

IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

**Peer Land Grant Universities
Faculty Salary Comparisons
2003-2004 through 2013-2014**

Institutional Research Report 2014

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**Iowa State University
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2003-2004 through 2013-2014**

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Introduction

Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2003-2004 through 2013-2014

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 2003-2004 through 2013-2014. 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 2013-2014 average nine-month salaries and comparative indices by faculty rank for the total university are:

Faculty Rank	Average Salary	Comparative Index
Professor	\$122,850	0.95
Associate Professor	\$88,880	0.94
Assistant Professor	\$80,302	0.94
All Ranks	\$101,644	0.94

Figure 1 and Figure 2 display the total university average salaries and indices by rank from 2003-2004 through 2013-2014.

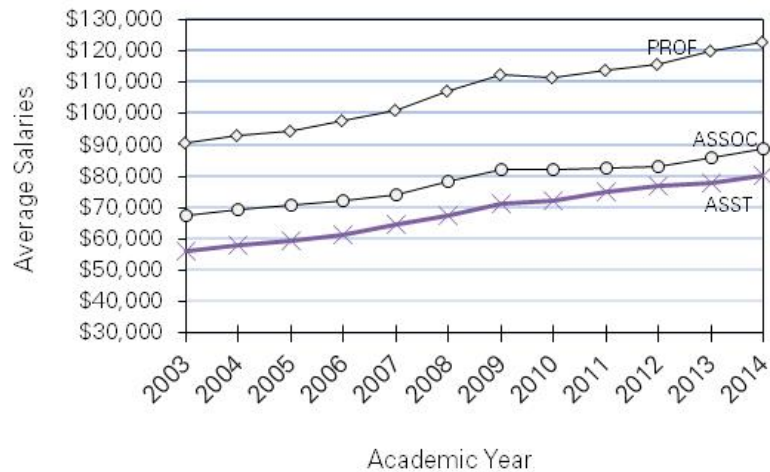


Figure 1. Iowa State University Average Faculty Salaries by Rank

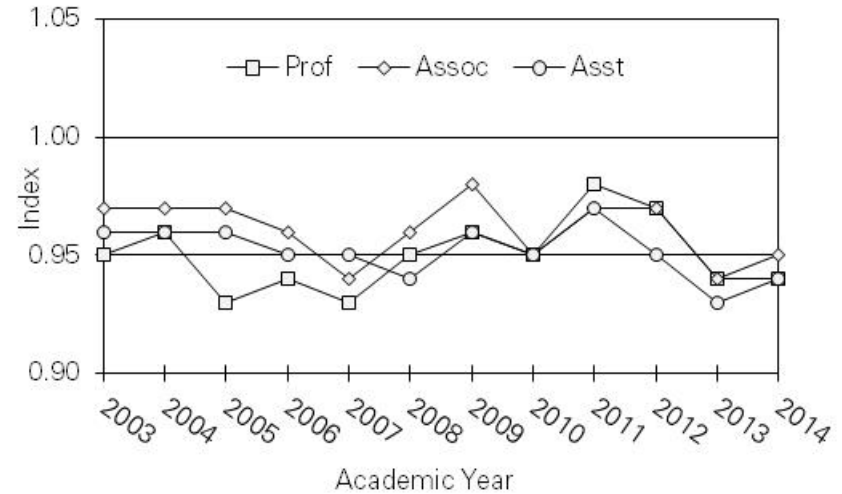


Figure 2. Index of Iowa State University Average Faculty Salaries Compared With Those of the Peers

From 2003-2004 through 2013-2014 the indices for *all ranks combined* range from 0.94 in 2006-07, 2012-13 and 2013-14 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
2003-2004	0.96	2.6%
2004-2005	0.95	2.3%
2005-2006	0.95	3.6%
2006-2007	0.94	3.8%
2007-2008	0.95	6.0%
2008-2009	0.97	5.5%
2009-2010	0.95	0.0%
2010-2011	0.98	1.9%
2011-2012	0.97	2.3%
2012-2013	0.94	2.4%
2013-2014	0.94	3.2%

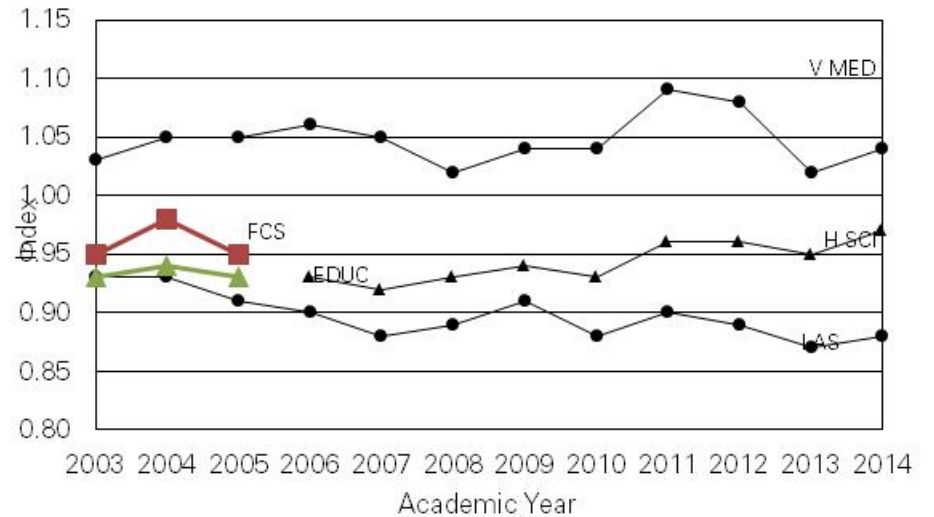
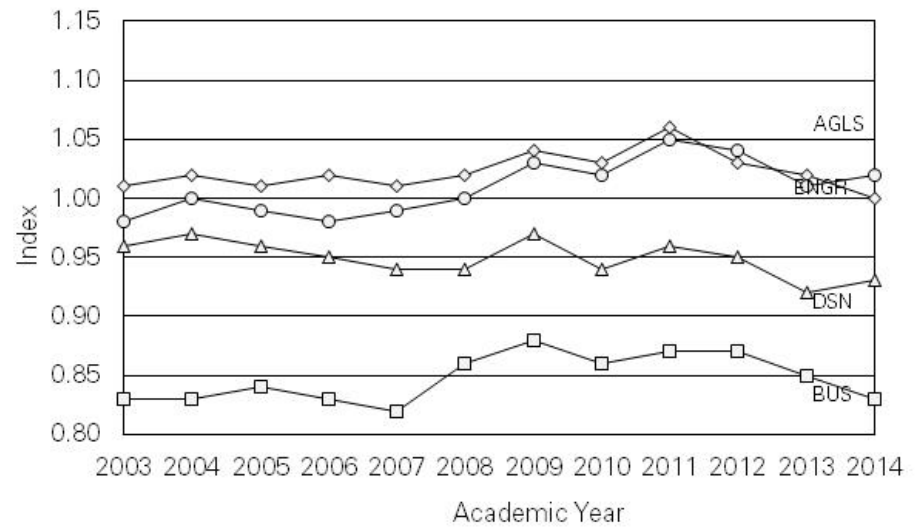
Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2003-2004 through 2013-2014

By college, the 2013-2014 indices for the Professor rank range from 0.82 in the Colleges of Business and Liberal Arts & Sciences Humanities and Social Sciences to 1.05 in the College of Veterinary Medicine. Indices for Associate Professors range from 0.83 in the College of Liberal Arts & Sciences Social Sciences to 1.02 in the College of Agriculture & Life Sciences. Assistant Professor indices range from 0.80 in the Colleges of Business to 1.10 in the College of Veterinary Medicine. The 2013-2014 average nine-month salaries and indices for each college and the three divisions within Liberal Arts and Sciences are as follows:

	Professor	Associate Professor	Assistant Professor
Agriculture & Life Sciences			
Average Salary	\$116,012	\$86,293	\$80,228
Comparative Index	0.99	1.02	1.04
Business			
Average Salary	\$174,570	\$141,728	\$136,943
Comparative Index	0.82	0.87	0.80
Design			
Average Salary	\$98,388	\$73,764	\$63,712
Comparative Index	0.91	0.94	0.96
Engineering			
Average Salary	\$151,319	\$101,991	\$87,989
Comparative Index	1.04	0.98	0.99
Human Sciences			
Average Salary	\$112,400	\$80,933	\$67,646
Comparative Index	0.99	0.98	0.93
Liberal Arts and Sciences			
Humanities			
Average Salary	\$90,284	\$69,721	\$58,503
Comparative Index	0.82	0.91	0.90
Science and Mathematics			
Average Salary	\$117,180	\$85,483	\$75,050
Comparative Index	0.88	0.90	0.96
Social Sciences			
Average Salary	\$121,096	\$80,926	\$67,155
Comparative Index	0.82	0.83	0.85
All Divisions			
Average Salary	\$113,119	\$78,652	\$66,053
Comparative Index	0.86	0.89	0.91
Veterinary Medicine			
Average Salary	\$127,321	\$96,985	\$91,762
Comparative Index	1.05	0.99	1.10
All Colleges			
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 2003-2004 through 2013-2014

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

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

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

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

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

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 but a number of AAU institutions did not provide the data. During that time an estimate of median salaries was used. Beginning in 2013-14, all AAU institutions began providing median data. Median salaries are weighted using the same methodology as the average salaries. For the peers, the median salary for each rank and department is multiplied by Iowa State's headcount for that rank and department. These dollars are then accumulated and divided by Iowa State's total headcount.

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
2003-2004 through 2013-2014

COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE SUMMARIES															
AGRICULTURE AND LIFE SCIENCES ¹															
Average Salaries															
Professor	\$90,701	\$92,223	\$94,719	\$97,487	\$102,892	\$107,374	\$106,782	\$107,576	\$108,040	\$112,239	\$116,012	\$112,890	150	\$117,504	\$113,906
Associate Professor	\$65,052	\$67,125	\$67,999	\$69,941	\$76,628	\$81,030	\$80,520	\$81,565	\$80,468	\$83,626	\$86,293	\$86,506	59	\$84,427	\$83,804
Assistant Professor	\$57,399	\$59,507	\$61,133	\$63,951	\$65,978	\$69,989	\$70,545	\$72,899	\$74,854	\$77,262	\$80,228	\$80,056	42	\$76,913	\$76,811
Instructor	\$53,908														
All	\$78,540	\$79,470	\$81,545	\$84,651	\$90,342	\$93,853	\$94,169	\$96,129	\$96,628	\$100,117	\$103,038	\$101,194	251	\$102,937	\$100,623
Index															
Professor	1.03	1.01	1.01	1.01	1.01	1.02	1.01	1.05	1.02	1.00	0.99	0.99			
Associate Professor	0.98	0.99	1.02	1.00	1.04	1.07	1.06	1.09	1.07	1.07	1.02	1.03			
Assistant Professor	1.00	1.05	1.05	1.06	1.08	1.08	1.09	1.10	1.06	1.04	1.04	1.04			
Instructor	1.29														
All	1.02	1.01	1.02	1.01	1.02	1.04	1.03	1.06	1.03	1.02	1.00	1.01			
BUSINESS															
Average Salaries															
Professor	\$113,644	\$120,289	\$126,346	\$131,685	\$145,558	\$154,734	\$156,476	\$159,876	\$163,565	\$171,832	\$174,570	\$176,854	16	\$212,407	\$209,500
Associate Professor	\$95,566	\$97,744	\$102,332	\$106,636	\$118,235	\$124,559	\$124,887	\$127,536	\$130,740	\$137,047	\$141,728	\$141,364	27	\$162,270	\$165,604
Assistant Professor	\$88,468	\$91,794	\$97,798	\$101,499	\$110,322	\$117,691	\$121,544	\$123,711	\$128,803	\$132,787	\$136,943	\$137,283	27	\$170,189	\$171,561
Instructor	\$45,887	\$47,512													
All	\$96,061	\$101,160	\$108,948	\$113,027	\$123,926	\$129,909	\$132,226	\$134,626	\$137,349	\$144,126	\$147,389	\$147,902	70	\$176,785	\$177,935
Index															
Professor	0.80	0.81	0.81	0.80	0.84	0.86	0.85	0.87	0.86	0.81	0.82	0.84			
Associate Professor	0.87	0.85	0.86	0.85	0.91	0.92	0.88	0.91	0.93	0.92	0.87	0.85			
Assistant Professor	0.81	0.83	0.82	0.80	0.82	0.87	0.85	0.85	0.84	0.82	0.80	0.80			
Instructor	0.81	1.00													
All	0.83	0.83	0.83	0.82	0.86	0.88	0.86	0.87	0.87	0.85	0.83	0.83			
DESIGN															
Average Salaries															
Professor	\$79,611	\$80,809	\$82,375	\$85,578	\$87,774	\$97,254	\$95,255	\$94,991	\$95,519	\$98,397	\$98,388	\$97,058	16	\$108,601	\$106,033
Associate Professor	\$59,257	\$59,125	\$61,352	\$62,887	\$66,795	\$70,127	\$68,795	\$69,835	\$69,776	\$70,706	\$73,764	\$71,823	44	\$78,619	\$77,794
Assistant Professor	\$49,172	\$51,042	\$52,396	\$55,715	\$57,422	\$58,176	\$57,176	\$59,200	\$59,454	\$62,032	\$63,712	\$63,981	18	\$66,242	\$66,019
Instructor															
All	\$58,659	\$60,082	\$61,018	\$64,035	\$67,766	\$71,628	\$71,806	\$72,507	\$72,962	\$74,117	\$76,495	\$75,190	78	\$81,913	\$80,869
Index															
Professor	0.95	0.94	0.92	0.90	0.90	0.96	0.93	0.95	0.96	0.91	0.91	0.92			
Associate Professor	0.97	0.95	0.94	0.92	0.94	0.97	0.95	0.96	0.95	0.92	0.94	0.92			
Assistant Professor	0.98	0.98	0.97	1.00	0.99	0.98	0.95	0.98	0.98	0.94	0.96	0.97			
Instructor															
All	0.97	0.96	0.95	0.94	0.94	0.97	0.94	0.96	0.95	0.92	0.93	0.93			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE SUMMARIES, continued															
ENGINEERING															
Average Salaries															
Professor	\$110,746	\$110,199	\$114,039	\$120,459	\$129,810	\$137,955	\$137,806	\$142,435	\$145,700	\$146,666	\$151,319	\$147,108	87	\$145,870	\$141,040
Associate Professor	\$84,210	\$87,058	\$88,061	\$90,644	\$93,416	\$97,645	\$97,089	\$98,912	\$98,950	\$100,191	\$101,991	\$100,731	58	\$103,852	\$103,644
Assistant Professor	\$70,158	\$72,046	\$73,077	\$75,883	\$79,559	\$82,570	\$82,369	\$84,784	\$85,231	\$86,748	\$87,989	\$87,056	40	\$88,614	\$88,433
Instructor															
All	\$91,104	\$92,449	\$95,792	\$99,343	\$105,334	\$110,200	\$108,656	\$113,424	\$116,186	\$118,111	\$122,161	\$119,584	185	\$120,317	\$117,941
Index															
Professor	0.98	0.95	0.96	0.98	1.00	1.04	1.03	1.05	1.06	1.02	1.04	1.04			
Associate Professor	1.02	1.04	1.03	1.03	1.01	1.03	1.02	1.05	1.01	0.99	0.98	0.97			
Assistant Professor	0.99	0.99	0.96	0.97	0.97	1.00	0.99	1.02	1.00	0.98	0.99	0.98			
Instructor															
All	1.00	0.99	0.98	0.99	1.00	1.03	1.02	1.05	1.04	1.01	1.02	1.01			
HUMAN SCIENCES¹⁵															
Average Salaries															
Professor			\$89,484	\$91,896	\$95,724	\$99,563	\$99,912	\$102,799	\$104,783	\$107,549	\$112,400	\$112,716	29	\$113,032	\$111,075
Associate Professor			\$63,261	\$65,296	\$70,012	\$72,174	\$71,976	\$73,615	\$76,771	\$77,464	\$80,933	\$79,649	34	\$82,753	\$82,081
Assistant Professor			\$54,575	\$56,046	\$57,831	\$60,031	\$61,712	\$62,005	\$64,033	\$66,212	\$67,646	\$67,332	39	\$72,832	\$72,613
Instructor			\$51,618	\$52,651											
All			\$68,408	\$70,394	\$74,223	\$78,032	\$79,023	\$79,648	\$79,885	\$82,381	\$84,799	\$84,341	102	\$87,568	\$86,704
Index															
Professor			0.93	0.92	0.91	0.92	0.91	0.95	0.96	0.96	0.99	1.01			
Associate Professor			0.92	0.92	0.94	0.96	0.94	0.97	0.97	0.95	0.98	0.97			
Assistant Professor			0.93	0.93	0.95	0.95	0.94	0.94	0.95	0.95	0.93	0.93			
Instructor			1.14	0.98											
All			0.93	0.92	0.93	0.94	0.93	0.96	0.96	0.95	0.97	0.97			
LIBERAL ARTS AND SCIENCES															
HUMANITIES															
Average Salaries															
Professor	\$73,155	\$74,082	\$76,730	\$78,614	\$80,042	\$78,209	\$79,039	\$78,582	\$81,198	\$84,396	\$90,284	\$89,397	32	\$110,329	\$105,875
Associate Professor	\$55,151	\$55,360	\$55,537	\$56,674	\$60,230	\$61,676	\$60,318	\$61,033	\$61,893	\$64,590	\$69,721	\$69,886	52	\$76,457	\$75,258
Assistant Professor	\$46,398	\$46,566	\$48,008	\$48,991	\$50,433	\$52,222	\$52,559	\$52,950	\$53,744	\$55,302	\$58,503	\$58,779	43	\$65,142	\$64,741
Instructor	\$32,156	\$33,717	\$35,103	\$35,742											
All	\$57,109	\$58,110	\$59,434	\$61,178	\$64,703	\$64,639	\$63,605	\$64,096	\$65,030	\$66,431	\$71,104	\$71,041	127	\$81,160	\$79,412
Index															
Professor	0.86	0.84	0.84	0.83	0.80	0.77	0.77	0.77	0.78	0.77	0.82	0.84			
Associate Professor	0.93	0.91	0.87	0.86	0.86	0.88	0.84	0.86	0.85	0.85	0.91	0.93			
Assistant Professor	0.94	0.90	0.90	0.88	0.86	0.88	0.86	0.89	0.89	0.87	0.90	0.91			
Instructor	1.04	1.09	0.91	0.86											
All	0.91	0.88	0.87	0.85	0.83	0.83	0.82	0.83	0.83	0.83	0.88	0.89			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE SUMMARIES, continued															
SCIENCE AND MATHEMATICS															
Average Salaries															
Professor	\$93,344	\$93,594	\$97,213	\$99,413	\$108,734	\$112,876	\$111,080	\$112,959	\$113,549	\$116,076	\$117,180	\$114,797	121	\$133,383	\$128,467
Associate Professor	\$66,474	\$67,189	\$68,987	\$73,045	\$76,248	\$81,504	\$79,532	\$79,952	\$81,925	\$83,606	\$85,483	\$85,134	60	\$95,172	\$94,956
Assistant Professor	\$61,715	\$62,610	\$64,266	\$65,934	\$68,039	\$70,896	\$71,900	\$71,973	\$71,364	\$72,632	\$75,050	\$74,671	34	\$78,236	\$78,244
Instructor															
All	\$78,395	\$78,366	\$81,079	\$84,533	\$91,017	\$95,633	\$95,463	\$96,729	\$97,272	\$99,410	\$101,672	\$100,173	215	\$113,999	\$111,173
Index															
Professor	0.92	0.89	0.89	0.88	0.92	0.93	0.91	0.94	0.92	0.89	0.88	0.89			
Associate Professor	0.95	0.94	0.92	0.93	0.92	0.96	0.92	0.93	0.93	0.90	0.90	0.90			
Assistant Professor	0.98	0.97	0.96	0.95	0.96	0.97	0.97	0.97	0.96	0.93	0.96	0.95			
Instructor															
All	0.94	0.92	0.91	0.90	0.93	0.95	0.92	0.94	0.93	0.90	0.89	0.90			
SOCIAL SCIENCES															
Average Salaries															
Professor	\$96,070	\$99,892	\$100,613	\$109,683	\$114,453	\$118,100	\$115,002	\$117,194	\$116,208	\$121,640	\$121,096	\$113,491	30	\$147,849	\$144,185
Associate Professor	\$69,260	\$72,587	\$71,764	\$72,343	\$77,167	\$80,003	\$79,865	\$79,749	\$80,964	\$81,757	\$80,926	\$79,804	24	\$97,462	\$96,644
Assistant Professor	\$53,606	\$53,880	\$57,100	\$57,829	\$57,381	\$59,174	\$60,400	\$62,003	\$62,399	\$63,946	\$67,155	\$67,149	17	\$78,639	\$77,896
Instructor															
All	\$71,260	\$72,817	\$76,256	\$78,676	\$82,394	\$83,015	\$81,601	\$84,833	\$88,111	\$92,573	\$94,602	\$91,008	71	\$114,245	\$112,242
Index															
Professor	0.92	0.91	0.88	0.89	0.86	0.91	0.87	0.85	0.84	0.83	0.82	0.79			
Associate Professor	0.95	0.94	0.91	0.90	0.88	0.91	0.89	0.89	0.88	0.85	0.83	0.83			
Assistant Professor	0.92	0.88	0.88	0.87	0.82	0.85	0.85	0.87	0.87	0.85	0.85	0.86			
Instructor															
All	0.93	0.91	0.89	0.89	0.86	0.90	0.87	0.87	0.86	0.84	0.83	0.81			
LIBERAL ARTS AND SCIENCES															
Average Salaries															
Professor	\$88,208	\$88,844	\$92,143	\$94,895	\$101,425	\$104,453	\$103,687	\$105,720	\$107,218	\$111,137	\$113,119	\$110,141	183	\$131,723	\$127,093
Associate Professor	\$62,629	\$63,996	\$64,785	\$66,995	\$70,960	\$73,819	\$72,702	\$73,073	\$74,076	\$76,165	\$78,652	\$78,363	136	\$88,420	\$87,722
Assistant Professor	\$53,948	\$54,863	\$56,918	\$58,232	\$59,473	\$61,946	\$61,607	\$62,460	\$62,523	\$63,374	\$66,053	\$66,041	94	\$72,319	\$72,004
Instructor	\$32,156	\$33,717	\$35,103	\$35,742											
All	\$69,756	\$70,655	\$73,128	\$75,803	\$81,085	\$83,723	\$82,804	\$84,579	\$85,727	\$88,046	\$91,057	\$89,639	413	\$103,943	\$101,590
Index															
Professor	0.91	0.88	0.88	0.87	0.89	0.89	0.87	0.89	0.88	0.86	0.86	0.87			
Associate Professor	0.94	0.93	0.90	0.90	0.89	0.92	0.89	0.90	0.89	0.87	0.89	0.89			
Assistant Professor	0.95	0.93	0.92	0.91	0.90	0.92	0.91	0.92	0.91	0.89	0.91	0.92			
Instructor	1.04	1.09	0.91	0.86											
All	0.93	0.91	0.90	0.88	0.89	0.91	0.88	0.90	0.89	0.87	0.88	0.88			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE SUMMARIES, continued															
VETERINARY MEDICINE															
Average Salaries															
Professor	\$97,779	\$97,851	\$103,087	\$104,893	\$109,606	\$118,604	\$120,425	\$122,756	\$121,724	\$126,092	\$127,321	\$117,928	44	\$120,753	\$119,235
Associate Professor	\$78,220	\$80,325	\$82,189	\$84,281	\$87,263	\$90,610	\$93,538	\$93,976	\$94,363	\$95,374	\$96,985	\$94,054	36	\$97,773	\$97,510
Assistant Professor	\$65,497	\$69,129	\$71,550	\$75,961	\$75,331	\$81,476	\$81,890	\$84,321	\$85,450	\$89,904	\$91,762	\$93,203	26	\$83,488	\$82,930
Instructor	\$29,808	\$31,991	\$31,826	\$32,582											
All	\$71,171	\$72,127	\$73,672	\$77,154	\$93,744	\$99,994	\$101,303	\$103,553	\$103,440	\$107,182	\$108,296	\$103,755	106	\$103,808	\$102,952
Index															
Professor	1.04	1.01	1.03	1.01	1.02	1.05	1.05	1.11	1.09	1.04	1.05	0.99			
Associate Professor	1.06	1.06	1.06	1.03	1.03	1.01	1.04	1.07	1.07	0.97	0.99	0.96			
Assistant Professor	1.02	1.05	1.04	1.06	1.00	1.04	1.02	1.09	1.07	1.06	1.10	1.12			
Instructor	1.13	1.18	1.35	1.31											
All	1.05	1.05	1.06	1.05	1.02	1.04	1.04	1.09	1.08	1.02	1.04	1.01			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
UNIVERSITY SUMMARY															
Average Salaries															
Professor	\$93,051	\$94,284	\$97,569	\$100,849	\$107,212	\$112,250	\$111,444	\$113,945	\$115,564	\$119,829	\$122,850	\$119,482	525	\$129,807	\$125,963
Associate Professor	\$69,334	\$70,661	\$72,176	\$73,908	\$78,355	\$82,264	\$82,058	\$82,575	\$83,273	\$85,918	\$88,880	\$88,007	394	\$94,426	\$94,115
Assistant Professor	\$57,984	\$59,652	\$61,529	\$64,645	\$67,359	\$71,057	\$72,086	\$74,943	\$76,761	\$77,801	\$80,302	\$80,280	286	\$85,215	\$85,106
Instructor	\$33,603	\$34,535	\$32,766	\$33,573											
All	\$74,652	\$75,854	\$78,358	\$81,474	\$87,981	\$92,009	\$92,016	\$94,376	\$95,708	\$98,673	\$101,644	\$99,886	1,205	\$107,655	\$105,852
Index															
Professor	0.96	0.93	0.94	0.93	0.95	0.96	0.95	0.98	0.97	0.94	0.95	0.95			
Associate Professor	0.97	0.97	0.96	0.94	0.96	0.98	0.95	0.97	0.97	0.94	0.94	0.94			
Assistant Professor	0.96	0.96	0.95	0.95	0.94	0.96	0.95	0.97	0.95	0.93	0.94	0.94			
Instructor	1.07	1.17	1.27	1.21											
All	0.96	0.95	0.95	0.94	0.95	0.97	0.95	0.98	0.97	0.94	0.94	0.94			

Department Data within College

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE AND LIFE SCIENCE															
AGRICULTURAL AND BIOSYSTEMS ENGINEERING ³															
Average Salaries															
Professor	\$100,576	\$104,086	\$99,533	\$99,893	\$108,506	\$115,319	\$115,797	\$121,862	\$114,768	\$122,108	\$124,379	\$118,411	9	\$125,043	\$122,116
Associate Professor	\$66,632	\$69,094	\$69,147	\$72,271	\$80,677	\$ 94,456	\$ 87,757	\$87,829	\$88,756	\$90,780	\$95,180	\$97,095	10	\$90,531	\$89,788
Assistant Professor	\$58,763	\$62,302	\$66,122	\$69,512	\$74,152	\$ 74,882	\$ 77,232	\$78,340	\$82,421	\$84,233	\$83,092	\$80,983	4	\$82,777	\$81,547
Instructor															
All	\$77,862	\$77,677	\$79,659	\$82,658	\$89,875	\$95,576	\$96,842	\$99,496	\$97,833	\$101,616	\$104,503	\$102,634	23	\$102,687	\$101,005
Index															
Professor	1.10	1.10	1.02	0.97	1.00	1.04	1.05	1.13	1.01	1.01	0.99	0.97			
Associate Professor	0.95	0.98	0.95	0.93	0.99	1.10	1.07	1.04	1.03	1.01	1.05	1.08			
Assistant Professor	0.93	0.97	0.99	0.98	1.05	1.02	1.03	1.09	1.11	1.08	1.00	0.99			
Instructor															
All	1.01	1.02	0.99	0.96	1.01	1.05	1.05	1.09	1.03	1.02	1.02	1.02			
AGRICULTURAL EDUCATION AND STUDIES															
Average Salaries															
Professor	\$88,590	\$88,066	\$90,259	\$91,721	\$91,650	\$ 97,756	\$97,756	\$99,214	\$100,671	\$103,928	\$106,587	\$105,332	3	\$106,878	\$106,398
Associate Professor	\$78,941	\$74,357	\$73,057	\$75,818	\$82,934	\$ 85,243	\$87,256	\$84,928	\$88,734	\$90,445	\$91,824	\$91,824	3	\$76,927	\$77,152
Assistant Professor	\$60,590	\$65,178	\$68,690	\$66,775	\$71,891	\$ 72,794	\$73,825	\$75,718	\$75,831	\$81,174	\$78,016	\$78,016	3	\$69,429	\$69,703
Instructor															
All	\$80,095	\$76,169	\$78,628	\$77,490	\$80,931	\$82,773	\$84,787	\$84,609	\$84,951	\$90,782	\$92,142	\$91,724	9	\$84,411	\$84,418
Index															
Professor	0.96	0.94	0.91	0.91	0.90	0.97	0.95	0.99	1.01	0.96	1.00	0.99			
Associate Professor	1.16	1.10	1.05	1.05	1.10	1.09	1.13	1.11	1.20	1.19	1.19	1.19			
Assistant Professor	1.13	1.22	1.24	1.19	1.21	1.09	1.17	1.30	1.28	1.25	1.12	1.12			
Instructor															
All	1.04	1.06	1.02	1.03	1.05	1.05	1.07	1.14	1.16	1.12	1.09	1.09			
AGRONOMY															
Average Salaries															
Professor	\$86,182	\$88,534	\$89,881	\$94,220	\$99,289	\$102,401	\$102,214	\$104,656	\$103,667	\$104,648	\$108,605	\$101,453	31	\$110,656	\$107,992
Associate Professor	\$68,871	\$70,052	\$70,189	\$70,457	\$71,716	\$ 74,580	\$74,079	\$73,349	\$75,379	\$79,279	\$87,346	\$81,455	6	\$83,610	\$83,671
Assistant Professor	\$53,166	\$53,905	\$55,256	\$59,023	\$60,425	\$ 68,008	\$75,987	\$83,250	\$85,217	\$88,836	\$95,259	\$95,216	5	\$77,174	\$76,609
Instructor	\$53,908														
All	\$75,093	\$78,264	\$79,903	\$84,867	\$89,903	\$92,723	\$94,671	\$97,883	\$98,132	\$100,122	\$103,979	\$97,854	42	\$102,806	\$100,782
Index															
Professor	1.02	1.04	1.02	1.02	1.01	1.01	1.00	1.05	1.00	0.95	0.98	0.94			
Associate Professor	1.08	1.07	1.04	1.01	0.98	0.99	0.99	0.96	0.95	0.97	1.04	0.97			
Assistant Professor	0.96	0.95	0.94	0.96	0.94	1.05	1.17	1.20	1.21	1.20	1.23	1.24			
Instructor	1.29														
All	1.03	1.03	1.02	1.01	1.00	1.01	1.01	1.05	1.01	0.97	1.01	0.97			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE & LIFE SCIENCES, continued															
ANIMAL SCIENCE															
Average Salaries															
Professor	\$91,222	\$91,654	\$94,373	\$96,185	\$100,022	\$102,111	\$102,549	\$104,603	\$105,270	\$111,631	\$112,009	\$111,416	30	\$111,389	\$107,980
Associate Professor	\$61,516	\$61,914	\$63,749	\$66,919	\$ 73,357	\$ 77,329	\$79,187	\$75,336	\$76,354	\$78,580	\$82,550	\$85,343	8	\$79,378	\$78,482
Assistant Professor	\$59,584	\$61,365	\$61,845	\$63,633	\$ 63,188	\$ 69,584	\$69,703	\$72,099	\$75,030	\$78,286	\$78,696	\$78,452	8	\$76,140	\$76,711
Instructor															
All	\$80,219	\$79,550	\$82,265	\$84,435	\$89,863	\$92,850	\$93,278	\$94,584	\$95,466	\$99,633	\$101,092	\$101,149	46	\$99,692	\$97,412
Index															
Professor	1.09	1.06	1.05	1.03	1.01	1.01	0.99	1.04	1.02	1.04	1.01	1.03			
Associate Professor	0.92	0.92	0.92	0.93	0.97	1.01	1.02	0.97	0.99	0.99	1.04	1.09			
Assistant Professor	1.03	1.06	1.04	1.05	1.04	1.00	1.08	1.06	1.08	1.05	1.03	1.02			
Instructor															
All	1.05	1.03	1.02	1.01	1.00	1.01	1.00	1.03	1.02	1.03	1.01	1.04			
BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY ²															
Average Salaries															
Professor	\$103,094	\$105,961	\$108,612	\$110,064	\$117,082	\$123,786	\$113,629	\$115,670	\$117,372	\$122,444	\$126,957	\$124,130	8	\$138,947	\$131,246
Associate Professor	\$65,477	\$75,855	\$69,809	\$70,962	\$ 78,180	\$ 82,826	\$79,749	\$79,749	\$80,945	\$82,766	\$83,759	\$83,759	1	\$90,679	\$88,490
Assistant Professor							\$69,850	\$69,850	\$70,898	\$72,670	\$74,470	\$74,470	2	\$75,521	\$76,274
Instructor															
All	\$91,809	\$95,013	\$89,211	\$94,423	\$105,411	\$111,498	\$102,589	\$104,074	\$105,611	\$109,787	\$113,487	\$111,431	11	\$123,027	\$117,364
Index															
Professor	1.03	1.02	1.02	0.98	1.00	1.00	0.89	0.95	0.94	0.90	0.91	0.95			
Associate Professor	0.94	1.12	1.01	0.97	1.03	1.05	0.98	1.03	0.97	0.94	0.92	0.95			
Assistant Professor							1.01		0.99	1.00	0.99	0.98			
Instructor															
All	1.01	1.05	1.02	0.97	1.01	1.01	0.91	0.96	0.95	0.91	0.92	0.95			
ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY ²															
Average Salaries															
Professor	\$76,483	\$77,766	\$77,709	\$80,593	\$79,347	\$89,113	\$89,113	\$89,113	\$90,450	\$92,614	\$94,592	\$93,566	5	\$126,273	\$122,690
Associate Professor	\$62,331	\$63,156	\$57,274	\$60,343					\$76,834	\$79,139	\$82,496	\$82,496	1	\$85,010	\$84,491
Assistant Professor			\$57,050	\$59,238	\$67,015	\$71,660	\$71,660	\$71,660		\$71,723	\$74,144	\$74,144	1	\$73,240	\$73,318
Instructor															
All	\$67,048	\$68,026	\$65,968	\$68,706	\$75,823	\$86,204	\$86,204	\$86,204	\$88,181	\$87,705	\$89,943	\$89,210	7	\$112,802	\$110,180
Index															
Professor	0.86	0.84	0.80	0.79	0.74	0.81	0.78	0.80	0.77	0.75	0.75	0.76			
Associate Professor	0.92	0.93	0.82	0.83					0.98	0.96	0.97	0.98			
Assistant Professor			0.82	0.83	1.04	1.10	1.09	1.04		0.98	1.01	1.01			
Instructor															
All	0.90	0.89	0.84	0.84	0.80	0.84	0.81	0.82	0.79	0.79	0.80	0.81			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE & LIFE SCIENCES, continued															
ECONOMICS															
Average Salaries															
Professor	\$100,447	\$105,572	\$110,249	\$113,431	\$123,716	\$133,440	\$131,624	\$135,221	\$137,934	\$145,107	\$155,683	\$158,992	16	\$128,570	\$126,795
Associate Professor	\$77,266	\$86,847	\$82,553	\$91,336	\$98,760	\$104,085	\$121,358	\$122,691	\$110,673	\$113,254	\$116,149	\$117,149	3	\$99,132	\$100,321
Assistant Professor	\$72,668	\$70,538	\$73,099	\$73,651	\$75,861	\$90,218	\$97,500	\$99,916	\$101,415	\$98,062	\$103,847	\$104,250	4	\$90,395	\$90,408
Instructor															
All	\$95,251	\$100,116	\$103,385	\$108,402	\$117,624	\$125,664	\$127,815	\$129,242	\$130,800	\$134,816	\$141,511	\$144,014	23	\$118,091	\$117,014
Index															
Professor	1.05	1.03	1.06	1.06	1.09	1.12	1.11	1.17	1.15	1.14	1.21	1.25			
Associate Professor	1.07	1.14	1.04	1.14	1.10	1.14	1.38	1.38	1.19	1.14	1.17	1.17			
Assistant Professor	1.18	1.07	1.05	1.05	1.01	1.16	1.25	1.25	1.21	1.10	1.15	1.15			
Instructor															
All	1.05	1.04	1.06	1.07	1.09	1.13	1.14	1.20	1.16	1.13	1.20	1.23			
ENTOMOLOGY															
Average Salaries															
Professor	\$85,886	\$83,269	\$82,654	\$82,296	\$88,798	\$93,926	\$92,771	\$88,157	\$95,920	\$97,584	\$101,471	\$98,392	6	\$113,328	\$106,043
Associate Professor	\$57,116	\$58,718	\$58,788	\$61,700	\$68,607	\$72,038	\$72,038	\$67,314	\$71,490	\$78,629	\$79,152	\$80,726	4	\$83,056	\$81,126
Assistant Professor		\$45,707	\$50,768	\$51,672	\$61,476	\$60,352	\$60,605	\$63,765	\$60,700	\$65,345	\$67,843	\$67,843	1	\$77,485	\$77,721
Instructor															
All	\$74,378	\$69,692	\$68,716	\$71,207	\$81,995	\$84,494	\$80,321	\$77,715	\$82,854	\$87,472	\$90,298	\$89,191	11	\$99,062	\$94,408
Index															
Professor	0.95	0.91	0.86	0.82	0.83	0.87	0.85	0.85	0.88	0.87	0.90	0.93			
Associate Professor	0.90	0.91	0.89	0.90	0.96	0.99	1.00	0.94	0.95	0.98	0.95	1.00			
Assistant Professor		0.86	0.88	0.88	1.01	0.94	0.91	0.97	0.89	0.88	0.88	0.87			
Instructor															
All	0.94	0.91	0.87	0.84	0.86	0.89	0.88	0.89	0.89	0.90	0.91	0.94			
FOOD SCIENCE AND HUMAN NUTRITION - AG ⁵															
Average Salaries															
Professor	\$93,767	\$98,182	\$100,789	\$103,988	\$113,821	\$120,159	\$123,380	\$116,524	\$118,749	\$122,501	\$125,213	\$122,229	7	\$118,780	\$110,556
Associate Professor	\$64,964	\$63,689	\$71,421	\$75,024	\$80,883	\$78,843	\$78,843	\$81,517	\$82,739	\$84,926	\$87,012	\$88,490	4	\$83,195	\$81,375
Assistant Professor	\$58,488	\$61,364	\$62,730	\$73,092	\$73,214	\$74,523	\$74,523	\$73,000	\$73,422	\$72,446	\$75,052	\$75,207	4	\$73,357	\$72,907
Instructor															
All	\$82,547	\$84,558	\$87,582	\$90,214	\$98,029	\$98,575	\$98,402	\$100,304	\$97,059	\$101,039	\$101,650	\$100,693	15	\$97,178	\$92,735
Index															
Professor	1.04	1.07	1.06	1.06	1.09	1.15	1.16	1.10	1.06	1.05	1.05	1.11			
Associate Professor	1.01	0.96	1.01	1.06	1.08	1.05	1.05	1.04	1.01	1.02	1.05	1.09			
Assistant Professor	1.04	1.07	1.04	1.22	1.17	1.09	1.08	1.02	1.01	0.95	1.02	1.03			
Instructor															
All	1.04	1.05	1.05	1.08	1.09	1.12	1.11	1.08	1.04	1.03	1.05	1.09			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE & LIFE SCIENCES, continued															
GENETICS, DEVELOPMENT, AND CELL BIOLOGY ²															
Average Salaries															
Professor	\$88,329	\$84,972	\$122,240	\$123,076	\$136,689	\$139,402	\$124,984	\$125,484	\$121,717	\$126,329	\$134,607	\$128,718	5	\$127,007	\$120,089
Associate Professor	\$60,372	\$70,372	\$80,566	\$76,062	\$84,000	\$86,908	\$88,097	\$86,355	\$83,274	\$85,422	\$87,486	\$84,797	4	\$84,158	\$84,971
Assistant Professor	\$55,200	\$61,147	\$66,053	\$67,705	\$70,078	\$74,247	\$74,247	\$74,637		\$71,750	\$73,475	\$73,475	1	\$78,625	\$78,439
Instructor															
All	\$76,112	\$72,522	\$91,232	\$95,100	\$100,899	\$100,186	\$99,875	\$101,142	\$104,631	\$104,508	\$109,645	\$105,625	10	\$105,029	\$101,877
Index															
Professor	0.94	0.88	1.21	1.17	1.27	1.24	1.12	1.10	1.04	1.04	1.06	1.07			
Associate Professor	0.89	0.99	1.09	1.00	1.09	1.10	1.11	1.08	1.05	1.04	1.04	1.00			
Assistant Professor	1.00	1.06	1.07	1.06	1.07	1.10	1.10			0.95	0.93	0.94			
Instructor															
All	0.94	0.95	1.14	1.10	1.18	1.16	1.11	1.09	1.05	1.03	1.04	1.04			
HORTICULTURE															
Average Salaries															
Professor	\$84,818	\$85,379	\$84,697	\$82,653	\$84,720	\$90,498	\$90,667	\$89,279	\$93,078	\$95,676	\$98,642	\$92,954	9	\$110,597	\$105,636
Associate Professor	\$64,299	\$63,079	\$61,361	\$63,132	\$66,718	\$68,395	\$66,453	\$67,583	\$68,843	\$73,258	\$71,586	\$71,586	2	\$81,256	\$79,466
Assistant Professor	\$53,951	\$54,986	\$58,383	\$59,553	\$64,947		\$57,273	\$60,136	\$61,364	\$63,320	\$67,619	\$67,619	2	\$74,804	\$75,609
Instructor															
All	\$69,106	\$70,833	\$73,365	\$72,445	\$76,733	\$81,657	\$81,013	\$80,999	\$83,889	\$88,014	\$89,707	\$85,769	13	\$100,576	\$96,990
Index															
Professor	1.02	1.00	0.97	0.89	0.87	0.91	0.90	0.89	0.88	0.89	0.89	0.88			
Associate Professor	0.97	0.95	0.90	0.89	0.91	0.93	0.89	0.90	0.90	0.94	0.88	0.90			
Assistant Professor	0.93	0.96	0.99	0.97	1.02	0.00	0.87	0.92	0.90	0.93	0.90	0.89			
Instructor															
All	0.98	0.98	0.95	0.90	0.89	0.92	0.90	0.90	0.89	0.90	0.89	0.88			
NATURAL RESOURCE ECOLOGY AND MANAGEMENT ⁴															
Average Salaries															
Professor	\$87,206	\$85,343	\$89,621	\$95,048	\$98,085	\$97,013	\$94,967	\$90,870	\$91,905	\$95,265	\$96,342	\$95,923	4	\$110,525	\$107,255
Associate Professor	\$61,033	\$62,248	\$62,942	\$65,157	\$74,958	\$75,009	\$75,052	\$79,082	\$77,300	\$78,158	\$77,345	\$77,627	7	\$80,361	\$79,599
Assistant Professor	\$56,084	\$57,802	\$60,072	\$61,611	\$60,596	\$63,994	\$64,560	\$61,577	\$64,554	\$65,788	\$68,338	\$68,627	4	\$72,376	\$71,465
Instructor															
All	\$70,836	\$67,428	\$68,464	\$70,617	\$73,839	\$73,353	\$74,874	\$76,390	\$76,097	\$78,597	\$80,009	\$80,106	15	\$86,275	\$84,805
Index															
Professor	1.02	0.96	0.97	0.99	0.98	0.94	0.89	0.89	0.88	0.85	0.87	0.89			
Associate Professor	0.96	0.97	0.95	0.95	1.03	1.00	1.00	1.10	1.05	1.00	0.96	0.98			
Assistant Professor	1.03	1.05	1.06	1.04	0.99	1.02	1.01	0.95	0.87	0.93	0.94	0.96			
Instructor															
All	1.00	0.98	0.99	0.98	1.00	1.00	0.97	0.99	0.93	0.93	0.93	0.94			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE AND LIFE SCIENCES, continued															
PLANT PATHOLOGY AND MICROBIOLOGY ²⁰															
Average Salaries															
Professor	\$76,908	\$76,773	\$79,160	\$84,456	\$89,856	\$94,676	\$97,684	\$99,311	\$100,887	\$105,113	\$110,649	\$106,651	12	\$114,560	\$114,065
Associate Professor	\$58,871	\$70,401	\$74,071	\$78,785	\$83,881	\$86,956	\$83,830	\$84,171	\$75,131	\$73,744	\$75,588	\$75,589	3	\$82,236	\$82,077
Assistant Professor	\$62,032	\$61,436	\$63,085	\$63,298	\$62,733	\$64,662	\$64,662	\$62,846	\$63,248	\$71,284	\$73,066	\$73,066	1	\$75,856	\$75,961
Instructor															
All	\$70,918	\$72,856	\$74,988	\$79,090	\$83,277	\$87,119	\$88,029	\$91,914	\$93,705	\$97,117	\$101,726	\$98,728	16	\$106,080	\$105,686
Index															
Professor	0.91	0.88	0.89	0.93	0.95	0.94	0.96	1.03	0.98	0.95	0.97	0.94			
Associate Professor	0.96	1.10	1.12	1.14	1.16	1.16	1.17	1.20	1.03	0.96	0.92	0.92			
Assistant Professor	1.14	1.17	1.12	1.07	0.99	0.99	0.98	0.98	0.97	1.00	0.96	0.96			
Instructor															
All	0.94	0.94	0.95	0.99	1.00	1.00	1.01	1.05	0.99	0.96	0.96	0.93			
SOCIOLOGY^{2,6}															
Average Salaries															
Professor	\$82,462	\$83,702	\$86,522	\$87,468	\$89,959	\$93,425	\$92,738	\$94,175	\$89,466	\$97,318	\$99,348	\$93,973	5	\$129,780	\$125,861
Associate Professor	\$53,180	\$55,183	\$57,924	\$58,514	\$62,148	\$65,533	\$65,533				\$79,625	\$79,625	3	\$87,325	\$86,347
Assistant Professor	\$50,820	\$52,006	\$52,423		\$55,636	\$59,296	\$59,296	\$62,174	\$65,033	\$67,080	\$67,823	\$67,823	2	\$72,801	\$72,858
Instructor															
All	\$72,387	\$74,438	\$77,300	\$81,677	\$78,662	\$80,244	\$77,264	\$83,508	\$81,322	\$85,979	\$87,126	\$84,439	10	\$105,648	\$103,406
Index															
Professor	0.85	0.83	0.83	0.81	0.78	0.81	0.76	0.78	0.73	0.75	0.77	0.75			
Associate Professor	0.82	0.81	0.84	0.82	0.81	0.84	0.83				0.91	0.92			
Assistant Professor	0.92	0.90	0.89		0.86	0.90	0.89	0.93	0.95	0.95	0.93	0.93			
Instructor															
All	0.85	0.83	0.84	0.81	0.79	0.83	0.80	0.81	0.78	0.80	0.82	0.82			
AGRICULTURE AND LIFE SCIENCES SUMMARY															
Average Salaries															
Professor	\$90,701	\$92,223	\$94,719	\$97,487	\$102,892	\$107,374	\$106,782	\$107,576	\$108,040	\$112,239	\$116,012	\$112,890	150	\$117,504	\$113,906
Associate Professor	\$65,052	\$67,125	\$67,999	\$69,941	\$76,628	\$81,030	\$80,520	\$81,565	\$80,468	\$83,626	\$86,293	\$86,506	59	\$84,427	\$83,804
Assistant Professor	\$57,399	\$59,507	\$61,133	\$63,951	\$65,978	\$69,989	\$70,545	\$72,899	\$74,854	\$77,262	\$80,228	\$80,056	42	\$76,913	\$76,811
Instructor	\$53,908														
All	\$78,540	\$79,470	\$81,545	\$84,651	\$90,342	\$93,853	\$94,169	\$96,129	\$96,628	\$100,117	\$103,038	\$101,194	251	\$102,937	\$100,623
Index															
Professor	1.03	1.01	1.01	1.01	1.01	1.02	1.01	1.05	1.02	1.00	0.99	0.99			
Associate Professor	0.98	0.99	1.02	1.00	1.04	1.07	1.06	1.09	1.07	1.07	1.02	1.03			
Assistant Professor	1.00	1.05	1.05	1.06	1.08	1.08	1.09	1.10	1.06	1.04	1.04	1.04			
Instructor	1.29														
All	1.02	1.01	1.02	1.01	1.02	1.04	1.03	1.06	1.03	1.02	1.00	1.01			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF BUSINESS-															
ACCOUNTING															
Average Salaries															
Professor	\$112,630	\$114,843	\$116,445	\$122,910	\$146,739	\$157,936	\$157,936	\$161,686	\$164,000	\$211,763	\$210,675	\$210,675	2	\$215,854	\$215,711
Associate Professor	\$94,691	\$96,089	\$100,729	\$107,578	\$119,712	\$129,034	\$131,803	\$137,295	\$147,823	\$150,916	\$156,612	\$155,360	4	\$172,545	\$181,261
Assistant Professor	\$84,055	\$81,604	\$92,283	\$99,956	\$108,100	\$118,111	\$129,125	\$131,250	\$138,068	\$143,953	\$147,838	\$147,263	8	\$191,701	\$193,172
Instructor	\$45,820	\$47,786													
All	\$83,743	\$84,485	\$98,922	\$105,507	\$116,891	\$125,981	\$133,205	\$137,318	\$143,588	\$155,132	\$159,322	\$158,635	14	\$189,678	\$192,989
Index															
Professor	0.75	0.75	0.72	0.72	0.81	0.84	0.84	0.89	0.89	1.00	0.98	0.98			
Associate Professor	0.78	0.79	0.78	0.81	0.86	0.90	0.88	0.90	0.95	0.89	0.91	0.86			
Assistant Professor	0.69	0.63	0.67	0.68	0.70	0.76	0.79	0.77	0.79	0.79	0.77	0.76			
Instructor	0.84	1.01													
All	0.75	0.76	0.73	0.74	0.78	0.82	0.84	0.84	0.84	0.84	0.84	0.82			
FINANCE															
Average Salaries															
Professor	\$114,632	\$121,206	\$128,932	\$129,013	\$148,708	\$160,212	\$159,962	\$162,712	\$157,637	\$168,932	\$171,556	\$170,500	3	\$234,151	\$237,354
Associate Professor	\$103,872	\$104,326	\$110,185	\$111,802	\$125,211	\$135,020	\$135,020	\$141,396	\$145,075	\$153,983	\$160,890	\$168,896	4	\$199,851	\$204,736
Assistant Professor	\$98,529	\$103,783	\$109,019	\$114,986	\$123,677	\$130,175	\$136,240	\$138,457	\$141,496	\$143,672	\$147,800	\$149,350	6	\$189,627	\$190,318
Instructor															
All	\$105,497	\$111,708	\$117,334	\$121,363	\$135,142	\$142,419	\$143,842	\$146,017	\$146,047	\$153,835	\$157,310	\$160,245	13	\$203,048	\$205,609
Index															
Professor	0.76	0.76	0.74	0.72	0.79	0.80	0.80	0.77	0.71	0.69	0.73	0.72			
Associate Professor	0.85	0.83	0.78	0.74	0.74	0.77	0.78	0.79	0.82	0.82	0.81	0.82			
Assistant Professor	0.79	0.83	0.81	0.80	0.83	0.83	0.83	0.78	0.78	0.76	0.78	0.78			
Instructor															
All	0.80	0.79	0.77	0.75	0.79	0.80	0.80	0.78	0.77	0.75	0.77	0.78			
MANAGEMENT⁸															
Average Salaries															
Professor	\$112,250	\$117,632	\$123,868	\$132,787	\$145,563	\$155,876	\$156,685	\$159,714	\$162,325	\$163,055	\$159,152	\$161,076	4	\$207,470	\$208,021
Associate Professor	\$87,826	\$89,077	\$92,020	\$95,050	\$114,858	\$108,634	\$108,634	\$112,547	\$118,239	\$123,463	\$129,104	\$131,166	6	\$158,967	\$160,178
Assistant Professor	\$84,975	\$85,925	\$87,305	\$95,952	\$101,503	\$109,919	\$114,439	\$117,464	\$121,547	\$122,643	\$126,312	\$125,950	3	\$144,290	\$142,294
Instructor															
All	\$101,598	\$106,164	\$110,205	\$114,069	\$127,984	\$129,248	\$130,886	\$134,166	\$137,842	\$143,142	\$137,705	\$139,165	13	\$170,504	\$170,772
Index															
Professor	0.83	0.84	0.85	0.86	0.91	0.93	0.87	0.92	0.88	0.80	0.77	0.77			
Associate Professor	0.90	0.88	0.84	0.80	0.90	0.82	0.79	0.84	0.87	0.81	0.81	0.82			
Assistant Professor	0.88	0.87	0.82	0.87	0.88	0.92	0.90	0.92	0.92	0.87	0.88	0.89			
Instructor															
All	0.85	0.85	0.84	0.84	0.90	0.90	0.86	0.90	0.88	0.81	0.81	0.81			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF BUSINESS, continued															
MARKETING															
Average Salaries															
Professor	\$109,599	\$124,011	\$130,459	\$136,288	\$145,086	\$150,824	\$159,368	\$161,793	\$155,524	\$163,287	\$167,853	\$175,858	4	\$198,835	\$190,436
Associate Professor	\$94,995	\$97,987	\$103,837	\$111,981	\$118,220	\$128,029	\$128,029	\$129,729	\$133,679	\$136,218	\$139,769	\$139,769	2	\$155,948	\$152,048
Assistant Professor	\$91,500	\$92,015	\$94,122	\$96,473	\$110,373	\$116,471	\$117,476	\$119,192	\$123,671	\$123,020	\$128,683	\$129,145	5	\$152,311	\$156,515
Instructor															
All	\$100,138	\$108,226	\$113,510	\$119,338	\$124,423	\$129,089	\$133,199	\$135,149	\$134,178	\$140,062	\$144,942	\$148,063	11	\$169,890	\$168,038
Index															
Professor	0.74	0.80	0.80	0.81	0.82	0.85	0.86	0.93	0.85	0.83	0.84	0.92			
Associate Professor	0.93	0.93	0.93	0.96	0.99	1.03	0.99	1.07	1.09	0.97	0.90	0.92			
Assistant Professor	0.91	0.89	0.87	0.84	0.89	0.93	0.91	0.94	0.93	0.86	0.84	0.83			
Instructor															
All	0.83	0.85	0.85	0.85	0.87	0.92	0.90	0.96	0.93	0.87	0.85	0.88			
SUPPLY CHAIN & INFORMATION MANAGEMENT^{8, 18}															
Average Salaries															
Professor	\$121,976	\$123,687	\$126,494	\$130,724	\$141,582	\$144,614	\$147,068	\$153,257	\$188,024	\$199,188	\$183,028	\$183,028	3	\$213,042	\$204,896
Associate Professor	\$95,149	\$99,469	\$104,980	\$108,332	\$117,455	\$124,859	\$123,690	\$124,406	\$126,560	\$133,070	\$136,589	\$132,116	11	\$147,820	\$151,104
Assistant Professor	\$86,147	\$95,372	\$98,838	\$99,567	\$107,430	\$112,601	\$108,800	\$112,100	\$115,677	\$118,975	\$121,123	\$121,775	5	\$145,863	\$147,080
Instructor	\$46,088	\$46,688													
All	\$94,350	\$100,780	\$106,609	\$109,142	\$119,354	\$125,041	\$124,277	\$124,429	\$129,157	\$131,262	\$139,851	\$137,433	19	\$157,603	\$158,539
Index															
Professor	0.89	0.86	0.85	0.88	0.86	0.85	0.87	0.89	1.07	1.04	0.86	0.89			
Associate Professor	0.91	0.88	0.94	0.90	0.96	1.01	0.92	0.97	0.96	1.04	0.92	0.87			
Assistant Professor	0.86	0.94	0.93	0.89	0.88	1.05	0.84	0.88	0.89	0.94	0.83	0.83			
Instructor	0.73	0.98													
All	0.89	0.89	0.92	0.89	0.92	0.99	0.90	0.92	0.95	1.00	0.89	0.87			
BUSINESS SUMMARY															
Average Salaries															
Professor	\$113,644	\$120,289	\$126,346	\$131,685	\$145,558	\$154,734	\$156,476	\$159,876	\$163,565	\$171,832	\$174,570	\$176,854	16	\$212,407	\$209,500
Associate Professor	\$95,566	\$97,744	\$102,332	\$106,636	\$118,235	\$124,559	\$124,887	\$127,536	\$130,740	\$137,047	\$141,728	\$141,364	27	\$162,270	\$165,604
Assistant Professor	\$88,468	\$91,794	\$97,798	\$101,499	\$110,322	\$117,691	\$121,544	\$123,711	\$128,803	\$132,787	\$136,943	\$137,283	27	\$170,189	\$171,561
Instructor	\$45,887	\$47,512													
All	\$96,061	\$101,160	\$108,948	\$113,027	\$123,926	\$129,909	\$132,226	\$134,626	\$137,349	\$144,126	\$147,389	\$147,902	70	\$176,785	\$177,935
Index															
Professor	0.80	0.81	0.81	0.80	0.84	0.86	0.85	0.87	0.86	0.81	0.82	0.84			
Associate Professor	0.87	0.85	0.86	0.85	0.91	0.92	0.88	0.91	0.93	0.92	0.87	0.85			
Assistant Professor	0.81	0.83	0.82	0.80	0.82	0.87	0.85	0.85	0.84	0.82	0.80	0.80			
Instructor	0.81	1.00													
All	0.83	0.83	0.83	0.82	0.86	0.88	0.86	0.87	0.87	0.85	0.83	0.83			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF DESIGN-															
ARCHITECTURE															
Average Salaries															
Professor	\$76,055	\$79,629	\$82,020	\$85,737	\$89,123	\$96,495	\$95,371	\$96,896	\$96,476	\$99,031	\$103,488	\$100,411	7	\$114,391	\$111,227
Associate Professor	\$61,119	\$62,132	\$64,344	\$66,182	\$72,539	\$78,011	\$77,550	\$79,090	\$77,451	\$79,533	\$83,540	\$83,873	10	\$83,396	\$83,151
Assistant Professor	\$54,781	\$55,977	\$56,818	\$57,738	\$57,998	\$62,346	\$60,724	\$61,951	\$65,305	\$67,016	\$67,008	\$67,119	4	\$68,892	\$68,567
Instructor															
All	\$62,811	\$64,556	\$65,941	\$68,828	\$73,072	\$79,428	\$79,396	\$79,272	\$83,182	\$83,648	\$87,040	\$86,194	21	\$90,965	\$89,732
Index															
Professor	0.89	0.90	0.88	0.87	0.88	0.92	0.87	0.94	0.93	0.86	0.90	0.90			
Associate Professor	0.94	0.93	0.92	0.88	0.94	0.99	0.97	1.03	1.01	0.99	1.00	1.01			
Assistant Professor	1.08	1.07	1.02	1.01	0.99	1.04	0.98	1.01	1.02	0.97	0.97	0.98			
Instructor															
All	0.96	0.95	0.94	0.91	0.93	0.97	0.93	1.00	0.97	0.93	0.96	0.96			
COMMUNITY AND REGIONAL PLANNING															
Average Salaries															
Professor	\$106,642	\$108,508	\$110,675	\$113,331	\$116,278	\$118,778	\$118,778	\$118,778	\$118,778	\$91,088	\$97,588	\$97,588	2	\$116,776	\$116,023
Associate Professor	\$67,399	\$64,783	\$69,538	\$71,280	\$74,253	\$77,227	\$74,083	\$74,640	\$76,946	\$76,346	\$81,787	\$81,787	2	\$81,246	\$80,423
Assistant Professor	\$50,656	\$53,199	\$53,685	\$55,059	\$66,291	\$58,847	\$58,366	\$63,179	\$60,149	\$62,268	\$65,799	\$65,259	4	\$67,095	\$67,337
Instructor															
All	\$65,830	\$62,755	\$62,555	\$64,130	\$73,678	\$70,354	\$70,694	\$74,450	\$74,410	\$71,801	\$77,743	\$77,473	8	\$83,053	\$82,780
Index															
Professor	1.18	1.17	1.17	1.15	1.10	1.06	1.10	1.16	1.16	0.81	0.84	0.84			
Associate Professor	1.03	0.98	1.02	1.01	1.00	1.02	0.95	1.05	1.06	0.96	1.01	1.02			
Assistant Professor	0.88	0.96	0.96	0.95	1.08	0.93	0.89	1.00	0.99	0.95	0.98	0.97			
Instructor															
All	1.00	1.01	1.00	0.99	1.06	0.98	0.95	1.05	1.05	0.91	0.94	0.94			
GRAPHIC DESIGN, INDUSTRIAL DESIGN, INTERIOR DESIGN & INTEGRATED STUDIO ARTS²¹															
Average Salaries															
Professor	\$71,736	\$71,453	\$68,679	\$72,536	\$72,397	\$91,925	\$86,444	\$83,607	\$ 84,792	\$93,271	\$89,949	\$90,000	5	\$96,328	\$92,242
Associate Professor	\$56,133	\$56,357	\$58,230	\$60,171	\$61,069	\$62,411	\$61,886	\$62,707	\$ 63,279	\$65,040	\$67,765	\$64,311	27	\$75,924	\$74,541
Assistant Professor	\$46,281	\$47,632	\$49,491	\$56,724	\$53,389	\$56,662	\$53,792	\$55,298	\$ 55,934	\$57,739	\$59,660	\$60,600	6	\$62,347	\$61,863
Instructor															
All	\$53,975	\$56,000	\$56,235	\$60,056	\$60,038	\$63,324	\$63,185	\$63,444	\$64,774	\$67,223	\$69,404	\$67,105	38	\$76,465	\$74,868
Index															
Professor	0.94	0.90	0.85	0.86	0.82	1.03	0.98	0.93	0.94	0.99	0.93	0.98			
Associate Professor	0.98	0.96	0.96	0.94	0.92	0.93	0.90	0.89	0.87	0.87	0.89	0.86			
Assistant Professor	0.95	0.96	0.96	1.06	0.95	1.02	0.97	0.96	0.92	0.94	0.96	0.98			
Instructor															
All	0.96	0.95	0.94	0.96	0.92	0.96	0.93	0.91	0.89	0.89	0.91	0.90			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF DESIGN, continued															
LANDSCAPE ARCHITECTURE															
Average Salaries															
Professor	\$88,214	\$89,528	\$91,912	\$88,181	\$92,755	\$97,056	\$97,983	\$97,056	\$101,993	\$113,739	\$102,438	\$102,438	2	\$110,846	\$112,344
Associate Professor	\$62,236	\$63,397	\$65,355	\$65,547	\$76,023	\$79,356	\$73,991	\$77,415	\$78,438	\$80,255	\$83,394	\$84,304	5	\$82,566	\$83,591
Assistant Professor	\$48,066	\$49,020	\$50,819	\$51,378	\$54,343	\$54,928		\$58,000	\$61,015	\$62,117	\$64,407	\$64,638	4	\$68,580	\$68,388
Instructor															
All	\$59,874	\$60,955	\$63,778	\$66,954	\$75,804	\$80,527	\$82,715	\$84,578	\$79,801	\$79,747	\$79,952	\$80,450	11	\$82,622	\$83,290
Index															
Professor	0.99	0.98	1.00	0.92	0.92	0.95	0.97	0.92	0.99	1.06	0.92	0.91			
Associate Professor	0.95	0.95	0.91	0.88	0.99	1.06	1.03	1.03	1.08	1.00	1.01	1.01			
Assistant Professor	0.97	0.95	0.96	0.93	0.97	0.91		0.95	1.02	0.91	0.94	0.95			
Instructor															
All	0.97	0.96	0.96	0.91	0.96	0.98	1.00	0.96	1.04	0.99	0.97	0.97			
DESIGN SUMMARY															
Average Salaries															
Professor	\$79,611	\$80,809	\$82,375	\$85,578	\$87,774	\$97,254	\$95,255	\$94,991	\$95,519	\$98,397	\$98,388	\$97,058	16	\$108,601	\$106,033
Associate Professor	\$59,257	\$59,125	\$61,352	\$62,887	\$66,795	\$70,127	\$68,795	\$69,835	\$69,776	\$70,706	\$73,764	\$71,823	44	\$78,619	\$77,794
Assistant Professor	\$49,172	\$51,042	\$52,396	\$55,715	\$57,422	\$58,176	\$57,176	\$59,200	\$59,454	\$62,032	\$63,712	\$63,981	18	\$66,242	\$66,019
Instructor															
All	\$58,659	\$60,082	\$61,018	\$64,035	\$67,766	\$71,628	\$71,806	\$72,507	\$72,962	\$74,117	\$76,495	\$75,190	78	\$81,913	\$80,869
Index															
Professor	0.95	0.94	0.92	0.90	0.90	0.96	0.93	0.95	0.96	0.91	0.91	0.92			
Associate Professor	0.97	0.95	0.94	0.92	0.94	0.97	0.95	0.96	0.95	0.92	0.94	0.92			
Assistant Professor	0.98	0.98	0.97	1.00	0.99	0.98	0.95	0.98	0.98	0.94	0.96	0.97			
Instructor															
All	0.97	0.96	0.95	0.94	0.94	0.97	0.94	0.96	0.95	0.92	0.93	0.93			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF ENGINEERING-															
AEROSPACE ENGINEERING															
Average Salaries															
Professor	\$109,760	\$108,643	\$113,215	\$118,702	\$123,510	\$128,855	\$128,372	\$130,545	\$136,308	\$143,329	\$145,075	\$140,643	16	\$145,941	\$136,921
Associate Professor	\$84,768	\$85,955	\$89,469	\$90,063	\$93,167	\$93,188	\$91,792	\$96,090	\$92,113	\$95,361	\$95,415	\$96,404	5	\$101,124	\$99,977
Assistant Professor	\$62,900	\$67,242	\$66,609	\$70,084	\$73,823	\$82,794	\$80,704	\$81,704	\$85,019	\$85,657	\$87,522	\$86,700	6	\$86,585	\$86,260
Instructor															
All	\$94,265	\$93,700	\$98,076	\$99,439	\$103,110	\$109,022	\$107,627	\$112,083	\$119,270	\$119,853	\$123,089	\$120,463	27	\$124,451	\$118,822
Index															
Professor	1.01	0.97	0.98	1.00	0.98	1.01	0.98	1.00	1.02	1.01	0.99	1.03			
Associate Professor	1.03	1.04	1.09	1.05	1.02	1.00	0.96	1.07	0.98	0.98	0.94	0.96			
Assistant Professor	0.91	0.95	0.87	0.93	0.92	1.03	0.99	1.00	1.03	0.98	1.01	1.01			
Instructor															
All	1.00	0.99	1.00	1.00	0.98	1.01	0.98	1.02	1.02	1.00	0.99	1.01			
AGRICULTURAL AND BIOSYSTEMS ENGINEERING ³															
Average Salaries															
Professor							\$113,927	\$113,927	\$150,000	\$153,750	\$168,364	\$168,364	1	\$125,043	\$122,116
Associate Professor	\$73,036	\$74,455	\$76,498	\$78,584	\$87,409	\$109,927					\$93,586	\$93,586	1	\$82,777	\$81,547
Assistant Professor	\$64,716	\$65,493	\$67,292	\$68,638	\$73,000	\$75,742	\$76,660	\$85,000	\$88,000	\$90,640	\$93,586	\$93,586	1	\$82,777	\$81,547
Instructor															
All	\$68,876	\$69,974	\$71,895	\$73,611	\$80,205	\$87,137	\$95,294	\$99,464	\$119,000	\$122,195	\$130,975	\$130,975	2	\$103,910	\$101,832
Index															
Professor							1.03	1.06	1.31	1.27	1.35	1.38			
Associate Professor	1.04	1.05	1.05	1.01	1.08	1.28					1.13	1.15			
Assistant Professor	1.02	1.01	1.01	0.97	1.04	1.03	1.03	1.18	1.18	1.16	1.13	1.15			
Instructor															
All	1.03	1.03	1.03	0.99	1.06	1.12	1.03	1.11	1.26	1.22	1.26	1.29			
CHEMICAL & BIOLOGICAL ENGINEERING															
Average Salaries															
Professor	\$102,495	\$102,036	\$111,433	\$120,444	\$130,026	\$141,721	\$142,195	\$151,916	\$151,873	\$152,315	\$165,773	\$176,519	10	\$152,278	\$145,879
Associate Professor	\$85,136	\$89,517	\$92,664	\$95,277	\$101,512	\$104,684	\$104,684	\$99,735	\$101,235	\$103,256	\$104,996	\$104,398	3	\$99,953	\$99,777
Assistant Professor	\$73,500	\$74,837	\$77,050	\$78,474	\$84,862	\$85,864	\$85,220	\$86,715	\$88,295	\$90,401	\$90,720	\$90,220	4	\$88,396	\$87,816
Instructor															
All	\$92,361	\$93,402	\$101,633	\$104,710	\$117,191	\$119,636	\$116,141	\$125,018	\$127,216	\$126,835	\$137,388	\$143,486	17	\$128,013	\$124,081
Index															
Professor	0.85	0.82	0.87	0.92	0.96	1.01	1.00	1.05	1.04	1.01	1.09	1.21			
Associate Professor	1.04	1.07	1.07	1.09	1.10	1.16	1.12	1.05	1.03	1.03	1.05	1.05			
Assistant Professor	1.03	1.01	1.00	1.03	1.07	1.04	1.05	1.08	1.07	1.04	1.03	1.03			
Instructor															
All	0.92	0.92	0.94	0.98	0.99	1.03	1.03	1.06	1.05	1.02	1.07	1.16			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF ENGINEERING, continued															
CIVIL, CONSTRUCTION, AND ENVIRONMENTAL ENGINEERING															
Average Salaries															
Professor	\$107,603	\$111,026	\$111,512	\$114,721	\$124,600	\$130,849	\$127,681	\$128,931	\$133,183	\$132,312	\$137,645	\$129,952	15	\$134,178	\$131,459
Associate Professor	\$80,646	\$82,741	\$83,788	\$84,883	\$85,723	\$93,127	\$94,421	\$94,760	\$97,779	\$95,554	\$98,780	\$100,776	8	\$99,225	\$98,278
Assistant Professor	\$67,047	\$68,879	\$68,984	\$71,515	\$74,515	\$79,387	\$79,415	\$85,325	\$85,411	\$86,220	\$87,202	\$87,428	4	\$87,894	\$87,883
Instructor															
All	\$85,238	\$88,492	\$91,423	\$94,377	\$98,659	\$105,070	\$104,808	\$108,057	\$113,103	\$114,247	\$118,656	\$115,007	27	\$116,965	\$115,172
Index															
Professor	1.02	1.04	1.02	1.01	1.01	1.07	1.03	1.04	1.04	0.99	1.03	0.99			
Associate Professor	1.01	1.02	1.02	0.99	0.95	1.01	1.03	1.05	1.03	0.98	1.00	1.03			
Assistant Professor	0.96	0.99	0.94	0.96	0.95	0.99	1.00	1.08	1.01	1.00	0.99	0.99			
Instructor															
All	1.00	1.02	1.00	0.99	0.98	1.04	1.03	1.05	1.03	0.99	1.01	1.00			
ELECTRICAL AND COMPUTER ENGINEERING															
Average Salaries															
Professor	\$121,920	\$119,555	\$119,243	\$126,701	\$134,331	\$145,318	\$141,114	\$146,026	\$145,807	\$148,645	\$146,477	\$138,944	16	\$148,466	\$142,460
Associate Professor	\$87,502	\$91,395	\$92,481	\$97,354	\$100,463	\$102,407	\$102,248	\$102,931	\$102,149	\$100,862	\$102,491	\$100,037	21	\$106,104	\$106,420
Assistant Professor	\$76,742	\$79,016	\$78,787	\$80,796	\$84,363	\$84,339	\$84,187	\$86,400	\$86,065	\$87,057	\$87,211	\$88,087	6	\$91,194	\$90,800
Instructor															
All	\$95,866	\$95,878	\$96,031	\$99,627	\$104,133	\$107,885	\$104,630	\$109,652	\$110,370	\$115,091	\$116,726	\$112,847	43	\$119,786	\$117,651
Index															
Professor	1.07	1.02	0.99	1.01	1.02	1.08	1.05	1.06	1.04	1.02	0.99	0.98			
Associate Professor	1.00	1.04	1.01	1.05	1.03	1.04	1.05	1.05	1.02	0.98	0.97	0.94			
Assistant Professor	1.03	1.01	0.99	0.97	0.98	0.97	0.96	1.00	0.98	0.94	0.96	0.97			
Instructor															
All	1.04	1.02	1.00	1.01	1.01	1.03	1.02	1.04	1.01	0.99	0.97	0.96			
INDUSTRIAL AND MANUFACTURING SYSTEMS ENGINEERING															
Average Salaries															
Professor	\$114,653	\$110,419	\$118,501	\$103,289	\$119,693	\$136,139	\$120,927	\$124,027	\$132,242	\$130,276	\$133,364	\$124,615	4	\$146,777	\$143,143
Associate Professor	\$83,631	\$86,398	\$84,731	\$87,690	\$91,763	\$94,500	\$93,676	\$95,434	\$97,209	\$104,403	\$104,767	\$103,671	9	\$110,093	\$109,602
Assistant Professor	\$65,845	\$70,000	\$72,273	\$76,373	\$76,832	\$76,311	\$71,799	\$73,602	\$74,468	\$84,797	\$89,229	\$77,119	3	\$89,578	\$90,214
Instructor															
All	\$83,024	\$88,832	\$91,566	\$89,678	\$94,126	\$100,363	\$96,843	\$98,944	\$100,046	\$105,970	\$109,003	\$103,929	16	\$115,417	\$114,352
Index															
Professor	1.02	0.98	1.00	0.83	0.92	1.01	0.87	0.91	0.94	0.89	0.91	0.87			
Associate Professor	1.02	1.03	0.97	0.98	0.96	0.96	0.93	0.96	0.96	0.97	0.95	0.95			
Assistant Professor	0.93	0.96	0.95	0.99	0.94	0.95	0.85	0.90	0.90	0.96	1.00	0.85			
Instructor															
All	1.00	1.02	0.98	0.94	0.95	0.98	0.90	0.93	0.94	0.94	0.94	0.91			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF ENGINEERING, continued															
MATERIALS SCIENCE AND ENGINEERING															
Average Salaries															
Professor	\$105,598	\$103,407	\$111,390	\$122,056	\$134,075	\$145,397	\$152,402	\$158,391	\$161,125	\$158,689	\$161,430	\$159,303	15	\$152,269	\$150,224
Associate Professor	\$82,481	\$87,106	\$84,064	\$86,669	\$95,934	\$98,336	\$97,461	\$101,041	\$96,289	\$99,424	\$88,918	\$90,293	3	\$88,629	\$88,168
Assistant Professor	\$65,047	\$65,349	\$66,016	\$72,638	\$79,055	\$81,141	\$82,121	\$80,000	\$84,325	\$86,708					
Instructor															
All	\$91,757	\$91,665	\$99,273	\$107,922	\$117,873	\$127,561	\$126,847	\$134,399	\$138,183	\$136,815	\$149,345	\$147,801	18	\$141,662	\$139,881
Index															
Professor	0.89	0.85	0.89	0.94	0.99	1.04	1.07	1.10	1.10	1.04	1.06	1.06			
Associate Professor	1.05	1.09	1.01	1.00	1.06	1.03	1.01	1.05	0.96	0.98	#DIV/0!	#DIV/0!			
Assistant Professor	0.94	0.88	0.86	0.95	1.02	1.02	1.00	0.99	1.01	0.97	1.00	1.02			
Instructor															
All	0.93	0.88	0.90	0.95	1.00	1.03	1.05	1.08	1.07	1.02	1.05	1.06			
MECHANICAL ENGINEERING															
Average Salaries															
Professor	\$111,153	\$113,898	\$115,891	\$122,593	\$133,122	\$133,679	\$142,622	\$149,068	\$155,945	\$155,491	\$165,427	\$155,419	10	\$144,851	\$142,165
Associate Professor	\$83,617	\$84,878	\$86,518	\$90,663	\$94,703	\$99,508	\$98,090	\$100,812	\$99,916	\$101,144	\$103,164	\$100,595	12	\$100,427	\$100,388
Assistant Professor	\$72,559	\$72,192	\$73,681	\$74,387	\$77,493	\$83,085	\$82,095	\$84,598	\$85,637	\$85,965	\$87,034	\$86,700	13	\$88,872	\$88,882
Instructor															
All	\$91,961	\$93,648	\$95,395	\$99,164	\$106,041	\$107,373	\$108,853	\$111,065	\$112,286	\$115,082	\$114,962	\$111,098	35	\$108,828	\$108,051
Index															
Professor	0.99	1.00	0.97	1.00	1.04	1.01	1.08	1.13	1.16	1.10	1.14	1.09			
Associate Professor	1.03	1.02	1.03	1.03	1.03	1.05	1.04	1.08	1.06	1.01	1.03	1.00			
Assistant Professor	1.06	1.04	1.01	0.97	0.98	1.02	1.01	1.03	1.02	0.98	0.98	0.98			
Instructor															
All	1.02	1.01	0.99	1.00	1.02	1.03	1.05	1.09	1.09	1.04	1.06	1.03			
ENGINEERING SUMMARY															
Average Salaries															
Professor	\$110,746	\$110,199	\$114,039	\$120,459	\$129,810	\$137,955	\$137,806	\$142,435	\$145,700	\$146,666	\$151,319	\$147,108	87	\$145,870	\$141,040
Associate Professor	\$84,210	\$87,058	\$88,061	\$90,644	\$93,416	\$97,645	\$97,089	\$98,912	\$98,950	\$100,191	\$101,991	\$100,731	58	\$103,852	\$103,644
Assistant Professor	\$70,158	\$72,046	\$73,077	\$75,883	\$79,559	\$82,570	\$82,369	\$84,784	\$85,231	\$86,748	\$87,989	\$87,056	40	\$88,614	\$88,433
Instructor															
All	\$91,104	\$92,449	\$95,792	\$99,343	\$105,334	\$110,200	\$108,656	\$113,424	\$116,186	\$118,111	\$122,161	\$119,584	185	\$120,317	\$117,941
Index															
Professor	0.98	0.95	0.96	0.98	1.00	1.04	1.03	1.05	1.06	1.02	1.04	1.04			
Associate Professor	1.02	1.04	1.03	1.03	1.01	1.03	1.02	1.05	1.01	0.99	0.98	0.97			
Assistant Professor	0.99	0.99	0.96	0.97	0.97	1.00	0.99	1.02	1.00	0.98	0.99	0.98			
Instructor															
All	1.00	0.99	0.98	0.99	1.00	1.03	1.02	1.05	1.04	1.01	1.02	1.01			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF HUMAN SCIENCES-															
APPAREL, EVENTS, AND HOSPITALITY MANAGEMENT¹¹															
Average Salaries															
Professor	\$86,522	\$85,274	\$89,572	\$80,867	\$87,829	\$98,237	\$99,486	\$106,818	\$111,256	\$116,265	\$120,765	\$122,013	5	\$117,965	\$118,648
Associate Professor	\$62,651	\$62,396	\$64,094	\$67,061	\$71,453	\$77,596	\$72,894	\$74,991	\$72,251	\$74,647	\$80,605	\$78,630	5	\$91,650	\$92,295
Assistant Professor	\$53,155	\$54,441	\$54,827	\$55,512	\$55,170	\$57,881	\$62,069	\$63,028	\$65,645	\$66,797	\$68,036	\$67,626	13	\$81,033	\$81,168
Instructor	\$48,453	\$49,156	\$51,618	\$52,651											
All	\$65,170	\$63,539	\$63,573	\$63,620	\$68,219	\$71,867	\$72,188	\$75,443	\$77,249	\$80,444	\$82,231	\$81,841	23	\$91,370	\$91,735
Index															
Professor	0.91	0.90	0.91	0.78	0.82	0.88	0.90	0.94	0.96	1.01	1.02	1.03			
Associate Professor	0.97	0.96	0.91	0.92	0.93	1.01	0.92	0.95	0.85	0.85	0.88	0.85			
Assistant Professor	0.94	0.92	0.89	0.83	0.91	0.92	0.93	0.92	0.91	0.90	0.84	0.83			
Instructor	1.32	1.10	1.14	0.98											
All	0.94	0.93	0.91	0.86	0.88	0.93	0.92	0.93	0.91	0.92	0.90	0.89			
CURRICULUM AND INSTRUCTION²²															
Average Salaries															
Professor	\$77,962	\$75,532	\$82,282	\$83,237	\$86,263	\$91,510	\$92,026	\$98,057	\$96,767						
Associate Professor	\$57,569	\$57,557	\$57,955	\$58,771	\$62,566	\$67,027	\$68,365	\$68,593	\$71,626						
Assistant Professor	\$47,727	\$48,991	\$51,331	\$53,296	\$55,274	\$58,510	\$58,258	\$58,606	\$62,773						
Instructor	\$47,615														
All	\$60,674	\$59,393	\$62,153	\$62,101	\$65,230	\$70,811	\$73,958	\$74,359	\$73,266						
Index															
Professor	0.91	0.85	0.89	0.87	0.88	0.89	0.89	0.99	0.93						
Associate Professor	0.91	0.90	0.87	0.84	0.85	0.89	0.90	0.94	0.96						
Assistant Professor	0.92	0.90	0.93	0.93	0.92	0.95	0.94	0.97	1.00						
Instructor	1.15														
All	0.92	0.88	0.89	0.88	0.88	0.91	0.90	0.96	0.96						
EDUCATIONAL LEADERSHIP AND POLICY STUDIES²²															
Average Salaries															
Professor	\$91,282	\$95,863	\$92,301	\$99,298	\$106,751	\$112,176	\$114,676	\$107,770	\$110,800						
Associate Professor	\$68,069	\$66,844	\$64,625	\$70,797	\$73,785	\$80,404	\$77,323	\$78,611	\$93,210						
Assistant Professor	\$53,703	\$55,981	\$58,791	\$58,146	\$59,471	\$61,303	\$60,496	\$58,142	\$65,000						
Instructor															
All	\$75,685	\$78,700	\$77,218	\$83,666	\$85,352	\$89,737	\$89,250	\$83,452	\$86,146						
Index															
Professor	0.93	0.97	0.92	0.94	0.96	0.97	0.97	0.93	0.99						
Associate Professor	1.02	1.00	0.93	0.98	0.96	1.01	0.96	0.99	1.17						
Assistant Professor	1.00	1.00	1.02	0.98	0.97	0.96	0.94	0.91	1.02						
Instructor															
All	0.96	0.98	0.95	0.96	0.96	0.98	0.96	0.94	1.05						

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF HUMAN SCIENCES, continued															
FOOD SCIENCE AND HUMAN NUTRITION --H SCI⁵															
Average Salaries															
Professor	\$75,064	\$79,689	\$87,631	\$89,153	\$93,340	\$92,751	\$91,501	\$93,704	\$95,355	\$96,023	\$95,650	\$95,650	3	\$118,780	\$110,556
Associate Professor	\$61,457	\$62,258	\$64,519	\$66,630	\$72,820	\$72,432	\$76,241	\$76,786	\$80,486	\$82,492	\$85,833	\$86,854	6	\$83,195	\$81,375
Assistant Professor	\$56,031	\$59,542	\$61,390	\$63,205	\$65,971	\$69,867	\$69,419	\$71,956	\$66,900	\$73,817	\$75,625	\$75,625	3	\$73,357	\$72,907
Instructor															
All	\$63,163	\$64,847	\$70,580	\$72,087	\$77,026	\$78,350	\$78,036	\$80,239	\$81,939	\$84,653	\$85,735	\$86,246	12	\$89,632	\$86,553
Index															
Professor	0.84	0.87	0.92	0.91	0.90	0.89	0.86	0.88	0.85	0.82	0.81	0.87			
Associate Professor	0.95	0.94	0.91	0.94	0.98	0.96	1.02	0.97	0.98	0.99	1.03	1.07			
Assistant Professor	0.99	1.04	1.02	1.05	1.05	1.02	1.00	1.00	0.92	0.97	1.03	1.04			
Instructor															
All	0.92	0.94	0.94	0.95	0.96	0.95	0.96	0.95	0.93	0.92	0.96	1.00			
HUMAN DEVELOPMENT AND FAMILY STUDIES															
Average Salaries															
Professor	\$92,850	\$89,097	\$93,745	\$94,019	\$98,042	\$101,107	\$100,166	\$109,786	\$119,626	\$118,451	\$121,293	\$124,452	5	\$115,544	\$112,161
Associate Professor	\$67,717	\$67,085	\$68,793	\$70,942	\$76,362	\$69,253	\$70,503	\$71,306	\$73,800	\$75,442	\$79,013	\$78,153	7	\$83,178	\$83,244
Assistant Professor	\$52,961	\$55,502	\$57,587	\$60,132	\$63,944	\$68,169	\$64,329	\$65,178	\$65,622	\$66,760	\$67,884	\$67,731	8	\$70,580	\$70,254
Instructor															
All	\$70,254	\$71,907	\$77,082	\$77,795	\$82,921	\$86,480	\$84,717	\$86,430	\$83,840	\$84,977	\$85,131	\$85,559	20	\$86,230	\$85,277
Index															
Professor	1.05	0.97	0.96	0.91	0.92	0.91	0.89	0.98	1.03	1.00	1.05	1.11			
Associate Professor	1.06	0.99	1.00	0.96	1.01	0.91	0.90	0.91	0.90	0.90	0.95	0.94			
Assistant Professor	0.96	0.99	0.99	1.02	1.05	1.08	0.99	0.99	0.98	0.95	0.96	0.96			
Instructor															
All	1.03	0.98	0.97	0.95	0.97	0.93	0.90	0.95	0.96	0.95	0.99	1.00			
KINESIOLOGY¹⁷															
Average Salaries															
Professor	\$79,653	\$76,507	\$88,056	\$93,411	\$96,499	\$95,069	\$95,469	\$96,806	\$96,640	\$99,019	\$103,192	\$106,346	7	\$110,067	\$109,445
Associate Professor	\$54,499	\$56,597	\$61,134	\$61,966	\$68,247	\$71,566	\$70,174	\$78,712	\$77,696	\$74,801	\$79,288	\$78,953	3	\$78,798	\$77,812
Assistant Professor	\$48,371	\$48,954	\$49,858	\$50,863	\$52,575	\$52,058	\$54,753	\$55,320	\$58,493	\$60,958	\$62,718	\$61,814	5	\$66,877	\$66,621
Instructor	\$42,638	\$43,338													
All	\$56,268	\$55,284	\$62,162	\$65,446	\$70,285	\$73,888	\$75,903	\$80,162	\$79,983	\$84,026	\$84,920	\$86,023	15	\$89,417	\$88,844
Index															
Professor	0.96	0.90	0.99	1.04	1.00	0.96	0.95	0.99	0.96	0.97	0.94	0.97			
Associate Professor	0.91	0.91	0.96	0.94	0.96	1.00	0.97	1.11	1.07	0.97	1.01	1.01			
Assistant Professor	0.92	0.91	0.86	0.84	0.84	0.83	0.86	0.88	0.91	0.95	0.94	0.93			
Instructor	1.02														
All	0.93	0.95	0.93	0.94	0.94	0.95	0.94	1.01	0.97	0.97	0.95	0.97			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014																	
											ISU			PEER														
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY													
COLLEGE OF HUMAN SCIENCES, continued																												
SCHOOL OF EDUCATION ²²																												
Average Salaries																												
Professor												\$109,355	\$115,557	\$111,674	9	\$109,285	\$107,705											
Associate Professor												\$78,003	\$80,210	\$77,681	13	\$79,810	\$78,838											
Assistant Professor												\$65,427	\$67,017	\$66,900	10	\$66,791	\$66,288											
Instructor																												
All												\$80,795	\$86,029	\$83,872	32	\$84,031	\$83,035											
Index																												
Professor												0.97	1.06	1.04														
Associate Professor												0.98	1.01	0.99														
Assistant Professor												0.99	1.00	1.01														
Instructor																												
All												0.98	1.02	1.01														
HUMAN SCIENCES SUMMARY¹⁵																												
Average Salaries																												
Professor															\$89,484	\$91,896	\$95,724	\$99,563	\$99,912	\$102,799	\$104,783	\$107,549	\$112,400	\$112,716	29	\$113,032	\$111,075	
Associate Professor															\$63,261	\$65,296	\$70,012	\$72,174	\$71,976	\$73,615	\$76,771	\$77,464	\$80,933	\$79,649	34	\$82,753	\$82,081	
Assistant Professor															\$54,575	\$56,046	\$57,831	\$60,031	\$61,712	\$62,005	\$64,033	\$66,212	\$67,646	\$67,332	39	\$72,832	\$72,613	
Instructor															\$51,618	\$52,651												
All															\$68,408	\$70,394	\$74,223	\$78,032	\$79,023	\$79,648	\$79,885	\$82,381	\$84,799	\$84,341	102	\$87,568	\$86,704	
Index																												
Professor													0.93	0.92	0.91	0.92	0.91	0.95	0.96	0.96	0.99	1.01						
Associate Professor													0.92	0.92	0.94	0.96	0.94	0.97	0.97	0.95	0.98	0.97						
Assistant Professor													0.93	0.93	0.95	0.95	0.94	0.94	0.95	0.95	0.93	0.93						
Instructor													1.14	0.98														
All													0.93	0.92	0.93	0.94	0.93	0.96	0.96	0.95	0.97	0.97						

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES															
ENGLISH¹²															
Average Salaries															
Professor	\$66,059	\$68,162	\$71,029	\$75,627	\$76,703	\$76,656	\$78,668	\$79,365	\$88,284	\$90,863	\$98,218	\$98,498	8	\$110,358	\$105,336
Associate Professor	\$58,680	\$57,785	\$56,105	\$56,838	\$59,298	\$61,501	\$61,910	\$61,912	\$63,533	\$66,827	\$69,804	\$70,012	18	\$75,118	\$74,001
Assistant Professor	\$45,355	\$46,620	\$47,546	\$48,707	\$50,805	\$53,053	\$53,958	\$55,800	\$56,919	\$58,587	\$60,483	\$60,690	15	\$64,170	\$63,970
Instructor	\$31,710	\$32,139	\$33,153	\$33,732											
All	\$56,104	\$57,081	\$57,650	\$60,440	\$65,249	\$65,600	\$65,059	\$64,737	\$66,829	\$68,219	\$71,938	\$72,160	41	\$77,989	\$76,445
Index															
Professor	0.76	0.75	0.77	0.78	0.76	0.74	0.75	0.78	0.85	0.84	0.89	0.94			
Associate Professor	0.99	0.95	0.88	0.86	0.84	0.87	0.86	0.89	0.90	0.90	0.93	0.95			
Assistant Professor	0.90	0.90	0.90	0.89	0.89	0.92	0.90	0.95	0.95	0.93	0.94	0.95			
Instructor	1.07	1.07	0.87	0.84											
All	0.87	0.85	0.83	0.83	0.80	0.82	0.82	0.86	0.90	0.89	0.92	0.94			
GREENLEE SCHOOL OF JOURNALISM AND COMMUNICATION¹²															
Average Salaries															
Professor	\$77,517	\$78,329	\$80,370	\$82,593	\$84,759	\$85,631	\$89,127	\$89,877	\$87,929	\$93,364	\$102,389	\$102,389	3	\$123,482	\$118,504
Associate Professor	\$61,583	\$63,272	\$65,318	\$67,109	\$69,897	\$70,764	\$68,218	\$66,991	\$64,730	\$70,236	\$81,378	\$83,646	5	\$83,072	\$81,736
Assistant Professor	\$50,525	\$51,394	\$53,341	\$53,292	\$55,366	\$56,973	\$55,173	\$53,343	\$53,389	\$55,334	\$60,422	\$61,734	5	\$71,580	\$71,104
Instructor															
All	\$63,017	\$62,781	\$64,109	\$64,502	\$66,760	\$68,200	\$65,754	\$68,448	\$67,695	\$71,361	\$78,167	\$79,544	13	\$87,977	\$86,132
Index															
Professor	0.87	0.84	0.82	0.81	0.80	0.78	0.78	0.77	0.75	0.73	0.83	0.86			
Associate Professor	0.95	0.93	0.94	0.94	0.92	0.91	0.87	0.85	0.79	0.82	0.98	1.02			
Assistant Professor	0.93	0.92	0.90	0.86	0.87	0.89	0.84	0.81	0.79	0.79	0.84	0.87			
Instructor															
All	0.92	0.89	0.88	0.86	0.85	0.85	0.83	0.81	0.78	0.78	0.89	0.92			
HISTORY															
Average Salaries															
Professor	\$83,787	\$84,799	\$90,839	\$83,057	\$82,377	\$84,755	\$88,409	\$79,439	\$80,630	\$82,308	\$88,108	\$87,912	6	\$114,946	\$108,208
Associate Professor	\$52,400	\$53,824	\$55,316	\$55,740	\$56,556	\$58,051	\$57,908	\$57,855	\$59,520	\$62,311	\$69,711	\$70,401	5	\$80,071	\$77,786
Assistant Professor	\$44,628	\$45,655	\$47,072	\$47,639	\$49,339	\$47,789	\$49,203	\$49,605	\$51,464	\$52,742	\$57,070	\$58,172	5	\$66,185	\$65,366
Instructor															
All	\$58,096	\$57,676	\$59,663	\$59,962	\$63,081	\$62,962	\$63,294	\$64,204	\$64,596	\$65,429	\$72,660	\$73,146	16	\$88,810	\$85,313
Index															
Professor	0.94	0.92	0.95	0.83	0.78	0.79	0.82	0.75	0.75	0.73	0.77	0.81			
Associate Professor	0.89	0.87	0.86	0.83	0.80	0.79	0.78	0.78	0.79	0.79	0.87	0.91			
Assistant Professor	0.90	0.88	0.86	0.83	0.83	0.78	0.78	0.82	0.84	0.82	0.86	0.89			
Instructor															
All	0.91	0.89	0.90	0.83	0.80	0.79	0.80	0.77	0.78	0.77	0.82	0.86			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued															
MUSIC AND THEATRE¹⁹															
Average Salaries															
Professor	\$82,268	\$80,872	\$81,869	\$83,489	\$86,473	\$67,611	\$68,212	\$68,503	\$70,532	\$70,940	\$75,689	\$74,025	7	\$96,379	\$94,158
Associate Professor	\$50,535	\$51,538	\$52,258	\$53,330	\$55,567	\$56,709	\$54,957	\$56,038	\$57,439	\$57,900	\$61,970	\$61,582	7	\$73,643	\$71,814
Assistant Professor	\$45,440	\$45,671	\$46,510	\$46,571	\$46,134	\$47,899	\$49,207	\$51,457	\$51,426	\$52,234	\$56,138	\$56,040	5	\$63,411	\$62,206
Instructor															
All	\$59,414	\$61,968	\$65,170	\$65,463	\$67,900	\$59,567	\$59,937	\$60,508	\$62,003	\$60,915	\$65,490	\$64,708	19	\$79,327	\$77,518
Index															
Professor	1.08	1.04	1.00	0.98	0.96	0.75	0.75	0.76	0.77	0.75	0.79	0.79			
Associate Professor	0.89	0.87	0.85	0.83	0.83	0.85	0.81	0.81	0.83	0.81	0.84	0.86			
Assistant Professor	0.95	0.93	0.91	0.88	0.82	0.84	0.85	0.90	0.88	0.84	0.89	0.90			
Instructor															
All	0.99	0.96	0.94	0.92	0.90	0.80	0.79	0.80	0.80	0.79	0.83	0.83			
PHILOSOPHY AND RELIGIOUS STUDIES															
Average Salaries															
Professor	\$79,368	\$76,844	\$78,652	\$80,193	\$81,564	\$86,114	\$85,580	\$85,278	\$84,672	\$93,519	\$98,379	\$97,162	5	\$118,605	\$114,630
Associate Professor	\$53,244	\$53,275	\$52,992	\$54,848	\$58,941	\$61,863	\$60,627	\$61,853	\$62,734	\$64,253	\$71,157	\$70,930	7	\$77,697	\$77,358
Assistant Professor	\$46,352	\$44,586	\$46,539	\$46,567	\$48,583	\$51,197	\$54,182	\$53,546	\$54,196	\$56,565	\$58,689	\$58,400	9	\$64,696	\$64,581
Instructor															
All	\$57,754	\$58,483	\$60,360	\$63,823	\$64,862	\$68,552	\$69,385	\$67,354	\$66,966	\$69,122	\$72,295	\$71,806	21	\$81,865	\$80,756
Index															
Professor	0.90	0.85	0.84	0.82	0.81	0.82	0.80	0.80	0.75	0.81	0.83	0.85			
Associate Professor	0.92	0.89	0.85	0.83	0.85	0.90	0.84	0.88	0.86	0.84	0.92	0.92			
Assistant Professor	0.97	0.88	0.90	0.86	0.85	0.89	0.93	0.92	0.89	0.92	0.91	0.90			
Instructor															
All	0.93	0.87	0.85	0.83	0.83	0.86	0.83	0.85	0.82	0.85	0.88	0.89			
WORLD LANGUAGES & CULTURES¹⁶															
Average Salaries															
Professor	\$64,379	\$66,031	\$67,791	\$69,204	\$71,552	\$74,256	\$74,256	\$76,267	\$77,411	\$79,388	\$81,937	\$78,031	3	\$106,620	\$102,768
Associate Professor	\$50,935	\$51,145	\$54,168	\$55,560	\$66,390	\$67,065	\$57,937	\$59,201	\$60,066	\$61,706	\$68,168	\$67,604	10	\$74,852	\$73,958
Assistant Professor	\$48,031	\$45,988	\$46,992	\$48,747	\$49,105	\$51,903	\$51,169	\$51,078	\$51,844	\$52,195	\$53,013	\$52,950	4	\$62,598	\$62,428
Instructor	\$33,049	\$40,028	\$40,953	\$41,772											
All	\$51,981	\$53,090	\$53,365	\$54,628	\$59,388	\$62,195	\$57,823	\$59,801	\$60,688	\$62,425	\$67,032	\$65,996	17	\$77,575	\$76,329
Index															
Professor	0.76	0.76	0.75	0.74	0.72	0.74	0.73	0.78	0.77	0.76	0.77	0.76			
Associate Professor	0.88	0.86	0.88	0.87	0.99	0.99	0.85	0.86	0.85	0.84	0.91	0.91			
Assistant Professor	0.98	0.91	0.92	0.93	0.89	0.91	0.88	0.90	0.89	0.85	0.85	0.85			
Instructor	1.00	1.15	1.01	0.92											
All	0.87	0.84	0.86	0.85	0.86	0.89	0.83	0.85	0.84	0.82	0.86	0.86			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued															
HUMANITIES SUMMARY															
Average Salaries															
Professor	\$73,155	\$74,082	\$76,730	\$78,614	\$80,042	\$78,209	\$79,039	\$78,582	\$81,198	\$84,396	\$90,284	\$89,397	32	\$110,329	\$105,875
Associate Professor	\$55,151	\$55,360	\$55,537	\$56,674	\$60,230	\$61,676	\$60,318	\$61,033	\$61,893	\$64,590	\$69,721	\$69,886	52	\$76,457	\$75,258
Assistant Professor	\$46,398	\$46,566	\$48,008	\$48,991	\$50,433	\$52,222	\$52,559	\$52,950	\$53,744	\$55,302	\$58,503	\$58,779	43	\$65,142	\$64,741
Instructor	\$32,156	\$33,717	\$35,103	\$35,742											
All	\$57,109	\$58,110	\$59,434	\$61,178	\$64,703	\$64,639	\$63,605	\$64,096	\$65,030	\$66,431	\$71,104	\$71,041	127	\$81,160	\$79,412
Index															
Professor	0.86	0.84	0.84	0.83	0.80	0.77	0.77	0.77	0.78	0.77	0.82	0.84			
Associate Professor	0.93	0.91	0.87	0.86	0.86	0.88	0.84	0.86	0.85	0.85	0.91	0.93			
Assistant Professor	0.94	0.90	0.90	0.88	0.86	0.88	0.86	0.89	0.89	0.87	0.90	0.91			
Instructor	1.04	1.09	0.91	0.86											
All	0.91	0.88	0.87	0.85	0.83	0.83	0.82	0.83	0.83	0.83	0.88	0.89			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF LIBERAL ARTS AND SCIENCES- SCIENCE AND MATHEMATICS															
BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY²															
Average Salaries															
Professor	\$79,873	\$79,407	\$83,544	\$93,367	\$107,555	\$113,001	\$110,626	\$111,801	\$112,056	\$117,274	\$120,536	\$123,230	8	\$138,947	\$131,246
Associate Professor	\$72,835	\$64,246	\$64,068	\$71,983	\$84,665	\$92,182	\$94,361	\$94,361	\$75,786	\$77,114	\$79,157	\$79,157	2	\$90,679	\$88,490
Assistant Professor	\$54,025	\$55,154	\$57,206	\$59,783	\$65,345	\$69,292	\$69,156	\$69,156	\$67,207		\$71,710	\$71,710	1	\$75,521	\$76,274
Instructor															
All	\$69,974	\$71,011	\$72,972	\$79,625	\$91,280	\$96,349	\$98,903	\$99,687	\$102,274	\$109,242	\$108,574	\$110,533	11	\$124,405	\$118,475
Index															
Professor	0.80	0.77	0.79	0.83	0.92	0.91	0.87	0.92	0.89	0.86	0.87	0.94			
Associate Professor	1.05	0.95	0.92	0.99	1.12	1.17	1.16	1.22	0.91	0.88	0.87	0.89			
Assistant Professor	0.95	0.95	0.97	0.95	1.00	1.03	1.00	0.98	0.94	0.00	0.95	0.94			
Instructor															
All	0.91	0.83	0.84	0.88	0.97	0.97	0.90	0.95	0.90	0.86	0.87	0.93			
CHEMISTRY															
Average Salaries															
Professor	\$108,916	\$107,469	\$111,969	\$110,249	\$116,981	\$120,785	\$118,873	\$117,778	\$120,642	\$124,904	\$124,556	\$123,936	14	\$141,934	\$140,563
Associate Professor	\$71,880	\$71,193	\$66,803	\$76,113	\$87,313	\$89,270	\$80,155	\$77,310	\$79,682	\$84,439	\$87,225	\$85,723	3	\$88,299	\$88,261
Assistant Professor	\$57,902	\$59,999	\$63,903	\$65,738	\$67,930	\$69,585	\$70,310	\$72,238	\$72,307	\$73,775	\$77,477	\$76,338	7	\$73,889	\$73,961
Instructor															
All	\$93,564	\$93,962	\$97,839	\$99,043	\$105,266	\$106,437	\$103,415	\$104,472	\$102,619	\$104,503	\$106,158	\$105,277	24	\$115,383	\$114,600
Index															
Professor	1.00	0.97	0.97	0.91	0.94	0.95	0.91	0.93	0.92	0.90	0.88	0.88			
Associate Professor	1.01	0.97	0.91	0.96	1.06	1.05	0.96	0.92	0.94	0.96	0.99	0.97			
Assistant Professor	0.97	0.97	1.02	1.00	0.98	1.00	0.99	1.01	1.01	0.97	1.05	1.03			
Instructor															
All	1.00	0.97	0.97	0.92	0.95	0.96	0.93	0.94	0.94	0.92	0.92	0.92			
COMPUTER SCIENCE															
Average Salaries															
Professor	\$108,462	\$111,269	\$113,160	\$116,266	\$123,390	\$127,854	\$131,027	\$132,191	\$134,174	\$137,233	\$137,382	\$137,389	9	\$156,514	\$154,792
Associate Professor	\$87,060	\$88,771	\$87,832	\$88,610	\$90,359	\$98,126	\$91,835	\$91,647	\$92,922	\$94,545	\$96,639	\$95,670	15	\$111,301	\$111,094
Assistant Professor	\$77,879	\$78,838	\$78,438	\$79,239	\$80,728	\$84,433	\$83,672	\$83,331	\$83,389	\$84,599	\$90,000	\$90,000	1	\$97,921	\$97,779
Instructor															
All	\$89,986	\$91,203	\$91,612	\$93,818	\$98,159	\$103,677	\$103,518	\$105,465	\$107,010	\$111,222	\$111,041	\$110,462	25	\$127,042	\$126,293
Index															
Professor	0.94	0.94	0.92	0.92	0.94	0.92	0.93	0.95	0.92	0.88	0.88	0.89			
Associate Professor	0.97	0.98	0.94	0.92	0.91	0.95	0.88	0.89	0.88	0.86	0.87	0.86			
Assistant Professor	0.96	0.96	0.95	0.92	0.91	0.94	0.93	0.92	0.90	0.88	0.92	0.92			
Instructor															
All	0.95	0.96	0.94	0.92	0.93	0.93	0.91	0.92	0.90	0.87	0.87	0.87			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued															
ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY^{1,2}															
Average Salaries															
Professor	\$78,992	\$79,956	\$83,294	\$91,198	\$97,036	\$98,577	\$96,737	\$96,971	\$98,426	\$100,849	\$102,266	\$101,810	9	\$126,273	\$122,690
Associate Professor	\$61,696	\$61,930	\$63,688	\$67,304	\$72,618	\$79,367	\$79,035	\$78,095	\$79,266	\$81,974	\$83,340	\$83,856	7	\$85,010	\$84,491
Assistant Professor	\$54,683	\$53,669	\$56,512	\$58,422	\$61,281	\$64,912	\$66,000	\$65,862	\$66,850	\$69,075	\$73,739	\$75,109	3	\$73,240	\$73,318
Instructor															
All	\$65,833	\$63,683	\$65,454	\$68,895	\$74,100	\$78,722	\$81,440	\$82,057	\$83,288	\$86,944	\$90,789	\$90,979	19	\$102,697	\$100,821
Index															
Professor	0.89	0.86	0.86	0.89	0.91	0.90	0.85	0.87	0.84	0.81	0.81	0.83			
Associate Professor	0.92	0.92	0.91	0.92	0.94	1.02	1.01	1.01	1.01	0.99	0.98	0.99			
Assistant Professor	0.94	0.92	0.97	0.95	0.95	0.99	1.00	0.96	0.93	0.94	1.01	1.02			
Instructor															
All	0.91	0.90	0.91	0.92	0.93	0.97	0.93	0.94	0.92	0.89	0.88	0.90			
GENETICS, DEVELOPMENT, AND CELL BIOLOGY^{1,2}															
Average Salaries															
Professor	\$88,971	\$94,482	\$94,799	\$100,036	\$109,100	\$120,453	\$112,855	\$117,180	\$115,953	\$113,715	\$117,027	\$114,444	7	\$127,007	\$120,089
Associate Professor	\$61,068	\$61,993	\$63,752	\$76,698	\$68,549	\$70,480	\$66,884	\$64,915	\$80,462	\$79,757	\$83,125	\$83,500	3	\$84,158	\$84,971
Assistant Professor	\$65,463	\$65,101	\$64,798	\$67,535	\$65,757	\$69,744	\$72,362	\$71,022	\$72,087	\$73,946	\$73,755	\$74,200	4	\$78,625	\$78,439
Instructor															
All	\$75,569	\$78,037	\$80,258	\$88,809	\$90,612	\$98,120	\$95,890	\$97,096	\$97,157	\$96,254	\$97,399	\$96,315	14	\$104,002	\$100,664
Index															
Professor	0.95	0.98	0.94	0.95	1.02	1.07	1.01	1.03	1.00	0.94	0.92	0.95			
Associate Professor	0.90	0.88	0.86	1.00	0.89	0.89	0.84	0.81	1.02	0.97	0.99	0.98			
Assistant Professor	1.18	1.13	1.05	1.05	1.00	1.04	1.07	1.03	1.02	0.98	0.94	0.95			
Instructor															
All	0.95	0.97	0.93	0.97	0.99	1.03	0.99	1.00	1.00	0.95	0.94	0.96			
GEOLOGICAL AND ATMOSPHERIC SCIENCES															
Average Salaries															
Professor	\$76,813	\$77,875	\$79,721	\$78,531	\$82,449	\$88,818	\$88,818	\$89,728	\$90,209	\$92,386	\$94,751	\$93,995	10	\$119,349	\$115,618
Associate Professor	\$66,105	\$68,205	\$65,845	\$66,308	\$66,413	\$73,960	\$72,533	\$69,794	\$69,276	\$73,284	\$74,397	\$74,397	2	\$86,980	\$86,832
Assistant Professor	\$55,510	\$57,105	\$57,976	\$59,417	\$61,902	\$64,495	\$63,569	\$63,569	\$64,523	\$67,340	\$68,835	\$69,523	3	\$74,259	\$73,892
Instructor															
All	\$64,722	\$67,004	\$69,544	\$70,989	\$74,063	\$81,647	\$80,558	\$82,637	\$84,647	\$84,830	\$86,854	\$86,488	15	\$106,015	\$103,435
Index															
Professor	0.83	0.83	0.81	0.78	0.79	0.84	0.82	0.85	0.82	0.78	0.79	0.81			
Associate Professor	1.01	1.01	0.93	0.89	0.86	0.92	0.90	0.88	0.87	0.85	0.86	0.86			
Assistant Professor	1.01	0.99	0.95	0.94	0.97	0.98	0.95	0.95	0.95	0.93	0.93	0.94			
Instructor															
All	0.94	0.94	0.87	0.83	0.83	0.87	0.85	0.86	0.83	0.81	0.82	0.84			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued															
MATHEMATICS															
Average Salaries															
Professor	\$81,754	\$83,080	\$86,755	\$87,913	\$96,151	\$94,420	\$91,283	\$94,037	\$91,693	\$95,361	\$98,148	\$98,736	19	\$127,503	\$123,789
Associate Professor	\$61,055	\$63,267	\$65,724	\$68,454	\$69,162	\$69,605	\$67,063	\$70,709	\$70,605	\$71,802	\$73,359	\$72,980	11	\$87,439	\$87,545
Assistant Professor	\$55,717	\$55,909	\$57,588	\$58,546	\$61,097	\$61,286	\$63,876	\$63,978	\$64,958	\$67,871	\$70,019	\$67,754	7	\$80,086	\$81,211
Instructor															
All	\$69,766	\$70,171	\$73,115	\$75,553	\$80,842	\$81,628	\$81,421	\$82,921	\$80,793	\$82,413	\$85,457	\$85,217	37	\$106,621	\$104,958
Index															
Professor	0.84	0.83	0.84	0.82	0.84	0.82	0.78	0.82	0.77	0.77	0.77	0.80			
Associate Professor	0.90	0.92	0.92	0.92	0.88	0.88	0.83	0.88	0.86	0.84	0.84	0.83			
Assistant Professor	1.04	1.00	0.95	0.93	0.95	0.92	0.88	0.86	0.85	0.84	0.87	0.83			
Instructor															
All	0.88	0.88	0.88	0.86	0.87	0.85	0.80	0.84	0.81	0.80	0.80	0.81			
PHYSICS AND ASTRONOMY															
Average Salaries															
Professor	\$94,512	\$92,302	\$98,169	\$99,730	\$109,210	\$120,032	\$118,004	\$118,428	\$120,439	\$120,990	\$120,544	\$110,329	28	\$128,672	\$122,300
Associate Professor	\$65,148	\$65,687	\$67,572	\$68,145	\$72,683	\$77,573	\$76,548	\$77,351	\$78,999	\$77,842	\$77,068	\$77,745	6	\$91,580	\$90,294
Assistant Professor	\$59,339	\$60,183	\$61,306	\$62,560	\$65,868	\$69,010	\$67,708	\$68,000	\$69,020	\$71,665	\$72,460	\$72,687	4	\$78,690	\$77,783
Instructor															
All	\$84,317	\$81,083	\$84,010	\$86,293	\$94,318	\$103,673	\$101,544	\$102,032	\$104,028	\$106,763	\$108,618	\$101,222	38	\$117,554	\$112,560
Index															
Professor	0.93	0.87	0.91	0.89	0.93	1.01	0.99	1.00	1.01	0.96	0.94	0.90			
Associate Professor	0.93	0.91	0.90	0.86	0.86	0.94	0.93	0.94	0.94	0.88	0.84	0.86			
Assistant Professor	0.97	0.92	0.91	0.92	0.93	0.94	0.92	0.91	0.94	0.89	0.92	0.93			
Instructor															
All	0.93	0.89	0.91	0.89	0.92	0.99	0.97	0.98	0.99	0.94	0.92	0.90			
STATISTICS															
Average Salaries															
Professor	\$94,690	\$96,307	\$99,088	\$104,699	\$122,777	\$123,712	\$124,303	\$131,507	\$132,041	\$134,782	\$135,715	\$135,906	17	\$140,453	\$132,715
Associate Professor	\$68,776	\$72,946	\$79,334	\$79,191	\$83,789	\$90,254	\$87,223	\$87,740	\$87,364	\$89,349	\$91,681	\$91,089	11	\$96,524	\$96,763
Assistant Professor	\$60,809	\$62,294	\$65,707	\$70,796	\$73,560	\$79,666	\$81,142	\$82,314	\$82,143	\$84,539	\$86,235	\$86,758	4	\$84,249	\$83,378
Instructor															
All	\$78,228	\$81,129	\$84,335	\$90,277	\$102,537	\$104,998	\$103,792	\$107,080	\$108,832	\$110,619	\$114,393	\$114,357	32	\$118,327	\$114,189
Index															
Professor	0.93	0.89	0.87	0.88	0.99	0.96	0.94	1.03	1.02	0.96	0.97	1.02			
Associate Professor	0.97	0.95	0.99	0.96	0.97	1.01	0.99	1.00	0.99	0.97	0.95	0.94			
Assistant Professor	0.97	0.95	0.95	1.01	1.01	1.05	1.04	1.05	1.08	1.00	1.02	1.04			
Instructor															
All	0.95	0.92	0.91	0.92	0.99	0.98	0.97	1.02	1.02	0.97	0.97	1.00			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued															
SCIENCE AND MATHEMATICS SUMMARY															
Average Salaries															
Professor	\$93,344	\$93,594	\$97,213	\$99,413	\$108,734	\$112,876	\$111,080	\$112,959	\$113,549	\$116,076	\$117,180	\$114,797	121	\$133,383	\$128,467
Associate Professor	\$66,474	\$67,189	\$68,987	\$73,045	\$76,248	\$81,504	\$79,532	\$79,952	\$81,925	\$83,606	\$85,483	\$85,134	60	\$95,172	\$94,956
Assistant Professor	\$61,715	\$62,610	\$64,266	\$65,934	\$68,039	\$70,896	\$71,900	\$71,973	\$71,364	\$72,632	\$75,050	\$74,671	34	\$78,236	\$78,244
Instructor															
All	\$78,395	\$78,366	\$81,079	\$84,533	\$91,017	\$95,633	\$95,463	\$96,729	\$97,272	\$99,410	\$101,672	\$100,173	215	\$113,999	\$111,173
Index															
Professor	0.92	0.89	0.89	0.88	0.92	0.93	0.91	0.94	0.92	0.89	0.88	0.89			
Associate Professor	0.95	0.94	0.92	0.93	0.92	0.96	0.92	0.93	0.93	0.90	0.90	0.90			
Assistant Professor	0.98	0.97	0.96	0.95	0.96	0.97	0.97	0.97	0.96	0.93	0.96	0.95			
Instructor															
All	0.94	0.92	0.91	0.90	0.93	0.95	0.92	0.94	0.93	0.90	0.89	0.90			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES															
ANTHROPOLOGY¹³															
Average Salaries															
Professor	\$76,811	\$77,955	\$79,990						\$91,402	\$100,542	\$105,555	\$105,555	1	\$110,826	\$107,772
Associate Professor	\$49,831	\$50,823	\$51,956	\$56,264	\$61,169	\$72,937	\$69,540	\$72,340	\$60,349	\$63,933	\$66,532	\$66,532	2	\$79,499	\$79,201
Assistant Professor	\$44,561	\$45,100	\$47,319	\$51,325	\$50,909	\$51,790	\$50,973	\$51,973	\$53,402	\$55,169	\$57,022	\$57,186	4	\$66,815	\$66,586
Instructor															
All	\$49,251	\$50,611	\$55,708	\$53,301	\$56,039	\$59,720	\$58,930	\$58,762	\$59,823	\$62,158	\$66,672	\$66,766	7	\$76,726	\$76,074
Index															
Professor	0.85	0.86	0.85						0.86	0.92	0.95	0.98			
Associate Professor	0.86	0.82	0.80	0.84	0.87	1.03	0.97	1.01	0.82	0.83	0.84	0.84			
Assistant Professor	0.87	0.86	0.87	0.90	0.86	0.85	0.82	0.85	0.86	0.85	0.85	0.86			
Instructor															
All	0.86	0.86	0.84	0.88	0.86	0.92	0.89	0.91	0.86	0.86	0.87	0.88			
ECONOMICS															
Average Salaries															
Professor	\$111,986	\$129,536	\$113,843	\$123,270	\$132,382	\$143,793	\$143,367	\$142,446	\$147,779	\$171,016	\$163,627	\$159,602	7	\$193,645	\$191,598
Associate Professor	\$87,094	\$92,506	\$96,673	\$96,241	\$111,584	\$109,643	\$114,018	\$116,160	\$114,715	\$119,032	\$116,088	\$111,700	5	\$139,866	\$137,466
Assistant Professor	\$71,652	\$72,584	\$74,196	\$74,831	\$76,539	\$88,221	\$97,500	\$99,875	\$101,373	\$105,225	\$107,704	\$107,704	2	\$117,446	\$115,973
Instructor															
All	\$87,440	\$95,059	\$95,276	\$100,269	\$112,740	\$118,170	\$118,250	\$124,503	\$126,979	\$141,450	\$138,660	\$135,080	14	\$163,553	\$161,462
Index															
Professor	0.90	0.98	0.81	0.83	0.80	0.87	0.87	0.85	0.84	0.90	0.84	0.83			
Associate Professor	1.02	1.01	1.00	0.94	0.92	0.92	0.92	0.96	0.93	0.89	0.83	0.81			
Assistant Professor	0.98	0.89	0.87	0.85	0.81	0.86	0.96	0.96	0.96	0.92	0.92	0.93			
Instructor															
All	0.98	0.97	0.91	0.88	0.85	0.89	0.91	0.90	0.88	0.90	0.85	0.84			
POLITICAL SCIENCE															
Average Salaries															
Professor	\$84,786	\$85,983	\$86,302	\$97,776	\$100,532	\$115,620	\$115,620	\$106,319	\$108,249	\$107,239	\$110,097	\$108,408	5	\$143,069	\$138,396
Associate Professor	\$56,965	\$63,766	\$57,615	\$69,810	\$68,084	\$58,326	\$63,744	\$63,889	\$83,244	\$65,497	\$67,227	\$67,227	1	\$94,647	\$90,990
Assistant Professor	\$53,721	\$51,448	\$51,847	\$52,961	\$54,913	\$57,345	\$56,375	\$61,575	\$58,998	\$59,775	\$61,393	\$62,000	3	\$78,970	\$77,602
Instructor															
All	\$66,523	\$67,616	\$70,517	\$73,853	\$73,412	\$73,506	\$77,096	\$80,167	\$90,605	\$90,155	\$89,099	\$88,363	9	\$116,322	\$112,864
Index															
Professor	0.81	0.79	0.77	0.81	0.81	0.91	0.88	0.82	0.81	0.76	0.77	0.78			
Associate Professor	0.86	0.93	0.80	0.92	0.84	0.71	0.74	0.74	0.93	0.70	0.71	0.74			
Assistant Professor	0.96	0.87	0.82	0.80	0.78	0.82	0.78	0.85	0.80	0.76	0.78	0.80			
Instructor															
All	0.86	0.84	0.78	0.83	0.81	0.82	0.81	0.80	0.82	0.76	0.77	0.78			

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COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES, continued															
PSYCHOLOGY															
Average Salaries															
Professor	\$110,824	\$116,065	\$122,261	\$125,472	\$121,853	\$118,744	\$118,744	\$119,458	\$116,806	\$117,632	\$118,000	\$102,000	11	\$134,100	\$129,949
Associate Professor	\$60,131	\$61,106	\$63,549	\$65,458	\$68,975	\$72,914	\$72,193	\$72,748	\$72,352	\$74,043	\$75,442	\$75,223	9	\$86,094	\$86,477
Assistant Professor	\$51,118	\$53,138	\$56,612	\$57,871	\$55,741	\$59,621	\$59,944	\$60,187	\$61,117	\$63,168	\$64,971	\$64,603	7	\$74,999	\$74,325
Instructor															
All	\$75,287	\$75,333	\$81,256	\$82,139	\$85,638	\$80,429	\$79,271	\$81,459	\$84,715	\$86,965	\$90,066	\$83,379	27	\$102,776	\$101,037
Index															
Professor	1.09	1.11	1.12	1.08	1.00	0.95	0.95	0.95	0.92	0.87	0.88	0.78			
Associate Professor	0.91	0.89	0.90	0.89	0.93	0.95	0.91	0.90	0.88	0.88	0.88	0.87			
Assistant Professor	0.91	0.91	0.93	0.92	0.83	0.88	0.86	0.86	0.86	0.86	0.87	0.87			
Instructor															
All	1.00	0.99	1.01	0.98	0.94	0.93	0.91	0.91	0.89	0.87	0.88	0.83			
SOCIOLOGY^{2,6}															
Average Salaries															
Professor	\$84,148	\$77,396	\$79,771	\$80,798	\$84,829	\$86,717	\$86,717	\$75,909	\$81,667	\$86,231	\$88,906	\$86,322	6	\$129,780	\$125,861
Associate Professor	\$58,271	\$57,936	\$58,653	\$60,318	\$62,894	\$70,585	\$68,993	\$68,203	\$68,708	\$67,141	\$68,932	\$68,501	7	\$87,325	\$86,347
Assistant Professor	\$49,243	\$50,639	\$52,037	\$51,966	\$54,532	\$55,872	\$55,551	\$57,051	\$56,672	\$56,276	\$59,160	\$59,160	1	\$72,801	\$72,858
Instructor															
All	\$63,717	\$60,098	\$61,425	\$63,350	\$65,311	\$70,109	\$69,945	\$66,939	\$69,757	\$73,328	\$76,794	\$75,471	14	\$104,483	\$102,318
Index															
Professor	0.87	0.76	0.77	0.75	0.74	0.75	0.71	0.63	0.67	0.66	0.69	0.69			
Associate Professor	0.90	0.85	0.85	0.85	0.82	0.91	0.88	0.85	0.84	0.79	0.79	0.79			
Assistant Professor	0.89	0.88	0.88	0.86	0.85	0.85	0.83	0.86	0.83	0.80	0.81	0.81			
Instructor															
All	0.88	0.83	0.83	0.81	0.80	0.85	0.82	0.80	0.78	0.73	0.73	0.74			
SOCIAL SCIENCES SUMMARY															
Average Salaries															
Professor	\$96,070	\$99,892	\$100,613	\$109,683	\$114,453	\$118,100	\$115,002	\$117,194	\$116,208	\$121,640	\$121,096	\$113,491	30	\$147,849	\$144,185
Associate Professor	\$69,260	\$72,587	\$71,764	\$72,343	\$77,167	\$80,003	\$79,865	\$79,749	\$80,964	\$81,757	\$80,926	\$79,804	24	\$97,462	\$96,644
Assistant Professor	\$53,606	\$53,880	\$57,100	\$57,829	\$57,381	\$59,174	\$60,400	\$62,003	\$62,399	\$63,946	\$67,155	\$67,149	17	\$78,639	\$77,896
Instructor															
All	\$71,260	\$72,817	\$76,256	\$78,676	\$82,394	\$83,015	\$81,601	\$84,833	\$88,111	\$92,573	\$94,602	\$91,008	71	\$114,245	\$112,242
Index															
Professor	0.92	0.91	0.88	0.89	0.86	0.88	0.87	0.85	0.84	0.83	0.82	0.79			
Associate Professor	0.95	0.94	0.91	0.90	0.88	0.91	0.89	0.89	0.88	0.85	0.83	0.83			
Assistant Professor	0.92	0.88	0.88	0.87	0.82	0.85	0.85	0.87	0.87	0.85	0.85	0.86			
Instructor															
All	0.93	0.91	0.89	0.89	0.86	0.90	0.87	0.87	0.86	0.84	0.83	0.81			

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2003-2004 through 2013-2014

COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
LIBERAL ARTS AND SCIENCES SUMMARY															
Average Salaries															
Professor	\$88,208	\$88,844	\$92,143	\$94,895	\$101,425	\$104,831	\$103,687	\$105,720	\$107,218	\$111,137	\$113,119	\$110,141	183	\$131,723	\$127,093
Associate Professor	\$62,629	\$63,996	\$64,785	\$66,995	\$70,960	\$73,819	\$72,702	\$73,073	\$74,076	\$76,165	\$78,652	\$78,363	136	\$88,420	\$87,722
Assistant Professor	\$53,948	\$54,863	\$56,918	\$58,232	\$59,473	\$61,946	\$61,607	\$62,460	\$62,523	\$63,374	\$66,053	\$66,041	94	\$72,319	\$72,004
Instructor	\$32,156	\$33,717	\$35,103	\$35,742											
All	\$69,756	\$70,655	\$73,128	\$75,803	\$81,085	\$83,723	\$82,804	\$84,579	\$85,727	\$88,046	\$91,057	\$89,639	413	\$103,943	\$101,590
Index															
Professor	0.91	0.88	0.88	0.87	0.89	0.89	0.87	0.89	0.88	0.86	0.86	0.87			
Associate Professor	0.94	0.93	0.90	0.90	0.89	0.92	0.89	0.90	0.89	0.87	0.89	0.89			
Assistant Professor	0.95	0.93	0.92	0.91	0.90	0.92	0.91	0.92	0.91	0.89	0.91	0.92			
Instructor	1.04	1.09	0.91	0.86											
All	0.93	0.91	0.90	0.88	0.89	0.91	0.88	0.90	0.89	0.87	0.88	0.88			

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2003-2004 through 2013-2014

COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF VETERINARY MEDICINE-															
Average Salaries															
Professor	\$97,779	\$97,851	\$103,087	\$104,893	\$109,606	\$118,604	\$120,425	\$122,756	\$121,724	\$126,092	\$127,321	\$117,928	44	\$120,753	\$119,235
Associate Professor	\$78,220	\$80,325	\$82,189	\$84,281	\$ 87,263	\$ 90,610	\$93,538	\$93,976	\$ 94,363	\$95,374	\$96,985	\$94,054	36	\$97,773	\$97,510
Assistant Professor	\$65,497	\$69,129	\$71,550	\$75,961	\$ 75,331	\$ 81,476	\$81,890	\$84,321	\$ 85,450	\$89,904	\$91,762	\$93,203	26	\$83,488	\$82,930
Instructor	\$29,808	\$31,991	\$31,826	\$32,582											
All	\$71,171	\$72,127	\$73,672	\$77,154	\$93,744	\$99,994	\$101,303	\$103,553	\$103,440	\$107,182	\$108,296	\$103,755	106	\$103,808	\$102,952
Index															
Professor	1.04	1.01	1.03	1.01	1.02	1.05	1.05	1.11	1.09	1.04	1.05	0.99			
Associate Professor	1.06	1.06	1.06	1.03	1.03	1.01	1.04	1.07	1.07	0.97	0.99	0.96			
Assistant Professor	1.02	1.05	1.04	1.06	1.00	1.04	1.02	1.09	1.07	1.06	1.10	1.12			
Instructor	1.13	1.18	1.35	1.31											
All	1.05	1.05	1.06	1.05	1.02	1.04	1.04	1.09	1.08	1.02	1.04	1.01			

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2003-2004 through 2013-2014

COLLEGE/DEPARTMENT	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-UNIVERSITY SUMMARY-															
Average Salaries															
Professor	\$93,051	\$94,284	\$97,569	\$100,849	\$107,212	\$112,250	\$111,444	\$113,945	\$115,564	\$119,829	\$122,850	\$119,482	525	\$129,807	\$125,963
Associate Professor	\$69,334	\$70,661	\$72,176	\$73,908	\$78,355	\$82,264	\$82,058	\$82,575	\$83,273	\$85,918	\$88,880	\$88,007	394	\$94,426	\$94,115
Assistant Professor	\$57,984	\$59,652	\$61,529	\$64,645	\$67,359	\$71,057	\$72,086	\$74,943	\$76,761	\$77,801	\$80,302	\$80,280	286	\$85,215	\$85,106
Instructor	\$33,603	\$34,535	\$32,766	\$33,573											
All	\$74,652	\$75,854	\$78,358	\$81,474	\$87,981	\$92,009	\$92,016	\$94,376	\$95,708	\$98,673	\$101,644	\$99,886	1,205	\$107,655	\$105,852
Index															
Professor	0.96	0.93	0.94	0.93	0.95	0.96	0.95	0.98	0.97	0.94	0.95	0.95			
Associate Professor	0.97	0.97	0.96	0.94	0.96	0.98	0.95	0.97	0.97	0.94	0.94	0.94			
Assistant Professor	0.96	0.96	0.95	0.95	0.94	0.96	0.95	0.97	0.95	0.93	0.94	0.94			
Instructor	1.07	1.17	1.27	1.21											
All	0.96	0.95	0.95	0.94	0.95	0.97	0.95	0.98	0.97	0.94	0.94	0.94			

Footnotes

**Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2003-2004 through 2013-2014**

Footnotes

- ¹ Beginning in July 2007 the name of the College of Agriculture was changed to the College of Agriculture and Life Sciences.
- ² 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.
- ³ Agricultural and Biosystems Engineering data for Michigan State University and the University of Wisconsin are excluded because programs at these two universities are not comparable to those at Iowa State University.
- ⁴ Beginning 2002-2003, the departments of Animal Ecology and Forestry combined into the Department of Natural Resource Ecology and Management.
- ⁵ Prior to 2002-2003, Food Science and Food Technology peer data are used in the College of Agriculture comparisons; Food and Nutrition peer data are used in the College of Human Sciences comparisons. Beginning 2002-2003, all peer data are combined and used in the comparisons for both colleges.
- ⁶ Beginning 1997-1998, peer salaries for *Social Work* are no longer included in the Department of Sociology comparisons.
- ⁷ Prior to 2002-2003, Genetics peer data are used in the College of Agriculture comparisons; Zoology peer data are used in the Liberal Arts and Sciences comparisons. In 2002-2003, all peer data are combined and used in the comparisons for both colleges.
- ⁸ Beginning 1998-1999, peer salary data for *Management Information Systems* are included in the Department of Logistics Operations and Management Information Systems comparisons instead of the Department of Management comparisons.
- ⁹ The comparison is based on fewer than three peer departments.
- ¹⁰ Beginning 1996-1997, the Department of Engineering Fundamentals and Multidisciplinary Design was discontinued; faculty were distributed among departments in the College of Engineering.
- ¹¹ Beginning 2001-2002, the departments of Family and Consumer Sciences Education and Studies, Hotel Restaurant and Institution Management, and Textiles and Clothing are combined into the Department of Apparel, Educational Studies and Hospitality Management. In 2012, the name of the department was changed to Apparel, Events, and Hospitality Management.
- ¹² Beginning 1995-1996, peer salary data for Speech Communication are distributed to other departments: *Speech and Rhetorical Studies* to English; *Communications* to Greenlee School of Journalism and Communication.
- ¹³ Beginning 1998-1999 peer salary data for *Geography* are no longer included in the Department of Anthropology comparisons.

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2003-2004 through 2013-2014

Footnotes

- ¹⁴ Beginning 2004-2005, the department of Industrial Education and Technology was discontinued; faculty were moved to the department of Agricultural and Biosystems Engineering in the College of Agriculture.
- ¹⁵ Beginning July 1, 2005, the Colleges of Education and Family & Consumer Sciences were combined to form the College of Human Sciences.
- ¹⁶ Beginning July 1, 2006, the department of Foreign Languages and Literature was changed to World Languages and Cultures.
- ¹⁷ Beginning July 1, 2007, the department of Health and Human Performance was changed to Kinesiology.
- ¹⁸ Beginning July 1, 2010, the department of Logistics Operations and Management Information Systems was changed to Supply Chain Management.
- ¹⁹ Beginning July 1, 2010, the department of Music was changed to Music and Theatre.
- ²⁰ Beginning July 1, 2011, the department of Plant Pathology was changed to Plant Pathology and Microbiology.
- ²¹ 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.
- ²² Beginning July 1, 2012, the departments of Curriculum and Instruction and Educational Leadership and Policy Studies were combined into the School of Education.