$35,103	\$35,742											
All	\$75,239	\$70,655	\$73,128	\$75,803	\$81,085	\$83,723	\$82,804	\$84,579	\$85,727	\$88,046	\$86,281	416	\$101,505	\$100,336	
Index															
Professor		0.88	0.88	0.87	0.89	0.89	0.87	0.89	0.88	0.86	0.84				
Associate Professor		0.93	0.90	0.90	0.89	0.92	0.89	0.90	0.89	0.87	0.87				
Assistant Professor		0.93	0.92	0.91	0.90	0.92	0.91	0.92	0.91	0.89	0.89				
Instructor		1.09	0.91	0.86											
All		0.91	0.90	0.88	0.89	0.91	0.88	0.90	0.89	0.87	0.86				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE SUMMARIES, continued</b>															
<b>VETERINARY MEDICINE</b>															
Average Salaries															
Professor	\$94,254	\$97,851	\$103,087	\$104,893	\$109,606	\$118,604	\$120,425	\$122,756	\$121,724	\$126,092	\$117,389	42	\$120,997	\$124,232	
Associate Professor	\$73,761	\$80,325	\$82,189	\$84,281	\$87,263	\$90,610	\$93,538	\$93,976	\$94,363	\$95,374	\$94,870	38	\$98,315	\$98,065	
Assistant Professor	\$64,041	\$69,129	\$71,550	\$75,961	\$75,331	\$81,476	\$81,890	\$84,321	\$85,450	\$89,904	\$91,570	20	\$85,035	\$83,771	
Instructor	\$26,393	\$31,991	\$31,826	\$32,582											
All	\$67,801	\$72,127	\$73,672	\$77,154	\$93,744	\$99,994	\$101,303	\$103,553	\$103,440	\$107,182	\$103,668	100	\$105,185	\$106,196	
Index															
Professor		1.01	1.03	1.01	1.02	1.05	1.05	1.11	1.09	1.04	0.94				
Associate Professor		1.06	1.06	1.03	1.03	1.01	1.04	1.07	1.07	0.97	0.97				
Assistant Professor		1.05	1.04	1.06	1.00	1.04	1.02	1.09	1.07	1.06	1.09				
Instructor		1.18	1.35	1.31											
All		1.05	1.06	1.05	1.02	1.04	1.04	1.09	1.08	1.02	0.98				



**Iowa State University  
Peer Land Grant Universities Faculty Salary Comparisons  
2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>UNIVERSITY SUMMARY</b>	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012						
Average Salaries															
Professor	\$97,143	\$94,284	\$97,569	\$100,849	\$107,212	\$112,250	\$111,444	\$113,945	\$115,564	\$119,829	\$115,112	522	\$127,086	\$125,290	
Associate Professor	\$71,267	\$70,661	\$72,176	\$73,908	\$78,355	\$82,264	\$82,058	\$82,575	\$83,273	\$85,918	\$85,125	388	\$91,295	\$91,056	
Assistant Professor	\$60,408	\$59,652	\$61,529	\$64,645	\$67,359	\$71,057	\$72,086	\$74,943	\$76,761	\$77,801	\$77,782	292	\$83,558	\$83,580	
Instructor	\$31,506	\$34,535	\$32,766	\$33,573											
All	\$77,454	\$75,854	\$78,358	\$81,474	\$87,981	\$92,009	\$92,016	\$94,376	\$95,708	\$98,673	\$96,364	1,202	\$104,959	\$104,107	
Index															
Professor		0.93	0.94	0.93	0.95	0.96	0.95	0.98	0.97	0.94	0.92				
Associate Professor		0.97	0.96	0.94	0.96	0.98	0.95	0.97	0.97	0.94	0.93				
Assistant Professor		0.96	0.95	0.95	0.94	0.96	0.95	0.97	0.95	0.93	0.93				
Instructor		1.17	1.27	1.21											
All		0.95	0.95	0.94	0.95	0.97	0.95	0.98	0.97	0.94	0.93				



## **Department Data within College**





**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers										2012-2013				
	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	AVERAGE SALARY & INDEX	ISU MEDIAN SALARY & INDEX	COUNT	PEER		
													AVERAGE SALARY	MEDIAN SALARY	
<b>COLLEGE OF AGRICULTURE AND LIFE SCIENCE</b>															
<b>AGRICULTURAL AND BIOSYSTEMS ENGINEERING <sup>3</sup></b>															
Average Salaries															
Professor	\$91,834	\$104,086	\$99,533	\$99,893	\$108,506	\$115,319	\$115,797	\$121,862	\$114,768	\$122,108	\$105,207	9	\$121,427	\$120,874	
Associate Professor	\$70,025	\$69,094	\$69,147	\$72,271	\$80,677	\$ 94,456	\$ 87,757	\$87,829	\$88,756	\$90,780	\$90,570	9	\$89,820	\$89,564	
Assistant Professor	\$63,162	\$62,302	\$66,122	\$69,512	\$74,152	\$ 74,882	\$ 77,232	\$78,340	\$82,421	\$84,233	\$80,000	5	\$78,320	\$79,000	
Instructor															
All	\$76,769	\$77,677	\$79,659	\$82,658	\$89,875	\$95,576	\$96,842	\$99,496	\$97,833	\$101,616	\$94,000	23	\$99,688	\$99,519	
Index															
Professor		1.10	1.02	0.97	1.00	1.04	1.05	1.13	1.01	1.01	0.87				
Associate Professor		0.98	0.95	0.93	0.99	1.10	1.07	1.04	1.03	1.01	1.01				
Assistant Professor		0.97	0.99	0.98	1.05	1.02	1.03	1.09	1.11	1.08	1.01				
Instructor															
All		1.02	0.99	0.96	1.01	1.05	1.05	1.09	1.03	1.02	0.94				
<b>AGRICULTURAL EDUCATION AND STUDIES</b>															
Average Salaries															
Professor	\$91,891	\$88,066	\$90,259	\$91,721	\$91,650	\$ 97,756	\$97,756	\$99,214	\$100,671	\$103,928	\$101,996	3	\$107,822	103827	
Associate Professor	\$68,335	\$74,357	\$73,057	\$75,818	\$82,934	\$ 85,243	\$87,256	\$84,928	\$88,734	\$90,445	\$85,744	3	\$75,968	76361	
Assistant Professor	\$53,424	\$65,178	\$68,690	\$66,775	\$71,891	\$ 72,794	\$73,825	\$75,718	\$75,831	\$81,174	\$79,532	4	\$64,944	65464	
Instructor															
All	\$77,131	\$76,169	\$78,628	\$77,490	\$80,931	\$82,773	\$84,787	\$84,609	\$84,951	\$90,782	\$88,135	10	\$81,115	\$80,242	
Index															
Professor		0.94	0.91	0.91	0.90	0.97	0.95	0.99	1.01	0.96	0.98				
Associate Professor		1.10	1.05	1.05	1.10	1.09	1.13	1.11	1.20	1.19	1.12				
Assistant Professor		1.22	1.24	1.19	1.21	1.09	1.17	1.30	1.28	1.25	1.21				
Instructor															
All		1.06	1.02	1.03	1.05	1.05	1.07	1.14	1.16	1.12	1.10				
<b>AGRONOMY</b>															
Average Salaries															
Professor	\$84,177	\$88,534	\$89,881	\$94,220	\$99,289	\$102,401	\$102,214	\$104,656	\$103,667	\$104,648	\$95,469	33	\$109,841	\$109,475	
Associate Professor	\$63,957	\$70,052	\$70,189	\$70,457	\$71,716	\$ 74,580	\$74,079	\$73,349	\$75,379	\$79,279	\$74,509	5	\$81,360	\$86,150	
Assistant Professor	\$55,511	\$53,905	\$55,256	\$59,023	\$60,425	\$ 68,008	\$75,987	\$83,250	\$85,217	\$88,836	\$90,170	4	\$73,839	\$74,549	
Instructor	\$41,727														
All	\$72,911	\$78,264	\$79,903	\$84,867	\$89,903	\$92,723	\$94,671	\$97,883	\$98,132	\$100,122	\$92,469	42	\$103,022	\$103,372	
Index															
Professor		1.04	1.02	1.02	1.01	1.01	1.00	1.05	1.00	0.95	0.87				
Associate Professor		1.07	1.04	1.01	0.98	0.99	0.99	0.96	0.95	0.97	0.86				
Assistant Professor		0.95	0.94	0.96	0.94	1.05	1.17	1.20	1.21	1.20	1.21				
Instructor															
All		1.03	1.02	1.01	1.00	1.01	1.01	1.05	1.01	0.97	0.89				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers										2012-2013				
	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	ISU			PEER		
	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY		
<b>COLLEGE OF AGRICULTURE &amp; LIFE SCIENCES, continued</b>															
<b>ANIMAL SCIENCE</b>															
Average Salaries															
Professor	\$83,998	\$91,654	\$94,373	\$96,185	\$100,022	\$102,111	\$102,549	\$104,603	\$105,270	\$111,631	\$109,653	30	\$107,194	\$103,781	
Associate Professor	\$66,552	\$61,914	\$63,749	\$66,919	\$ 73,357	\$ 77,329	\$79,187	\$75,336	\$76,354	\$78,580	\$76,656	10	\$79,196	\$77,986	
Assistant Professor	\$58,006	\$61,365	\$61,845	\$63,633	\$ 63,188	\$ 69,584	\$69,703	\$72,099	\$75,030	\$78,286	\$78,045	7	\$74,860	\$72,847	
Instructor															
All	\$76,350	\$79,550	\$82,265	\$84,435	\$89,863	\$92,850	\$93,278	\$94,584	\$95,466	\$99,633	\$97,925	47	\$96,421	\$93,686	
Index															
Professor		1.06	1.05	1.03	1.01	1.01	0.99	1.04	1.02	1.04	1.06				
Associate Professor		0.92	0.92	0.93	0.97	1.01	1.02	0.97	0.99	0.99	0.98				
Assistant Professor		1.06	1.04	1.05	1.04	1.00	1.08	1.06	1.08	1.05	1.07				
Instructor															
All		1.03	1.02	1.01	1.00	1.01	1.00	1.03	1.02	1.03	1.05				
<b>BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY <sup>2</sup></b>															
Average Salaries															
Professor	\$100,141	\$105,961	\$108,612	\$110,064	\$117,082	\$123,786	\$113,629	\$115,670	\$117,372	\$122,444	\$119,158	8	\$136,547	\$134,868	
Associate Professor	\$69,343	\$75,855	\$69,809	\$70,962	\$ 78,180	\$ 82,826	\$79,749	\$79,749	\$80,945	\$82,766	\$82,766	1	\$88,092	\$92,058	
Assistant Professor							\$69,850	\$69,850	\$70,898	\$72,670	\$72,670	2	\$72,463	\$74,520	
Instructor															
All	\$90,902	\$95,013	\$89,211	\$94,423	\$105,411	\$111,498	\$102,589	\$104,074	\$105,611	\$109,787	\$107,397	11	\$120,490	\$120,004	
Index															
Professor		1.02	1.02	0.98	1.00	1.00	0.89	0.95	0.94	0.90	0.88				
Associate Professor		1.12	1.01	0.97	1.03	1.05	0.98	1.03	0.97	0.94	0.90				
Assistant Professor							1.01		0.99	1.00	0.98				
Instructor															
All		1.05	1.02	0.97	1.01	1.01	0.91	0.96	0.95	0.91	0.89				
<b>ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY <sup>2</sup></b>															
Average Salaries															
Professor	\$88,608	\$77,766	\$77,709	\$80,593	\$79,347	\$89,113	\$89,113	\$89,113	\$90,450	\$92,614	\$96,643	5	\$123,754	\$124,712	
Associate Professor	\$67,404	\$63,156	\$57,274	\$60,343					\$76,834	\$79,139	\$79,139	1	\$82,566	\$83,532	
Assistant Professor			\$57,050	\$59,238	\$67,015	\$71,660	\$71,660	\$71,660		\$71,723	\$71,723	1	\$73,378	\$76,058	
Instructor															
All	\$74,472	\$68,026	\$65,968	\$68,706	\$75,823	\$86,204	\$86,204	\$86,204	\$88,181	\$87,705	\$90,582	7	\$110,673	\$111,879	
Index															
Professor		0.84	0.80	0.79	0.74	0.81	0.78	0.80	0.77	0.75	0.77				
Associate Professor		0.93	0.82	0.83					0.98	0.96	0.95				
Assistant Professor			0.82	0.83	1.04	1.10	1.09	1.04		0.98	0.94				
Instructor															
All		0.89	0.84	0.84	0.80	0.84	0.81	0.82	0.79	0.79	0.81				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF AGRICULTURE &amp; LIFE SCIENCES, continued</b>															
<b>ECONOMICS</b>															
Average Salaries															
Professor	\$96,077	\$105,572	\$110,249	\$113,431	\$123,716	\$133,440	\$131,624	\$135,221	\$137,934	\$145,107	\$146,485	17	\$127,659	\$130,594	
Associate Professor	\$72,250	\$86,847	\$82,553	\$91,336	\$98,760	\$104,085	\$121,358	\$122,691	\$110,673	\$113,254	\$113,349	3	\$99,443	\$96,279	
Assistant Professor	\$61,585	\$70,538	\$73,099	\$73,651	\$75,861	\$90,218	\$97,500	\$99,916	\$101,415	\$98,062	\$103,124	3	\$89,010	\$89,378	
Instructor															
All	\$90,376	\$100,116	\$103,385	\$108,402	\$117,624	\$125,664	\$127,815	\$129,242	\$130,800	\$134,816	\$136,507	23	\$118,937	\$120,742	
Index															
Professor		1.03	1.06	1.06	1.09	1.12	1.11	1.17	1.15	1.14	1.12				
Associate Professor		1.14	1.04	1.14	1.10	1.14	1.38	1.38	1.19	1.14	1.18				
Assistant Professor		1.07	1.05	1.05	1.01	1.16	1.25	1.25	1.21	1.10	1.15				
Instructor															
All		1.04	1.06	1.07	1.09	1.13	1.14	1.20	1.16	1.13	1.13				
<b>ENTOMOLOGY</b>															
Average Salaries															
Professor	\$90,144	\$83,269	\$82,654	\$82,296	\$88,798	\$93,926	\$92,771	\$88,157	\$95,920	\$97,584	\$88,531	7	\$111,686	\$112,294	
Associate Professor	\$63,456	\$58,718	\$58,788	\$61,700	\$68,607	\$72,038	\$72,038	\$67,314	\$71,490	\$78,629	\$74,649	3	\$79,937	\$76,627	
Assistant Professor		\$45,707	\$50,768	\$51,672	\$61,476	\$60,352	\$60,605	\$63,765	\$60,700	\$65,345	\$65,344	2	\$74,052	\$73,444	
Instructor															
All	\$79,469	\$69,692	\$68,716	\$71,207	\$81,995	\$84,494	\$80,321	\$77,715	\$82,854	\$87,472	\$81,196	12	\$97,476	\$96,902	
Index															
Professor		0.91	0.86	0.82	0.83	0.87	0.85	0.85	0.88	0.87	0.79				
Associate Professor		0.91	0.89	0.90	0.96	0.99	1.00	0.94	0.95	0.98	0.97				
Assistant Professor		0.86	0.88	0.88	1.01	0.94	0.91	0.97	0.89	0.88	0.89				
Instructor															
All		0.91	0.87	0.84	0.86	0.89	0.88	0.89	0.89	0.90	0.84				
<b>FOOD SCIENCE AND HUMAN NUTRITION - AG <sup>5</sup></b>															
Average Salaries															
Professor	\$89,810	\$98,182	\$100,789	\$103,988	\$113,821	\$120,159	\$123,380	\$116,524	\$118,749	\$122,501	\$124,422	7	\$116,547	\$113,704	
Associate Professor	\$64,462	\$63,689	\$71,421	\$75,024	\$80,883	\$78,843	\$78,843	\$81,517	\$82,739	\$84,926	\$86,315	4	\$83,611	\$83,443	
Assistant Professor	\$56,475	\$61,364	\$62,730	\$73,092	\$73,214	\$74,523	\$74,523	\$73,000	\$73,422	\$72,446	\$77,220	3	\$76,475	\$75,917	
Instructor															
All	\$79,364	\$84,558	\$87,582	\$90,214	\$98,029	\$98,575	\$98,402	\$100,304	\$97,059	\$101,039	\$103,420	14	\$98,550	\$96,961	
Index															
Professor		1.07	1.06	1.06	1.09	1.15	1.16	1.10	1.06	1.05	1.09				
Associate Professor		0.96	1.01	1.06	1.08	1.05	1.05	1.04	1.01	1.02	1.03				
Assistant Professor		1.07	1.04	1.22	1.17	1.09	1.08	1.02	1.01	0.95	1.02				
Instructor															
All		1.05	1.05	1.08	1.09	1.12	1.11	1.08	1.04	1.03	1.07				



**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF AGRICULTURE &amp; LIFE SCIENCES, continued</b>															
<b>GENETICS, DEVELOPMENT, AND CELL BIOLOGY <sup>2</sup></b>															
Average Salaries															
Professor	\$93,924	\$84,972	\$122,240	\$123,076	\$136,689	\$139,402	\$124,984	\$125,484	\$121,717	\$126,329	\$120,124	5	\$121,014	\$117,727	
Associate Professor	\$68,097	\$70,372	\$80,566	\$76,062	\$84,000	\$86,908	\$88,097	\$86,355	\$83,274	\$85,422	\$82,191	4	\$82,346	\$82,169	
Assistant Professor	\$55,446	\$61,147	\$66,053	\$67,705	\$70,078	\$74,247	\$74,247	\$74,637		\$71,750	\$71,750	1	\$75,508	\$74,764	
Instructor															
All	\$81,063	\$72,522	\$91,232	\$95,100	\$100,899	\$100,186	\$99,875	\$101,142	\$104,631	\$104,508	\$100,113	10	\$100,996	\$99,208	
Index															
Professor		0.88	1.21	1.17	1.27	1.24	1.12	1.10	1.04	1.04	1.02				
Associate Professor		0.99	1.09	1.00	1.09	1.10	1.11	1.08	1.05	1.04	1.00				
Assistant Professor		1.06	1.07	1.06	1.07	1.10	1.10			0.95	0.96				
Instructor															
All		0.95	1.14	1.10	1.18	1.16	1.11	1.09	1.05	1.03	1.01				
<b>HORTICULTURE</b>															
Average Salaries															
Professor	\$83,279	\$85,379	\$84,697	\$82,653	\$84,720	\$90,498	\$90,667	\$89,279	\$93,078	\$95,676	\$90,601	9	\$108,018	\$106,942	
Associate Professor	\$66,310	\$63,079	\$61,361	\$63,132	\$66,718	\$68,395	\$66,453	\$67,583	\$68,843	\$73,258	\$70,281	3	\$78,032	\$77,534	
Assistant Professor	\$57,759	\$54,986	\$58,383	\$59,553	\$64,947		\$57,273	\$60,136	\$61,364	\$63,320	\$63,319	1	\$68,390	\$70,629	
Instructor															
All	\$70,287	\$70,833	\$73,365	\$72,445	\$76,733	\$81,657	\$81,013	\$80,999	\$83,889	\$88,014	\$83,813	13	\$98,050	\$97,362	
Index															
Professor		1.00	0.97	0.89	0.87	0.91	0.90	0.89	0.88	0.89	0.85				
Associate Professor		0.95	0.90	0.89	0.91	0.93	0.89	0.90	0.90	0.94	0.91				
Assistant Professor		0.96	0.99	0.97	1.02	0.00	0.87	0.92	0.90	0.93	0.90				
Instructor															
All		0.98	0.95	0.90	0.89	0.92	0.90	0.90	0.89	0.90	0.86				
<b>NATURAL RESOURCE ECOLOGY AND MANAGEMENT <sup>4</sup></b>															
Average Salaries															
Professor	\$85,759	\$85,343	\$89,621	\$95,048	\$98,085	\$97,013	\$94,967	\$90,870	\$91,905	\$95,265	\$97,721	4	\$111,456	\$107,494	
Associate Professor	\$63,873	\$62,248	\$62,942	\$65,157	\$74,958	\$75,009	\$75,052	\$79,082	\$77,300	\$78,158	\$78,792	6	\$78,088	\$79,000	
Assistant Professor	\$54,384	\$57,802	\$60,072	\$61,611	\$60,596	\$63,994	\$64,560	\$61,577	\$64,554	\$65,788	\$69,979	5	\$70,817	\$73,223	
Instructor															
All	\$70,542	\$67,428	\$68,464	\$70,617	\$73,839	\$73,353	\$74,874	\$76,390	\$76,097	\$78,597	\$80,902	15	\$84,562	\$84,673	
Index															
Professor		0.96	0.97	0.99	0.98	0.94	0.89	0.89	0.88	0.85	0.91				
Associate Professor		0.97	0.95	0.95	1.03	1.00	1.00	1.10	1.05	1.00	1.00				
Assistant Professor		1.05	1.06	1.04	0.99	1.02	1.01	0.95	0.87	0.93	0.96				
Instructor															
All		0.98	0.99	0.98	1.00	1.00	0.97	0.99	0.93	0.93	0.96				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF AGRICULTURE AND LIFE SCIENCES, continued</b>															
<b>PLANT PATHOLOGY AND MICROBIOLOGY <sup>20</sup></b>															
Average Salaries															
Professor	\$84,132	\$76,773	\$79,160	\$84,456	\$89,856	\$94,676	\$97,684	\$99,311	\$100,887	\$105,113	\$102,549	12	\$110,399	\$112,189	
Associate Professor	\$61,590	\$70,401	\$74,071	\$78,785	\$83,881	\$86,956	\$83,830	\$84,171	\$75,131	\$73,744	\$74,115	3	\$76,687	\$78,759	
Assistant Professor	\$54,490	\$61,436	\$63,085	\$63,298	\$62,733	\$64,662	\$64,662	\$62,846	\$63,248	\$71,284	\$71,284	1	\$70,973	\$70,674	
Instructor															
All	\$75,067	\$72,856	\$74,988	\$79,090	\$83,277	\$87,119	\$88,029	\$91,914	\$93,705	\$97,117	\$95,264	16	\$101,614	\$103,326	
Index															
Professor		0.88	0.89	0.93	0.95	0.94	0.96	1.03	0.98	0.95	0.91				
Associate Professor		1.10	1.12	1.14	1.16	1.16	1.17	1.20	1.03	0.96	0.94				
Assistant Professor		1.17	1.12	1.07	0.99	0.99	0.98	0.98	0.97	1.00	1.01				
Instructor															
All		0.94	0.95	0.99	1.00	1.00	1.01	1.05	0.99	0.96	0.92				
<b>SOCIOLOGY<sup>2,6</sup></b>															
Average Salaries															
Professor	\$97,052	\$83,702	\$86,522	\$87,468	\$89,959	\$93,425	\$92,738	\$94,175	\$89,466	\$97,318	\$86,704	5	\$129,844	\$123,067	
Associate Professor	\$64,898	\$55,183	\$57,924	\$58,514	\$62,148	\$65,533	\$65,533			\$67,080	\$66,613	3	\$70,637	\$72,864	
Assistant Professor	\$55,260	\$52,006	\$52,423		\$55,636	\$59,296	\$59,296	\$62,174	\$65,033	\$67,080	\$66,613	3	\$70,637	\$72,864	
Instructor															
All	\$85,049	\$74,438	\$77,300	\$81,677	\$78,662	\$80,244	\$77,264	\$83,508	\$81,322	\$85,979	\$79,170	8	\$107,641	\$104,241	
Index															
Professor		0.83	0.83	0.81	0.78	0.81	0.76	0.78	0.73	0.75	0.70				
Associate Professor		0.81	0.84	0.82	0.81	0.84	0.83			0.95	0.91				
Assistant Professor		0.90	0.89		0.86	0.90	0.89	0.93	0.95	0.95	0.91				
Instructor															
All		0.83	0.84	0.81	0.79	0.83	0.80	0.81	0.78	0.80	0.76				
<b>AGRICULTURE AND LIFE SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$87,895	\$92,223	\$94,719	\$97,487	\$102,892	\$107,374	\$106,782	\$107,576	\$108,040	\$112,239	\$107,671	154	\$112,006	\$111,051	
Associate Professor	\$66,399	\$67,125	\$67,999	\$69,941	\$76,628	\$81,030	\$80,520	\$81,565	\$80,468	\$83,626	\$82,133	55	\$78,060	\$78,162	
Assistant Professor	\$57,208	\$59,507	\$61,133	\$63,951	\$65,978	\$69,989	\$70,545	\$72,899	\$74,854	\$77,262	\$77,857	42	\$74,154	\$74,610	
Instructor	\$41,727														
All	\$77,195	\$79,470	\$81,545	\$84,651	\$90,342	\$93,853	\$94,169	\$96,129	\$96,628	\$100,117	\$97,086	251	\$98,234	\$97,746	
Index															
Professor		1.01	1.01	1.01	1.01	1.02	1.01	1.05	1.02	1.00	0.97				
Associate Professor		0.99	1.02	1.00	1.04	1.07	1.06	1.09	1.07	1.07	1.05				
Assistant Professor		1.05	1.05	1.06	1.08	1.08	1.09	1.10	1.06	1.04	1.04				
Instructor															
All		1.01	1.02	1.01	1.02	1.04	1.03	1.06	1.03	1.02	0.99				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF BUSINESS-</b>															
<b>ACCOUNTING</b>															
Average Salaries															
Professor	\$150,839	\$114,843	\$116,445	\$122,910	\$146,739	\$157,936	\$157,936	\$161,686	\$164,000	\$211,763	\$211,763	2	\$211,577	\$216,315	
Associate Professor	\$121,556	\$96,089	\$100,729	\$107,578	\$119,712	\$129,034	\$131,803	\$137,295	\$147,823	\$150,916	\$152,820	3	\$169,434	\$173,623	
Assistant Professor	\$122,333	\$81,604	\$92,283	\$99,956	\$108,100	\$118,111	\$129,125	\$131,250	\$138,068	\$143,953	\$143,925	9	\$183,210	\$181,738	
Instructor	\$54,767	\$47,786													
All	\$111,649	\$84,485	\$98,922	\$105,507	\$116,891	\$125,981	\$133,205	\$137,318	\$143,588	\$155,132	\$155,522	14	\$184,310	\$184,939	
Index															
Professor		0.75	0.72	0.72	0.81	0.84	0.84	0.89	0.89	1.00	0.98				
Associate Professor		0.79	0.78	0.81	0.86	0.90	0.88	0.90	0.95	0.89	0.88				
Assistant Professor		0.63	0.67	0.68	0.70	0.76	0.79	0.77	0.79	0.79	0.79				
Instructor		1.01													
All		0.76	0.73	0.74	0.78	0.82	0.84	0.84	0.84	0.84	0.84				
<b>FINANCE</b>															
Average Salaries															
Professor	\$150,201	\$121,206	\$128,932	\$129,013	\$148,708	\$160,212	\$159,962	\$162,712	\$157,637	\$168,932	\$167,654	4	\$244,935	\$211,039	
Associate Professor	\$122,109	\$104,326	\$110,185	\$111,802	\$125,211	\$135,020	\$135,020	\$141,396	\$145,075	\$153,983	\$163,018	4	\$188,315	\$187,070	
Assistant Professor	\$124,192	\$103,783	\$109,019	\$114,986	\$123,677	\$130,175	\$136,240	\$138,457	\$141,496	\$143,672	\$143,962	6	\$189,627	\$187,500	
Instructor															
All	\$131,162	\$111,708	\$117,334	\$121,363	\$135,142	\$142,419	\$143,842	\$146,017	\$146,047	\$153,835	\$156,176	14	\$205,054	\$194,103	
Index															
Professor		0.76	0.74	0.72	0.79	0.80	0.80	0.77	0.71	0.69	0.79				
Associate Professor		0.83	0.78	0.74	0.74	0.77	0.78	0.79	0.82	0.82	0.87				
Assistant Professor		0.83	0.81	0.80	0.83	0.83	0.83	0.78	0.78	0.76	0.77				
Instructor															
All		0.79	0.77	0.75	0.79	0.80	0.80	0.78	0.77	0.75	0.80				
<b>MANAGEMENT<sup>a</sup></b>															
Average Salaries															
Professor	\$134,597	\$117,632	\$123,868	\$132,787	\$145,563	\$155,876	\$156,685	\$159,714	\$162,325	\$163,055	\$158,024	7	\$204,053	\$197,462	
Associate Professor	\$97,654	\$89,077	\$92,020	\$95,050	\$114,858	\$108,634	\$108,634	\$112,547	\$118,239	\$123,463	\$117,834	5	\$152,867	\$154,721	
Assistant Professor	\$96,790	\$85,925	\$87,305	\$95,952	\$101,503	\$109,919	\$114,439	\$117,464	\$121,547	\$122,643	\$122,644	2	\$141,118	\$141,664	
Instructor															
All	\$119,060	\$106,164	\$110,205	\$114,069	\$127,984	\$129,248	\$130,886	\$134,166	\$137,842	\$143,142	\$138,616	14	\$176,782	\$174,226	
Index															
Professor		0.84	0.85	0.86	0.91	0.93	0.87	0.92	0.88	0.80	0.80				
Associate Professor		0.88	0.84	0.80	0.90	0.82	0.79	0.84	0.87	0.81	0.76				
Assistant Professor		0.87	0.82	0.87	0.88	0.92	0.90	0.92	0.92	0.87	0.87				
Instructor															
All		0.85	0.84	0.84	0.90	0.90	0.86	0.90	0.88	0.81	0.80				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers										2012-2013				
	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	PEER		
	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY	AVERAGE SALARY				MEDIAN SALARY		
<b>COLLEGE OF BUSINESS, continued</b>															
<b>MARKETING</b>															
Average Salaries															
Professor	\$147,821	\$124,011	\$130,459	\$136,288	\$145,086	\$150,824	\$159,368	\$161,793	\$155,524	\$163,287	\$167,764	4	\$195,874	\$185,843	
Associate Professor	\$102,332	\$97,987	\$103,837	\$111,981	\$118,220	\$128,029	\$128,029	\$129,729	\$133,679	\$136,218	\$136,219	2	\$140,640	\$145,000	
Assistant Professor	\$100,579	\$92,015	\$94,122	\$96,473	\$110,373	\$116,471	\$117,476	\$119,192	\$123,671	\$123,020	\$120,830	5	\$143,168	\$140,000	
Instructor															
All	\$120,177	\$108,226	\$113,510	\$119,338	\$124,423	\$129,089	\$133,199	\$135,149	\$134,178	\$140,062	\$140,695	11	\$161,874	\$157,579	
Index															
Professor		0.80	0.80	0.81	0.82	0.85	0.86	0.93	0.85	0.83	0.90				
Associate Professor		0.93	0.93	0.96	0.99	1.03	0.99	1.07	1.09	0.97	0.94				
Assistant Professor		0.89	0.87	0.84	0.89	0.93	0.91	0.94	0.93	0.86	0.86				
Instructor															
All		0.85	0.85	0.85	0.87	0.92	0.90	0.96	0.93	0.87	0.89				
<b>SUPPLY CHAIN &amp; INFORMATION MANAGEMENT<sup>8, 18</sup></b>															
Average Salaries															
Professor	\$136,492	\$123,687	\$126,494	\$130,724	\$141,582	\$144,614	\$147,068	\$153,257	\$188,024	\$199,188	\$199,188	1	\$190,934	\$190,215	
Associate Professor	\$104,049	\$99,469	\$104,980	\$108,332	\$117,455	\$124,859	\$123,690	\$124,406	\$126,560	\$133,070	\$127,800	10	\$128,426	\$133,039	
Assistant Professor	\$100,134	\$95,372	\$98,838	\$99,567	\$107,430	\$112,601	\$108,800	\$112,100	\$115,677	\$118,975	\$118,763	7	\$127,021	\$141,847	
Instructor	\$63,283	\$46,688													
All	\$106,225	\$100,780	\$106,609	\$109,142	\$119,354	\$125,041	\$124,277	\$124,429	\$129,157	\$131,262	\$128,252	18	\$131,352	\$139,641	
Index															
Professor		0.86	0.85	0.88	0.86	0.85	0.87	0.89	1.07	1.04	1.05				
Associate Professor		0.88	0.94	0.90	0.96	1.01	0.92	0.97	0.96	1.04	0.96				
Assistant Professor		0.94	0.93	0.89	0.88	1.05	0.84	0.88	0.89	0.94	0.84				
Instructor		0.98													
All		0.89	0.92	0.89	0.92	0.99	0.90	0.92	0.95	1.00	0.92				
<b>BUSINESS SUMMARY</b>															
Average Salaries															
Professor	\$141,854	\$120,289	\$126,346	\$131,685	\$145,558	\$154,734	\$156,476	\$159,876	\$163,565	\$171,832	\$170,586	18	\$211,428	\$199,589	
Associate Professor	\$109,621	\$97,744	\$102,332	\$106,636	\$118,235	\$124,559	\$124,887	\$127,536	\$130,740	\$137,047	\$135,423	24	\$149,643	\$152,631	
Assistant Professor	\$109,832	\$91,794	\$97,798	\$101,499	\$110,322	\$117,691	\$121,544	\$123,711	\$128,803	\$132,787	\$132,410	29	\$161,168	\$163,341	
Instructor	\$56,896	\$47,512													
All	\$116,048	\$101,160	\$108,948	\$113,027	\$123,926	\$129,909	\$132,226	\$134,626	\$137,349	\$144,126	\$143,107	71	\$170,014	\$168,911	
Index															
Professor		0.81	0.81	0.80	0.84	0.86	0.85	0.87	0.86	0.81	0.85				
Associate Professor		0.85	0.86	0.85	0.91	0.92	0.88	0.91	0.93	0.92	0.89				
Assistant Professor		0.83	0.82	0.80	0.82	0.87	0.85	0.85	0.84	0.82	0.81				
Instructor		1.00													
All		0.83	0.83	0.82	0.86	0.88	0.86	0.87	0.87	0.85	0.85				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF DESIGN-</b>															
<b>ARCHITECTURE</b>															
Average Salaries															
Professor	\$85,513	\$79,629	\$82,020	\$85,737	\$89,123	\$96,495	\$95,371	\$96,896	\$96,476	\$99,031	\$93,862	7	\$114,711	\$105,629	
Associate Professor	\$64,786	\$62,132	\$64,344	\$66,182	\$72,539	\$78,011	\$77,550	\$79,090	\$77,451	\$79,533	\$81,254	10	\$80,658	\$77,191	
Assistant Professor	\$50,855	\$55,977	\$56,818	\$57,738	\$57,998	\$62,346	\$60,724	\$61,951	\$65,305	\$67,016	\$66,534	4	\$68,873	\$66,183	
Instructor															
All	\$65,347	\$64,556	\$65,941	\$68,828	\$73,072	\$79,428	\$79,396	\$79,272	\$83,182	\$83,648	\$82,653	21	\$89,764	\$84,574	
Index															
Professor		0.90	0.88	0.87	0.88	0.92	0.87	0.94	0.93	0.86	0.89				
Associate Professor		0.93	0.92	0.88	0.94	0.99	0.97	1.03	1.01	0.99	1.05				
Assistant Professor		1.07	1.02	1.01	0.99	1.04	0.98	1.01	1.02	0.97	1.01				
Instructor															
All		0.95	0.94	0.91	0.93	0.97	0.93	1.00	0.97	0.93	0.98				
<b>COMMUNITY AND REGIONAL PLANNING</b>															
Average Salaries															
Professor	\$90,467	\$108,508	\$110,675	\$113,331	\$116,278	\$118,778	\$118,778	\$118,778	\$118,778	\$91,088	\$91,089	2	\$111,825	\$105,010	
Associate Professor	\$65,222	\$64,783	\$69,538	\$71,280	\$74,253	\$77,227	\$74,083	\$74,640	\$76,946	\$76,346	\$76,346	2	\$79,296	\$77,866	
Assistant Professor	\$57,544	\$53,199	\$53,685	\$55,059	\$66,291	\$58,847	\$58,366	\$63,179	\$60,149	\$62,268	\$61,531	5	\$65,451	\$64,870	
Instructor															
All	\$65,538	\$62,755	\$62,555	\$64,130	\$73,678	\$70,354	\$70,694	\$74,450	\$74,410	\$71,801	\$71,392	9	\$78,833	\$76,678	
Index															
Professor		1.17	1.17	1.15	1.10	1.06	1.10	1.16	1.16	0.81	0.87				
Associate Professor		0.98	1.02	1.01	1.00	1.02	0.95	1.05	1.06	0.96	0.98				
Assistant Professor		0.96	0.96	0.95	1.08	0.93	0.89	1.00	0.99	0.95	0.95				
Instructor															
All		1.01	1.00	0.99	1.06	0.98	0.95	1.05	1.05	0.91	0.93				
<b>GRAPHIC DESIGN, INDUSTRIAL DESIGN, INTERIOR DESIGN &amp; INTEGRATED STUDIO ARTS<sup>21</sup></b>															
Average Salaries															
Professor	\$76,418	\$71,453	\$68,679	\$72,536	\$72,397	\$91,925	\$86,444	\$83,607	\$ 84,792	\$93,271	\$93,499	4	\$94,646	\$97,847	
Associate Professor	\$57,041	\$56,357	\$58,230	\$60,171	\$61,069	\$62,411	\$61,886	\$62,707	\$ 63,279	\$65,040	\$62,999	26	\$74,834	\$74,957	
Assistant Professor	\$48,840	\$47,632	\$49,491	\$56,724	\$53,389	\$56,662	\$53,792	\$55,298	\$ 55,934	\$57,739	\$57,000	5	\$61,441	\$60,755	
Instructor															
All	\$55,975	\$56,000	\$56,235	\$60,056	\$60,038	\$63,324	\$63,185	\$63,444	\$64,774	\$67,223	\$65,628	35	\$75,185	\$75,544	
Index															
Professor		0.90	0.85	0.86	0.82	1.03	0.98	0.93	0.94	0.99	0.96				
Associate Professor		0.96	0.96	0.94	0.92	0.93	0.90	0.89	0.87	0.87	0.84				
Assistant Professor		0.96	0.96	1.06	0.95	1.02	0.97	0.96	0.92	0.94	0.94				
Instructor															
All		0.95	0.94	0.96	0.92	0.96	0.93	0.91	0.89	0.89	0.87				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF DESIGN, continued</b>															
<b>LANDSCAPE ARCHITECTURE</b>															
Average Salaries															
Professor	\$88,987	\$89,528	\$91,912	\$88,181	\$92,755	\$97,056	\$97,983	\$97,056	\$101,993	\$113,739	\$113,739	2	\$107,681	\$105,263	
Associate Professor	\$65,697	\$63,397	\$65,355	\$65,547	\$76,023	\$79,356	\$73,991	\$77,415	\$78,438	\$80,255	\$84,609	5	\$79,935	\$77,159	
Assistant Professor	\$49,433	\$49,020	\$50,819	\$51,378	\$54,343	\$54,928		\$58,000	\$61,015	\$62,117	\$62,236	4	\$68,334	\$64,919	
Instructor															
All	\$61,681	\$60,955	\$63,778	\$66,954	\$75,804	\$80,527	\$82,715	\$84,578	\$79,801	\$79,747	\$81,770	11	\$80,761	\$77,818	
Index															
Professor		0.98	1.00	0.92	0.92	0.95	0.97	0.92	0.99	1.06	1.08				
Associate Professor		0.95	0.91	0.88	0.99	1.06	1.03	1.03	1.08	1.00	1.10				
Assistant Professor		0.95	0.96	0.93	0.97	0.91		0.95	1.02	0.91	0.96				
Instructor															
All		0.96	0.96	0.91	0.96	0.98	1.00	0.96	1.04	0.99	1.05				
<b>DESIGN SUMMARY</b>															
Average Salaries															
Professor	\$84,013	\$80,809	\$82,375	\$85,578	\$87,774	\$97,254	\$95,255	\$94,991	\$95,519	\$98,397	\$96,046	15	\$108,038	\$103,422	
Associate Professor	\$60,946	\$59,125	\$61,352	\$62,887	\$66,795	\$70,127	\$68,795	\$69,835	\$69,776	\$70,706	\$70,378	43	\$76,989	\$75,868	
Assistant Professor	\$50,264	\$51,042	\$52,396	\$55,715	\$57,422	\$58,176	\$57,176	\$59,200	\$59,454	\$62,032	\$61,541	18	\$65,738	\$64,030	
Instructor															
All	\$60,576	\$60,082	\$61,018	\$64,035	\$67,766	\$71,628	\$71,806	\$72,507	\$72,962	\$74,117	\$73,351	76	\$80,453	\$78,502	
Index															
Professor		0.94	0.92	0.90	0.90	0.96	0.93	0.95	0.96	0.91	0.93				
Associate Professor		0.95	0.94	0.92	0.94	0.97	0.95	0.96	0.95	0.92	0.93				
Assistant Professor		0.98	0.97	1.00	0.99	0.98	0.95	0.98	0.98	0.94	0.96				
Instructor															
All		0.96	0.95	0.94	0.94	0.97	0.94	0.96	0.95	0.92	0.93				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF ENGINEERING-</b>															
<b>AEROSPACE ENGINEERING</b>															
Average Salaries															
Professor	\$108,726	\$108,643	\$113,215	\$118,702	\$123,510	\$128,855	\$128,372	\$130,545	\$136,308	\$143,329	\$140,472	15	\$141,227	\$141,324	
Associate Professor	\$82,200	\$85,955	\$89,469	\$90,063	\$93,167	\$93,188	\$91,792	\$96,090	\$92,113	\$95,361	\$94,780	6	\$97,005	\$97,784	
Assistant Professor	\$68,767	\$67,242	\$66,609	\$70,084	\$73,823	\$82,794	\$80,704	\$81,704	\$85,019	\$85,657	\$85,000	6	\$87,119	\$88,159	
Instructor															
All	\$93,844	\$93,700	\$98,076	\$99,439	\$103,110	\$109,022	\$107,627	\$112,083	\$119,270	\$119,853	\$117,991	27	\$119,376	\$119,834	
Index															
Professor		0.97	0.98	1.00	0.98	1.01	0.98	1.00	1.02	1.01	0.99				
Associate Professor		1.04	1.09	1.05	1.02	1.00	0.96	1.07	0.98	0.98	0.97				
Assistant Professor		0.95	0.87	0.93	0.92	1.03	0.99	1.00	1.03	0.98	0.96				
Instructor															
All		0.99	1.00	1.00	0.98	1.01	0.98	1.02	1.02	1.00	0.98				
<b>AGRICULTURAL AND BIOSYSTEMS ENGINEERING <sup>3</sup></b>															
Average Salaries															
Professor							\$113,927	\$113,927	\$150,000	\$153,750	\$153,750	1	\$121,427	\$120,874	
Associate Professor	\$70,025	\$74,455	\$76,498	\$78,584	\$87,409	\$109,927				\$90,640	\$90,640	1	\$78,320	\$79,000	
Assistant Professor	\$63,162	\$65,493	\$67,292	\$68,638	\$73,000	\$75,742	\$76,660	\$85,000	\$88,000	\$90,640	\$90,640	1	\$78,320	\$79,000	
Instructor															
All	\$66,594	\$69,974	\$71,895	\$73,611	\$80,205	\$87,137	\$95,294	\$99,464	\$119,000	\$122,195	\$122,195	2	\$99,874	\$99,937	
Index															
Professor							1.03	1.06	1.31	1.27	1.27				
Associate Professor		1.05	1.05	1.01	1.08	1.28				1.16	1.15				
Assistant Professor		1.01	1.01	0.97	1.04	1.03	1.03	1.18	1.18	1.16	1.15				
Instructor															
All		1.03	1.03	0.99	1.06	1.12	1.03	1.11	1.26	1.22	1.22				
<b>CHEMICAL &amp; BIOLOGICAL ENGINEERING</b>															
Average Salaries															
Professor	\$120,663	\$102,036	\$111,433	\$120,444	\$130,026	\$141,721	\$142,195	\$151,916	\$151,873	\$152,315	\$155,265	9	\$150,889	\$147,991	
Associate Professor	\$82,117	\$89,517	\$92,664	\$95,277	\$101,512	\$104,684	\$104,684	\$99,735	\$101,235	\$103,256	\$103,256	2	\$100,409	\$101,245	
Assistant Professor	\$71,249	\$74,837	\$77,050	\$78,474	\$84,862	\$85,864	\$ 85,220	\$86,715	\$88,295	\$90,401	\$89,425	5	\$86,530	\$88,281	
Instructor															
All	\$100,032	\$93,402	\$101,633	\$104,710	\$117,191	\$119,636	\$116,141	\$125,018	\$127,216	\$126,835	\$128,189	16	\$124,467	\$123,488	
Index															
Professor		0.82	0.87	0.92	0.96	1.01	1.00	1.05	1.04	1.01	1.05				
Associate Professor		1.07	1.07	1.09	1.10	1.16	1.12	1.05	1.03	1.03	1.02				
Assistant Professor		1.01	1.00	1.03	1.07	1.04	1.05	1.08	1.07	1.04	1.01				
Instructor															
All		0.92	0.94	0.98	0.99	1.03	1.03	1.06	1.05	1.02	1.04				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF ENGINEERING, continued</b>															
<b>CIVIL, CONSTRUCTION, AND ENVIRONMENTAL ENGINEERING</b>															
Average Salaries															
Professor	\$105,270	\$111,026	\$111,512	\$114,721	\$124,600	\$130,849	\$127,681	\$128,931	\$133,183	\$132,312	\$124,236	15	\$133,488	\$127,550	
Associate Professor	\$79,530	\$82,741	\$83,788	\$84,883	\$85,723	\$93,127	\$94,421	\$94,760	\$97,779	\$95,554	\$96,500	7	\$97,741	\$97,040	
Assistant Professor	\$69,679	\$68,879	\$68,984	\$71,515	\$74,515	\$79,387	\$79,415	\$85,325	\$85,411	\$86,220	\$85,300	5	\$86,341	\$85,853	
Instructor															
All	\$84,992	\$88,492	\$91,423	\$94,377	\$98,659	\$105,070	\$104,808	\$108,057	\$113,103	\$114,247	\$109,835	27	\$115,489	\$111,918	
Index															
Professor		1.04	1.02	1.01	1.01	1.07	1.03	1.04	1.04	0.99	0.97				
Associate Professor		1.02	1.02	0.99	0.95	1.01	1.03	1.05	1.03	0.98	0.99				
Assistant Professor		0.99	0.94	0.96	0.95	0.99	1.00	1.08	1.01	1.00	0.99				
Instructor															
All		1.02	1.00	0.99	0.98	1.04	1.03	1.05	1.03	0.99	0.98				
<b>ELECTRICAL AND COMPUTER ENGINEERING</b>															
Average Salaries															
Professor	\$113,922	\$119,555	\$119,243	\$126,701	\$134,331	\$145,318	\$141,114	\$146,026	\$145,807	\$148,645	\$135,225	16	\$146,082	\$144,520	
Associate Professor	\$87,115	\$91,395	\$92,481	\$97,354	\$100,463	\$102,407	\$102,248	\$102,931	\$102,149	\$100,862	\$99,339	20	\$103,194	\$101,829	
Assistant Professor	\$74,850	\$79,016	\$78,787	\$80,796	\$84,363	\$84,339	\$84,187	\$86,400	\$86,065	\$87,057	\$88,049	9	\$92,156	\$92,846	
Instructor															
All	\$92,507	\$95,878	\$96,031	\$99,627	\$104,133	\$107,885	\$104,630	\$109,652	\$110,370	\$115,091	\$109,840	45	\$116,235	\$115,211	
Index															
Professor		1.02	0.99	1.01	1.02	1.08	1.05	1.06	1.04	1.02	0.94				
Associate Professor		1.04	1.01	1.05	1.03	1.04	1.05	1.05	1.02	0.98	0.98				
Assistant Professor		1.01	0.99	0.97	0.98	0.97	0.96	1.00	0.98	0.94	0.95				
Instructor															
All		1.02	1.00	1.01	1.01	1.03	1.02	1.04	1.01	0.99	0.95				
<b>INDUSTRIAL AND MANUFACTURING SYSTEMS ENGINEERING</b>															
Average Salaries															
Professor	\$112,453	\$110,419	\$118,501	\$103,289	\$119,693	\$136,139	\$120,927	\$124,027	\$132,242	\$130,276	\$120,940	4	\$146,344	\$143,618	
Associate Professor	\$81,642	\$86,398	\$84,731	\$87,690	\$91,763	\$94,500	\$93,676	\$95,434	\$97,209	\$104,403	\$102,669	8	\$107,323	\$106,222	
Assistant Professor	\$70,664	\$70,000	\$72,273	\$76,373	\$76,832	\$76,311	\$71,799	\$73,602	\$74,468	\$84,797	\$77,212	4	\$88,017	\$88,276	
Instructor															
All	\$82,823	\$88,832	\$91,566	\$89,678	\$94,126	\$100,363	\$96,843	\$98,944	\$100,046	\$105,970	\$100,873	16	\$112,252	\$111,085	
Index															
Professor		0.98	1.00	0.83	0.92	1.01	0.87	0.91	0.94	0.89	0.84				
Associate Professor		1.03	0.97	0.98	0.96	0.96	0.93	0.96	0.96	0.97	0.97				
Assistant Professor		0.96	0.95	0.99	0.94	0.95	0.85	0.90	0.90	0.96	0.87				
Instructor															
All		1.02	0.98	0.94	0.95	0.98	0.90	0.93	0.94	0.94	0.91				



**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF ENGINEERING, continued</b>															
<b>MATERIALS SCIENCE AND ENGINEERING</b>															
Average Salaries															
Professor	\$118,059	\$103,407	\$111,390	\$122,056	\$134,075	\$145,397	\$152,402	\$158,391	\$161,125	\$158,689	\$144,374	12	\$152,812	\$151,347	
Associate Professor	\$78,526	\$87,106	\$84,064	\$86,669	\$95,934	\$98,336	\$97,461	\$101,041	\$96,289	\$99,424	\$98,126	3	\$101,483	\$100,521	
Assistant Professor	\$68,936	\$65,349	\$66,016	\$72,638	\$79,055	\$81,141	\$82,121	\$80,000	\$84,325	\$86,708	\$88,522	3	\$88,956	\$88,651	
Instructor															
All	\$98,786	\$91,665	\$99,273	\$107,922	\$117,873	\$127,561	\$126,847	\$134,399	\$138,183	\$136,815	\$127,357	18	\$133,615	\$132,427	
Index															
Professor		0.85	0.89	0.94	0.99	1.04	1.07	1.10	1.10	1.04	0.95				
Associate Professor		1.09	1.01	1.00	1.06	1.03	1.01	1.05	0.96	0.98	0.98				
Assistant Professor		0.88	0.86	0.95	1.02	1.02	1.00	0.99	1.01	0.97	1.00				
Instructor															
All		0.88	0.90	0.95	1.00	1.03	1.05	1.08	1.07	1.02	0.96				
<b>MECHANICAL ENGINEERING</b>															
Average Salaries															
Professor	\$111,772	\$113,898	\$115,891	\$122,593	\$133,122	\$133,679	\$142,622	\$149,068	\$155,945	\$155,491	\$150,650	11	\$141,724	\$139,883	
Associate Professor	\$81,347	\$84,878	\$86,518	\$90,663	\$94,703	\$99,508	\$98,090	\$100,812	\$99,916	\$101,144	\$98,303	11	\$99,654	\$99,513	
Assistant Professor	\$68,591	\$72,192	\$73,681	\$74,387	\$77,493	\$83,085	\$82,095	\$84,598	\$85,637	\$85,965	\$86,152	10	\$87,702	\$89,646	
Instructor															
All	\$90,418	\$93,648	\$95,395	\$99,164	\$106,041	\$107,373	\$108,853	\$111,065	\$112,286	\$115,082	\$112,500	32	\$110,381	\$110,307	
Index															
Professor		1.00	0.97	1.00	1.04	1.01	1.08	1.13	1.16	1.10	1.08				
Associate Professor		1.02	1.03	1.03	1.03	1.05	1.04	1.08	1.06	1.01	0.99				
Assistant Professor		1.04	1.01	0.97	0.98	1.02	1.01	1.03	1.02	0.98	0.96				
Instructor															
All		1.01	0.99	1.00	1.02	1.03	1.05	1.09	1.09	1.04	1.02				
<b>ENGINEERING SUMMARY</b>															
Average Salaries															
Professor	\$112,790	\$110,199	\$114,039	\$120,459	\$129,810	\$137,955	\$137,806	\$142,435	\$145,700	\$146,666	\$139,262	83	\$143,561	\$141,296	
Associate Professor	\$82,402	\$87,058	\$88,061	\$90,644	\$93,416	\$97,645	\$97,089	\$98,912	\$98,950	\$100,191	\$98,851	57	\$101,581	\$100,895	
Assistant Professor	\$70,756	\$72,046	\$73,077	\$75,883	\$79,559	\$82,570	\$82,369	\$84,784	\$85,231	\$86,748	\$86,108	43	\$88,157	\$89,064	
Instructor															
All	\$91,438	\$92,449	\$95,792	\$99,343	\$105,334	\$110,200	\$108,656	\$113,424	\$116,186	\$118,111	\$114,185	183	\$117,467	\$116,439	
Index															
Professor		0.95	0.96	0.98	1.00	1.04	1.03	1.05	1.06	1.02	0.99				
Associate Professor		1.04	1.03	1.03	1.01	1.03	1.02	1.05	1.01	0.99	0.98				
Assistant Professor		0.99	0.96	0.97	0.97	1.00	0.99	1.02	1.00	0.98	0.97				
Instructor															
All		0.99	0.98	0.99	1.00	1.03	1.02	1.05	1.04	1.01	0.98				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers										2012-2013				
	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										
<b>-COLLEGE OF HUMAN SCIENCES-</b>															
<b>APPAREL, EVENTS, AND HOSPITALITY MANAGEMENT <sup>11</sup></b>															
Average Salaries															
Professor	\$95,221	\$85,274	\$89,572	\$80,867	\$87,829	\$98,237	\$99,486	\$106,818	\$111,256	\$116,265	\$115,000	5	\$115,414	\$113,334	
Associate Professor	\$64,259	\$62,396	\$64,094	\$67,061	\$71,453	\$77,596	\$72,894	\$74,991	\$72,251	\$74,647	\$76,340	5	\$87,335	\$82,753	
Assistant Professor	\$56,622	\$54,441	\$54,827	\$55,512	\$55,170	\$57,881	\$62,069	\$63,028	\$65,645	\$66,797	\$66,625	11	\$74,626	\$70,460	
Instructor	\$36,648	\$49,156	\$51,618	\$52,651											
All	\$69,161	\$63,539	\$63,573	\$63,620	\$68,219	\$71,867	\$72,188	\$75,443	\$77,249	\$80,444	\$80,456	21	\$87,363	\$83,595	
Index															
Professor		0.90	0.91	0.78	0.82	0.88	0.90	0.94	0.96	1.01	1.01				
Associate Professor		0.96	0.91	0.92	0.93	1.01	0.92	0.95	0.85	0.85	0.92				
Assistant Professor		0.92	0.89	0.83	0.91	0.92	0.93	0.92	0.91	0.90	0.95				
Instructor		1.10	1.14	0.98											
All		0.93	0.91	0.86	0.88	0.93	0.92	0.93	0.91	0.92	0.96				
<b>CURRICULUM AND INSTRUCTION <sup>22</sup></b>															
Average Salaries															
Professor	\$85,499	\$75,532	\$82,282	\$83,237	\$86,263	\$91,510	\$92,026	\$98,057	\$96,767						
Associate Professor	\$63,058	\$57,557	\$57,955	\$58,771	\$62,566	\$67,027	\$68,365	\$68,593	\$71,626						
Assistant Professor	\$51,631	\$48,991	\$51,331	\$53,296	\$55,274	\$58,510	\$58,258	\$58,606	\$62,773						
Instructor	\$41,452														
All	\$65,901	\$59,393	\$62,153	\$62,101	\$65,230	\$70,811	\$73,958	\$74,359	\$73,266						
Index															
Professor		0.85	0.89	0.87	0.88	0.89	0.89	0.99	0.93						
Associate Professor		0.90	0.87	0.84	0.85	0.89	0.90	0.94	0.96						
Assistant Professor		0.90	0.93	0.93	0.92	0.95	0.94	0.97	1.00						
Instructor															
All		0.88	0.89	0.88	0.88	0.91	0.90	0.96	0.96						
<b>EDUCATIONAL LEADERSHIP AND POLICY STUDIES <sup>22</sup></b>															
Average Salaries															
Professor	\$97,764	\$95,863	\$92,301	\$99,298	\$106,751	\$112,176	\$114,676	\$107,770	\$110,800						
Associate Professor	\$66,435	\$66,844	\$64,625	\$70,797	\$73,785	\$80,404	\$77,323	\$78,611	\$93,210						
Assistant Professor	\$53,863	\$55,981	\$58,791	\$58,146	\$59,471	\$61,303	\$60,496	\$58,142	\$65,000						
Instructor															
All	\$78,607	\$78,700	\$77,218	\$83,666	\$85,352	\$89,737	\$89,250	\$83,452	\$86,146						
Index															
Professor		0.97	0.92	0.94	0.96	0.97	0.97	0.93	0.99						
Associate Professor		1.00	0.93	0.98	0.96	1.01	0.96	0.99	1.17						
Assistant Professor		1.00	1.02	0.98	0.97	0.96	0.94	0.91	1.02						
Instructor															
All		0.98	0.95	0.96	0.96	0.98	0.96	0.94	1.05						

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF HUMAN SCIENCES, continued</b>															
<b>FOOD SCIENCE AND HUMAN NUTRITION --H SCI<sup>5</sup></b>															
Average Salaries															
Professor	\$89,810	\$79,689	\$87,631	\$89,153	\$93,340	\$92,751	\$91,501	\$93,704	\$95,355	\$96,023	\$99,329	4	\$116,547	\$113,704	
Associate Professor	\$64,462	\$62,258	\$64,519	\$66,630	\$72,820	\$72,432	\$76,241	\$76,786	\$80,486	\$82,492	\$83,782	6	\$83,611	\$83,443	
Assistant Professor	\$56,475	\$59,542	\$61,390	\$63,205	\$65,971	\$69,867	\$69,419	\$71,956	\$66,900	\$73,817	\$77,894	3	\$76,475	\$75,917	
Instructor															
All	\$68,303	\$64,847	\$70,580	\$72,087	\$77,026	\$78,350	\$78,036	\$80,239	\$81,939	\$84,653	\$87,207	13	\$92,098	\$91,017	
Index															
Professor		0.87	0.92	0.91	0.90	0.89	0.86	0.88	0.85	0.82	0.87				
Associate Professor		0.94	0.91	0.94	0.98	0.96	1.02	0.97	0.98	0.99	1.00				
Assistant Professor		1.04	1.02	1.05	1.05	1.02	1.00	1.00	0.92	0.97	1.03				
Instructor															
All		0.94	0.94	0.95	0.96	0.95	0.96	0.95	0.93	0.92	0.96				
<b>HUMAN DEVELOPMENT AND FAMILY STUDIES</b>															
Average Salaries															
Professor	\$88,764	\$89,097	\$93,745	\$94,019	\$98,042	\$101,107	\$100,166	\$109,786	\$119,626	\$118,451	\$115,342	5	\$118,723	\$119,247	
Associate Professor	\$63,750	\$67,085	\$68,793	\$70,942	\$76,362	\$69,253	\$70,503	\$71,306	\$73,800	\$75,442	\$74,536	8	\$83,447	\$82,974	
Assistant Professor	\$55,211	\$55,502	\$57,587	\$60,132	\$63,944	\$68,169	\$64,329	\$65,178	\$65,622	\$66,760	\$67,000	5	\$70,604	\$69,476	
Instructor															
All	\$68,258	\$71,907	\$77,082	\$77,795	\$82,921	\$86,480	\$84,717	\$86,430	\$83,840	\$84,977	\$83,778	18	\$89,678	\$89,300	
Index															
Professor		0.97	0.96	0.91	0.92	0.91	0.89	0.98	1.03	1.00	0.97				
Associate Professor		0.99	1.00	0.96	1.01	0.91	0.90	0.91	0.90	0.90	0.90				
Assistant Professor		0.99	0.99	1.02	1.05	1.08	0.99	0.99	0.98	0.95	0.96				
Instructor															
All		0.98	0.97	0.95	0.97	0.93	0.90	0.95	0.96	0.95	0.94				
<b>KINESIOLOGY<sup>17</sup></b>															
Average Salaries															
Professor	\$82,830	\$76,507	\$88,056	\$93,411	\$96,499	\$95,069	\$95,469	\$96,806	\$96,640	\$99,019	\$96,649	8	\$101,560	\$103,462	
Associate Professor	\$60,149	\$56,597	\$61,134	\$61,966	\$68,247	\$71,566	\$70,174	\$78,712	\$77,696	\$74,801	\$73,104	3	\$77,484	\$75,768	
Assistant Professor	\$52,719	\$48,954	\$49,858	\$50,863	\$52,575	\$52,058	\$54,753	\$55,320	\$58,493	\$60,958	\$60,900	4	\$64,031	\$66,745	
Instructor	\$41,633	\$43,338													
All	\$60,430	\$55,284	\$62,162	\$65,446	\$70,285	\$73,888	\$75,903	\$80,162	\$79,983	\$84,026	\$82,407	15	\$86,737	\$88,132	
Index															
Professor		0.90	0.99	1.04	1.00	0.96	0.95	0.99	0.96	0.97	0.93				
Associate Professor		0.91	0.96	0.94	0.96	1.00	0.97	1.11	1.07	0.97	0.96				
Assistant Professor		0.91	0.86	0.84	0.84	0.83	0.86	0.88	0.91	0.95	0.91				
Instructor															
All		0.95	0.93	0.94	0.94	0.95	0.94	1.01	0.97	0.97	0.94				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers										2012-2013				
	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	ISU			PEER		
	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY		
<b>COLLEGE OF HUMAN SCIENCES, continued</b>															
<b>SCHOOL OF EDUCATION <sup>22</sup></b>															
Average Salaries															
Professor											\$109,355	\$107,037	9	\$112,926	\$109,286
Associate Professor											\$78,003	\$75,877	15	\$79,354	\$79,601
Assistant Professor											\$65,427	\$64,374	14	\$65,978	\$66,410
Instructor															
All											\$80,795	\$79,019	38	\$82,377	\$81,772
Index															
Professor											0.97	0.98			
Associate Professor											0.98	0.95			
Assistant Professor											0.99	0.97			
Instructor															
All											0.98	0.97			
<b>HUMAN SCIENCES SUMMARY <sup>15</sup></b>															
Average Salaries															
Professor			\$89,484	\$91,896	\$95,724	\$99,563	\$99,912	\$102,799	\$104,783		\$107,549	\$105,986	31	\$111,796	\$110,613
Associate Professor			\$63,261	\$65,296	\$70,012	\$72,174	\$71,976	\$73,615	\$76,771		\$77,464	\$76,707	37	\$81,856	\$81,068
Assistant Professor			\$54,575	\$56,046	\$57,831	\$60,031	\$61,712	\$62,005	\$64,033		\$66,212	\$66,119	37	\$69,815	\$68,835
Instructor			\$51,618	\$52,651											
All			\$68,408	\$70,394	\$74,223	\$78,032	\$79,023	\$79,648	\$79,885		\$82,381	\$81,620	105	\$86,453	\$85,480
Index															
Professor			0.93	0.92	0.91	0.92	0.91	0.95	0.96		0.96	0.96			
Associate Professor			0.92	0.92	0.94	0.96	0.94	0.97	0.97		0.95	0.95			
Assistant Professor			0.93	0.93	0.95	0.95	0.94	0.94	0.95		0.95	0.96			
Instructor			1.14	0.98											
All			0.93	0.92	0.93	0.94	0.93	0.96	0.96		0.95	0.95			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES</b>															
<b>ENGLISH<sup>12</sup></b>															
Average Salaries															
Professor	\$86,818	\$68,162	\$71,029	\$75,627	\$76,703	\$76,656	\$78,668	\$79,365	\$88,284	\$90,863	\$88,882	7	\$108,516	\$107,140	
Associate Professor	\$59,006	\$57,785	\$56,105	\$56,838	\$59,298	\$61,501	\$61,910	\$61,912	\$63,533	\$66,827	\$64,731	17	\$74,329	\$75,654	
Assistant Professor	\$50,188	\$46,620	\$47,546	\$48,707	\$50,805	\$53,053	\$53,958	\$55,800	\$56,919	\$58,587	\$58,801	14	\$63,117	\$62,498	
Instructor	\$29,698	\$32,139	\$33,153	\$33,732											
All	\$64,542	\$57,081	\$57,650	\$60,440	\$65,249	\$65,600	\$65,059	\$64,737	\$66,829	\$68,219	\$66,995	38	\$76,496	\$76,607	
Index															
Professor		0.75	0.77	0.78	0.76	0.74	0.75	0.78	0.85	0.84	0.83				
Associate Professor		0.95	0.88	0.86	0.84	0.87	0.86	0.89	0.90	0.90	0.86				
Assistant Professor		0.90	0.90	0.89	0.89	0.92	0.90	0.95	0.95	0.93	0.94				
Instructor		1.07	0.87	0.84											
All		0.85	0.83	0.83	0.80	0.82	0.82	0.86	0.90	0.89	0.87				
<b>GREENLEE SCHOOL OF JOURNALISM AND COMMUNICATION<sup>12</sup></b>															
Average Salaries															
Professor	\$88,905	\$78,329	\$80,370	\$82,593	\$84,759	\$85,631	\$89,127	\$89,877	\$87,929	\$93,364	\$87,831	4	\$128,361	\$123,263	
Associate Professor	\$64,908	\$63,272	\$65,318	\$67,109	\$69,897	\$70,764	\$68,218	\$66,991	\$64,730	\$70,236	\$70,821	7	\$85,167	\$80,697	
Assistant Professor	\$54,041	\$51,394	\$53,341	\$53,292	\$55,366	\$56,973	\$55,173	\$53,343	\$53,389	\$55,334	\$54,892	5	\$70,380	\$67,691	
Instructor															
All	\$68,770	\$62,781	\$64,109	\$64,502	\$66,760	\$68,200	\$65,754	\$68,448	\$67,695	\$71,361	\$70,096	16	\$91,345	\$87,274	
Index															
Professor		0.84	0.82	0.81	0.80	0.78	0.78	0.77	0.75	0.73	0.71				
Associate Professor		0.93	0.94	0.94	0.92	0.91	0.87	0.85	0.79	0.82	0.88				
Assistant Professor		0.92	0.90	0.86	0.87	0.89	0.84	0.81	0.79	0.79	0.81				
Instructor															
All		0.89	0.88	0.86	0.85	0.85	0.83	0.81	0.78	0.78	0.80				
<b>HISTORY</b>															
Average Salaries															
Professor	\$89,095	\$84,799	\$90,839	\$83,057	\$82,377	\$84,755	\$88,409	\$79,439	\$80,630	\$82,308	\$76,969	6	\$112,429	\$114,573	
Associate Professor	\$59,087	\$53,824	\$55,316	\$55,740	\$56,556	\$58,051	\$57,908	\$57,855	\$59,520	\$62,311	\$62,552	4	\$78,634	\$78,698	
Assistant Professor	\$49,842	\$45,655	\$47,072	\$47,639	\$49,339	\$47,789	\$49,203	\$49,605	\$51,464	\$52,742	\$53,110	7	\$64,472	\$64,244	
Instructor															
All	\$63,827	\$57,676	\$59,663	\$59,962	\$63,081	\$62,962	\$63,294	\$64,204	\$64,596	\$65,429	\$63,752	17	\$84,730	\$85,408	
Index															
Professor		0.92	0.95	0.83	0.78	0.79	0.82	0.75	0.75	0.73	0.67				
Associate Professor		0.87	0.86	0.83	0.80	0.79	0.78	0.78	0.79	0.79	0.79				
Assistant Professor		0.88	0.86	0.83	0.83	0.78	0.78	0.82	0.84	0.82	0.83				
Instructor															
All		0.89	0.90	0.83	0.80	0.79	0.80	0.77	0.78	0.77	0.75				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued</b>															
<b>MUSIC AND THEATRE<sup>19</sup></b>															
Average Salaries															
Professor	\$75,842	\$80,872	\$81,869	\$83,489	\$86,473	\$67,611	\$68,212	\$68,503	\$70,532	\$70,940	\$69,274	7	\$94,878	\$97,362	
Associate Professor	\$56,784	\$51,538	\$52,258	\$53,330	\$55,567	\$56,709	\$54,957	\$56,038	\$57,439	\$57,900	\$58,155	6	\$71,695	\$72,667	
Assistant Professor	\$47,921	\$45,671	\$46,510	\$46,571	\$46,134	\$47,899	\$49,207	\$51,457	\$51,426	\$52,234	\$51,972	6	\$62,435	\$63,002	
Instructor															
All	\$60,182	\$61,968	\$65,170	\$65,463	\$67,900	\$59,567	\$59,937	\$60,508	\$62,003	\$60,915	\$60,299	19	\$77,312	\$78,713	
Index															
Professor		1.04	1.00	0.98	0.96	0.75	0.75	0.76	0.77	0.75	0.71				
Associate Professor		0.87	0.85	0.83	0.83	0.85	0.81	0.81	0.83	0.81	0.80				
Assistant Professor		0.93	0.91	0.88	0.82	0.84	0.85	0.90	0.88	0.84	0.82				
Instructor															
All		0.96	0.94	0.92	0.90	0.80	0.79	0.80	0.80	0.79	0.77				
<b>PHILOSOPHY AND RELIGIOUS STUDIES</b>															
Average Salaries															
Professor	\$88,351	\$76,844	\$78,652	\$80,193	\$81,564	\$86,114	\$85,580	\$85,278	\$84,672	\$93,519	\$86,363	5	\$115,895	\$115,905	
Associate Professor	\$58,163	\$53,275	\$52,992	\$54,848	\$58,941	\$61,863	\$60,627	\$61,853	\$62,734	\$64,253	\$62,626	7	\$76,325	\$75,727	
Assistant Professor	\$47,692	\$44,586	\$46,539	\$46,567	\$48,583	\$51,197	\$54,182	\$53,546	\$54,196	\$56,565	\$57,220	7	\$61,790	\$61,762	
Instructor															
All	\$62,301	\$58,483	\$60,360	\$63,823	\$64,862	\$68,552	\$69,385	\$67,354	\$66,966	\$69,122	\$66,881	19	\$81,383	\$81,155	
Index															
Professor		0.85	0.84	0.82	0.81	0.82	0.80	0.80	0.75	0.81	0.75				
Associate Professor		0.89	0.85	0.83	0.85	0.90	0.84	0.88	0.86	0.84	0.83				
Assistant Professor		0.88	0.90	0.86	0.85	0.89	0.93	0.92	0.89	0.92	0.93				
Instructor															
All		0.87	0.85	0.83	0.83	0.86	0.83	0.85	0.82	0.85	0.82				
<b>WORLD LANGUAGES &amp; CULTURES<sup>16</sup></b>															
Average Salaries															
Professor	\$85,077	\$66,031	\$67,791	\$69,204	\$71,552	\$74,256	\$74,256	\$76,267	\$77,411	\$79,388	\$80,432	4	\$105,063	\$103,837	
Associate Professor	\$57,560	\$51,145	\$54,168	\$55,560	\$66,390	\$67,065	\$57,937	\$59,201	\$60,066	\$61,706	\$61,144	9	\$73,839	\$71,573	
Assistant Professor	\$48,798	\$45,988	\$46,992	\$48,747	\$49,105	\$51,903	\$51,169	\$51,078	\$51,844	\$52,195	\$51,950	6	\$61,653	\$61,975	
Instructor	\$33,097	\$40,028	\$40,953	\$41,772											
All	\$59,563	\$53,090	\$53,365	\$54,628	\$59,388	\$62,195	\$57,823	\$59,801	\$60,688	\$62,425	\$62,301	19	\$76,564	\$75,334	
Index															
Professor		0.76	0.75	0.74	0.72	0.74	0.73	0.78	0.77	0.76	0.77				
Associate Professor		0.86	0.88	0.87	0.99	0.99	0.85	0.86	0.85	0.84	0.85				
Assistant Professor		0.91	0.92	0.93	0.89	0.91	0.88	0.90	0.89	0.85	0.84				
Instructor		1.15	1.01	0.92											
All		0.84	0.86	0.85	0.86	0.89	0.83	0.85	0.84	0.82	0.83				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012									2012-2013				
										ISU			PEER	
										AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued</b>														
<b>HUMANITIES SUMMARY</b>														
Average Salaries														
Professor	\$85,102	\$74,082	\$76,730	\$78,614	\$80,042	\$78,209	\$79,039	\$78,582	\$81,198	\$84,396	\$81,023	33	\$109,439	\$109,299
Associate Professor	\$59,032	\$55,360	\$55,537	\$56,674	\$60,230	\$61,676	\$60,318	\$61,033	\$61,893	\$64,590	\$63,680	50	\$76,066	\$75,521
Assistant Professor	\$49,421	\$46,566	\$48,008	\$48,991	\$50,433	\$52,222	\$52,559	\$52,950	\$53,744	\$55,302	\$55,411	45	\$63,642	\$63,230
Instructor	\$30,831	\$33,717	\$35,103	\$35,742										
All	\$63,032	\$58,110	\$59,434	\$61,178	\$64,703	\$64,639	\$63,605	\$64,096	\$65,030	\$66,431	\$65,244	128	\$80,302	\$79,908
Index														
Professor		0.84	0.84	0.83	0.80	0.77	0.77	0.77	0.78	0.77	0.74			
Associate Professor		0.91	0.87	0.86	0.86	0.88	0.84	0.86	0.85	0.85	0.84			
Assistant Professor		0.90	0.90	0.88	0.86	0.88	0.86	0.89	0.89	0.87	0.88			
Instructor		1.09	0.91	0.86										
All		0.88	0.87	0.85	0.83	0.83	0.82	0.83	0.83	0.83	0.82			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers										2012-2013				
	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	AVERAGE SALARY & INDEX	ISU MEDIAN SALARY & INDEX	COUNT	PEER		
													AVERAGE SALARY	MEDIAN SALARY	
<b>-COLLEGE OF LIBERAL ARTS AND SCIENCES- SCIENCE AND MATHEMATICS</b>															
<b>BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY<sup>2</sup></b>															
Average Salaries															
Professor	\$100,141	\$79,407	\$83,544	\$93,367	\$107,555	\$113,001	\$110,626	\$111,801	\$112,056	\$117,274	\$118,532	8	\$136,547	\$134,868	
Associate Professor	\$69,343	\$64,246	\$64,068	\$71,983	\$84,665	\$92,182	\$94,361	\$94,361	\$75,786	\$77,114	\$77,114	2	\$88,092	\$92,058	
Assistant Professor	\$56,663	\$55,154	\$57,206	\$59,783	\$65,345	\$69,292	\$69,156	\$69,156	\$67,207				\$72,463	\$74,520	
Instructor															
All	\$76,719	\$71,011	\$72,972	\$79,625	\$91,280	\$96,349	\$98,903	\$99,687	\$102,274	\$109,242	\$110,248	10	\$126,856	\$126,306	
Index															
Professor		0.77	0.79	0.83	0.92	0.91	0.87	0.92	0.89	0.86	0.88				
Associate Professor		0.95	0.92	0.99	1.12	1.17	1.16	1.22	0.91	0.88	0.84				
Assistant Professor		0.95	0.97	0.95	1.00	1.03	1.00	0.98	0.94	0.00	0.00				
Instructor															
All		0.83	0.84	0.88	0.97	0.97	0.90	0.95	0.90	0.86	0.87				
<b>CHEMISTRY</b>															
Average Salaries															
Professor	\$108,522	\$107,469	\$111,969	\$110,249	\$116,981	\$120,785	\$118,873	\$117,778	\$120,642	\$124,904	\$125,612	15	\$138,442	\$135,421	
Associate Professor	\$71,349	\$71,193	\$66,803	\$76,113	\$87,313	\$89,270	\$80,155	\$77,310	\$79,682	\$84,439	\$84,307	3	\$87,659	\$86,073	
Assistant Professor	\$59,486	\$59,999	\$63,903	\$65,738	\$67,930	\$69,585	\$70,310	\$72,238	\$72,307	\$73,775	\$72,686	8	\$76,349	\$77,148	
Instructor															
All	\$93,519	\$93,962	\$97,839	\$99,043	\$105,266	\$106,437	\$103,415	\$104,472	\$102,619	\$104,503	\$104,561	26	\$113,477	\$111,797	
Index															
Professor		0.97	0.97	0.91	0.94	0.95	0.91	0.93	0.92	0.90	0.93				
Associate Professor		0.97	0.91	0.96	1.06	1.05	0.96	0.92	0.94	0.96	0.98				
Assistant Professor		0.97	1.02	1.00	0.98	1.00	0.99	1.01	1.01	0.97	0.94				
Instructor															
All		0.97	0.97	0.92	0.95	0.96	0.93	0.94	0.94	0.92	0.94				
<b>COMPUTER SCIENCE</b>															
Average Salaries															
Professor	\$115,575	\$111,269	\$113,160	\$116,266	\$123,390	\$127,854	\$131,027	\$132,191	\$134,174	\$137,233	\$136,509	10	\$155,478	\$153,886	
Associate Professor	\$89,477	\$88,771	\$87,832	\$88,610	\$90,359	\$98,126	\$91,835	\$91,647	\$92,922	\$94,545	\$93,516	14	\$110,212	\$110,317	
Assistant Professor	\$80,925	\$78,838	\$78,438	\$79,239	\$80,728	\$84,433	\$83,672	\$83,331	\$83,389	\$84,599	\$84,599	1	\$95,625	\$96,347	
Instructor															
All	\$94,257	\$91,203	\$91,612	\$93,818	\$98,159	\$103,677	\$103,518	\$105,465	\$107,010	\$111,222	\$110,357	25	\$127,735	\$127,186	
Index															
Professor		0.94	0.92	0.92	0.94	0.92	0.93	0.95	0.92	0.88	0.89				
Associate Professor		0.98	0.94	0.92	0.91	0.95	0.88	0.89	0.88	0.86	0.85				
Assistant Professor		0.96	0.95	0.92	0.91	0.94	0.93	0.92	0.90	0.88	0.88				
Instructor															
All		0.96	0.94	0.92	0.93	0.93	0.91	0.92	0.90	0.87	0.87				



**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued</b>															
<b>ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY<sup>1,2</sup></b>															
Average Salaries															
Professor	\$88,608	\$79,956	\$83,294	\$91,198	\$97,036	\$98,577	\$96,737	\$96,971	\$98,426	\$100,849	\$94,777	8	\$123,754	\$124,712	
Associate Professor	\$67,404	\$61,930	\$63,688	\$67,304	\$72,618	\$79,367	\$79,035	\$78,095	\$79,266	\$81,974	\$79,749	8	\$82,566	\$83,532	
Assistant Professor	\$57,955	\$53,669	\$56,512	\$58,422	\$61,281	\$64,912	\$66,000	\$65,862	\$66,850	\$69,075	\$69,375	4	\$73,378	\$76,058	
Instructor															
All	\$72,348	\$63,683	\$65,454	\$68,895	\$74,100	\$78,722	\$81,440	\$82,057	\$83,288	\$86,944	\$83,685	20	\$97,204	\$98,509	
Index															
Professor		0.86	0.86	0.89	0.91	0.90	0.85	0.87	0.84	0.81	0.76				
Associate Professor		0.92	0.91	0.92	0.94	1.02	1.01	1.01	1.01	0.99	0.95				
Assistant Professor		0.92	0.97	0.95	0.95	0.99	1.00	0.96	0.93	0.94	0.91				
Instructor															
All		0.90	0.91	0.92	0.93	0.97	0.93	0.94	0.92	0.89	0.85				
<b>GENETICS, DEVELOPMENT, AND CELL BIOLOGY<sup>1,2</sup></b>															
Average Salaries															
Professor	\$93,924	\$94,482	\$94,799	\$100,036	\$109,100	\$120,453	\$112,855	\$117,180	\$115,953	\$113,715	\$113,725	7	\$121,014	\$117,727	
Associate Professor	\$68,097	\$61,993	\$63,752	\$76,698	\$68,549	\$70,480	\$66,884	\$64,915	\$80,462	\$79,757	\$79,758	2	\$82,346	\$82,169	
Assistant Professor	\$55,446	\$65,101	\$64,798	\$67,535	\$65,757	\$69,744	\$72,362	\$71,022	\$72,087	\$73,946	\$72,829	4	\$75,508	\$74,764	
Instructor															
All	\$79,429	\$78,037	\$80,258	\$88,809	\$90,612	\$98,120	\$95,890	\$97,096	\$97,157	\$96,254	\$95,916	13	\$101,063	\$99,037	
Index															
Professor		0.98	0.94	0.95	1.02	1.07	1.01	1.03	1.00	0.94	0.97				
Associate Professor		0.88	0.86	1.00	0.89	0.89	0.84	0.81	1.02	0.97	0.97				
Assistant Professor		1.13	1.05	1.05	1.00	1.04	1.07	1.03	1.02	0.98	0.97				
Instructor															
All		0.97	0.93	0.97	0.99	1.03	0.99	1.00	1.00	0.95	0.97				
<b>GEOLOGICAL AND ATMOSPHERIC SCIENCES</b>															
Average Salaries															
Professor	\$92,814	\$77,875	\$79,721	\$78,531	\$82,449	\$88,818	\$88,818	\$89,728	\$90,209	\$92,386	\$89,783	10	\$117,913	\$112,073	
Associate Professor	\$65,392	\$68,205	\$65,845	\$66,308	\$66,413	\$73,960	\$72,533	\$69,794	\$69,276	\$73,284	\$73,285	2	\$85,804	\$83,343	
Assistant Professor	\$54,983	\$57,105	\$57,976	\$59,417	\$61,902	\$64,495	\$63,569	\$63,569	\$64,523	\$67,340	\$68,000	3	\$72,609	\$72,370	
Instructor															
All	\$68,541	\$67,004	\$69,544	\$70,989	\$74,063	\$81,647	\$80,558	\$82,637	\$84,647	\$84,830	\$83,227	15	\$104,571	\$100,302	
Index															
Professor		0.83	0.81	0.78	0.79	0.84	0.82	0.85	0.82	0.78	0.80				
Associate Professor		1.01	0.93	0.89	0.86	0.92	0.90	0.88	0.87	0.85	0.88				
Assistant Professor		0.99	0.95	0.94	0.97	0.98	0.95	0.95	0.95	0.93	0.94				
Instructor															
All		0.94	0.87	0.83	0.83	0.87	0.85	0.86	0.83	0.81	0.83				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued</b>															
<b>MATHEMATICS</b>															
Average Salaries															
Professor	\$97,101	\$83,080	\$86,755	\$87,913	\$96,151	\$94,420	\$91,283	\$94,037	\$91,693	\$95,361	\$94,888	18	\$123,592	\$122,375	
Associate Professor	\$67,730	\$63,267	\$65,724	\$68,454	\$69,162	\$69,605	\$67,063	\$70,709	\$70,605	\$71,802	\$71,771	11	\$85,635	\$86,925	
Assistant Professor	\$53,826	\$55,909	\$57,588	\$58,546	\$61,097	\$61,286	\$63,876	\$63,978	\$64,958	\$67,871	\$66,625	8	\$80,356	\$80,874	
Instructor															
All	\$78,965	\$70,171	\$73,115	\$75,553	\$80,842	\$81,628	\$81,421	\$82,921	\$80,793	\$82,413	\$81,904	37	\$102,959	\$102,863	
Index															
Professor		0.83	0.84	0.82	0.84	0.82	0.78	0.82	0.77	0.77	0.78				
Associate Professor		0.92	0.92	0.92	0.88	0.88	0.83	0.88	0.86	0.84	0.83				
Assistant Professor		1.00	0.95	0.93	0.95	0.92	0.88	0.86	0.85	0.84	0.82				
Instructor															
All		0.88	0.88	0.86	0.87	0.85	0.80	0.84	0.81	0.80	0.80				
<b>PHYSICS AND ASTRONOMY</b>															
Average Salaries															
Professor	\$101,911	\$92,302	\$98,169	\$99,730	\$109,210	\$120,032	\$118,004	\$118,428	\$120,439	\$120,990	\$113,115	27	\$125,897	\$124,539	
Associate Professor	\$70,181	\$65,687	\$67,572	\$68,145	\$72,683	\$77,573	\$76,548	\$77,351	\$78,999	\$77,842	\$77,495	6	\$88,049	\$88,582	
Assistant Professor	\$61,253	\$60,183	\$61,306	\$62,560	\$65,868	\$69,010	\$67,708	\$68,000	\$69,020	\$71,665	\$71,781	6	\$80,189	\$76,970	
Instructor															
All	\$90,389	\$81,083	\$84,010	\$86,293	\$94,318	\$103,673	\$101,544	\$102,032	\$104,028	\$106,763	\$101,276	39	\$113,042	\$111,689	
Index															
Professor		0.87	0.91	0.89	0.93	1.01	0.99	1.00	1.01	0.96	0.91				
Associate Professor		0.91	0.90	0.86	0.86	0.94	0.93	0.94	0.94	0.88	0.87				
Assistant Professor		0.92	0.91	0.92	0.93	0.94	0.92	0.91	0.94	0.89	0.93				
Instructor															
All		0.89	0.91	0.89	0.92	0.99	0.97	0.98	0.99	0.94	0.91				
<b>STATISTICS</b>															
Average Salaries															
Professor	\$101,837	\$96,307	\$99,088	\$104,699	\$122,777	\$123,712	\$124,303	\$131,507	\$132,041	\$134,782	\$135,207	14	\$139,732	\$139,877	
Associate Professor	\$70,734	\$72,946	\$79,334	\$79,191	\$83,789	\$90,254	\$87,223	\$87,740	\$87,364	\$89,349	\$91,054	11	\$92,523	\$91,461	
Assistant Professor	\$62,890	\$62,294	\$65,707	\$70,796	\$73,560	\$79,666	\$81,142	\$82,314	\$82,143	\$84,539	\$84,196	4	\$84,508	\$83,665	
Instructor															
All	\$82,524	\$81,129	\$84,335	\$90,277	\$102,537	\$104,998	\$103,792	\$107,080	\$108,832	\$110,619	\$111,423	29	\$114,208	\$113,759	
Index															
Professor		0.89	0.87	0.88	0.99	0.96	0.94	1.03	1.02	0.96	0.97				
Associate Professor		0.95	0.99	0.96	0.97	1.01	0.99	1.00	0.99	0.97	1.00				
Assistant Professor		0.95	0.95	1.01	1.01	1.05	1.04	1.05	1.08	1.00	1.01				
Instructor															
All		0.92	0.91	0.92	0.99	0.98	0.97	1.02	1.02	0.97	0.98				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued</b>															
<b>SCIENCE AND MATHEMATICS SUMMARY</b>															
Average Salaries															
Professor	\$101,536	\$93,594	\$97,213	\$99,413	\$108,734	\$112,876	\$111,080	\$112,959	\$113,549	\$116,076	\$113,715	117	\$130,942	\$129,190	
Associate Professor	\$70,126	\$67,189	\$68,987	\$73,045	\$76,248	\$81,504	\$79,532	\$79,952	\$81,925	\$83,606	\$83,330	59	\$92,661	\$92,878	
Assistant Professor	\$62,714	\$62,610	\$64,266	\$65,934	\$68,039	\$70,896	\$71,900	\$71,973	\$71,364	\$72,632	\$72,089	38	\$78,468	\$78,353	
Instructor															
All	\$83,628	\$78,366	\$81,079	\$84,533	\$91,017	\$95,633	\$95,463	\$96,729	\$97,272	\$99,410	\$97,946	214	\$111,070	\$110,151	
Index															
Professor		0.89	0.89	0.88	0.92	0.93	0.91	0.94	0.92	0.89	0.88				
Associate Professor		0.94	0.92	0.93	0.92	0.96	0.92	0.93	0.93	0.90	0.90				
Assistant Professor		0.97	0.96	0.95	0.96	0.97	0.97	0.97	0.96	0.93	0.92				
Instructor															
All		0.92	0.91	0.90	0.93	0.95	0.92	0.94	0.93	0.90	0.89				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES</b>															
<b>ANTHROPOLOGY<sup>13</sup></b>															
Average Salaries															
Professor	\$90,584	\$77,955	\$79,990						\$91,402	\$100,542	\$100,542	1	\$108,768	\$113,007	
Associate Professor	\$58,040	\$50,823	\$51,956	\$56,264	\$61,169	\$72,937	\$69,540	\$72,340	\$60,349	\$63,933	\$63,933	2	\$77,207	\$80,787	
Assistant Professor	\$51,148	\$45,100	\$47,319	\$51,325	\$50,909	\$51,790	\$50,973	\$51,973	\$53,402	\$55,169	\$55,570	6	\$64,902	\$65,000	
Instructor															
All	\$56,939	\$50,611	\$55,708	\$53,301	\$56,039	\$59,720	\$58,930	\$58,762	\$59,823	\$62,158	\$62,425	9	\$72,510	\$73,842	
Index															
Professor		0.86	0.85						0.86	0.92	0.89				
Associate Professor		0.82	0.80	0.84	0.87	1.03	0.97	1.01	0.82	0.83	0.79				
Assistant Professor		0.86	0.87	0.90	0.86	0.85	0.82	0.85	0.86	0.85	0.85				
Instructor															
All		0.86	0.84	0.88	0.86	0.92	0.89	0.91	0.86	0.86	0.85				
<b>ECONOMICS</b>															
Average Salaries															
Professor	\$124,884	\$129,536	\$113,843	\$123,270	\$132,382	\$143,793	\$143,367	\$142,446	\$147,779	\$171,016	\$152,002	7	\$189,282	\$175,702	
Associate Professor	\$85,054	\$92,506	\$96,673	\$96,241	\$111,584	\$109,643	\$114,018	\$116,160	\$114,715	\$119,032	\$120,764	6	\$133,396	\$130,933	
Assistant Professor	\$72,816	\$72,584	\$74,196	\$74,831	\$76,539	\$88,221	\$97,500	\$99,875	\$101,373	\$105,225	\$105,225	2	\$114,309	\$112,030	
Instructor															
All	\$89,349	\$95,059	\$95,276	\$100,269	\$112,740	\$118,170	\$118,250	\$124,503	\$126,979	\$141,450	\$133,270	15	\$156,931	\$149,305	
Index															
Professor		0.98	0.81	0.83	0.80	0.87	0.87	0.85	0.84	0.90	0.87				
Associate Professor		1.01	1.00	0.94	0.92	0.92	0.92	0.96	0.93	0.89	0.92				
Assistant Professor		0.89	0.87	0.85	0.81	0.86	0.96	0.96	0.96	0.92	0.94				
Instructor															
All		0.97	0.91	0.88	0.85	0.89	0.91	0.90	0.88	0.90	0.89				
<b>POLITICAL SCIENCE</b>															
Average Salaries															
Professor	\$104,254	\$85,983	\$86,302	\$97,776	\$100,532	\$115,620	\$115,620	\$106,319	\$108,249	\$107,239	\$113,346	5	\$140,826	\$140,294	
Associate Professor	\$66,235	\$63,766	\$57,615	\$69,810	\$68,084	\$58,326	\$63,744	\$63,889	\$83,244	\$65,497	\$65,497	1	\$92,925	\$92,348	
Assistant Professor	\$56,029	\$51,448	\$51,847	\$52,961	\$54,913	\$57,345	\$56,375	\$61,575	\$58,998	\$59,775	\$59,775	2	\$78,707	\$77,450	
Instructor															
All	\$77,051	\$67,616	\$70,517	\$73,853	\$73,412	\$73,506	\$77,096	\$80,167	\$90,605	\$90,155	\$93,972	8	\$119,309	\$118,590	
Index															
Professor		0.79	0.77	0.81	0.81	0.91	0.88	0.82	0.81	0.76	0.81				
Associate Professor		0.93	0.80	0.92	0.84	0.71	0.74	0.74	0.93	0.70	0.71				
Assistant Professor		0.87	0.82	0.80	0.78	0.82	0.78	0.85	0.80	0.76	0.77				
Instructor															
All		0.84	0.78	0.83	0.81	0.82	0.81	0.80	0.82	0.76	0.79				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012										2012-2013				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES, continued</b>															
<b>PSYCHOLOGY</b>															
Average Salaries															
Professor	\$101,832	\$116,065	\$122,261	\$125,472	\$121,853	\$118,744	\$118,744	\$119,458	\$116,806	\$117,632	\$100,273	10	\$135,215	\$127,647	
Associate Professor	\$65,982	\$61,106	\$63,549	\$65,458	\$68,975	\$72,914	\$72,193	\$72,748	\$72,352	\$74,043	\$74,159	9	\$84,422	\$82,200	
Assistant Professor	\$56,412	\$53,138	\$56,612	\$57,871	\$55,741	\$59,621	\$59,944	\$60,187	\$61,117	\$63,168	\$63,168	8	\$73,799	\$74,105	
Instructor															
All	\$75,538	\$75,333	\$81,256	\$82,139	\$85,638	\$80,429	\$79,271	\$81,459	\$84,715	\$86,965	\$80,574	27	\$100,087	\$96,634	
Index															
Professor		1.11	1.12	1.08	1.00	0.95	0.95	0.95	0.92	0.87	0.79				
Associate Professor		0.89	0.90	0.89	0.93	0.95	0.91	0.90	0.88	0.88	0.90				
Assistant Professor		0.91	0.93	0.92	0.83	0.88	0.86	0.86	0.86	0.86	0.85				
Instructor															
All		0.99	1.01	0.98	0.94	0.93	0.91	0.91	0.89	0.87	0.83				
<b>SOCIOLOGY<sup>2,6</sup></b>															
Average Salaries															
Professor	\$97,052	\$77,396	\$79,771	\$80,798	\$84,829	\$86,717	\$86,717	\$75,909	\$81,667	\$86,231	\$84,811	6	\$129,844	\$123,067	
Associate Professor	\$64,898	\$57,936	\$58,653	\$60,318	\$62,894	\$70,585	\$68,993	\$68,203	\$68,708	\$67,141	\$67,336	7	\$84,953	\$84,713	
Assistant Professor	\$55,260	\$50,639	\$52,037	\$51,966	\$54,532	\$55,872	\$55,551	\$57,051	\$56,672	\$56,276	\$56,277	2	\$70,637	\$72,864	
Instructor															
All	\$72,297	\$60,098	\$61,425	\$63,350	\$65,311	\$70,109	\$69,945	\$66,939	\$69,757	\$73,328	\$72,851	15	\$101,001	\$98,475	
Index															
Professor		0.76	0.77	0.75	0.74	0.75	0.71	0.63	0.67	0.66	0.69				
Associate Professor		0.85	0.85	0.85	0.82	0.91	0.88	0.85	0.84	0.79	0.79				
Assistant Professor		0.88	0.88	0.86	0.85	0.85	0.83	0.86	0.83	0.80	0.77				
Instructor															
All		0.83	0.83	0.81	0.80	0.85	0.82	0.80	0.78	0.73	0.74				
<b>SOCIAL SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$104,219	\$99,892	\$100,613	\$109,683	\$114,453	\$118,100	\$115,002	\$117,194	\$116,208	\$121,640	\$111,824	29	\$147,210	\$139,975	
Associate Professor	\$72,842	\$72,587	\$71,764	\$72,343	\$77,167	\$80,003	\$79,865	\$79,749	\$80,964	\$81,757	\$82,269	25	\$96,087	\$94,892	
Assistant Professor	\$57,982	\$53,880	\$57,100	\$57,829	\$57,381	\$59,174	\$60,400	\$62,003	\$62,399	\$63,946	\$64,066	20	\$75,356	\$75,376	
Instructor															
All	\$76,559	\$72,817	\$76,256	\$78,676	\$82,394	\$83,015	\$81,601	\$84,833	\$88,111	\$92,573	\$88,931	74	\$110,519	\$107,285	
Index															
Professor		0.91	0.88	0.89	0.86	0.88	0.87	0.85	0.84	0.83	0.80				
Associate Professor		0.94	0.91	0.90	0.88	0.91	0.89	0.89	0.88	0.85	0.87				
Assistant Professor		0.88	0.88	0.87	0.82	0.85	0.85	0.87	0.87	0.85	0.85				
Instructor															
All		0.91	0.89	0.89	0.86	0.90	0.87	0.87	0.86	0.84	0.83				

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers									2012-2013				
	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
<b>LIBERAL ARTS AND SCIENCES SUMMARY</b>														
Average Salaries														
Professor	\$97,420	\$88,844	\$92,143	\$94,895	\$101,425	\$104,831	\$103,687	\$105,720	\$107,218	\$111,137	\$107,382	179	\$129,613	\$127,270
Associate Professor	\$66,356	\$63,996	\$64,785	\$66,995	\$70,960	\$73,819	\$72,702	\$73,073	\$74,076	\$76,165	\$75,800	134	\$87,108	\$86,777
Assistant Professor	\$56,529	\$54,863	\$56,918	\$58,232	\$59,473	\$61,946	\$61,607	\$62,460	\$62,523	\$63,374	\$63,245	103	\$71,387	\$71,168
Instructor	\$30,831	\$33,717	\$35,103	\$35,742										
All	\$75,239	\$70,655	\$73,128	\$75,803	\$81,085	\$83,723	\$82,804	\$84,579	\$85,727	\$88,046	\$86,281	416	\$101,505	\$100,336
Index														
Professor		0.88	0.88	0.87	0.89	0.89	0.87	0.89	0.88	0.86	0.84			
Associate Professor		0.93	0.90	0.90	0.89	0.92	0.89	0.90	0.89	0.87	0.87			
Assistant Professor		0.93	0.92	0.91	0.90	0.92	0.91	0.92	0.91	0.89	0.89			
Instructor		1.09	0.91	0.86										
All		0.91	0.90	0.88	0.89	0.91	0.88	0.90	0.89	0.87	0.86			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012									2012-2013				
										ISU			PEER	
										AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF VETERINARY MEDICINE-</b>														
Average Salaries														
Professor	\$94,254	\$97,851	\$103,087	\$104,893	\$109,606	\$118,604	\$120,425	\$122,756	\$121,724	\$126,092	\$117,389	42	\$120,997	\$124,232
Associate Professor	\$73,761	\$80,325	\$82,189	\$84,281	\$87,263	\$90,610	\$93,538	\$93,976	\$94,363	\$95,374	\$94,870	38	\$98,315	\$98,065
Assistant Professor	\$64,041	\$69,129	\$71,550	\$75,961	\$75,331	\$81,476	\$81,890	\$84,321	\$85,450	\$89,904	\$91,570	20	\$85,035	\$83,771
Instructor	\$26,393	\$31,991	\$31,826	\$32,582										
All	\$67,801	\$72,127	\$73,672	\$77,154	\$93,744	\$99,994	\$101,303	\$103,553	\$103,440	\$107,182	\$103,668	100	\$105,185	\$106,196
Index														
Professor		1.01	1.03	1.01	1.02	1.05	1.05	1.11	1.09	1.04	0.94			
Associate Professor		1.06	1.06	1.03	1.03	1.01	1.04	1.07	1.07	0.97	0.97			
Assistant Professor		1.05	1.04	1.06	1.00	1.04	1.02	1.09	1.07	1.06	1.09			
Instructor		1.18	1.35	1.31										
All		1.05	1.06	1.05	1.02	1.04	1.04	1.09	1.08	1.02	0.98			

**Iowa State University  
Peer Land Grant Universities Faculty Salary Comparisons  
2002-2003 through 2012-2013**

COLLEGE/DEPARTMENT	Peers 2003-2004 2004-2005 2005-2006 2006-2007 2007-2008 2008-2009 2009-2010 2010-2011 2011-2012									2012-2013				
										ISU			PEER	
										AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-UNIVERSITY SUMMARY-</b>														
Average Salaries														
Professor	\$97,143	\$94,284	\$97,569	\$100,849	\$107,212	\$112,250	\$111,444	\$113,945	\$115,564	\$119,829	\$115,112	522	\$127,086	\$125,290
Associate Professor	\$71,267	\$70,661	\$72,176	\$73,908	\$78,355	\$82,264	\$82,058	\$82,575	\$83,273	\$85,918	\$85,125	388	\$91,295	\$91,056
Assistant Professor	\$60,408	\$59,652	\$61,529	\$64,645	\$67,359	\$71,057	\$72,086	\$74,943	\$76,761	\$77,801	\$77,782	292	\$83,558	\$83,580
Instructor	\$31,506	\$34,535	\$32,766	\$33,573										
All	\$77,454	\$75,854	\$78,358	\$81,474	\$87,981	\$92,009	\$92,016	\$94,376	\$95,708	\$98,673	\$96,364	1,202	\$104,959	\$104,107
Index														
Professor		0.93	0.94	0.93	0.95	0.96	0.95	0.98	0.97	0.94	0.92			
Associate Professor		0.97	0.96	0.94	0.96	0.98	0.95	0.97	0.97	0.94	0.93			
Assistant Professor		0.96	0.95	0.95	0.94	0.96	0.95	0.97	0.95	0.93	0.93			
Instructor		1.17	1.27	1.21										
All		0.95	0.95	0.94	0.95	0.97	0.95	0.98	0.97	0.94	0.93			





## **Footnotes**



**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2002-2003 through 2012-2013**

**Footnotes**

- <sup>1</sup> Beginning in July 2007 the name of the College of Agriculture was changed to the College of Agriculture and Life Sciences.
- <sup>2</sup> Beginning in 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.
- <sup>3</sup> 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.
- <sup>4</sup> Beginning 2002-2003, the departments of Animal Ecology and Forestry combined into the Department of Natural Resource Ecology and Management.
- <sup>5</sup> 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.
- <sup>6</sup> Beginning 1997-1998, peer salaries for *Social Work* are no longer included in the Department of Sociology comparisons.
- <sup>7</sup> 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.
- <sup>8</sup> 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.
- <sup>9</sup> The comparison is based on fewer than three peer departments.
- <sup>10</sup> Beginning 1996-1997, the Department of Engineering Fundamentals and Multidisciplinary Design was discontinued; faculty were distributed among departments in the College of Engineering.
- <sup>11</sup> Beginning 2001-2002, the departments of Family and Consumer Sciences Education and Studies, Hotel Restaurant and Institution Management, and Textiles and Clothing are combined into the Department of Apparel, Educational Studies and Hospitality Management. In 2012, the name of the department was changed to Apparel, Events, and Hospitality Management.
- <sup>12</sup> 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.
- <sup>13</sup> 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  
2002-2003 through 2012-2013**

**Footnotes**

- <sup>14</sup> Beginning 2004-2005, the department of Industrial Education and Technology was discontinued; faculty were moved to the department of Agricultural and Biosystems Engineering in the College of Agriculture.
- <sup>15</sup> Beginning July 1, 2005, the Colleges of Education and Family & Consumer Sciences were combined to form the College of Human Sciences.
- <sup>16</sup> Beginning July 1, 2006, the department of Foreign Languages and Literature was changed to World Languages and Cultures.
- <sup>17</sup> Beginning July 1, 2007, the department of Health and Human Performance was changed to Kinesiology.
- <sup>18</sup> Beginning July 1, 2010, the department of Logistics Operations and Management Information Systems was changed to Supply Chain Management.
- <sup>19</sup> Beginning July 1, 2010, the department of Music was changed to Music and Theatre.
- <sup>20</sup> Beginning July 1, 2011, the department of Plant Pathology was changed to Plant Pathology and Microbiology.
- <sup>21</sup> Beginning July 1, 2012, the department of Art and Design was divided into four departments – Integrated Studio Arts, Industrial Design, Interior Design and Graphic Design. There was not sufficient peer data available to separate these departments. Only one peer institution reported faculty in similar departments.
- <sup>22</sup> Beginning July 1, 2012, the departments of Curriculum and Instruction and Educational Leadership and Policy Studies were combined into the School of Education.