

IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

Peer Land Grant Universities Faculty Salary Comparisons 2010-2011 through 2020-2021

Institutional Research Report 2021

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**Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2010-2011 through 2020-2021**

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Introduction

Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2010-2011 through 2020-2021

INTRODUCTION

This report compares Iowa State University's average nine-month tenure-track faculty salaries to those of the peer land grant universities for the academic years 2010-2011 through 2020-2021. 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 2020-2021 average nine-month Iowa State salaries and comparative indices by faculty rank for the total university are:

Faculty Rank	Average Salary	Comparative Index
Professor	\$133,729	0.87
Associate Professor	\$100,283	0.88
Assistant Professor	\$89,383	0.91
All Ranks	\$112,282	0.88

Figure 1 and Figure 2 display the total university average salaries and indices by rank from 2010-2011 through 2020-2021.

Figure 1. Iowa State University Average Faculty Salaries by Rank

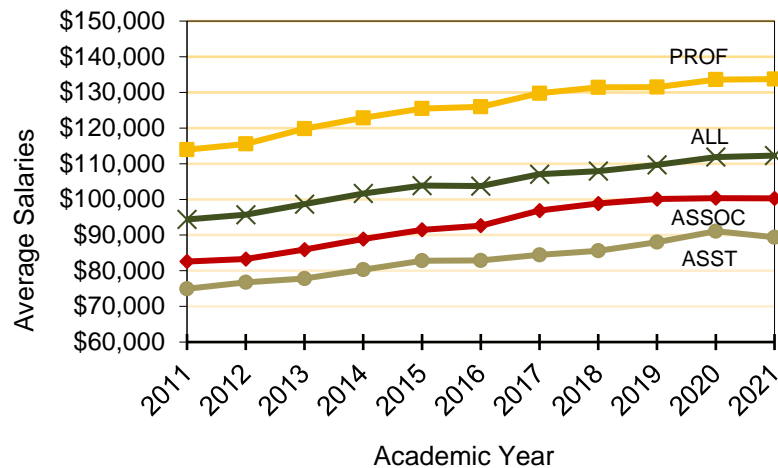
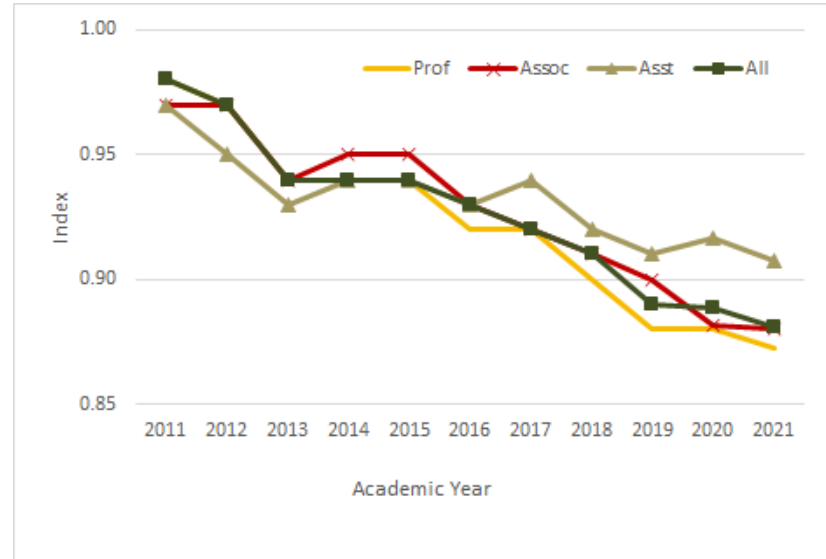


Figure 2. Index of Iowa State University Average Faculty Salaries Compared With Those of the Peers



From 2010-2011 through 2020-2021 the indices for *all ranks combined* range from 0.98 in 2010-2011 to 0.88 in 2020-2021. During this time the average percent increases in salaries for continuing faculty range from 0.0% in two of the years, including 2020-2021 to 3.8% in 2016-2017. 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
2010-2011	0.98	1.9%
2011-2012	0.97	2.3%
2012-2013	0.94	2.4%
2013-2014	0.94	3.2%
2014-2015	0.94	3.5%
2015-2016	0.93	1.4%
2016-2017	0.92	3.8%
2017-2018	0.91	0.0%
2018-2019	0.89	1.0%
2019-2020	0.89	2.0%
2020-2021	0.88	0.0%

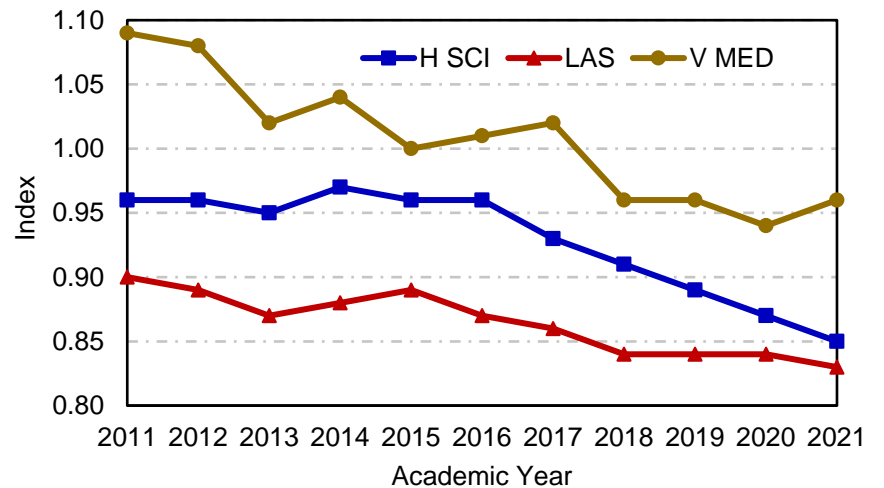
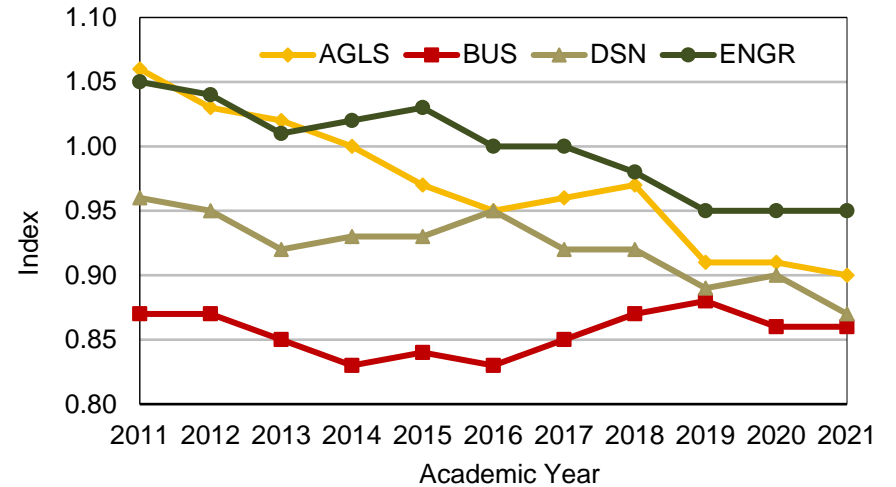
Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2010-2011 through 2020-2021

By college, the 2020-2021 indices for the Professor rank range from 0.76 in the College of Liberal Arts and Sciences (Social Sciences) to 0.97 in the College Engineering. Indices for Associate Professors range from 0.79 in the College of Liberal Arts and Sciences (Social Sciences) to 0.96 in the College of Veterinary Medicine. Assistant Professor indices range from 0.85 in the College of Design to 0.97 in the College of Veterinary Medicine. The 2020-2021 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	\$126,129	\$94,117	\$84,924
Comparative Index	0.89	0.91	0.93
Business			
Average Salary	\$197,617	\$171,328	\$161,144
Comparative Index	0.77	0.86	0.93
Design			
Average Salary	\$102,205	\$83,817	\$66,360
Comparative Index	0.81	0.92	0.85
Engineering			
Average Salary	\$164,258	\$107,920	\$93,124
Comparative Index	0.97	0.91	0.91
Human Sciences			
Average Salary	\$118,136	\$87,232	\$75,617
Comparative Index	0.83	0.85	0.90
Liberal Arts and Sciences			
Humanities			
Average Salary	\$103,069	\$75,943	\$67,596
Comparative Index	0.79	0.83	0.88
Science and Mathematics			
Average Salary	\$130,407	\$95,747	\$87,178
Comparative Index	0.84	0.87	0.89
Social Sciences			
Average Salary	\$130,207	\$90,156	\$93,048
Comparative Index	0.76	0.79	0.86
All Divisions			
Average Salary	\$124,853	\$85,682	\$82,311
Comparative Index	0.81	0.84	0.88
Veterinary Medicine			
Average Salary	\$144,539	\$112,053	\$100,731
Comparative Index	0.96	0.96	0.97
All Colleges			
Average Salary	\$133,729	\$100,283	\$89,383
Comparative Index	0.87	0.88	0.91

The college indices for all ranks combined from 2010-2011 through 2020-2021 are shown below.

Figures 3 and 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

2010-2011 through 2020-2021

METHODOLOGY

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

The peer land grant universities are:

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

Disciplines are identified by a set of codes (Classification of Instruction - CIP 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. In some cases an institution may use a slightly different CIP code to describe a similar program. In those cases the CIP most closely aligned to the Iowa State codes may be used. In other cases an institution may use more than one code to align with our code. For example, the peer data for Physics and Astronomy may be reported separately by some institutions. In those cases the data for the two CIP codes are averaged to create comparison data for Iowa State's Department of Physics and Astronomy.

Faculty included are full-time equivalent (FTE=1), tenured and tenure-eligible faculty, holding the traditional three faculty ranks. Excluded are faculty on leave-without-pay and term faculty members. Faculty with appointments of Assistant Dean or higher are also excluded. Department chairs are included. Twelve-month salaries for Iowa State University and the peers have been converted to nine-month equivalents using a 9/11 conversion factor. Prior to 2019-2020, the salary reported included all salary components included in the Iowa State University Budget Book. Starting in 2019-2020, the salary reported includes annual base salary and administrative increments as provided in Workday HCM; additional pay for named professorships or other non-base salary increments are excluded from the salary comparisons.

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

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

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

Three institutions (Ohio State, Penn State, and UC Davis) did not report their data by the time this report was prepared, so their 2019-2020 salary data were used with a 0% increase for both average and median tables as available.

Data about median salaries was added to the report beginning in 2008, although some universities did not report median data. Median salaries are weighted using the same methodology as the average salaries and for the *All Ranks Median*. No median data were imputed for universities with missing data. Median data were not available for Penn State or North Carolina State.

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

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

College Summary Data

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2010-2011 through 2020-2021

COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE SUMMARIES															
AGRICULTURE AND LIFE SCIENCES															
Average Salaries															
Professor	\$107,576	\$108,040	\$112,239	\$116,012	\$118,794	\$119,360	\$123,875	\$125,354	\$123,228	\$125,912	\$126,129	\$121,535	164	\$140,975	\$139,891
Associate Professor	\$81,565	\$80,468	\$83,626	\$86,293	\$87,010	\$88,895	\$90,978	\$93,458	\$94,104	\$95,113	\$94,117	\$94,940	66	\$103,645	\$103,647
Assistant Professor	\$72,899	\$74,854	\$77,262	\$80,228	\$82,229	\$81,577	\$83,223	\$85,200	\$83,834	\$85,675	\$84,924	\$83,651	58	\$90,964	\$90,778
All	\$96,129	\$96,628	\$100,117	\$103,038	\$104,219	\$104,254	\$107,079	\$108,950	\$107,607	\$109,762	\$110,495	\$107,811	288	\$122,349	\$121,694
Index															
Professor	1.05	1.02	1.00	0.99	0.96	0.94	0.95	0.97	0.90	0.90	0.89	0.87			
Associate Professor	1.09	1.07	1.07	1.02	0.99	0.99	0.95	0.96	0.91	0.92	0.91	0.92			
Assistant Professor	1.10	1.06	1.04	1.04	1.02	0.98	0.98	0.97	0.93	0.94	0.93	0.92			
All	1.06	1.03	1.02	1.00	0.97	0.95	0.96	0.97	0.91	0.91	0.90	0.89			
BUSINESS															
Average Salaries															
Professor	\$159,876	\$163,565	\$171,832	\$174,570	\$170,611	\$174,160	\$183,772	\$192,670	\$207,993	\$198,379	\$197,617	\$196,062	15	\$255,505	\$254,592
Associate Professor	\$127,536	\$130,740	\$137,047	\$141,728	\$145,892	\$149,744	\$157,085	\$161,387	\$167,725	\$168,381	\$171,328	\$171,319	39	\$198,993	\$205,258
Assistant Professor	\$123,711	\$128,803	\$132,787	\$136,943	\$144,912	\$147,268	\$154,718	\$152,121	\$155,677	\$162,314	\$161,144	\$160,745	24	\$174,188	\$177,703
All	\$134,626	\$137,349	\$144,126	\$147,389	\$150,190	\$153,424	\$161,459	\$163,915	\$170,768	\$171,244	\$173,250	\$172,824	78	\$202,228	\$206,267
Index															
Professor	0.87	0.86	0.81	0.82	0.79	0.75	0.80	0.82	0.86	0.79	0.77	0.77			
Associate Professor	0.91	0.93	0.92	0.87	0.88	0.87	0.88	0.89	0.89	0.84	0.86	0.83			
Assistant Professor	0.85	0.84	0.82	0.80	0.84	0.83	0.86	0.87	0.89	0.92	0.93	0.90			
All	0.87	0.87	0.85	0.83	0.84	0.83	0.85	0.87	0.88	0.86	0.86	0.84			
DESIGN															
Average Salaries															
Professor	\$94,991	\$95,519	\$98,397	\$98,388	\$98,696	\$101,522	\$97,722	\$97,126	\$102,369	\$106,306	\$102,205	\$106,832	22	\$125,477	\$120,541
Associate Professor	\$69,835	\$69,776	\$70,706	\$73,764	\$77,866	\$78,819	\$80,075	\$82,572	\$85,120	\$85,212	\$83,817	\$83,496	40	\$91,434	\$90,370
Assistant Professor	\$59,200	\$59,454	\$62,032	\$63,712	\$63,761	\$63,720	\$66,000	\$66,605	\$66,303	\$67,566	\$66,360	\$66,601	25	\$78,148	\$75,902
All	\$72,507	\$72,962	\$74,117	\$76,495	\$77,966	\$78,998	\$79,464	\$79,748	\$82,004	\$85,274	\$83,450	\$84,542	87	\$96,225	\$93,842
Index															
Professor	0.95	0.96	0.91	0.91	0.88	0.91	0.86	0.83	0.86	0.86	0.81	0.89			
Associate Professor	0.96	0.95	0.92	0.94	0.97	0.99	0.98	0.98	0.96	0.94	0.92	0.92			
Assistant Professor	0.98	0.98	0.94	0.96	0.93	0.94	0.93	0.92	0.87	0.88	0.85	0.88			
All	0.96	0.95	0.92	0.93	0.93	0.95	0.92	0.92	0.89	0.90	0.87	0.90			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE SUMMARIES, continued															
ENGINEERING															
Average Salaries															
Professor	\$142,435	\$145,700	\$146,666	\$151,319	\$156,053	\$153,900	\$159,641	\$163,176	\$158,550	\$163,718	\$164,258	\$154,816	98	\$168,535	\$165,258
Associate Professor	\$98,912	\$98,950	\$100,191	\$101,991	\$103,693	\$103,571	\$106,442	\$108,646	\$108,467	\$109,684	\$107,920	\$108,323	75	\$118,097	\$118,570
Assistant Professor	\$84,784	\$85,231	\$86,748	\$87,989	\$88,111	\$87,905	\$90,714	\$91,124	\$91,435	\$94,225	\$93,124	\$92,501	45	\$101,845	\$101,067
All	\$113,424	\$116,186	\$118,111	\$122,161	\$123,663	\$120,715	\$124,570	\$124,611	\$124,007	\$129,892	\$130,192	\$125,958	218	\$137,416	\$135,945
Index															
Professor	1.05	1.06	1.02	1.04	1.06	1.04	1.03	1.00	0.97	0.98	0.97	0.94			
Associate Professor	1.05	1.01	0.99	0.98	0.99	0.97	0.96	0.96	0.93	0.92	0.91	0.91			
Assistant Professor	1.02	1.00	0.98	0.99	0.97	0.96	0.96	0.94	0.93	0.93	0.91	0.92			
All	1.05	1.04	1.01	1.02	1.03	1.00	1.00	0.98	0.95	0.95	0.95	0.93			
HUMAN SCIENCES ³															
Average Salaries															
Professor	\$102,799	\$104,783	\$107,549	\$112,400	\$113,019	\$115,951	\$119,436	\$123,221	\$118,950	\$117,314	\$118,136	\$131,380	34	\$142,828	\$139,582
Associate Professor	\$73,615	\$76,771	\$77,464	\$80,933	\$85,149	\$85,075	\$86,439	\$87,290	\$87,678	\$88,641	\$87,232	\$84,407	47	\$103,077	\$100,539
Assistant Professor	\$62,005	\$64,033	\$66,212	\$67,646	\$70,096	\$70,358	\$73,244	\$72,279	\$74,355	\$75,594	\$75,617	\$75,283	43	\$84,446	\$82,451
All	\$79,648	\$79,885	\$82,381	\$84,799	\$86,236	\$87,701	\$89,331	\$88,503	\$89,927	\$90,733	\$91,678	\$94,123	124	\$107,516	\$104,972
Index															
Professor	0.95	0.96	0.96	0.99	0.93	0.94	0.91	0.91	0.86	0.84	0.83	0.94			
Associate Professor	0.97	0.97	0.95	0.98	1.00	0.99	0.95	0.94	0.90	0.87	0.85	0.84			
Assistant Professor	0.94	0.95	0.95	0.93	0.97	0.95	0.93	0.90	0.90	0.91	0.90	0.91			
All	0.96	0.96	0.95	0.97	0.96	0.96	0.93	0.91	0.89	0.87	0.85	0.90			
LIBERAL ARTS AND SCIENCES															
HUMANITIES															
Average Salaries															
Professor	\$78,582	\$81,198	\$84,396	\$90,284	\$97,514	\$95,241	\$99,201	\$99,454	\$100,994	\$104,881	\$103,069	\$104,186	43	\$130,584	\$128,225
Associate Professor	\$61,033	\$61,893	\$64,590	\$69,721	\$72,153	\$72,395	\$74,763	\$74,519	\$75,381	\$76,927	\$75,943	\$75,304	65	\$91,567	\$91,306
Assistant Professor	\$52,950	\$53,744	\$55,302	\$58,503	\$60,990	\$61,257	\$64,124	\$63,882	\$65,249	\$67,598	\$67,596	\$67,334	29	\$77,101	\$77,535
All	\$64,096	\$65,030	\$66,431	\$71,104	\$74,945	\$74,057	\$77,813	\$78,022	\$79,195	\$82,502	\$82,690	\$82,682	137	\$100,751	\$99,978
Index															
Professor	0.77	0.78	0.77	0.82	0.87	0.82	0.82	0.79	0.82	0.81	0.79	0.81			
Associate Professor	0.86	0.85	0.85	0.91	0.92	0.89	0.89	0.87	0.86	0.84	0.83	0.82			
Assistant Professor	0.89	0.89	0.87	0.90	0.90	0.88	0.89	0.86	0.88	0.88	0.88	0.87			
All	0.83	0.83	0.83	0.88	0.90	0.87	0.87	0.84	0.85	0.84	0.82	0.83			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE SUMMARIES, continued															
SCIENCE AND MATHEMATICS															
Average Salaries															
Professor	\$112,959	\$113,549	\$116,076	\$117,180	\$121,879	\$122,841	\$126,524	\$126,238	\$128,617	\$131,372	\$130,407	\$128,696	132	\$155,803	\$155,251
Associate Professor	\$79,952	\$81,925	\$83,606	\$85,483	\$88,443	\$89,266	\$91,713	\$92,870	\$94,329	\$96,020	\$95,747	\$95,684	54	\$110,538	\$112,603
Assistant Professor	\$71,973	\$71,364	\$72,632	\$75,050	\$77,751	\$79,146	\$81,786	\$82,567	\$85,789	\$87,753	\$87,178	\$86,679	59	\$98,110	\$97,902
All	\$96,729	\$97,272	\$99,410	\$101,672	\$104,801	\$104,418	\$107,875	\$108,578	\$110,891	\$113,150	\$112,358	\$111,301	245	\$131,933	\$132,040
Index															
Professor	0.94	0.92	0.89	0.88	0.89	0.88	0.86	0.85	0.84	0.85	0.84	0.83			
Associate Professor	0.93	0.93	0.90	0.90	0.92	0.90	0.90	0.88	0.89	0.87	0.87	0.85			
Assistant Professor	0.97	0.96	0.93	0.96	0.93	0.92	0.93	0.90	0.90	0.89	0.89	0.89			
All	0.94	0.93	0.90	0.89	0.90	0.89	0.88	0.86	0.86	0.86	0.85	0.84			
SOCIAL SCIENCES															
Average Salaries															
Professor	\$117,194	\$116,208	\$121,640	\$121,096	\$120,999	\$123,025	\$124,687	\$127,449	\$125,495	\$125,863	\$130,207	\$120,585	38	\$170,274	\$171,230
Associate Professor	\$79,749	\$80,964	\$81,757	\$80,926	\$83,669	\$84,795	\$87,079	\$85,746	\$87,481	\$89,794	\$90,156	\$86,728	20	\$114,221	\$113,348
Assistant Professor	\$62,003	\$62,399	\$63,946	\$67,155	\$71,912	\$75,237	\$78,270	\$79,945	\$82,460	\$90,378	\$93,048	\$92,723	13	\$108,273	\$107,467
All	\$84,833	\$88,111	\$92,573	\$94,602	\$99,004	\$99,750	\$101,933	\$105,191	\$106,169	\$108,442	\$112,121	\$105,946	71	\$143,132	\$143,250
Index															
Professor	0.85	0.84	0.83	0.82	0.83	0.79	0.78	0.77	0.76	0.73	0.76	0.70			
Associate Professor	0.89	0.88	0.85	0.83	0.84	0.81	0.79	0.74	0.77	0.77	0.79	0.77			
Assistant Professor	0.87	0.87	0.85	0.85	0.88	0.87	0.88	0.84	0.86	0.86	0.86	0.86			
All	0.87	0.86	0.84	0.83	0.84	0.81	0.80	0.77	0.78	0.76	0.78	0.74			
LIBERAL ARTS AND SCIENCES															
Average Salaries															
Professor	\$105,720	\$107,218	\$111,137	\$113,119	\$117,556	\$118,230	\$121,261	\$120,978	\$123,482	\$125,455	\$124,853	\$122,301	213	\$153,293	\$152,646
Associate Professor	\$73,073	\$74,076	\$76,165	\$78,652	\$81,840	\$82,226	\$84,623	\$83,253	\$84,144	\$86,331	\$85,682	\$84,865	139	\$102,196	\$102,751
Assistant Professor	\$62,460	\$62,523	\$63,374	\$66,053	\$69,333	\$71,352	\$74,365	\$74,711	\$78,893	\$81,722	\$82,311	\$81,902	101	\$93,386	\$93,285
All	\$84,579	\$85,727	\$88,046	\$91,057	\$95,041	\$94,718	\$98,085	\$97,825	\$100,588	\$103,200	\$103,348	\$101,807	453	\$124,258	\$124,101
Index															
Professor	0.89	0.88	0.86	0.86	0.88	0.86	0.84	0.82	0.82	0.82	0.81	0.80			
Associate Professor	0.90	0.89	0.87	0.89	0.90	0.88	0.87	0.85	0.86	0.84	0.84	0.83			
Assistant Professor	0.92	0.91	0.89	0.91	0.91	0.90	0.91	0.88	0.89	0.88	0.88	0.88			
All	0.90	0.89	0.87	0.88	0.89	0.87	0.86	0.84	0.84	0.84	0.83	0.82			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE SUMMARIES, continued															
VETERINARY MEDICINE															
Average Salaries															
Professor	\$122,756	\$121,724	\$126,092	\$127,321	\$128,753	\$132,319	\$136,497	\$136,506	\$140,661	\$141,627	\$144,539	\$132,826	38	\$151,219	\$150,443
Associate Professor	\$93,976	\$94,363	\$95,374	\$96,985	\$99,127	\$100,499	\$106,573	\$107,530	\$110,797	\$111,613	\$112,053	\$111,586	31	\$117,204	\$119,794
Assistant Professor	\$84,321	\$85,450	\$89,904	\$91,762	\$94,080	\$95,704	\$97,744	\$97,743	\$99,008	\$103,468	\$100,731	\$99,562	22	\$103,391	\$105,731
All	\$103,553	\$103,440	\$107,182	\$108,296	\$109,670	\$112,144	\$115,941	\$116,452	\$119,033	\$120,943	\$122,881	\$117,549	91	\$128,068	\$129,192
Index															
Professor	1.11	1.09	1.04	1.05	1.00	1.01	1.01	0.94	0.94	0.94	0.96	0.88			
Associate Professor	1.07	1.07	0.97	0.99	0.96	0.95	0.98	0.96	0.96	0.92	0.96	0.93			
Assistant Professor	1.09	1.07	1.06	1.10	1.06	1.09	1.07	1.02	1.00	0.99	0.97	0.94			
All	1.09	1.08	1.02	1.04	1.00	1.01	1.02	0.96	0.96	0.95	0.96	0.91			

Iowa State University
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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
UNIVERSITY SUMMARY															
Average Salaries															
Professor	\$113,945	\$115,564	\$119,829	\$122,850	\$125,475	\$125,963	\$129,753	\$131,417	\$131,478	\$133,592	\$133,729	\$130,067	584	\$153,225	\$151,685
Associate Professor	\$82,575	\$83,273	\$85,918	\$88,880	\$91,462	\$92,629	\$96,870	\$98,853	\$100,105	\$100,345	\$100,283	\$99,849	437	\$113,957	\$114,587
Assistant Professor	\$74,943	\$76,761	\$77,801	\$80,302	\$82,819	\$82,865	\$84,437	\$85,588	\$88,009	\$91,089	\$89,383	\$88,795	318	\$98,525	\$98,330
All	\$94,376	\$95,708	\$98,673	\$101,644	\$103,863	\$103,738	\$107,060	\$107,940	\$109,689	\$111,886	\$112,282	\$110,404	1,339	\$127,419	\$126,906
Index															
Professor	0.98	0.97	0.94	0.95	0.94	0.92	0.92	0.90	0.88	0.88	0.87	0.86			
Associate Professor	0.97	0.97	0.94	0.94	0.95	0.93	0.92	0.91	0.90	0.88	0.88	0.87			
Assistant Professor	0.97	0.95	0.93	0.94	0.94	0.93	0.94	0.92	0.91	0.92	0.91	0.90			
All	0.98	0.97	0.94	0.94	0.94	0.93	0.92	0.91	0.89	0.89	0.88	0.87			

Department Data within College

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE AND LIFE SCIENCE															
AGRICULTURAL AND BIOSYSTEMS ENGINEERING ^{1,2}															
Average Salaries															
Professor	\$121,862	\$114,768	\$122,108	\$124,379	\$136,185	\$136,513	\$142,246	\$133,366	\$139,583	\$151,981	\$151,714	\$160,024	16	\$145,703	\$144,896
Associate Professor	\$87,829	\$88,756	\$90,780	\$95,180	\$95,349	\$96,570	\$99,846	\$97,809	\$96,950	\$99,489	\$97,012	\$108,906	7	\$108,399	\$105,569
Assistant Professor	\$78,340	\$82,421	\$84,233	\$83,092	\$84,334	\$83,418	\$85,696	\$84,104	\$86,024	\$88,737	\$90,169	\$88,737	4	\$94,146	\$94,451
All	\$99,496	\$97,833	\$101,616	\$104,503	\$113,379	\$112,208	\$117,875	\$114,573	\$116,316	\$126,074	\$128,414	\$136,210	27	\$128,394	\$127,227
Index															
Professor	1.13	1.01	1.01	0.99	1.04	1.05	1.02	0.94	0.96	1.04	1.04	1.10			
Associate Professor	1.04	1.03	1.01	1.05	1.01	1.00	0.96	0.91	0.90	0.90	0.89	1.03			
Assistant Professor	1.09	1.11	1.08	1.00	0.99	0.97	1.00	0.94	0.95	0.94	0.96	0.94			
All	1.09	1.03	1.02	1.02	1.02	1.02	1.00	0.93	0.94	0.99	1.00	1.07			
AGRICULTURAL EDUCATION AND STUDIES															
Average Salaries															
Professor	\$99,214	\$100,671	\$103,928	\$106,587	\$109,238	\$110,310	\$118,469	\$122,623	\$123,850	\$126,327	\$125,111	\$125,111	2	\$121,116	\$121,763
Associate Professor	\$84,928	\$88,734	\$90,445	\$91,824	\$103,282	\$102,692		\$85,000	\$85,850	\$85,349	\$83,130	\$83,130	1	\$93,827	\$87,343
Assistant Professor	\$75,718	\$75,831	\$81,174	\$78,016	\$81,302	\$77,836	\$73,275	\$69,688	\$70,572	\$69,796	\$69,796	\$69,796	2	\$84,327	\$79,180
All	\$84,609	\$84,951	\$90,782	\$92,142	\$97,273	\$94,184	\$99,100	\$91,453	\$92,461	\$98,467	\$94,589	\$94,589	5	\$100,943	\$97,846
Index															
Professor	0.99	1.01	0.96	1.00	0.94	0.96	1.00	1.01	0.98	1.01	1.03	1.03			
Associate Professor	1.11	1.20	1.19	1.19	1.26	1.30		0.98	0.97	0.93	0.89	0.95			
Assistant Professor	1.30	1.28	1.25	1.12	1.18	1.08	0.96	0.89	0.88	0.86	0.83	0.88			
All	1.14	1.16	1.12	1.09	1.08	1.07	0.98	0.96	0.94	0.95	0.94	0.97			
AGRONOMY															
Average Salaries															
Professor	\$104,656	\$103,667	\$104,648	\$108,605	\$113,637	\$113,807	\$118,806	\$118,363	\$118,363	\$120,081	\$123,514	\$115,719	27	\$130,251	\$137,703
Associate Professor	\$73,349	\$75,379	\$79,279	\$87,346	\$96,530	\$100,120	\$103,448	\$109,021	\$109,021	\$111,204	\$107,836	\$107,718	5	\$97,360	\$100,554
Assistant Professor	\$83,250	\$85,217	\$88,836	\$95,259	\$93,000	\$89,749	\$89,439	\$91,510	\$91,510	\$90,684	\$93,368	\$93,360	4	\$85,211	\$88,263
All	\$97,883	\$98,132	\$100,122	\$103,979	\$108,444	\$108,536	\$112,208	\$112,881	\$113,472	\$115,200	\$117,987	\$112,124	36	\$120,678	\$127,050
Index															
Professor	1.05	1.00	0.95	0.98	0.96	0.97	1.05	1.02	0.97	0.93	0.95	0.84			
Associate Professor	0.96	0.95	0.97	1.04	1.10	1.13	1.13	1.16	1.14	1.12	1.11	1.07			
Assistant Professor	1.20	1.21	1.20	1.23	1.19	1.13	1.09	1.05	1.10	1.04	1.10	1.06			
All	1.05	1.01	0.97	1.01	1.00	1.01	1.06	1.04	1.00	0.97	0.98	0.88			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE & LIFE SCIENCES, continued															
ANIMAL SCIENCE															
Average Salaries															
Professor	\$104,603	\$105,270	\$111,631	\$112,009	\$116,091	\$116,307	\$122,025	\$118,075	\$117,893	\$121,332	\$119,209	\$114,321	24	\$135,028	\$125,027
Associate Professor	\$75,336	\$76,354	\$78,580	\$82,550	\$83,009	\$87,457	\$89,579	\$89,579	\$92,240	\$87,831	\$89,505	\$91,997	5	\$104,142	\$102,001
Assistant Professor	\$72,099	\$75,030	\$78,286	\$78,696	\$80,068	\$81,597	\$83,471	\$85,896	\$85,427	\$86,856	\$89,648	\$86,026	8	\$90,653	\$88,717
All	\$94,584	\$95,466	\$99,633	\$101,092	\$105,298	\$105,268	\$109,242	\$103,437	\$103,453	\$106,850	\$108,804	\$105,186	37	\$121,260	\$114,064
Index															
Professor	1.04	1.02	1.04	1.01	1.02	0.98	1.02	1.00	0.97	0.94	0.88	0.91			
Associate Professor	0.97	0.99	0.99	1.04	1.01	1.00	1.01	0.97	0.89	0.89	0.86	0.90			
Assistant Professor	1.06	1.08	1.05	1.03	1.03	1.04	1.02	1.02	0.92	0.97	0.99	0.97			
All	1.03	1.02	1.03	1.01	1.02	0.99	1.02	1.00	0.94	0.94	0.90	0.92			
BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY ¹															
Average Salaries															
Professor	\$115,670	\$117,372	\$122,444	\$126,957	\$129,393	\$130,684	\$137,825	\$145,026	\$138,402	\$141,718	\$141,962	\$134,180	16	\$157,147	\$156,334
Associate Professor	\$79,749	\$80,945	\$82,766	\$83,759	\$82,082	\$82,902	\$85,257	\$86,897	\$87,771	\$89,703	\$89,139	\$89,359	3	\$103,332	\$107,122
Assistant Professor	\$69,850	\$70,898	\$72,670	\$74,470	\$73,433	\$75,343	\$77,177	\$78,595	\$77,379	\$78,461	\$78,461	\$78,461	4	\$90,897	\$92,790
All	\$104,074	\$105,611	\$109,787	\$113,487	\$112,869	\$114,184	\$113,720	\$119,422	\$116,930	\$121,194	\$124,028	\$118,644	23	\$138,606	\$138,864
Index															
Professor	0.95	0.94	0.90	0.91	0.91	0.85	0.89	0.98	0.86	0.96	0.90	0.86			
Associate Professor	1.03	0.97	0.94	0.92	0.92	0.87	0.83	0.89	0.90	0.88	0.86	0.83			
Assistant Professor		0.99	1.00	0.99	0.92	0.88	0.87	0.90	0.89	0.86	0.86	0.85			
All	0.96	0.95	0.91	0.92	0.91	0.85	0.88	0.95	0.87	0.94	0.89	0.85			
ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY ¹															
Average Salaries															
Professor	\$89,113	\$90,450	\$92,614	\$94,592	\$102,214	\$102,380	\$106,141	\$109,184	\$112,833	\$116,913	\$114,065	\$101,666	10	\$148,262	\$147,785
Associate Professor		\$76,834	\$79,139	\$82,496	\$85,532	\$85,742	\$88,369	\$90,480	\$91,097	\$92,588	\$92,588	\$94,515	7	\$101,930	\$100,924
Assistant Professor	\$71,660		\$71,723	\$74,144	\$76,708	\$76,782	\$79,671	\$75,000	\$80,604	\$83,953	\$84,128	\$81,652	6	\$90,474	\$89,423
All	\$86,204	\$88,181	\$87,705	\$89,943	\$93,833	\$92,378	\$96,266	\$94,866	\$99,342	\$102,344	\$99,719	\$94,268	23	\$119,086	\$118,298
Index															
Professor	0.80	0.77	0.75	0.75	0.81	0.80	0.74	0.81	0.81	0.80	0.77	0.69			
Associate Professor		0.98	0.96	0.97	0.98	0.96	0.83	0.94	1.00	0.93	0.91	0.94			
Assistant Professor	1.04		0.98	1.01	1.01	0.96	0.90	0.86	0.81	0.92	0.93	0.91			
All	0.82	0.79	0.79	0.80	0.88	0.86	0.78	0.87	0.85	0.85	0.84	0.80			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE & LIFE SCIENCES, continued															
ECONOMICS															
Average Salaries															
Professor	\$135,221	\$137,934	\$145,107	\$155,683	\$164,484	\$164,719	\$170,033	\$165,685	\$168,712	\$162,443	\$168,540	\$178,500	7	\$160,911	\$162,319
Associate Professor	\$122,691	\$110,673	\$113,254	\$116,149	\$119,010	\$112,575	\$116,385	\$120,745	\$122,700	\$126,544	\$125,257	\$124,900	3	\$122,368	\$118,506
Assistant Professor	\$99,916	\$101,415	\$98,062	\$103,847	\$108,626	\$109,542	\$112,941	\$113,019	\$120,191	\$116,404	\$116,181	\$115,191	4	\$106,281	\$103,649
All	\$129,242	\$130,800	\$134,816	\$141,511	\$143,049	\$141,125	\$143,338	\$138,363	\$143,044	\$138,991	\$144,305	\$148,926	14	\$137,044	\$136,168
Index															
Professor	1.17	1.15	1.14	1.21	1.24	1.16	1.19	1.10	1.09	1.01	1.05	1.10			
Associate Professor	1.38	1.19	1.14	1.17	1.13	1.04	1.02	1.03	0.91	1.06	1.02	1.05			
Assistant Professor	1.25	1.21	1.10	1.15	1.15	1.08	1.12	1.08	1.14	1.09	1.09	1.11			
All	1.20	1.16	1.13	1.20	1.21	1.13	1.15	1.08	1.04	1.04	1.05	1.09			
ENTOMOLOGY															
Average Salaries															
Professor	\$88,157	\$95,920	\$97,584	\$101,471	\$99,213	\$101,031	\$113,985	\$99,527	\$100,523	\$86,677	\$87,399	\$88,229	6	\$141,939	\$136,976
Associate Professor	\$67,314	\$71,490	\$78,629	\$79,152	\$74,547	\$75,292	\$77,815	\$77,140	\$77,912	\$83,852	\$73,771	\$73,771	0	\$100,969	\$99,007
Assistant Professor	\$63,765	\$60,700	\$65,345	\$67,843		\$70,000	\$71,609	\$71,609	\$72,325	\$73,771	\$73,771	\$73,771	1	\$87,564	\$87,388
All	\$77,715	\$82,854	\$87,472	\$90,298	\$88,250	\$87,633	\$95,279	\$87,642	\$88,519	\$84,026	\$85,452	\$86,163	7	\$134,171	\$129,892
Index															
Professor	0.85	0.88	0.87	0.90	0.85	0.84	0.94	0.79	0.77	0.64	0.62	0.64			
Associate Professor	0.94	0.95	0.98	0.95	0.86	0.86	0.83	0.79	0.80	0.83	0.00	0.00			
Assistant Professor	0.97	0.89	0.88	0.88		0.86	0.85	0.83	0.83	0.84	0.84	0.84			
All	0.89	0.89	0.90	0.91	0.86	0.85	0.89	0.79	0.79	0.71	0.64	0.66			
FOOD SCIENCE AND HUMAN NUTRITION - AG ¹															
Average Salaries															
Professor	\$116,524	\$118,749	\$122,501	\$125,213	\$109,875	\$111,659	\$115,663	\$142,652	\$109,759	\$101,436	\$104,741	\$104,741	6	\$148,689	\$142,102
Associate Professor	\$81,517	\$82,739	\$84,926	\$87,012	\$89,129	\$88,253	\$90,284	\$92,357	\$92,204	\$94,898	\$94,798	\$89,344	13	\$103,631	\$102,021
Assistant Professor	\$73,000	\$73,422	\$72,446	\$75,052	\$77,151	\$77,313	\$81,470	\$86,731	\$83,196	\$84,146	\$83,948	\$81,614	9	\$89,291	\$90,318
All	\$100,304	\$97,059	\$101,039	\$101,650	\$92,170	\$92,446	\$97,015	\$111,350	\$94,768	\$92,459	\$93,441	\$90,159	28	\$108,677	\$106,848
Index															
Professor	1.10	1.06	1.05	1.05	0.93	0.90	0.91	1.08	0.78	0.72	0.70	0.74			
Associate Professor	1.04	1.01	1.02	1.05	1.04	1.06	0.99	0.98	0.95	0.89	0.91	0.88			
Assistant Professor	1.02	1.01	0.95	1.02	0.97	0.96	0.97	0.99	0.94	0.93	0.94	0.90			
All	1.08	1.04	1.03	1.05	0.98	0.99	0.95	1.03	0.88	0.85	0.86	0.84			

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											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE & LIFE SCIENCES, continued															
GENETICS, DEVELOPMENT, AND CELL BIOLOGY ¹															
Average Salaries															
Professor	\$125,484	\$121,717	\$126,329	\$134,607	\$128,741	\$127,861	\$132,267	\$134,195	\$133,903	\$135,835	\$137,018	\$130,021	12	\$136,567	\$136,734
Associate Professor	\$86,355	\$83,274	\$85,422	\$87,486	\$93,027	\$94,312	\$97,926	\$102,542	\$94,147	\$87,333	\$92,819	\$95,518	6	\$109,250	\$119,783
Assistant Professor	\$74,637		\$71,750	\$73,475	\$75,201	\$78,045	\$80,544	\$81,900	\$84,458	\$87,452	\$83,509	\$83,895	5	\$96,793	\$97,274
All	\$101,142	\$104,631	\$104,508	\$109,645	\$106,262	\$106,248	\$108,038	\$118,932	\$116,240	\$114,783	\$113,855	\$110,992	23	\$120,794	\$123,734
Index															
Professor	1.10	1.04	1.04	1.06	0.93	1.01	0.93	0.91	0.89	0.92	1.00	0.95			
Associate Professor	1.08	1.05	1.04	1.04	1.07	1.00	1.06	1.02	0.89	0.81	0.85	0.80			
Assistant Professor			0.95	0.93	0.90	0.90	0.97	0.90	0.91	0.92	0.86	0.86			
All	1.09	1.05	1.03	1.04	0.96	0.98	0.96	0.93	0.89	0.91	0.94	0.90			
HORTICULTURE															
Average Salaries															
Professor	\$89,279	\$93,078	\$95,676	\$98,642	\$104,828	\$105,876	\$112,161	\$109,775	\$107,190	\$109,334	\$109,334	\$102,043	8	\$126,020	\$124,419
Associate Professor	\$67,583	\$68,843	\$73,258	\$71,586	\$73,019	\$73,748	\$75,592	\$75,626	\$77,104	\$80,206	\$80,206	\$80,986	3	\$96,627	\$94,238
Assistant Professor	\$60,136	\$61,364	\$63,320	\$67,619	\$67,321	\$67,995	\$68,023	\$66,829	\$69,561	\$69,859	\$69,859	\$69,859	2	\$85,464	\$86,379
All	\$80,999	\$83,889	\$88,014	\$89,707	\$91,279	\$92,192	\$94,326	\$91,984	\$92,141	\$96,539	\$96,539	\$92,232	13	\$112,998	\$111,602
Index															
Professor	0.89	0.88	0.89	0.89	0.94	0.94	0.97	0.93	0.89	0.89	0.87	0.82			
Associate Professor	0.90	0.90	0.94	0.88	0.90	0.85	0.87	0.86	0.85	0.83	0.83	0.86			
Assistant Professor	0.92	0.90	0.93	0.90	0.90	0.85	0.85	0.81	0.80	0.78	0.82	0.81			
All	0.90	0.89	0.90	0.89	0.92	0.91	0.93	0.89	0.87	0.86	0.85	0.83			
NATURAL RESOURCE ECOLOGY AND MANAGEMENT															
Average Salaries															
Professor	\$90,870	\$91,905	\$95,265	\$96,342	\$99,469	\$104,077	\$108,571	\$109,385	\$110,886	\$123,859	\$123,573	\$112,253	7	\$135,013	\$136,371
Associate Professor	\$79,082	\$77,300	\$78,158	\$77,345	\$80,528	\$80,468	\$78,540	\$78,539	\$83,338	\$83,974	\$84,307	\$84,279	6	\$97,178	\$95,478
Assistant Professor	\$61,577	\$64,554	\$65,788	\$68,338	\$73,251	\$72,047	\$72,359	\$71,687	\$69,662	\$62,953	\$64,854	\$64,854	4	\$87,292	\$87,248
All	\$76,390	\$76,097	\$78,597	\$80,009	\$86,694	\$89,801	\$90,133	\$89,225	\$91,971	\$97,482	\$95,898	\$91,227	17	\$110,431	\$110,380
Index															
Professor	0.89	0.88	0.85	0.87	0.87	0.86	0.87	0.86	0.85	0.93	0.92	0.82			
Associate Professor	1.10	1.05	1.00	0.96	0.95	0.92	0.86	0.81	0.78	0.86	0.87	0.88			
Assistant Professor	0.95	0.87	0.93	0.94	0.96	0.91	0.87	0.85	0.81	0.72	0.74	0.74			
All	0.99	0.93	0.93	0.93	0.91	0.88	0.87	0.84	0.82	0.88	0.87	0.83			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF AGRICULTURE AND LIFE SCIENCES, continued															
PLANT PATHOLOGY AND MICROBIOLOGY ⁷															
Average Salaries															
Professor	\$99,311	\$100,887	\$105,113	\$110,649	\$116,203	\$117,365	\$122,500	\$121,434	\$124,115	\$129,781	\$130,229	\$125,983	11	\$142,081	\$139,536
Associate Professor	\$84,171	\$75,131	\$73,744	\$75,588	\$78,125	\$77,227	\$86,938	\$96,637	\$98,949	\$100,928	\$103,033	\$102,578	3	\$100,860	\$100,345
Assistant Professor	\$62,846	\$63,248	\$71,284	\$73,066	\$78,947	\$81,775	\$85,527	\$86,438	\$89,597	\$90,283	\$88,072	\$88,072	2	\$89,730	\$89,004
All	\$91,914	\$93,705	\$97,117	\$101,726	\$104,406	\$105,675	\$106,302	\$109,525	\$115,082	\$116,965	\$119,860	\$116,856	16	\$127,808	\$125,871
Index															
Professor	1.03	0.98	0.95	0.97	0.94	0.95	0.97	0.93	0.95	0.93	0.92	0.90			
Associate Professor	1.20	1.03	0.96	0.92	0.91	0.89	0.96	1.00	1.04	0.98	1.02	1.02			
Assistant Professor	0.98	0.97	1.00	0.96	1.00	1.04	1.05	1.03	1.04	1.01	0.98	0.99			
All	1.05	0.99	0.96	0.96	0.94	0.96	0.99	0.95	0.97	0.95	0.94	0.93			
SOCIOLOGY¹															
Average Salaries															
Professor	\$94,175	\$89,466	\$97,318	\$99,348	\$96,660	\$101,764	\$101,273	\$114,365	\$99,882	\$102,512	\$104,213	\$94,501	12	\$147,238	\$145,503
Associate Professor				\$79,625	\$75,105	\$77,569	\$80,617	\$96,847	\$78,252	\$78,423	\$81,665	\$81,665	4	\$102,903	\$104,162
Assistant Professor	\$62,174	\$65,033	\$67,080	\$67,823	\$63,429	\$66,042	\$71,474	\$69,637	\$71,670	\$76,410	\$76,410	\$76,000	3	\$86,125	\$85,825
All	\$83,508	\$81,322	\$85,979	\$87,126	\$84,821	\$89,194	\$90,131	\$100,015	\$91,653	\$93,779	\$95,076	\$88,877	19	\$128,255	\$127,377
Index															
Professor	0.78	0.73	0.75	0.77	0.76	0.74	0.72	0.81	0.69	0.70	0.71	0.65			
Associate Professor				0.91	0.85	0.83	0.84	0.97	0.77	0.76	0.79	0.78			
Assistant Professor	0.93	0.95	0.95	0.93	0.86	0.85	0.92	0.86	0.87	0.89	0.89	0.89			
All	0.81	0.78	0.80	0.82	0.79	0.77	0.77	0.89	0.72	0.73	0.74	0.70			
AGRICULTURE AND LIFE SCIENCES SUMMARY															
Average Salaries															
Professor	\$107,576	\$108,040	\$112,239	\$116,012	\$118,794	\$119,360	\$123,875	\$125,354	\$123,228	\$125,912	\$126,129	\$121,535	164	\$140,975	\$139,891
Associate Professor	\$81,565	\$80,468	\$83,626	\$86,293	\$87,010	\$88,895	\$90,978	\$93,458	\$94,104	\$95,113	\$94,117	\$94,940	66	\$103,645	\$103,647
Assistant Professor	\$72,899	\$74,854	\$77,262	\$80,228	\$82,229	\$81,577	\$83,223	\$85,200	\$83,834	\$85,675	\$84,924	\$83,651	58	\$90,964	\$90,778
All	\$96,129	\$96,628	\$100,117	\$103,038	\$104,219	\$104,254	\$107,079	\$108,950	\$107,607	\$109,762	\$110,495	\$107,811	288	\$122,349	\$121,694
Index															
Professor	1.05	1.02	1.00	0.99	0.96	0.94	0.95	0.97	0.90	0.90	0.89	0.87			
Associate Professor	1.09	1.07	1.07	1.02	0.99	0.99	0.95	0.96	0.91	0.92	0.91	0.92			
Assistant Professor	1.10	1.06	1.04	1.04	1.02	0.98	0.98	0.97	0.93	0.94	0.93	0.92			
All	1.06	1.03	1.02	1.00	0.97	0.95	0.96	0.97	0.91	0.91	0.90	0.89			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF BUSINESS-															
ACCOUNTING															
Average Salaries															
Professor	\$161,686	\$164,000	\$211,763	\$210,675	\$177,100	\$173,780	\$183,825	\$181,650	\$197,287	\$189,548	\$182,926	\$182,926	2	\$263,852	\$286,144
Associate Professor	\$137,295	\$147,823	\$150,916	\$156,612	\$160,842	\$162,263	\$166,646	\$171,762	\$176,794	\$177,217	\$181,363	\$179,587	9	\$212,085	\$240,392
Assistant Professor	\$131,250	\$138,068	\$143,953	\$147,838	\$155,694	\$157,251	\$170,186	\$165,238	\$172,877	\$179,109	\$185,640	\$185,640	1	\$208,161	\$221,261
All	\$137,318	\$143,588	\$155,132	\$159,322	\$158,925	\$160,951	\$170,870	\$72,800	\$176,859	\$178,875	\$181,980	\$180,648	12	\$220,386	\$246,423
Index															
Professor	0.89	0.89	1.00	0.98	0.80	0.65	0.75	0.72	0.78	0.70	0.69	0.64			
Associate Professor	0.90	0.95	0.89	0.91	0.88	0.82	0.85	0.84	0.83	0.81	0.86	0.75			
Assistant Professor	0.77	0.79	0.79	0.77	0.81	0.78	0.83	0.80	0.80	0.82	0.89	0.84			
All	0.84	0.84	0.84	0.84	0.83	0.76	0.82	0.81	0.81	0.80	0.83	0.73			
FINANCE															
Average Salaries															
Professor	\$162,712	\$157,637	\$168,932	\$171,556	\$168,650	\$170,337	\$176,146	\$176,070	\$225,774	\$221,442	\$221,442	\$218,198	4	\$292,729	\$291,438
Associate Professor	\$141,396	\$145,075	\$153,983	\$160,890	\$165,060	\$168,085	\$172,145	\$175,035	\$180,225	\$170,900	\$178,111	\$176,929	6	\$230,841	\$228,312
Assistant Professor	\$138,457	\$141,496	\$143,672	\$147,800	\$158,183	\$159,896	\$167,296	\$171,325	\$187,143	\$194,286	\$194,286	\$181,933	3	\$229,912	\$231,104
All	\$146,017	\$146,047	\$153,835	\$157,310	\$161,413	\$164,272	\$171,130	\$174,302	\$190,063	\$190,352	\$195,176	\$190,782	13	\$249,669	\$248,380
Index															
Professor	0.77	0.71	0.69	0.73	0.69	0.68	0.68	0.67	0.79	0.76	0.76	0.75			
Associate Professor	0.79	0.82	0.82	0.81	0.79	0.76	0.78	0.85	0.87	0.74	0.77	0.77			
Assistant Professor	0.78	0.78	0.76	0.78	0.79	0.78	0.79	0.79	0.85	0.85	0.85	0.79			
All	0.78	0.77	0.75	0.77	0.78	0.76	0.77	0.79	0.85	0.77	0.78	0.77			
INFORMATION SYSTEMS AND BUSINESS ANALYTICS ¹³															
Average Salaries															
Professor										\$166,820	\$166,820	\$166,820	2	\$187,822	\$174,395
Associate Professor										\$154,482	\$154,482	\$148,403	5	\$139,677	\$146,435
Assistant Professor										\$144,904	\$145,430	\$145,430	4	\$123,690	\$132,263
All										\$152,548	\$153,434	\$150,671	11	\$142,617	\$146,365
Index															
Professor										0.88	0.89	0.96			
Associate Professor										1.10	1.11	1.01			
Assistant Professor										1.17	1.18	1.10			
All										1.08	1.08	1.03			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF BUSINESS, continued															
MANAGEMENT															
Average Salaries															
Professor	\$159,714	\$162,325	\$163,055	\$159,152	\$166,974	\$173,978	\$182,739	\$185,349	\$193,812	\$194,316	\$218,182	\$218,182	1	\$258,986	\$261,561
Associate Professor	\$112,547	\$118,239	\$123,463	\$129,104	\$139,786	\$140,739	\$146,717	\$153,977	\$157,127	\$154,226	\$160,155	\$163,891	8	\$193,590	\$195,590
Assistant Professor	\$117,464	\$121,547	\$122,643	\$126,312	\$130,094	\$133,344	\$138,529	\$146,036	\$150,895	\$154,491	\$152,819	\$154,530	7	\$172,656	\$172,741
All	\$134,166	\$137,842	\$143,142	\$137,705	\$143,078	\$145,749	\$151,738	\$156,385	\$160,889	\$159,083	\$160,572	\$163,189	16	\$188,519	\$189,717
Index															
Professor	0.92	0.88	0.80	0.77	0.77	0.74	0.77	0.76	0.78	0.78	0.84	0.83			
Associate Professor	0.84	0.87	0.81	0.81	0.81	0.80	0.82	0.82	0.83	0.80	0.83	0.84			
Assistant Professor	0.92	0.92	0.87	0.88	0.87	0.85	0.87	0.88	0.90	0.89	0.89	0.89			
All	0.90	0.88	0.81	0.81	0.82	0.80	0.82	0.83	0.85	0.84	0.85	0.86			
MARKETING															
Average Salaries															
Professor	\$161,793	\$155,524	\$163,287	\$167,853	\$172,513	\$175,321	\$181,936	\$196,152	\$207,460	\$195,944	\$193,470	\$191,745	6	\$249,886	\$245,081
Associate Professor	\$129,729	\$133,679	\$136,218	\$139,769	\$143,937	\$145,376	\$158,712	\$157,387	\$169,505	\$162,315	\$162,329	\$167,571	6	\$189,393	\$185,457
Assistant Professor	\$119,192	\$123,671	\$123,020	\$128,683	\$136,473	\$140,808	\$149,726	\$153,703	\$158,576	\$161,314	\$158,423	\$160,000	3	\$172,045	\$176,119
All	\$135,149	\$134,178	\$140,062	\$144,942	\$148,710	\$152,130	\$162,709	\$164,632	\$173,735	\$173,258	\$174,004	\$175,726	15	\$210,121	\$207,439
Index															
Professor	0.93	0.85	0.83	0.84	0.81	0.78	0.83	0.86	0.87	0.82	0.77	0.78			
Associate Professor	1.07	1.09	0.97	0.90	0.82	0.83	0.93	0.86	0.91	0.87	0.86	0.90			
Assistant Professor	0.94	0.93	0.86	0.84	0.90	0.88	0.95	0.94	0.95	0.93	0.92	0.91			
All	0.96	0.93	0.87	0.85	0.85	0.84	0.90	0.89	0.91	0.86	0.83	0.85			
SUPPLY CHAIN MANAGEMENT ^{5, 13}															
Average Salaries															
Professor										\$190,647	\$190,647	\$189,000	5	\$216,693	\$212,408
Associate Professor										\$162,038	\$162,038	\$163,836	6	\$177,187	\$180,618
Assistant Professor										\$147,204	\$147,204	\$146,880	5	\$152,222	\$148,451
All										\$166,343	\$166,343	\$166,401	16	\$181,731	\$180,500
Index															
Professor										0.87	0.88	0.89			
Associate Professor										0.94	0.91	0.91			
Assistant Professor										0.98	0.97	0.99			
All										0.93	0.92	0.92			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021					
											ISU			PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY	
COLLEGE OF BUSINESS, continued																
SUPPLY CHAIN & INFORMATION MANAGEMENT ^{5,13}																
Average Salaries																
Professor	\$153,257	\$188,024	\$199,188	\$183,028	\$170,794	\$175,238	\$190,171	\$207,136	\$208,245							
Associate Professor	\$124,406	\$126,560	\$133,070	\$136,589	\$136,299	\$143,911	\$148,987	\$153,080	\$155,784							
Assistant Professor	\$112,100	\$115,677	\$118,975	\$121,123	\$127,444	\$131,272	\$134,356	\$133,904	\$140,014							
All	\$124,429	\$129,157	\$131,262	\$139,851	\$141,231	\$146,734	\$154,045	\$159,050	\$161,200							
Index																
Professor	0.89	1.07	1.04	0.86	0.85	0.84	0.90	0.97	0.96							
Associate Professor	0.97	0.96	1.04	0.92	1.00	1.02	1.02	1.00	0.97							
Assistant Professor	0.88	0.89	0.94	0.83	0.94	0.95	0.93	0.92	0.93							
All	0.92	0.95	1.00	0.89	0.94	0.96	0.97	0.98	0.96							
BUSINESS SUMMARY																
Average Salaries																
Professor	\$159,876	\$163,565	\$171,832	\$174,570	\$170,611	\$174,160	\$183,772	\$192,670	\$207,993	\$198,379	\$197,617	\$196,062	15	\$255,505	\$254,592	
Associate Professor	\$127,536	\$130,740	\$137,047	\$141,728	\$145,892	\$149,744	\$157,085	\$161,387	\$167,725	\$168,381	\$171,328	\$171,319	39	\$198,993	\$205,258	
Assistant Professor	\$123,711	\$128,803	\$132,787	\$136,943	\$144,912	\$147,268	\$154,718	\$152,121	\$155,677	\$162,314	\$161,144	\$160,745	24	\$174,188	\$177,703	
All	\$134,626	\$137,349	\$144,126	\$147,389	\$150,190	\$153,424	\$161,459	\$163,915	\$170,768	\$171,244	\$173,250	\$172,824	78	\$202,228	\$206,267	
Index																
Professor	0.87	0.86	0.81	0.82	0.79	0.75	0.80	0.82	0.86	0.79	0.77	0.77				
Associate Professor	0.91	0.93	0.92	0.87	0.88	0.87	0.88	0.89	0.89	0.84	0.86	0.83				
Assistant Professor	0.85	0.84	0.82	0.80	0.84	0.83	0.86	0.87	0.89	0.92	0.93	0.90				
All	0.87	0.87	0.85	0.83	0.84	0.83	0.85	0.87	0.88	0.86	0.86	0.84				

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF DESIGN-															
ARCHITECTURE															
Average Salaries															
Professor	\$96,896	\$96,476	\$99,031	\$103,488	\$107,593	\$107,450	\$108,808	\$107,000	\$107,884	\$108,371	\$111,369	\$120,305	5	\$133,515	\$130,606
Associate Professor	\$79,090	\$77,451	\$79,533	\$83,540	\$84,550	\$84,088	\$86,112	\$87,264	\$85,857	\$86,568	\$85,261	\$84,243	8	\$92,538	\$93,632
Assistant Professor	\$61,951	\$65,305	\$67,016	\$67,008	\$67,510	\$68,126	\$70,266	\$70,170	\$70,778	\$72,510	\$72,884	\$72,702	4	\$79,762	\$78,870
All	\$79,272	\$83,182	\$83,648	\$87,040	\$88,655	\$88,372	\$89,634	\$84,199	\$85,304	\$89,931	\$90,028	\$92,134	17	\$101,584	\$101,033
Index															
Professor	0.94	0.93	0.86	0.90	0.92	0.87	0.88	0.87	0.85	0.83	0.83	0.92			
Associate Professor	1.03	1.01	0.99	1.00	1.01	1.00	0.99	1.00	0.94	0.93	0.92	0.90			
Assistant Professor	1.01	1.02	0.97	0.97	0.98	0.94	0.96	0.98	0.94	0.92	0.91	0.92			
All	1.00	0.97	0.93	0.96	0.96	0.92	0.92	0.94	0.91	0.89	0.89	0.91			
COMMUNITY AND REGIONAL PLANNING															
Average Salaries															
Professor	\$118,778	\$118,778	\$91,088	\$97,588	\$101,053	\$109,552	\$113,538	\$113,538	\$116,193	\$123,768	\$125,188	\$125,548	3	\$134,951	\$138,061
Associate Professor	\$74,640	\$76,946	\$76,346	\$81,787	\$85,765	\$88,743	\$91,546	\$94,772	\$87,369	\$87,840	\$87,840	\$88,861	5	\$96,649	\$95,883
Assistant Professor	\$63,179	\$60,149	\$62,268	\$65,799	\$65,283	\$65,080	\$67,308	\$66,433	\$66,545	\$68,995	\$66,746	\$68,250	4	\$78,515	\$77,949
All	\$74,450	\$74,410	\$71,801	\$77,743	\$81,906	\$79,619	\$82,324	\$84,356	\$83,144	\$92,499	\$90,145	\$91,162	12	\$100,180	\$100,449
Index															
Professor	1.16	1.16	0.81	0.84	0.88	0.87	0.94	0.95	0.94	0.95	0.93	0.91			
Associate Professor	1.05	1.06	0.96	1.01	1.06	1.06	1.04	1.10	0.96	0.94	0.91	0.93			
Assistant Professor	1.00	0.99	0.95	0.98	0.95	0.93	0.91	0.88	0.88	0.89	0.85	0.88			
All	1.05	1.05	0.91	0.94	0.97	0.95	0.95	0.97	0.93	0.93	0.90	0.91			
GRAPHIC DESIGN, INDUSTRIAL DESIGN, INTERIOR DESIGN & ART AND VISUAL CULTURE ⁸															
Average Salaries															
Professor	\$83,607	\$ 84,792	\$93,271	\$89,949	\$88,578	\$92,684	\$84,553	\$86,971	\$97,670	\$100,756	\$91,494	\$96,672	11	\$120,172	\$112,665
Associate Professor	\$62,707	\$ 63,279	\$65,040	\$67,765	\$73,156	\$73,670	\$74,008	\$77,245	\$78,843	\$81,527	\$80,146	\$80,781	19	\$91,054	\$88,395
Assistant Professor	\$55,298	\$ 55,934	\$57,739	\$59,660	\$61,229	\$60,852	\$63,106	\$64,504	\$63,841	\$65,618	\$64,782	\$64,830	15	\$78,228	\$74,928
All	\$63,444	\$64,774	\$67,223	\$69,404	\$72,338	\$72,778	\$72,508	\$74,891	\$78,331	\$80,819	\$77,798	\$79,348	45	\$93,897	\$89,839
Index															
Professor	0.93	0.94	0.99	0.93	0.84	0.96	0.81	0.77	0.85	0.85	0.76	0.86			
Associate Professor	0.89	0.87	0.87	0.89	0.92	0.96	0.93	0.93	0.91	0.91	0.88	0.91			
Assistant Professor	0.96	0.92	0.94	0.96	0.91	0.95	0.92	0.90	0.87	0.85	0.83	0.87			
All	0.91	0.89	0.89	0.91	0.90	0.96	0.89	0.88	0.87	0.88	0.83	0.88			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF DESIGN, continued															
LANDSCAPE ARCHITECTURE															
Average Salaries															
Professor	\$97,056	\$101,993	\$113,739	\$102,438	\$93,638	\$101,954	\$97,819	\$100,193	\$101,195	\$103,219	\$103,219	\$102,912	3	\$122,056	\$115,120
Associate Professor	\$77,415	\$78,438	\$80,255	\$83,394	\$87,715	\$88,142	\$94,258	\$92,807	\$93,735	\$93,106	\$88,577	\$85,847	8	\$87,974	\$88,357
Assistant Professor	\$58,000	\$61,015	\$62,117	\$64,407	\$64,425	\$64,726	\$67,086	\$66,706	\$66,280	\$67,135	\$64,383	\$64,383	2	\$73,577	\$73,176
All	\$84,578	\$79,801	\$79,747	\$79,952	\$77,667	\$83,790	\$85,348	\$87,703	\$86,448	\$87,449	\$88,234	\$86,483	13	\$93,624	\$92,197
Index															
Professor	0.92	0.99	1.06	0.92	0.87	0.96	0.91	0.89	0.86	0.83	0.85	0.89			
Associate Professor	1.03	1.08	1.00	1.01	1.10	1.09	1.14	1.07	1.07	1.06	1.01	0.97			
Assistant Professor	0.95	1.02	0.91	0.94	0.89	0.92	0.93	0.92	0.76	0.90	0.88	0.88			
All	0.96	1.04	0.99	0.97	0.99	1.00	1.00	0.97	0.91	0.95	0.94	0.94			
DESIGN SUMMARY															
Average Salaries															
Professor	\$94,991	\$95,519	\$98,397	\$98,388	\$98,696	\$101,522	\$97,722	\$97,126	\$102,369	\$106,306	\$102,205	\$106,832	22	\$125,477	\$120,541
Associate Professor	\$69,835	\$69,776	\$70,706	\$73,764	\$77,866	\$78,819	\$80,075	\$82,572	\$85,120	\$85,212	\$83,817	\$83,496	40	\$91,434	\$90,370
Assistant Professor	\$59,200	\$59,454	\$62,032	\$63,712	\$63,761	\$63,720	\$66,000	\$66,605	\$66,303	\$67,566	\$66,360	\$66,601	25	\$78,148	\$75,902
All	\$72,507	\$72,962	\$74,117	\$76,495	\$77,966	\$78,998	\$79,464	\$79,748	\$82,004	\$85,274	\$83,450	\$84,542	87	\$96,225	\$93,842
Index															
Professor	0.95	0.96	0.91	0.91	0.88	0.91	0.86	0.83	0.86	0.86	0.81	0.89			
Associate Professor	0.96	0.95	0.92	0.94	0.97	0.99	0.98	0.98	0.96	0.94	0.92	0.92			
Assistant Professor	0.98	0.98	0.94	0.96	0.93	0.94	0.93	0.92	0.87	0.88	0.85	0.88			
All	0.96	0.95	0.92	0.93	0.93	0.95	0.92	0.92	0.89	0.90	0.87	0.90			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF ENGINEERING-															
AEROSPACE ENGINEERING															
Average Salaries															
Professor	\$130,545	\$136,308	\$143,329	\$145,075	\$155,837	\$153,369	\$161,220	\$156,392	\$158,782	\$161,466	\$167,729	\$159,982	10	\$176,282	\$162,488
Associate Professor	\$96,090	\$92,113	\$95,361	\$95,415	\$97,552	\$98,370	\$103,490	\$103,490	\$105,803	\$108,998	\$107,938	\$110,198	8	\$121,971	\$116,708
Assistant Professor	\$81,704	\$85,019	\$85,657	\$87,522	\$89,611	\$89,113	\$93,075	\$93,563	\$92,195	\$96,662	\$93,827	\$90,783	6	\$105,414	\$100,360
All	\$112,083	\$119,270	\$119,853	\$123,089	\$127,104	\$123,021	\$125,676	\$124,841	\$123,342	\$126,748	\$129,323	\$126,088	24	\$140,461	\$131,696
Index															
Professor	1.00	1.02	1.01	0.99	1.00	1.00	1.01	0.95	0.95	0.92	0.95	0.98			
Associate Professor	1.07	0.98	0.98	0.94	0.93	0.91	0.92	0.89	0.89	0.90	0.88	0.94			
Assistant Professor	1.00	1.03	0.98	1.01	0.95	0.97	0.98	0.95	0.92	0.95	0.89	0.90			
All	1.02	1.02	1.00	0.99	0.98	0.98	0.99	0.94	0.93	0.92	0.92	0.96			
AGRICULTURAL AND BIOSYSTEMS ENGINEERING ¹															
Average Salaries															
Professor	\$113,927	\$150,000	\$153,750	\$168,364	\$136,185	\$136,513	\$142,246	\$200,000	\$139,583	\$151,981	\$151,714	\$142,094	16	\$145,703	\$144,896
Associate Professor					\$95,349	\$96,570	\$99,846	\$105,330	\$96,950	\$99,489	\$97,012	\$106,134	7	\$108,399	\$105,569
Assistant Professor	\$85,000	\$88,000	\$90,640	\$93,586	\$84,334	\$83,418	\$85,696	\$87,055	\$86,024	\$88,737	\$90,169	\$87,432	4	\$94,146	\$94,451
All	\$99,464	\$119,000	\$122,195	\$130,975	\$113,379	\$112,208	\$117,875	\$113,299	\$116,316	\$126,074	\$128,414	\$124,673	27	\$128,394	\$127,227
Index															
Professor	1.06	1.31	1.27	1.35	1.04	1.05	1.02	1.41	0.96	1.04	1.04	0.98			
Associate Professor					1.01	1.00	0.96	0.98	0.90	0.90	0.89	1.01			
Assistant Professor	1.18	1.18	1.16	1.13	0.99	0.97	1.00	0.98	0.95	0.94	0.96	0.93			
All	1.11	1.26	1.22	1.26	1.02	1.02	1.00	1.10	0.94	0.99	1.00	0.98			
CHEMICAL & BIOLOGICAL ENGINEERING															
Average Salaries															
Professor	\$151,916	\$151,873	\$152,315	\$165,773	\$175,583	\$172,591	\$179,318	\$180,339	\$171,942	\$178,162	\$168,294	\$149,676	10	\$181,523	\$180,684
Associate Professor	\$99,735	\$101,235	\$103,256	\$104,996	\$109,493	\$110,516	\$112,493	\$111,195	\$111,582	\$113,916	\$109,219	\$106,852	8	\$116,892	\$118,404
Assistant Professor	\$86,715	\$88,295	\$90,401	\$90,720	\$91,834	\$92,202	\$94,002	\$94,002	\$93,623	\$98,092	\$97,531	\$98,362	3	\$103,102	\$102,802
All	\$125,018	\$127,216	\$126,835	\$137,388	\$134,942	\$135,100	\$137,942	\$134,555	\$131,236	\$136,449	\$135,680	\$126,032	21	\$145,699	\$145,832
Index															
Professor	1.05	1.04	1.01	1.09	1.10	1.05	1.05	1.03	0.97	0.99	0.93	0.83			
Associate Professor	1.05	1.03	1.03	1.05	1.06	1.04	1.03	0.99	0.95	0.94	0.93	0.90			
Assistant Professor	1.08	1.07	1.04	1.03	1.01	0.98	0.96	0.96	0.94	0.96	0.95	0.96			
All	1.06	1.05	1.02	1.07	1.07	1.03	1.03	1.01	0.96	0.97	0.93	0.86			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF ENGINEERING, continued															
CIVIL, CONSTRUCTION, AND ENVIRONMENTAL ENGINEERING															
Average Salaries															
Professor	\$128,931	\$133,183	\$132,312	\$137,645	\$144,367	\$142,072	\$152,861	\$154,802	\$160,766	\$165,764	\$161,917	\$147,307	8	\$155,366	\$155,722
Associate Professor	\$94,760	\$97,779	\$95,554	\$98,780	\$102,652	\$103,751	\$106,768	\$108,768	\$109,648	\$114,846	\$111,897	\$108,663	12	\$114,249	\$115,386
Assistant Professor	\$85,325	\$85,411	\$86,220	\$87,202	\$89,270	\$89,727	\$91,991	\$91,923	\$94,800	\$97,890	\$96,417	\$95,796	8	\$99,488	\$99,185
All	\$108,057	\$113,103	\$114,247	\$118,656	\$119,443	\$115,759	\$118,833	\$115,182	\$119,289	\$126,557	\$121,766	\$116,028	28	\$121,779	\$122,282
Index															
Professor	1.04	1.04	0.99	1.03	1.07	1.04	1.08	1.07	1.08	1.08	1.04	0.95			
Associate Professor	1.05	1.03	0.98	1.00	1.01	1.01	1.01	1.00	0.97	0.99	0.98	0.94			
Assistant Professor	1.08	1.01	1.00	0.99	1.00	1.00	1.00	0.97	0.98	0.98	0.97	0.97			
All	1.05	1.03	0.99	1.01	1.04	1.02	1.04	1.02	1.02	1.02	1.00	0.95			
ELECTRICAL AND COMPUTER ENGINEERING															
Average Salaries															
Professor	\$146,026	\$145,807	\$148,645	\$146,477	\$149,300	\$147,195	\$149,134	\$150,551	\$153,445	\$155,048	\$155,874	\$151,852	26	\$172,123	\$171,943
Associate Professor	\$102,931	\$102,149	\$100,862	\$102,491	\$106,321	\$103,723	\$104,927	\$106,361	\$109,146	\$108,110	\$106,368	\$105,887	12	\$121,212	\$124,556
Assistant Professor	\$86,400	\$86,065	\$87,057	\$87,211	\$83,870	\$83,383	\$85,837	\$91,000	\$94,140	\$98,052	\$97,901	\$98,000	7	\$105,423	\$106,330
All	\$109,652	\$110,370	\$115,091	\$116,726	\$121,906	\$119,468	\$124,629	\$126,965	\$129,012	\$133,328	\$133,654	\$131,218	45	\$148,171	\$149,100
Index															
Professor	1.06	1.04	1.02	0.99	1.01	0.94	0.93	0.92	0.92	0.90	0.91	0.88			
Associate Professor	1.05	1.02	0.98	0.97	0.97	0.93	0.92	0.92	0.94	0.88	0.88	0.85			
Assistant Professor	1.00	0.98	0.94	0.96	0.90	0.89	0.88	0.92	0.94	0.93	0.93	0.92			
All	1.04	1.01	0.99	0.97	0.99	0.93	0.93	0.92	0.93	0.90	0.90	0.88			
INDUSTRIAL AND MANUFACTURING SYSTEMS ENGINEERING															
Average Salaries															
Professor	\$124,027	\$132,242	\$130,276	\$133,364	\$141,836	\$137,340	\$171,295	\$181,763	\$184,581	\$181,637	\$183,287	\$188,625	4	\$174,650	\$177,436
Associate Professor	\$95,434	\$97,209	\$104,403	\$104,767	\$106,062	\$108,167	\$112,003	\$113,101	\$116,673	\$119,708	\$118,487	\$119,089	10	\$120,250	\$125,454
Assistant Professor	\$73,602	\$74,468	\$84,797	\$89,229	\$91,727	\$91,035	\$96,550	\$97,853	\$85,645	\$87,357	\$87,357	\$86,108	4	\$101,862	\$102,277
All	\$98,944	\$100,046	\$105,970	\$109,003	\$109,186	\$104,401	\$115,551	\$123,116	\$121,356	\$126,668	\$125,969	\$127,212	18	\$128,252	\$131,855
Index															
Professor	0.91	0.94	0.89	0.91	0.93	0.91	1.07	1.10	1.09	1.05	1.05	1.06			
Associate Professor	0.96	0.96	0.97	0.95	0.97	0.96	0.96	0.98	0.95	0.99	0.99	0.95			
Assistant Professor	0.90	0.90	0.96	1.00	1.03	1.00	1.01	0.99	0.85	0.86	0.86	0.84			
All	0.93	0.94	0.94	0.94	0.97	0.96	0.99	1.01	0.96	0.98	0.98	0.96			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF ENGINEERING, continued															
MATERIALS SCIENCE AND ENGINEERING															
Average Salaries															
Professor	\$158,391	\$161,125	\$158,689	\$161,430	\$170,822	\$177,216	\$184,654	\$195,047	\$184,264	\$187,017	\$197,715	\$192,080	10	\$182,906	\$167,463
Associate Professor	\$101,041	\$96,289	\$99,424		\$97,556	\$119,850	\$124,289	\$125,761	\$139,337	\$154,655	\$130,148	\$130,148	2	\$123,720	\$123,086
Assistant Professor	\$80,000	\$84,325	\$86,708	\$88,918	\$92,975	\$93,905	\$94,448	\$93,655	\$95,843	\$99,167	\$100,807	\$100,807	2	\$100,631	\$101,863
All	\$134,399	\$138,183	\$136,815	\$149,345	\$155,481	\$158,023	\$154,565	\$157,075	\$152,583	\$159,605	\$174,219	\$170,194	14	\$162,697	\$151,752
Index															
Professor	1.10	1.10	1.04	1.06	1.12	1.19	1.12	1.12	1.04	1.05	1.08	1.15			
Associate Professor	1.05	0.96	0.98	#DIV/0!	0.93	1.10	1.11	1.09	1.18	1.26	1.05	1.06			
Assistant Professor	0.99	1.01	0.97	1.00	1.01	1.03	1.01	0.99	0.99	0.97	1.00	0.99			
All	1.08	1.07	1.02	1.05	1.10	1.16	1.10	1.09	1.05	1.04	1.07	1.12			
MECHANICAL ENGINEERING															
Average Salaries															
Professor	\$149,068	\$155,945	\$155,491	\$165,427	\$171,872	\$157,583	\$156,464	\$156,464	\$156,230	\$164,224	\$160,808	\$142,856	14	\$168,669	\$167,473
Associate Professor	\$100,812	\$99,916	\$101,144	\$103,164	\$104,941	\$102,248	\$102,808	\$103,677	\$99,887	\$102,177	\$100,831	\$101,195	16	\$119,508	\$118,302
Assistant Professor	\$84,598	\$85,637	\$85,965	\$87,034	\$85,691	\$85,906	\$88,196	\$88,144	\$88,663	\$88,322	\$87,877	\$88,603	11	\$102,007	\$100,818
All	\$111,065	\$112,286	\$115,082	\$114,962	\$118,131	\$112,470	\$113,200	\$112,909	\$115,220	\$119,858	\$117,835	\$112,042	41	\$131,599	\$130,401
Index															
Professor	1.13	1.16	1.10	1.14	1.16	1.03	1.02	1.00	0.96	0.99	0.95	0.85			
Associate Professor	1.08	1.06	1.01	1.03	1.01	0.95	0.93	0.91	0.86	0.85	0.84	0.86			
Assistant Professor	1.03	1.02	0.98	0.98	0.94	0.92	0.92	0.90	0.90	0.86	0.86	0.88			
All	1.09	1.09	1.04	1.06	1.05	0.97	0.96	0.95	0.92	0.91	0.90	0.86			
ENGINEERING SUMMARY															
Average Salaries															
Professor	\$142,435	\$145,700	\$146,666	\$151,319	\$156,053	\$153,900	\$159,641	\$163,176	\$158,550	\$163,718	\$164,258	\$154,816	98	\$168,535	\$165,258
Associate Professor	\$98,912	\$98,950	\$100,191	\$101,991	\$103,693	\$103,571	\$106,442	\$108,646	\$108,467	\$109,684	\$107,920	\$108,323	75	\$118,097	\$118,570
Assistant Professor	\$84,784	\$85,231	\$86,748	\$87,989	\$88,111	\$87,905	\$90,714	\$91,124	\$91,435	\$94,225	\$93,124	\$92,501	45	\$101,845	\$101,067
All	\$113,424	\$116,186	\$118,111	\$122,161	\$123,663	\$120,715	\$124,570	\$124,611	\$124,007	\$129,892	\$130,192	\$125,958	218	\$137,416	\$135,945
Index															
Professor	1.05	1.06	1.02	1.04	1.06	1.04	1.03	1.00	0.97	0.98	0.97	0.94			
Associate Professor	1.05	1.01	0.99	0.98	0.99	0.97	0.96	0.96	0.93	0.92	0.91	0.91			
Assistant Professor	1.02	1.00	0.98	0.99	0.97	0.96	0.96	0.94	0.93	0.93	0.91	0.92			
All	1.05	1.04	1.01	1.02	1.03	1.00	1.00	0.98	0.95	0.95	0.95	0.93			

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											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF HUMAN SCIENCES-															
APPAREL, EVENTS, AND HOSPITALITY MANAGEMENT ⁹															
Average Salaries															
Professor	\$106,818	\$111,256	\$116,265	\$120,765	\$125,508	\$121,506	\$118,655	\$135,244	\$125,744	\$123,318	\$129,726	\$148,152	6	\$154,714	\$143,101
Associate Professor	\$74,991	\$72,251	\$74,647	\$80,605	\$85,672	\$85,016	\$83,029	\$87,977	\$87,478	\$88,315	\$84,788	\$85,300	11	\$117,844	\$110,862
Assistant Professor	\$63,028	\$65,645	\$66,797	\$68,036	\$70,872	\$70,883	\$73,614	\$73,872	\$75,722	\$78,293	\$77,696	\$78,540	7	\$94,147	\$87,345
All	\$75,443	\$77,249	\$80,444	\$82,231	\$86,188	\$87,318	\$85,535	\$93,115	\$91,959	\$93,108	\$93,954	\$99,041	24	\$120,150	\$112,063
Index															
Professor	0.94	0.96	1.01	1.02	0.98	0.90	0.84	0.90	0.85	0.81	0.84	1.04			
Associate Professor	0.95	0.85	0.85	0.88	0.96	0.95	0.84	0.86	0.81	0.81	0.72	0.77			
Assistant Professor	0.92	0.91	0.90	0.84	0.93	0.88	0.87	0.83	0.85	0.90	0.83	0.90			
All	0.93	0.91	0.92	0.90	0.95	0.91	0.85	0.86	0.84	0.84	0.78	0.88			
CURRICULUM AND INSTRUCTION ¹⁰															
Average Salaries															
Professor	\$98,057	\$96,767													
Associate Professor	\$68,593	\$71,626													
Assistant Professor	\$58,606	\$62,773													
All	\$74,359	\$73,266													
Index															
Professor	0.99	0.93													
Associate Professor	0.94	0.96													
Assistant Professor	0.97	1.00													
All	0.96	0.96													
EDUCATIONAL LEADERSHIP AND POLICY STUDIES ¹⁰															
Average Salaries															
Professor	\$107,770	\$110,800													
Associate Professor	\$78,611	\$93,210													
Assistant Professor	\$58,142	\$65,000													
All	\$83,452	\$86,146													
Index															
Professor	0.93	0.99													
Associate Professor	0.99	1.17													
Assistant Professor	0.91	1.02													
All	0.94	1.05													

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											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF HUMAN SCIENCES, continued															
FOOD SCIENCE AND HUMAN NUTRITION --H SCI ¹															
Average Salaries															
Professor	\$93,704	\$95,355	\$96,023	\$95,650	\$109,875	\$111,659	\$115,663	\$108,103	\$109,759	\$101,436	\$104,741	\$104,741	6	\$148,689	\$142,102
Associate Professor	\$76,786	\$80,486	\$82,492	\$85,833	\$89,129	\$88,253	\$90,284	\$92,740	\$92,204	\$94,898	\$94,798	\$89,344	13	\$103,631	\$102,021
Assistant Professor	\$71,956	\$66,900	\$73,817	\$75,625	\$77,151	\$77,313	\$81,470	\$82,048	\$83,196	\$84,146	\$83,948	\$81,614	9	\$89,291	\$90,318
All	\$80,239	\$81,939	\$84,653	\$85,735	\$92,170	\$92,446	\$97,015	\$94,868	\$94,768	\$92,459	\$93,441	\$90,159	28	\$108,677	\$106,848
Index															
Professor	0.88	0.85	0.82	0.81	0.93	0.90	0.91	0.82	0.78	0.72	0.70	0.74			
Associate Professor	0.97	0.98	0.99	1.03	1.04	1.06	0.99	0.98	0.95	0.89	0.91	0.88			
Assistant Professor	1.00	0.92	0.97	1.03	0.97	0.96	0.97	0.93	0.94	0.93	0.94	0.90			
All	0.95	0.93	0.92	0.96	0.98	0.99	0.95	0.91	0.88	0.85	0.86	0.84			
HUMAN DEVELOPMENT AND FAMILY STUDIES															
Average Salaries															
Professor	\$109,786	\$119,626	\$118,451	\$121,293	\$124,848	\$130,293	\$131,636	\$127,859	\$129,138	\$124,229	\$121,699	\$126,603	8	\$143,927	\$149,922
Associate Professor	\$71,306	\$73,800	\$75,442	\$79,013	\$82,802	\$84,482	\$85,201	\$85,014	\$85,959	\$84,452	\$82,584	81264	7	\$98,230	\$98,938
Assistant Professor	\$65,178	\$65,622	\$66,760	\$67,884	\$69,766	\$70,379	\$72,250	\$71,330	\$71,923	\$73,370	\$72,923	71955.73	5	\$84,769	\$84,532
All	\$86,430	\$83,840	\$84,977	\$85,131	\$87,226	\$89,688	\$92,269	\$89,453	\$91,731	\$95,390	\$95,815	\$97,073	20	\$113,144	\$115,730
Index															
Professor	0.98	1.03	1.00	1.05	1.01	1.05	0.95	0.93	0.93	0.89	0.85	0.84			
Associate Professor	0.91	0.90	0.90	0.95	0.96	0.96	0.98	0.93	0.88	0.86	0.84	0.82			
Assistant Professor	0.99	0.98	0.95	0.96	0.98	0.96	0.94	0.91	0.79	0.88	0.86	0.85			
All	0.95	0.96	0.95	0.99	0.98	0.99	0.95	0.92	0.86	0.88	0.85	0.84			
KINESIOLOGY⁴															
Average Salaries															
Professor	\$96,806	\$96,640	\$99,019	\$103,192	\$107,263	\$109,458	\$114,439	\$116,606	\$112,369	\$114,442	\$118,298	\$139,941	7	\$129,575	\$126,947
Associate Professor	\$78,712	\$77,696	\$74,801	\$79,288	\$81,415	\$82,229	\$84,696	\$85,397	\$87,642	\$89,369	\$87,638	\$85,301	5	\$90,702	\$90,103
Assistant Professor	\$55,320	\$58,493	\$60,958	\$62,718	\$66,304	\$67,217	\$71,483	\$73,225	\$73,958	\$75,054	\$74,943	\$75,875	6	\$77,650	\$76,607
All	\$80,162	\$79,983	\$84,026	\$84,920	\$84,751	\$86,146	\$91,502	\$94,053	\$94,313	\$96,958	\$95,330	\$103,408	18	\$101,468	\$99,933
Index															
Professor	0.99	0.96	0.97	0.94	0.93	0.92	0.87	0.89	0.90	0.87	0.91	1.10			
Associate Professor	1.11	1.07	0.97	1.01	1.03	1.03	0.99	0.99	1.02	0.99	0.97	0.95			
Assistant Professor	0.88	0.91	0.95	0.94	0.96	0.99	0.96	0.98	1.01	0.97	0.97	0.99			
All	1.01	0.97	0.97	0.95	0.96	0.96	0.92	0.93	0.95	0.92	0.94	1.03			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF HUMAN SCIENCES, continued															
SCHOOL OF EDUCATION ¹⁰															
Average Salaries															
Professor			\$109,355	\$115,557	\$108,168	\$112,857	\$118,602	\$132,735	\$138,986	\$122,692	\$115,449	\$136,738	7	\$139,614	\$135,222
Associate Professor			\$78,003	\$80,210	\$82,939	\$82,577	\$86,102	\$85,742	\$84,916	\$84,100	\$83,510	\$79,273	11	\$96,363	\$94,226
Assistant Professor			\$65,427	\$67,017	\$68,773	\$69,225	\$71,053	\$70,080	\$70,545	\$71,235	\$71,116	\$71,115	16	\$79,924	\$77,427
All			\$80,795	\$86,029	\$82,204	\$84,381	\$82,999	\$79,869	\$80,488	\$81,956	\$84,253	\$87,265	34	\$97,532	\$94,761
Index															
Professor			0.97	1.06	0.87	0.94	0.96	1.04	0.98	0.91	0.83	1.01			
Associate Professor			0.98	1.01	1.00	0.96	0.98	0.96	0.91	0.89	0.87	0.84			
Assistant Professor			0.99	1.00	0.98	0.96	0.94	0.92	0.92	0.90	0.89	0.92			
All			0.98	1.02	0.95	0.96	0.96	0.94	0.92	0.90	0.86	0.92			
HUMAN SCIENCES SUMMARY															
Average Salaries															
Professor	\$102,799	\$104,783	\$107,549	\$112,400	\$113,019	\$115,951	\$119,436	\$123,221	\$118,950	\$117,314	\$118,136	\$131,380	34	\$142,828	\$139,582
Associate Professor	\$73,615	\$76,771	\$77,464	\$80,933	\$85,149	\$85,075	\$86,439	\$87,290	\$87,678	\$88,641	\$87,232	\$84,407	47	\$103,077	\$100,539
Assistant Professor	\$62,005	\$64,033	\$66,212	\$67,646	\$70,096	\$70,358	\$73,244	\$72,279	\$74,355	\$75,594	\$75,617	\$75,283	43	\$84,446	\$82,451
All	\$79,648	\$79,885	\$82,381	\$84,799	\$86,236	\$87,701	\$89,331	\$88,503	\$89,927	\$90,733	\$91,678	\$94,123	124	\$107,516	\$104,972
Index															
Professor	0.95	0.96	0.96	0.99	0.93	0.94	0.91	0.91	0.86	0.84	0.83	0.94			
Associate Professor	0.97	0.97	0.95	0.98	1.00	0.99	0.95	0.94	0.90	0.87	0.85	0.84			
Assistant Professor	0.94	0.95	0.95	0.93	0.97	0.95	0.93	0.90	0.90	0.91	0.90	0.91			
All	0.96	0.96	0.95	0.97	0.96	0.96	0.93	0.91	0.89	0.87	0.85	0.90			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES															
ENGLISH															
Average Salaries															
Professor	\$79,365	\$88,284	\$90,863	\$98,218	\$98,471	\$101,123	\$103,226	\$101,838	\$102,830	\$109,292	\$106,887	\$100,256	13	\$128,766	\$126,165
Associate Professor	\$61,912	\$63,533	\$66,827	\$69,804	\$71,375	\$71,773	\$74,242	\$72,895	\$73,520	\$75,671	\$74,767	\$73,542	17	\$92,556	\$92,033
Assistant Professor	\$55,800	\$56,919	\$58,587	\$60,483	\$61,943	\$62,556	\$64,102	\$64,264	\$64,573	\$66,805	\$65,794	\$64,902	7	\$79,031	\$79,469
All	\$64,737	\$66,829	\$68,219	\$71,938	\$75,236	\$75,784	\$78,896	\$78,341	\$80,239	\$83,510	\$84,355	\$81,293	37	\$102,720	\$101,648
Index															
Professor	0.78	0.85	0.84	0.89	0.89	0.88	0.86	0.83	0.82	0.85	0.83	0.79			
Associate Professor	0.89	0.90	0.90	0.93	0.93	0.89	0.90	0.86	0.84	0.84	0.81	0.80			
Assistant Professor	0.95	0.95	0.93	0.94	0.93	0.92	0.91	0.89	0.86	0.87	0.83	0.82			
All	0.86	0.90	0.89	0.92	0.92	0.89	0.89	0.85	0.84	0.85	0.82	0.80			
GREENLEE SCHOOL OF JOURNALISM AND COMMUNICATION															
Average Salaries															
Professor	\$89,877	\$87,929	\$93,364	\$102,389	\$110,333	\$111,436	\$116,069	\$120,470	\$121,676	\$113,225	\$116,261	\$112,553	5	\$152,919	\$147,552
Associate Professor	\$66,991	\$64,730	\$70,236	\$81,378	\$82,680	\$80,127	\$82,490	\$83,053	\$85,307	\$88,480	\$86,510	\$85,711	6	\$100,983	\$95,086
Assistant Professor	\$53,343	\$53,389	\$55,334	\$60,422	\$64,001	\$62,307	\$65,033	\$65,533	\$69,561	\$75,076	\$74,705	\$75,460	4	\$82,135	\$81,128
All	\$68,448	\$67,695	\$71,361	\$78,167	\$78,313	\$77,174	\$79,984	\$83,528	\$87,332	\$92,260	\$93,279	\$91,925	15	\$113,269	\$108,853
Index															
Professor	0.77	0.75	0.73	0.83	0.85	0.88	0.82	0.82	0.84	0.80	0.76	0.76			
Associate Professor	0.85	0.79	0.82	0.98	0.96	0.88	0.87	0.82	0.86	0.89	0.86	0.90			
Assistant Professor	0.81	0.79	0.79	0.84	0.87	0.84	0.85	0.82	0.86	0.89	0.91	0.93			
All	0.81	0.78	0.78	0.89	0.90	0.86	0.85	0.82	0.85	0.85	0.82	0.84			
HISTORY															
Average Salaries															
Professor	\$79,439	\$80,630	\$82,308	\$88,108	\$89,214	\$91,196	\$100,493	\$97,292	\$95,576	\$100,628	\$100,286	\$112,292	10	\$136,918	\$132,909
Associate Professor	\$57,855	\$59,520	\$62,311	\$69,711	\$74,854	\$75,455	\$77,735	\$77,114	\$78,195	\$79,093	\$76,868	\$76,826	6	\$92,841	\$94,558
Assistant Professor	\$49,605	\$51,464	\$52,742	\$57,070	\$60,630	\$62,039	\$65,715	\$65,270	\$65,923	\$67,908	\$68,174	\$67,174	4	\$78,543	\$79,307
All	\$64,204	\$64,596	\$65,429	\$72,660	\$74,057	\$74,811	\$82,398	\$81,417	\$80,597	\$85,127	\$86,838	\$92,628	20	\$112,020	\$110,683
Index															
Professor	0.75	0.75	0.73	0.77	0.76	0.76	0.82	0.76	0.76	0.75	0.73	0.84			
Associate Professor	0.78	0.79	0.79	0.87	0.93	0.88	0.90	0.86	0.88	0.85	0.83	0.81			
Assistant Professor	0.82	0.84	0.82	0.86	0.90	0.88	0.93	0.87	0.89	0.87	0.87	0.85			
All	0.77	0.78	0.77	0.82	0.86	0.83	0.87	0.82	0.83	0.80	0.78	0.84			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued															
MUSIC AND THEATRE⁶															
Average Salaries															
Professor	\$68,503	\$70,532	\$70,940	\$75,689	\$86,184	\$81,996	\$83,325	\$84,612	\$90,077	\$89,758	\$88,306	\$92,799	8	\$114,915	\$117,063
Associate Professor	\$56,038	\$57,439	\$57,900	\$61,970	\$65,763	\$66,406	\$68,660	\$68,922	\$70,516	\$71,358	\$71,311	\$70,828	9	\$89,200	\$88,390
Assistant Professor	\$51,457	\$51,426	\$52,234	\$56,138	\$59,645	\$58,690	\$60,520	\$60,520	\$61,078	\$63,417	\$62,795	\$62,523	5	\$73,270	\$73,605
All	\$60,508	\$62,003	\$60,915	\$65,490	\$71,075	\$69,262	\$71,223	\$71,752	\$73,858	\$75,047	\$75,556	\$76,930	22	\$94,930	\$95,456
Index															
Professor	0.76	0.77	0.75	0.79	0.83	0.78	0.77	0.75	0.90	0.76	0.77	0.79			
Associate Professor	0.81	0.83	0.81	0.84	0.86	0.88	0.87	0.85	0.89	0.80	0.80	0.80			
Assistant Professor	0.90	0.88	0.84	0.89	0.91	0.88	0.84	0.86	0.91	0.89	0.86	0.85			
All	0.80	0.80	0.79	0.83	0.86	0.84	0.82	0.81	0.90	0.80	0.80	0.81			
PHILOSOPHY AND RELIGIOUS STUDIES															
Average Salaries															
Professor	\$85,278	\$84,672	\$93,519	\$98,379	\$99,980	\$100,980	\$104,520	\$104,520	\$103,066	\$110,309	\$111,611	\$118,059	4	\$129,473	\$126,100
Associate Professor	\$61,853	\$62,734	\$64,253	\$71,157	\$72,161	\$73,114	\$75,262	\$74,322	\$75,496	\$76,508	\$76,508	\$76,120	8	\$91,992	\$92,316
Assistant Professor	\$53,546	\$54,196	\$56,565	\$58,689	\$60,503	\$61,158	\$65,703	\$65,676	\$67,595	\$69,203	\$69,302	\$69,500	6	\$74,282	\$75,164
All	\$67,354	\$66,966	\$69,122	\$72,295	\$74,856	\$75,185	\$79,980	\$82,038	\$80,124	\$84,731	\$81,907	\$83,233	18	\$94,417	\$94,106
Index															
Professor	0.80	0.75	0.81	0.83	0.85	0.82	0.82	0.79	0.76	0.85	0.86	0.94			
Associate Professor	0.88	0.86	0.84	0.92	0.88	0.84	0.85	0.81	0.80	0.82	0.83	0.82			
Assistant Professor	0.92	0.89	0.92	0.91	0.88	0.88	0.91	0.90	0.90	0.91	0.93	0.92			
All	0.85	0.82	0.85	0.88	0.87	0.84	0.86	0.82	0.81	0.85	0.87	0.88			
WORLD LANGUAGES & CULTURES¹¹															
Average Salaries															
Professor	\$76,267	\$77,411	\$79,388	\$81,937	\$114,978	\$92,350	\$96,163	\$99,163	\$105,300	\$118,265	\$101,788	\$92,121	3	\$123,384	\$121,931
Associate Professor	\$59,201	\$60,066	\$61,706	\$68,168	\$71,021	\$71,088	\$73,113	\$74,423	\$74,820	\$77,152	\$75,323	\$74,889	19	\$88,247	\$89,389
Assistant Professor	\$51,078	\$51,844	\$52,195	\$53,013	\$57,631	\$58,388	\$62,667	\$62,317	\$63,639	\$64,912	\$66,143	\$66,069	3	\$75,992	\$77,156
All	\$59,801	\$60,688	\$62,425	\$67,032	\$77,070	\$71,104	\$73,959	\$74,047	\$76,045	\$77,993	\$77,397	\$75,898	25	\$90,993	\$91,826
Index															
Professor	0.78	0.77	0.76	0.77	1.06	0.84	0.85	0.79	0.86	0.96	0.82	0.76			
Associate Professor	0.86	0.85	0.84	0.91	0.95	0.95	0.94	0.94	0.87	0.87	0.85	0.84			
Assistant Professor	0.90	0.89	0.85	0.85	0.90	0.85	0.88	0.83	0.86	0.86	0.87	0.86			
All	0.85	0.84	0.82	0.86	0.97	0.90	0.91	0.89	0.87	0.88	0.85	0.83			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											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	\$78,582	\$81,198	\$84,396	\$90,284	\$97,514	\$95,241	\$99,201	\$99,454	\$100,994	\$104,881	\$103,069	\$104,186	43	\$130,584	\$128,225
Associate Professor	\$61,033	\$61,893	\$64,590	\$69,721	\$72,153	\$72,395	\$74,763	\$74,519	\$75,381	\$76,927	\$75,943	\$75,304	65	\$91,567	\$91,306
Assistant Professor	\$52,950	\$53,744	\$55,302	\$58,503	\$60,990	\$61,257	\$64,124	\$63,882	\$65,249	\$67,598	\$67,596	\$67,334	29	\$77,101	\$77,535
All	\$64,096	\$65,030	\$66,431	\$71,104	\$74,945	\$74,057	\$77,813	\$78,022	\$79,195	\$82,502	\$82,690	\$82,682	137	\$100,751	\$99,978
Index															
Professor	0.77	0.78	0.77	0.82	0.87	0.82	0.82	0.79	0.82	0.81	0.79	0.81			
Associate Professor	0.86	0.85	0.85	0.91	0.92	0.89	0.89	0.87	0.86	0.84	0.83	0.82			
Assistant Professor	0.89	0.89	0.87	0.90	0.90	0.88	0.89	0.86	0.88	0.88	0.88	0.87			
All	0.83	0.83	0.83	0.88	0.90	0.87	0.87	0.84	0.85	0.84	0.82	0.83			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											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 BIOLOGY¹															
Average Salaries															
Professor	\$111,801	\$112,056	\$117,274	\$120,536	\$129,393	\$130,684	\$137,825	\$149,802	\$138,402	\$141,718	\$141,962	\$134,180	16	\$157,147	\$156,334
Associate Professor	\$94,361	\$75,786	\$77,114	\$79,157	\$82,082	\$82,902	\$85,257	\$85,032	\$87,771	\$89,703	\$89,139	\$89,359	3	\$103,332	\$107,122
Assistant Professor	\$69,156	\$67,207		\$71,710	\$73,433	\$75,343	\$77,177	\$75,292	\$77,379	\$78,461	\$78,461	\$78,461	4	\$90,897	\$92,790
All	\$99,687	\$102,274	\$109,242	\$108,574	\$112,869	\$114,184	\$113,720	\$119,956	\$116,930	\$121,194	\$124,028	\$118,644	23	\$138,606	\$138,864
Index															
Professor	0.92	0.89	0.86	0.87	0.91	0.85	0.89	1.01	0.86	0.96	0.90	0.86			
Associate Professor	1.22	0.91	0.88	0.87	0.92	0.87	0.83	0.87	0.90	0.88	0.86	0.83			
Assistant Professor	0.98	0.94	0.00	0.95	0.92	0.88	0.87	0.86	0.89	0.86	0.86	0.85			
All	0.95	0.90	0.86	0.87	0.91	0.85	0.88	0.97	0.87	0.94	0.89	0.85			
CHEMISTRY															
Average Salaries															
Professor	\$117,778	\$120,642	\$124,904	\$124,556	\$122,257	\$123,251	\$125,094	\$124,008	\$126,101	\$127,910	\$129,190	\$147,454	14	\$167,087	\$169,882
Associate Professor	\$77,310	\$79,682	\$84,439	\$87,225	\$87,605	\$87,651	\$90,447	\$94,212	\$95,468	\$98,244	\$96,938	\$93,361	4	\$109,541	\$108,448
Assistant Professor	\$72,238	\$72,307	\$73,775	\$77,477	\$78,655	\$78,769	\$83,219	\$82,163	\$82,484	\$84,600	\$84,126	\$82,416	7	\$94,377	\$93,291
All	\$104,472	\$102,619	\$104,503	\$106,158	\$103,764	\$103,059	\$108,851	\$107,641	\$109,601	\$112,357	\$111,412	\$120,589	25	\$137,521	\$138,607
Index															
Professor	0.93	0.92	0.90	0.88	0.84	0.82	0.81	0.78	0.78	0.75	0.77	0.87			
Associate Professor	0.92	0.94	0.96	0.99	0.97	0.94	0.94	0.94	0.93	0.92	0.88	0.86			
Assistant Professor	1.01	1.01	0.97	1.05	0.99	0.94	0.96	0.92	0.90	0.89	0.89	0.88			
All	0.94	0.94	0.92	0.92	0.89	0.86	0.85	0.83	0.82	0.79	0.81	0.87			
COMPUTER SCIENCE															
Average Salaries															
Professor	\$132,191	\$134,174	\$137,233	\$137,382	\$140,763	\$140,837	\$134,612	\$135,148	\$139,084	\$142,219	\$142,434	\$137,971	14	\$180,860	\$185,025
Associate Professor	\$91,647	\$92,922	\$94,545	\$96,639	\$99,073	\$101,280	\$102,283	\$102,561	\$103,587	\$106,206	\$106,960	\$106,017	8	\$134,440	\$135,331
Assistant Professor	\$83,331	\$83,389	\$84,599	\$90,000	\$92,417	\$93,341	\$96,561	\$97,214	\$98,415	\$100,393	\$99,810	\$100,000	7	\$115,240	\$114,240
All	\$105,465	\$107,010	\$111,222	\$111,041	\$114,738	\$115,049	\$119,031	\$117,900	\$118,945	\$122,188	\$122,360	\$119,991	29	\$152,215	\$154,230
Index															
Professor	0.95	0.92	0.88	0.88	0.90	0.89	0.80	0.79	0.80	0.79	0.79	0.75			
Associate Professor	0.89	0.88	0.86	0.87	0.87	0.86	0.84	0.83	0.82	0.77	0.80	0.78			
Assistant Professor	0.92	0.90	0.88	0.92	0.95	0.94	0.93	0.90	0.89	0.82	0.87	0.88			
All	0.92	0.90	0.87	0.87	0.89	0.88	0.83	0.82	0.82	0.79	0.80	0.78			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU		COUNT	PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY
COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued															
ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY¹															
Average Salaries															
Professor	\$96,971	\$98,426	\$100,849	\$102,266	\$102,214	\$102,380	\$106,141	\$110,556	\$112,833	\$116,913	\$114,065	\$116,737	10	\$148,262	\$131,061
Associate Professor	\$78,095	\$79,266	\$81,974	\$83,340	\$85,532	\$85,742	\$88,369	\$87,325	\$91,097	\$92,588	\$92,588	\$94,515	7	\$101,930	\$98,121
Assistant Professor	\$65,862	\$66,850	\$69,075	\$73,739	\$76,708	\$76,782	\$79,671	\$80,471	\$80,604	\$83,953	\$84,128	\$81,652	6	\$90,474	\$87,201
All	\$82,057	\$83,288	\$86,944	\$90,789	\$93,833	\$92,378	\$96,266	\$98,389	\$99,342	\$102,344	\$99,719	\$100,821	23	\$119,086	\$109,594
Index															
Professor	0.87	0.84	0.81	0.81	0.81	0.80	0.74	0.82	0.81	0.80	0.77	0.89			
Associate Professor	1.01	1.01	0.99	0.98	0.98	0.96	0.83	0.91	1.00	0.93	0.91	0.96			
Assistant Professor	0.96	0.93	0.94	1.01	1.01	0.96	0.90	0.93	0.81	0.92	0.93	0.94			
All	0.94	0.92	0.89	0.88	0.88	0.86	0.78	0.86	0.85	0.85	0.84	0.92			
GENETICS, DEVELOPMENT, AND CELL BIOLOGY¹															
Average Salaries															
Professor	\$117,180	\$115,953	\$113,715	\$117,027	\$128,741	\$127,861	\$132,267	\$126,962	\$133,903	\$135,835	\$137,018	\$130,021	12	\$136,567	\$136,734
Associate Professor	\$64,915	\$80,462	\$79,757	\$83,125	\$93,027	\$94,312	\$97,926	\$88,925	\$94,147	\$87,333	\$92,819	\$95,518	6	\$109,250	\$119,783
Assistant Professor	\$71,022	\$72,087	\$73,946	\$73,755	\$75,201	\$78,045	\$80,544	\$81,304	\$84,458	\$87,452	\$83,509	\$83,895	5	\$96,793	\$97,274
All	\$97,096	\$97,157	\$96,254	\$97,399	\$106,262	\$106,248	\$108,038	\$106,671	\$116,240	\$114,783	\$113,855	\$110,992	23	\$120,794	\$123,734
Index															
Professor	1.03	1.00	0.94	0.92	0.93	1.01	0.93	0.86	0.89	0.92	1.00	0.95			
Associate Professor	0.81	1.02	0.97	0.99	1.07	1.00	1.06	0.89	0.89	0.81	0.85	0.80			
Assistant Professor	1.03	1.02	0.98	0.94	0.90	0.90	0.97	0.89	0.91	0.92	0.86	0.86			
All	1.00	1.00	0.95	0.94	0.96	0.98	0.96	0.87	0.89	0.91	0.94	0.90			
GEOLOGICAL AND ATMOSPHERIC SCIENCES															
Average Salaries															
Professor	\$89,728	\$90,209	\$92,386	\$94,751	\$104,013	\$104,631	\$107,003	\$107,669	\$108,688	\$110,924	\$110,802	\$108,843	10	\$151,632	\$141,063
Associate Professor	\$69,794	\$69,276	\$73,284	\$74,397	\$79,924	\$81,754	\$84,454	\$84,454	\$86,039	\$87,293	\$84,242	\$82,447	3	\$100,949	\$98,108
Assistant Professor	\$63,569	\$64,523	\$67,340	\$68,835	\$74,531	\$73,542	\$76,038	\$76,038	\$76,665	\$77,139	\$76,057	\$75,480	5	\$88,936	\$88,794
All	\$82,637	\$84,647	\$84,830	\$86,854	\$94,905	\$91,450	\$93,099	\$94,269	\$93,389	\$98,047	\$96,724	\$95,176	18	\$125,769	\$119,385
Index															
Professor	0.85	0.82	0.78	0.79	0.83	0.82	0.80	0.77	0.75	0.74	0.73	0.77			
Associate Professor	0.88	0.87	0.85	0.86	0.89	0.94	0.94	0.91	0.88	0.87	0.83	0.84			
Assistant Professor	0.95	0.95	0.93	0.93	0.96	0.95	0.93	0.91	0.88	0.87	0.86	0.85			
All	0.86	0.83	0.81	0.82	0.85	0.86	0.85	0.82	0.80	0.79	0.77	0.80			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											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	\$94,037	\$91,693	\$95,361	\$98,148	\$106,129	\$107,882	\$112,162	\$112,903	\$114,671	\$116,838	\$114,681	\$115,864	13	\$148,851	\$152,034
Associate Professor	\$70,709	\$70,605	\$71,802	\$73,359	\$76,418	\$77,764	\$81,254	\$84,653	\$88,273	\$93,358	\$93,157	\$91,800	12	\$105,909	\$107,825
Assistant Professor	\$63,978	\$64,958	\$67,871	\$70,019	\$71,848	\$73,673	\$75,201	\$77,030	\$87,602	\$86,860	\$84,911	\$84,150	10	\$97,369	\$97,583
All	\$82,921	\$80,793	\$82,413	\$85,457	\$89,325	\$89,848	\$92,716	\$95,184	\$98,602	\$100,223	\$98,796	\$98,552	35	\$119,419	\$121,319
Index															
Professor	0.82	0.77	0.77	0.77	0.82	0.82	0.82	0.80	0.80	0.80	0.77	0.76			
Associate Professor	0.88	0.86	0.84	0.84	0.84	0.83	0.85	0.85	0.87	0.89	0.88	0.85			
Assistant Professor	0.86	0.85	0.84	0.87	0.84	0.84	0.84	0.84	0.93	0.89	0.87	0.86			
All	0.84	0.81	0.80	0.80	0.83	0.83	0.83	0.82	0.85	0.85	0.83	0.81			
PHYSICS AND ASTRONOMY															
Average Salaries															
Professor	\$118,428	\$120,439	\$120,990	\$120,544	\$119,595	\$122,498	\$125,599	\$123,689	\$125,955	\$127,359	\$123,576	\$123,167	25	\$148,635	\$147,084
Associate Professor	\$77,351	\$78,999	\$77,842	\$77,068	\$78,389	\$79,402	\$88,591	\$89,686	\$85,481	\$89,103	\$94,051	\$96,903	5	\$104,336	\$109,188
Assistant Professor	\$68,000	\$69,020	\$71,665	\$72,460	\$73,208	\$79,407	\$84,458	\$84,350	\$85,194	\$88,136	\$90,397	\$90,000	6	\$95,467	\$96,009
All	\$102,032	\$104,028	\$106,763	\$108,618	\$107,018	\$108,133	\$112,286	\$112,558	\$116,663	\$115,481	\$113,946	\$113,991	36	\$133,621	\$133,308
Index															
Professor	1.00	1.01	0.96	0.94	0.92	0.94	0.90	0.86	0.86	0.87	0.83	0.84			
Associate Professor	0.94	0.94	0.88	0.84	0.84	0.83	0.88	0.88	0.83	0.85	0.90	0.89			
Assistant Professor	0.91	0.94	0.89	0.92	0.89	0.95	0.96	0.93	0.91	0.93	0.95	0.94			
All	0.98	0.99	0.94	0.92	0.90	0.92	0.90	0.87	0.86	0.88	0.85	0.86			
STATISTICS															
Average Salaries															
Professor	\$131,507	\$132,041	\$134,782	\$135,715	\$142,645	\$142,780	\$148,800	\$148,942	\$148,376	\$152,424	\$148,139	\$135,754	18	\$160,649	\$167,081
Associate Professor	\$87,740	\$87,364	\$89,349	\$91,681	\$94,872	\$93,938	\$97,575	\$99,210	\$101,959	\$104,831	\$102,267	\$101,522	6	\$113,485	\$117,179
Assistant Professor	\$82,314	\$82,143	\$84,539	\$86,235	\$88,720	\$90,372	\$92,990	\$92,025	\$92,532	\$94,004	\$94,225	\$95,000	9	\$104,403	\$105,214
All	\$107,080	\$108,832	\$110,619	\$114,393	\$116,304	\$115,382	\$120,026	\$121,221	\$121,421	\$125,415	\$125,095	\$118,415	33	\$136,734	\$141,135
Index															
Professor	1.03	1.02	0.96	0.97	1.01	0.99	1.01	1.00	0.98	0.97	0.92	0.81			
Associate Professor	1.00	0.99	0.97	0.95	0.95	0.92	0.94	0.91	0.91	0.89	0.90	0.87			
Assistant Professor	1.05	1.08	1.00	1.02	1.02	1.00	1.00	0.96	0.93	0.92	0.90	0.90			
All	1.02	1.02	0.97	0.97	0.99	0.97	0.99	0.97	0.95	0.94	0.91	0.84			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											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	\$112,959	\$113,549	\$116,076	\$117,180	\$121,879	\$122,841	\$126,524	\$126,238	\$128,617	\$131,372	\$130,407	\$128,696	132	\$155,803	\$155,251
Associate Professor	\$79,952	\$81,925	\$83,606	\$85,483	\$88,443	\$89,266	\$91,713	\$92,870	\$94,329	\$96,020	\$95,747	\$95,684	54	\$110,538	\$112,603
Assistant Professor	\$71,973	\$71,364	\$72,632	\$75,050	\$77,751	\$79,146	\$81,786	\$82,567	\$85,789	\$87,753	\$87,178	\$86,679	59	\$98,110	\$97,902
All	\$96,729	\$97,272	\$99,410	\$101,672	\$104,801	\$104,418	\$107,875	\$108,578	\$110,891	\$113,150	\$112,358	\$111,301	245	\$131,933	\$132,040
Index															
Professor	0.94	0.92	0.89	0.88	0.89	0.88	0.86	0.85	0.84	0.85	0.84	0.83			
Associate Professor	0.93	0.93	0.90	0.90	0.92	0.90	0.90	0.88	0.89	0.87	0.87	0.85			
Assistant Professor	0.97	0.96	0.93	0.96	0.93	0.92	0.93	0.90	0.90	0.89	0.89	0.89			
All	0.94	0.93	0.90	0.89	0.90	0.89	0.88	0.86	0.86	0.86	0.85	0.84			

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021					
											ISU		COUNT	PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX		AVERAGE SALARY	MEDIAN SALARY	
-COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES																
ANTHROPOLOGY¹²																
Average Salaries																
Professor		\$91,402	\$100,542	\$105,555	\$125,000	\$126,250	\$129,050									
Associate Professor	\$72,340	\$60,349	\$63,933	\$66,532	\$68,805	\$71,380	\$74,565									
Assistant Professor	\$51,973	\$53,402	\$55,169	\$57,022	\$61,292	\$64,691	\$66,288									
All	\$58,762	\$59,823	\$62,158	\$66,672	\$74,414	\$77,307	\$79,984									
Index																
Professor		0.86	0.92	0.95	1.08	1.04	1.04									
Associate Professor	1.01	0.82	0.83	0.84	0.85	0.87	0.86									
Assistant Professor	0.85	0.86	0.85	0.85	0.90	0.92	0.89									
All	0.91	0.86	0.86	0.87	0.93	0.92	0.90									
ECONOMICS																
Average Salaries																
Professor	\$142,446	\$147,779	\$171,016	\$163,627	\$169,262	\$169,235	\$176,028	\$174,327	\$176,070	\$179,591	\$179,591	\$170,099	7	\$238,849	\$236,265	
Associate Professor	\$116,160	\$114,715	\$119,032	\$116,088	\$118,027	\$119,207	\$123,643	\$116,282	\$135,336	\$138,042	\$138,042	\$124,440	3	\$165,476	\$161,164	
Assistant Professor	\$99,875	\$101,373	\$105,225	\$107,704	\$108,457	\$109,694	\$112,710	\$113,034	\$116,707	\$119,425	\$119,425	\$120,000	5	\$139,801	\$140,576	
All	\$124,503	\$126,979	\$141,450	\$138,660	\$140,661	\$139,310	\$142,410	\$144,608	\$152,971	\$151,226	\$151,226	\$144,268	15	\$191,158	\$189,348	
Index																
Professor	0.85	0.84	0.90	0.84	0.84	0.79	0.79	0.76	0.76	0.73	0.75	0.72				
Associate Professor	0.96	0.93	0.89	0.83	0.81	0.81	0.72	0.68	0.79	0.76	0.83	0.77				
Assistant Professor	0.96	0.96	0.92	0.92	0.90	0.88	0.89	0.86	0.88	0.86	0.85	0.85				
All	0.90	0.88	0.90	0.85	0.84	0.81	0.78	0.75	0.79	0.76	0.79	0.76				
POLITICAL SCIENCE																
Average Salaries																
Professor	\$106,319	\$108,249	\$107,239	\$110,097	\$118,874	\$120,063	\$123,716	\$123,555	\$124,953	\$120,888	\$128,430	\$118,818	6	\$161,843	\$163,520	
Associate Professor	\$63,889	\$83,244	\$65,497	\$67,227	\$77,907	\$78,686	\$81,082	\$83,248	\$81,526	\$88,364	\$81,718	\$79,583	2	\$113,902	\$105,139	
Assistant Professor	\$61,575	\$58,998	\$59,775	\$61,393	\$68,391	\$69,711	\$72,249	\$72,156	\$75,835	\$79,175	\$76,653	\$75,480	2	\$91,492	\$87,343	
All	\$80,167	\$90,605	\$90,155	\$89,099	\$96,792	\$91,932	\$94,937	\$91,305	\$96,620	\$103,049	\$108,732	\$102,303	10	\$138,184	\$136,608	
Index																
Professor	0.82	0.81	0.76	0.77	0.82	0.80	0.80	0.79	0.78	0.73	0.79	0.73				
Associate Professor	0.74	0.93	0.70	0.71	0.79	0.78	0.78	0.76	0.72	0.76	0.72	0.76				
Assistant Professor	0.85	0.80	0.76	0.78	0.86	0.84	0.85	0.82	0.84	0.85	0.84	0.86				
All	0.80	0.82	0.76	0.77	0.83	0.82	0.82	0.80	0.79	0.76	0.79	0.75				

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COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											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	\$119,458	\$116,806	\$117,632	\$118,000	\$116,278	\$118,543	\$120,915	\$123,810	\$124,013	\$122,436	\$128,430	\$118,818	13	\$158,505	\$163,520
Associate Professor	\$72,748	\$72,352	\$74,043	\$75,442	\$74,310	\$75,182	\$75,268	\$77,019	\$77,536	\$81,030	\$81,718	\$79,583	11	\$104,416	\$105,139
Assistant Professor	\$60,187	\$61,117	\$63,168	\$64,971	\$69,368	\$71,236	\$72,663	\$72,663	\$74,179	\$75,747	\$76,653	\$75,480	3	\$89,065	\$87,343
All	\$81,459	\$84,715	\$86,965	\$90,066	\$93,785	\$94,588	\$97,791	\$98,956	\$99,174	\$97,735	\$103,646	\$98,018	27	\$128,753	\$131,271
Index															
Professor	0.95	0.92	0.87	0.88	0.86	0.83	0.81	0.81	0.82	0.77	0.81	0.73			
Associate Professor	0.90	0.88	0.88	0.88	0.85	0.79	0.79	0.79	0.78	0.78	0.78	0.76			
Assistant Professor	0.86	0.86	0.86	0.87	0.89	0.88	0.89	0.85	0.87	0.85	0.86	0.86			
All	0.91	0.89	0.87	0.88	0.86	0.82	0.81	0.81	0.82	0.78	0.81	0.75			
SOCIOLOGY¹															
Average Salaries															
Professor	\$75,909	\$81,667	\$86,231	\$88,906	\$96,660	\$101,764	\$101,273	\$98,002	\$99,882	\$102,512	\$104,213	\$94,501	12	\$147,238	\$145,503
Associate Professor	\$68,203	\$68,708	\$67,141	\$68,932	\$75,105	\$77,569	\$80,617	\$69,558	\$78,252	\$78,423	\$81,665	\$81,665	4	\$102,903	\$104,162
Assistant Professor	\$57,051	\$56,672	\$56,276	\$59,160	\$63,429	\$66,042	\$71,474	\$72,392	\$71,670	\$76,410	\$76,410	\$76,000	3	\$86,125	\$85,825
All	\$66,939	\$69,757	\$73,328	\$76,794	\$84,821	\$89,194	\$90,131	\$89,686	\$91,653	\$93,779	\$95,076	\$88,877	19	\$128,255	\$127,377
Index															
Professor	0.63	0.67	0.66	0.69	0.76	0.74	0.72	0.70	0.69	0.70	0.71	0.65			
Associate Professor	0.85	0.84	0.79	0.79	0.85	0.83	0.84	0.70	0.77	0.76	0.79	0.78			
Assistant Professor	0.86	0.83	0.80	0.81	0.86	0.85	0.92	0.90	0.87	0.89	0.89	0.89			
All	0.80	0.78	0.73	0.73	0.79	0.77	0.77	0.72	0.72	0.73	0.74	0.70			
SOCIAL SCIENCES SUMMARY															
Average Salaries															
Professor	\$117,194	\$116,208	\$121,640	\$121,096	\$120,999	\$123,025	\$124,687	\$127,449	\$125,495	\$125,863	\$130,207	\$120,585	38	\$170,274	\$171,230
Associate Professor	\$79,749	\$80,964	\$81,757	\$80,926	\$83,669	\$84,795	\$87,079	\$85,746	\$87,481	\$89,794	\$90,156	\$86,728	20	\$114,221	\$113,348
Assistant Professor	\$62,003	\$62,399	\$63,946	\$67,155	\$71,912	\$75,237	\$78,270	\$79,945	\$82,460	\$90,378	\$93,048	\$92,723	13	\$108,273	\$107,467
All	\$84,833	\$88,111	\$92,573	\$94,602	\$99,004	\$99,750	\$101,933	\$105,191	\$106,169	\$108,442	\$112,121	\$105,946	71	\$143,132	\$143,250
Index															
Professor	0.85	0.84	0.83	0.82	0.83	0.79	0.78	0.77	0.76	0.73	0.76	0.70			
Associate Professor	0.89	0.88	0.85	0.83	0.84	0.81	0.79	0.74	0.77	0.77	0.79	0.77			
Assistant Professor	0.87	0.87	0.85	0.85	0.88	0.87	0.88	0.84	0.86	0.86	0.86	0.86			
All	0.87	0.86	0.84	0.83	0.84	0.81	0.80	0.77	0.78	0.76	0.78	0.74			

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2010-2011 through 2020-2021

COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
LIBERAL ARTS AND SCIENCES SUMMARY															
Average Salaries															
Professor	\$105,720	\$107,218	\$111,137	\$113,119	\$117,556	\$118,230	\$121,261	\$120,978	\$123,482	\$125,455	\$124,853	\$122,301	213	\$153,293	\$152,646
Associate Professor	\$73,073	\$74,076	\$76,165	\$78,652	\$81,840	\$82,226	\$84,623	\$83,253	\$84,144	\$86,331	\$85,682	\$84,865	139	\$102,196	\$102,751
Assistant Professor	\$62,460	\$62,523	\$63,374	\$66,053	\$69,333	\$71,352	\$74,365	\$74,711	\$78,893	\$81,722	\$82,311	\$81,902	101	\$93,386	\$93,285
All	\$84,579	\$85,727	\$88,046	\$91,057	\$95,041	\$94,718	\$98,085	\$97,825	\$100,588	\$103,200	\$103,348	\$101,807	453	\$124,258	\$124,101
Index															
Professor	0.89	0.88	0.86	0.86	0.88	0.86	0.84	0.82	0.82	0.82	0.81	0.80			
Associate Professor	0.90	0.89	0.87	0.89	0.90	0.88	0.87	0.85	0.86	0.84	0.84	0.83			
Assistant Professor	0.92	0.91	0.89	0.91	0.91	0.90	0.91	0.88	0.89	0.88	0.88	0.88			
All	0.90	0.89	0.87	0.88	0.89	0.87	0.86	0.84	0.84	0.84	0.83	0.82			

**Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2010-2011 through 2020-2021**

COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF VETERINARY MEDICINE-															
Average Salaries															
Professor	\$122,756	\$121,724	\$126,092	\$127,321	\$128,753	\$132,319	\$136,497	\$136,506	\$140,661	\$141,627	\$144,539	\$132,826	38	\$151,219	\$150,443
Associate Professor	\$93,976	\$94,363	\$95,374	\$96,985	\$99,127	\$100,499	\$106,573	\$107,530	\$110,797	\$111,613	\$112,053	\$111,586	31	\$117,204	\$119,794
Assistant Professor	\$84,321	\$85,450	\$89,904	\$91,762	\$94,080	\$95,704	\$97,744	\$97,743	\$99,008	\$103,468	\$100,731	\$99,562	22	\$103,391	\$105,731
All	\$103,553	\$103,440	\$107,182	\$108,296	\$109,670	\$112,144	\$115,941	\$116,452	\$119,033	\$120,943	\$122,881	\$117,549	91	\$128,068	\$129,192
Index															
Professor	1.11	1.09	1.04	1.05	1.00	1.01	1.01	0.94	0.94	0.94	0.96	0.88			
Associate Professor	1.07	1.07	0.97	0.99	0.96	0.95	0.98	0.96	0.96	0.92	0.96	0.93			
Assistant Professor	1.09	1.07	1.06	1.10	1.06	1.09	1.07	1.02	1.00	0.99	0.97	0.94			
All	1.09	1.08	1.02	1.04	1.00	1.01	1.02	0.96	0.96	0.95	0.96	0.91			

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2010-2011 through 2020-2021

COLLEGE/DEPARTMENT	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020--2021				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-UNIVERSITY SUMMARY-															
Average Salaries															
Professor	\$113,945	\$115,564	\$119,829	\$122,850	\$125,475	\$125,963	\$129,753	\$131,417	\$131,478	\$133,592	\$133,729	\$130,067	584	\$153,225	\$151,685
Associate Professor	\$82,575	\$83,273	\$85,918	\$88,880	\$91,462	\$92,629	\$96,870	\$98,853	\$100,105	\$100,345	\$100,283	\$99,849	437	\$113,957	\$114,587
Assistant Professor	\$74,943	\$76,761	\$77,801	\$80,302	\$82,819	\$82,865	\$84,437	\$85,588	\$88,009	\$91,089	\$89,383	\$88,795	318	\$98,525	\$98,330
All	\$94,376	\$95,708	\$98,673	\$101,644	\$103,863	\$103,738	\$107,060	\$107,940	\$109,689	\$111,886	\$112,282	\$110,404	1,339	\$127,419	\$126,906
Index															
Professor	0.98	0.97	0.94	0.95	0.94	0.92	0.92	0.90	0.88	0.88	0.87	0.86			
Associate Professor	0.97	0.97	0.94	0.94	0.95	0.93	0.92	0.91	0.90	0.88	0.88	0.87			
Assistant Professor	0.97	0.95	0.93	0.94	0.94	0.93	0.94	0.92	0.91	0.92	0.91	0.90			
All	0.98	0.97	0.94	0.94	0.94	0.93	0.92	0.91	0.89	0.89	0.88	0.87			

Footnotes

**Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2010-2011 through 2020-2021**

Footnotes

- ¹ Beginning with the 2014-15 report, departments that are administered by two colleges include the salary average and headcount for the entire department reported the same way in both colleges. In previous years, ISU faculty were divided into the college where they held rank. Because we use the CIP code to determine departments, we no longer separate faculty by college. This may affect the indices for some colleges. The following departments are reported in two colleges: Ag & Biosystems Engineering, Biochemistry, Biophysics and Molecular Biology, Ecology, Evolution, and Organismal Biology, Food Science and Human Nutrition, Genetics, Development, and Cell Biology, and Sociology. Economics appears in two colleges but there are two CIP codes used and therefore, they are not the same in the two colleges.
- ² 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.
- ⁴ Beginning July 1, 2007, the department of Health and Human Performance was changed to Kinesiology.
- ⁵ Beginning July 1, 2010, the department of Logistics Operations and Management Information Systems was changed to Supply Chain and Information Management.
- ⁶ Beginning July 1, 2010, the department of Music was changed to Music and Theatre.
- ⁷ Beginning July 1, 2011, the department of Plant Pathology was changed to Plant Pathology and Microbiology.
- ⁸ Beginning July 1, 2012, the department of Art and Design was divided into four departments – Integrated Studio Arts, Industrial Design, Interior Design and Graphic Design. There was not sufficient peer data available to separate these departments so they are combined in this report.
- ⁹ 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.
- ¹⁰ Beginning July 1, 2012, the departments of Curriculum and Instruction and Educational Leadership and Policy Studies were combined into the School of Education.
- ¹¹ Beginning July 1, 2006, the department of Foreign Languages and Literature was changed to World Languages and Cultures.
- ¹² Beginning July 1, 2016, Anthropology was moved to the department of World Languages and Cultures.
- ¹³ Beginning July 1, 2019, Supply Chain and Information Management divided into Information Management and Business Analytics and Supply Chain Management