

IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

Peer Land Grant Universities Faculty Salary Comparisons 2011-2012 through 2021-2022

Institutional Research Report 2022

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**Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2011-2012 through 2021-2022**

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Introduction

Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2011-2012 through 2021-2022

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 2011-2012 through 2021-2022. 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 2021-2022 average nine-month Iowa State salaries and comparative indices by faculty rank for the total university are:

Faculty Rank	Average Salary	Comparative Index
Professor	\$138,950	0.88
Associate Professor	\$104,314	0.89
Assistant Professor	\$93,876	0.92
All Ranks	\$117,091	0.89

Figure 1 and Figure 2 display the total university average salaries and indices by rank from 2011-2012 through 2021-2022.

Figure 1. Iowa State University Average Faculty Salaries by Rank

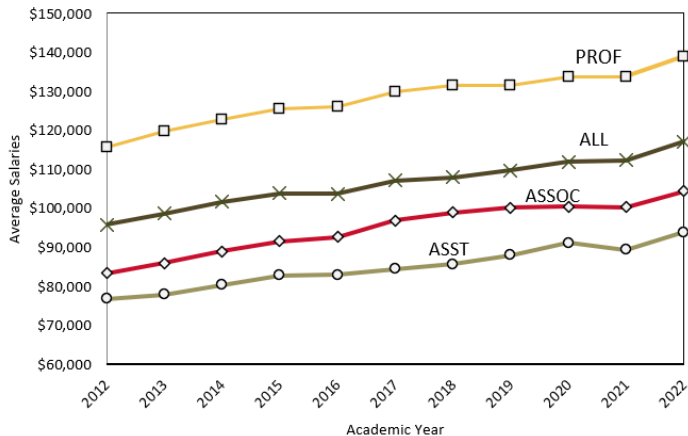
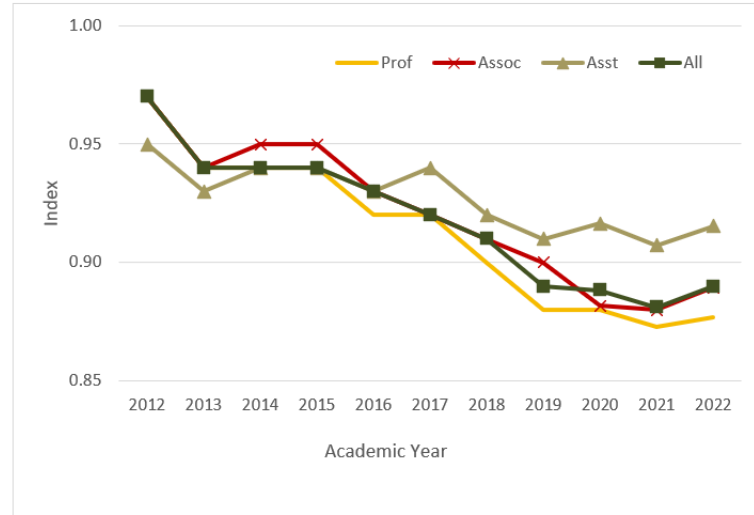


Figure 2. Index of Iowa State University Average Faculty Salaries Compared with Those of the Peers



From 2011-2012 through 2021-2022 the indices for *all ranks combined* range from 0.97 in 2011-2012 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 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
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%
2021-2022	0.89	3.5%

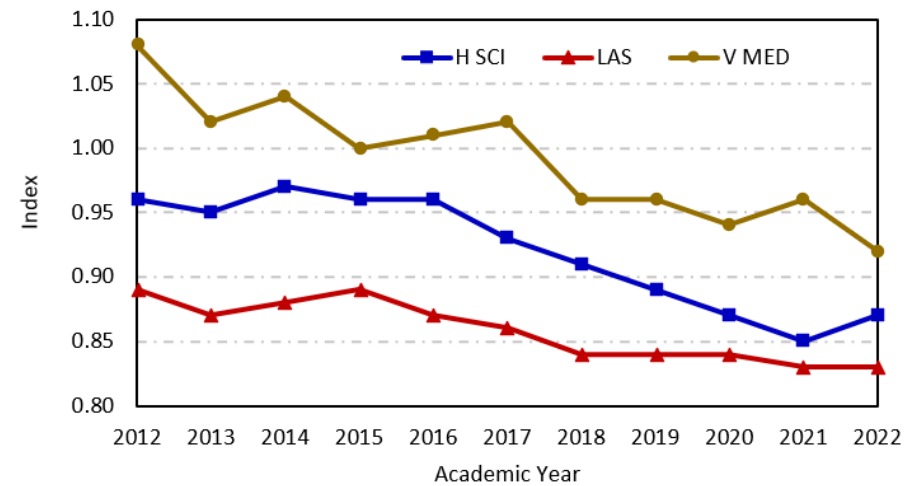
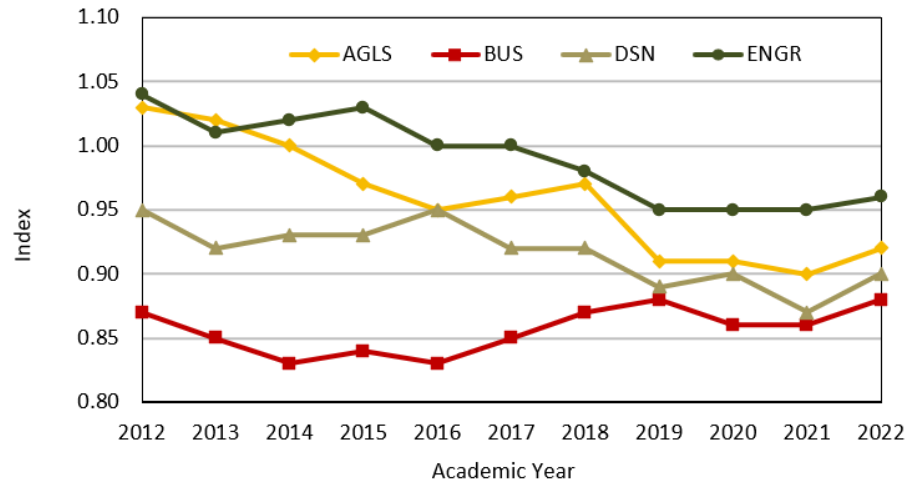
Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2011-2012 through 2021-2022

By college, the 2021-2022 indices for the Professor rank range from 0.76 in the College of Liberal Arts and Sciences (Social Sciences) to 0.99 in the College Engineering. Indices for Associate Professors range from 0.78 in the College of Liberal Arts and Sciences (Social Sciences) to 0.94 in the Colleges of Agriculture and Life Sciences and Engineering. Assistant Professor indices range from 0.85 in the College of Liberal Arts and Sciences (Social Sciences) to 0.96 in the College of Business. The 2021-2022 average nine-month salaries and indices for each college and the three divisions within Liberal Arts and Sciences are as follows:

	Professor	Associate	Assistant
Agriculture & Life Sciences			
Average Salary	\$133,072	\$99,223	\$88,296
Comparative Index	0.91	0.94	0.95
Business			
Average Salary	\$210,976	\$181,446	\$168,755
Comparative Index	0.82	0.87	0.96
Design			
Average Salary	\$109,597	\$86,846	\$69,169
Comparative Index	0.86	0.93	0.88
Engineering			
Average Salary	\$169,117	\$112,460	\$96,660
Comparative Index	0.99	0.94	0.93
Human Sciences			
Average Salary	\$124,490	\$89,542	\$77,812
Comparative Index	0.87	0.86	0.88
Liberal Arts and Sciences			
- Humanities			
Average Salary	\$104,706	\$79,256	\$69,916
Comparative Index	0.78	0.85	0.88
- Science and Mathematics			
Average Salary	\$133,932	\$99,232	\$90,867
Comparative Index	0.83	0.88	0.89
- Social Sciences			
Average Salary	\$137,092	\$93,006	\$94,823
Comparative Index	0.76	0.78	0.85
- All Divisions			
Average Salary	\$128,351	\$89,461	\$85,081
Comparative Index	0.81	0.85	0.88
Veterinary Medicine			
Average Salary	\$145,860	\$114,718	\$102,725
Comparative Index	0.92	0.91	0.95
All Colleges			
Average Salary	\$138,950	\$104,314	\$93,876
Comparative Index	0.88	0.89	0.92

The college indices for all ranks combined from 2011-2012 through 2021-2022 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

2011-2012 through 2021-2022

METHODOLOGY

The data used for the salary comparisons are collected through the Association of American Universities Data Exchange (AAUDE) and directly from institutions.

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 2020-2021 salary data were used with a 3% 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
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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE SUMMARIES															
AGRICULTURE AND LIFE SCIENCES															
Average Salaries															
Professor	\$108,040	\$112,239	\$116,012	\$118,794	\$119,360	\$123,875	\$125,354	\$123,228	\$125,912	\$126,129	\$133,072	\$131,851	151	\$146,490	\$143,436
Associate Professor	\$80,468	\$83,626	\$86,293	\$87,010	\$88,895	\$90,978	\$93,458	\$94,104	\$95,113	\$94,117	\$99,223	\$99,627	69	\$105,951	\$105,622
Assistant Professor	\$74,854	\$77,262	\$80,228	\$82,229	\$81,577	\$83,223	\$85,200	\$83,834	\$85,675	\$84,924	\$88,296	\$87,097	51	\$93,276	\$93,404
All	\$96,628	\$100,117	\$103,038	\$104,219	\$104,254	\$107,079	\$108,950	\$107,607	\$109,762	\$110,495	\$116,027	\$115,224	271	\$126,154	\$124,392
Index															
Professor	1.02	1.00	0.99	0.96	0.94	0.95	0.97	0.90	0.90	0.89	0.91	0.92			
Associate Professor	1.07	1.07	1.02	0.99	0.99	0.95	0.96	0.91	0.92	0.91	0.94	0.94			
Assistant Professor	1.06	1.04	1.04	1.02	0.98	0.98	0.97	0.93	0.94	0.93	0.95	0.93			
All	1.03	1.02	1.00	0.97	0.95	0.96	0.97	0.91	0.91	0.90	0.92	0.93			
BUSINESS															
Average Salaries															
Professor	\$163,565	\$171,832	\$174,570	\$170,611	\$174,160	\$183,772	\$192,670	\$207,993	\$198,379	\$197,617	\$210,976	\$217,986	14	\$257,483	\$255,300
Associate Professor	\$130,740	\$137,047	\$141,728	\$145,892	\$149,744	\$157,085	\$161,387	\$167,725	\$168,381	\$171,328	\$181,446	\$183,675	40	\$208,306	\$212,040
Assistant Professor	\$128,803	\$132,787	\$136,943	\$144,912	\$147,268	\$154,718	\$152,121	\$155,677	\$162,314	\$161,144	\$168,755	\$169,879	22	\$176,568	\$178,137
All	\$137,349	\$144,126	\$147,389	\$150,190	\$153,424	\$161,459	\$163,915	\$170,768	\$171,244	\$173,250	\$183,212	\$186,002	76	\$208,178	\$210,195
Index															
Professor	0.86	0.81	0.82	0.79	0.75	0.80	0.82	0.86	0.79	0.77	0.82	0.85			
Associate Professor	0.93	0.92	0.87	0.88	0.87	0.88	0.89	0.89	0.84	0.86	0.87	0.87			
Assistant Professor	0.84	0.82	0.80	0.84	0.83	0.86	0.87	0.89	0.92	0.93	0.96	0.95			
All	0.87	0.85	0.83	0.84	0.83	0.85	0.87	0.88	0.86	0.86	0.88	0.88			
DESIGN															
Average Salaries															
Professor	\$95,519	\$98,397	\$98,388	\$98,696	\$101,522	\$97,722	\$97,126	\$102,369	\$106,306	\$102,205	\$109,597	\$110,723	22	\$127,175	\$124,864
Associate Professor	\$69,776	\$70,706	\$73,764	\$77,866	\$78,819	\$80,075	\$82,572	\$85,120	\$85,212	\$83,817	\$86,846	\$84,311	44	\$93,845	\$93,798
Assistant Professor	\$59,454	\$62,032	\$63,712	\$63,761	\$63,720	\$66,000	\$66,605	\$66,303	\$67,566	\$66,360	\$69,169	\$68,903	18	\$78,805	\$79,133
All	\$72,962	\$74,117	\$76,495	\$77,966	\$78,998	\$79,464	\$79,748	\$82,004	\$85,274	\$83,450	\$89,016	\$87,926	84	\$99,351	\$98,792
Index															
Professor	0.96	0.91	0.91	0.88	0.91	0.86	0.83	0.86	0.86	0.81	0.86	0.89			
Associate Professor	0.95	0.92	0.94	0.97	0.99	0.98	0.98	0.96	0.94	0.92	0.93	0.90			
Assistant Professor	0.98	0.94	0.96	0.93	0.94	0.93	0.92	0.87	0.88	0.85	0.88	0.87			
All	0.95	0.92	0.93	0.93	0.95	0.92	0.92	0.89	0.90	0.87	0.90	0.89			

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2011-2012 through 2021-2022

COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU		COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX			
COLLEGE SUMMARIES, continued															
ENGINEERING															
Average Salaries															
Professor	\$145,700	\$146,666	\$151,319	\$156,053	\$153,900	\$159,641	\$163,176	\$158,550	\$163,718	\$164,258	\$169,117	\$179,347	94	\$171,575	\$167,424
Associate Professor	\$98,950	\$100,191	\$101,991	\$103,693	\$103,571	\$106,442	\$108,646	\$108,467	\$109,684	\$107,920	\$112,460	\$111,890	76	\$119,609	\$120,348
Assistant Professor	\$85,231	\$86,748	\$87,989	\$88,111	\$87,905	\$90,714	\$91,124	\$91,435	\$94,225	\$93,124	\$96,660	\$96,807	39	\$103,424	\$103,004
All	\$116,186	\$118,111	\$122,161	\$123,663	\$120,715	\$124,570	\$124,611	\$124,007	\$129,892	\$130,192	\$134,994	\$139,415	209	\$139,961	\$138,284
Index															
Professor	1.06	1.02	1.04	1.06	1.04	1.03	1.00	0.97	0.98	0.97	0.99	1.07			
Associate Professor	1.01	0.99	0.98	0.99	0.97	0.96	0.96	0.93	0.92	0.91	0.94	0.93			
Assistant Professor	1.00	0.98	0.99	0.97	0.96	0.96	0.94	0.93	0.93	0.91	0.93	0.94			
All	1.04	1.01	1.02	1.03	1.00	1.00	0.98	0.95	0.95	0.95	0.96	1.01			
HUMAN SCIENCES ³															
Average Salaries															
Professor	\$104,783	\$107,549	\$112,400	\$113,019	\$115,951	\$119,436	\$123,221	\$118,950	\$117,314	\$118,136	\$124,490	\$133,605	32	\$143,730	\$140,894
Associate Professor	\$76,771	\$77,464	\$80,933	\$85,149	\$85,075	\$86,439	\$87,290	\$87,678	\$88,641	\$87,232	\$89,542	\$87,731	51	\$104,088	\$102,608
Assistant Professor	\$64,033	\$66,212	\$67,646	\$70,096	\$70,358	\$73,244	\$72,279	\$74,355	\$75,594	\$75,617	\$77,812	\$77,430	31	\$88,917	\$87,513
All	\$79,885	\$82,381	\$84,799	\$86,236	\$87,701	\$89,331	\$88,503	\$89,927	\$90,733	\$91,678	\$96,162	\$97,807	114	\$111,090	\$109,250
Index															
Professor	0.96	0.96	0.99	0.93	0.94	0.91	0.91	0.86	0.84	0.83	0.87	0.95			
Associate Professor	0.97	0.95	0.98	1.00	0.99	0.95	0.94	0.90	0.87	0.85	0.86	0.86			
Assistant Professor	0.95	0.95	0.93	0.97	0.95	0.93	0.90	0.90	0.91	0.90	0.88	0.88			
All	0.96	0.95	0.97	0.96	0.96	0.93	0.91	0.89	0.87	0.85	0.87	0.90			
LIBERAL ARTS AND SCIENCES															
HUMANITIES															
Average Salaries															
Professor	\$81,198	\$84,396	\$90,284	\$97,514	\$95,241	\$99,201	\$99,454	\$100,994	\$104,881	\$103,069	\$104,706	\$103,564	42	\$134,207	\$129,823
Associate Professor	\$61,893	\$64,590	\$69,721	\$72,153	\$72,395	\$74,763	\$74,519	\$75,381	\$76,927	\$75,943	\$79,256	\$79,050	65	\$93,562	\$93,022
Assistant Professor	\$53,744	\$55,302	\$58,503	\$60,990	\$61,257	\$64,124	\$63,882	\$65,249	\$67,598	\$67,596	\$69,916	\$69,593	25	\$79,875	\$80,406
All	\$65,030	\$66,431	\$71,104	\$74,945	\$74,057	\$77,813	\$78,022	\$79,195	\$82,502	\$82,690	\$85,585	\$85,059	132	\$103,902	\$102,342
Index															
Professor	0.78	0.77	0.82	0.87	0.82	0.82	0.79	0.82	0.81	0.79	0.78	0.80			
Associate Professor	0.85	0.85	0.91	0.92	0.89	0.89	0.87	0.86	0.84	0.83	0.85	0.85			
Assistant Professor	0.89	0.87	0.90	0.90	0.88	0.89	0.86	0.88	0.88	0.88	0.88	0.87			
All	0.83	0.83	0.88	0.90	0.87	0.87	0.84	0.85	0.84	0.82	0.82	0.83			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE SUMMARIES, continued															
SCIENCE AND MATHEMATICS															
Average Salaries															
Professor	\$113,549	\$116,076	\$117,180	\$121,879	\$122,841	\$126,524	\$126,238	\$128,617	\$131,372	\$130,407	\$133,932	\$131,810	120	\$160,531	\$160,564
Associate Professor	\$81,925	\$83,606	\$85,483	\$88,443	\$89,266	\$91,713	\$92,870	\$94,329	\$96,020	\$95,747	\$99,232	\$99,691	61	\$112,510	\$113,234
Assistant Professor	\$71,364	\$72,632	\$75,050	\$77,751	\$79,146	\$81,786	\$82,567	\$85,789	\$87,753	\$87,178	\$90,867	\$90,196	47	\$101,827	\$101,836
All	\$97,272	\$99,410	\$101,672	\$104,801	\$104,418	\$107,875	\$108,578	\$110,891	\$113,150	\$112,358	\$115,771	\$114,638	228	\$135,582	\$135,795
Index															
Professor	0.92	0.89	0.88	0.89	0.88	0.86	0.85	0.84	0.85	0.84	0.83	0.82			
Associate Professor	0.93	0.90	0.90	0.92	0.90	0.90	0.88	0.89	0.87	0.87	0.88	0.88			
Assistant Professor	0.96	0.93	0.96	0.93	0.92	0.93	0.90	0.90	0.89	0.89	0.89	0.89			
All	0.93	0.90	0.89	0.90	0.89	0.88	0.86	0.86	0.86	0.85	0.85	0.84			
SOCIAL SCIENCES															
Average Salaries															
Professor	\$116,208	\$121,640	\$121,096	\$120,999	\$123,025	\$124,687	\$127,449	\$125,495	\$125,863	\$130,207	\$137,092	\$127,706	37	\$180,732	\$179,392
Associate Professor	\$80,964	\$81,757	\$80,926	\$83,669	\$84,795	\$87,079	\$85,746	\$87,481	\$89,794	\$90,156	\$93,006	\$91,278	19	\$119,465	\$119,285
Assistant Professor	\$62,399	\$63,946	\$67,155	\$71,912	\$75,237	\$78,270	\$79,945	\$82,460	\$90,378	\$93,048	\$94,823	\$95,104	11	\$111,105	\$111,466
All	\$88,111	\$92,573	\$94,602	\$99,004	\$99,750	\$101,933	\$105,191	\$106,169	\$108,442	\$112,121	\$117,651	\$112,023	67	\$151,926	\$151,195
Index															
Professor	0.84	0.83	0.82	0.83	0.79	0.78	0.77	0.76	0.73	0.76	0.76	0.71			
Associate Professor	0.88	0.85	0.83	0.84	0.81	0.79	0.74	0.77	0.77	0.79	0.78	0.77			
Assistant Professor	0.87	0.85	0.85	0.88	0.87	0.88	0.84	0.86	0.86	0.86	0.85	0.85			
All	0.86	0.84	0.83	0.84	0.81	0.80	0.77	0.78	0.76	0.78	0.77	0.74			
LIBERAL ARTS AND SCIENCES															
Average Salaries															
Professor	\$107,218	\$111,137	\$113,119	\$117,556	\$118,230	\$121,261	\$120,978	\$123,482	\$125,455	\$124,853	\$128,351	\$125,085	199	\$158,731	\$157,577
Associate Professor	\$74,076	\$76,165	\$78,652	\$81,840	\$82,226	\$84,623	\$83,253	\$84,144	\$86,331	\$85,682	\$89,461	\$89,336	145	\$104,927	\$104,967
Assistant Professor	\$62,523	\$63,374	\$66,053	\$69,333	\$71,352	\$74,365	\$74,711	\$78,893	\$81,722	\$82,311	\$85,081	\$84,640	83	\$96,445	\$96,657
All	\$85,727	\$88,046	\$91,057	\$95,041	\$94,718	\$98,085	\$97,825	\$100,588	\$103,200	\$103,348	\$106,734	\$105,084	427	\$128,353	\$127,870
Index															
Professor	0.88	0.86	0.86	0.88	0.86	0.84	0.82	0.82	0.82	0.81	0.81	0.79			
Associate Professor	0.89	0.87	0.89	0.90	0.88	0.87	0.85	0.86	0.84	0.84	0.85	0.85			
Assistant Professor	0.91	0.89	0.91	0.91	0.90	0.91	0.88	0.89	0.88	0.88	0.88	0.88			
All	0.89	0.87	0.88	0.89	0.87	0.86	0.84	0.84	0.84	0.83	0.83	0.82			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022						
											ISU			PEER			
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY		
COLLEGE SUMMARIES, continued																	
VETERINARY MEDICINE																	
Average Salaries																	
Professor	\$121,724	\$126,092	\$127,321	\$128,753	\$132,319	\$136,497	\$136,506	\$140,661	\$141,627	\$144,539	\$145,860	\$135,917	38	\$158,582	\$155,541		
Associate Professor	\$94,363	\$95,374	\$96,985	\$99,127	\$100,499	\$106,573	\$107,530	\$110,797	\$111,613	\$112,053	\$114,718	\$110,766	31	\$126,230	\$126,222		
Assistant Professor	\$85,450	\$89,904	\$91,762	\$94,080	\$95,704	\$97,744	\$97,743	\$99,008	\$103,468	\$100,731	\$102,725	\$100,301	23	\$108,281	\$108,031		
All	\$103,440	\$107,182	\$108,296	\$109,670	\$112,144	\$115,941	\$116,452	\$119,033	\$120,943	\$122,881	\$124,603	\$118,556	92	\$135,136	\$133,815		
Index																	
Professor	1.09	1.04	1.05	1.00	1.01	1.01	0.94	0.94	0.94	0.96	0.92	0.87					
Associate Professor	1.07	0.97	0.99	0.96	0.95	0.98	0.96	0.96	0.92	0.96	0.91	0.88					
Assistant Professor	1.07	1.06	1.10	1.06	1.09	1.07	1.02	1.00	0.99	0.97	0.95	0.93					
All	1.08	1.02	1.04	1.00	1.01	1.02	0.96	0.96	0.95	0.96	0.92	0.89					

Iowa State University
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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022					
											ISU			PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY	
UNIVERSITY SUMMARY																
Average Salaries																
Professor	\$115,564	\$119,829	\$122,850	\$125,475	\$125,963	\$129,753	\$131,417	\$131,478	\$133,592	\$133,729	\$138,950	\$139,252	550	\$157,934	\$155,445	
Associate Professor	\$83,273	\$85,918	\$88,880	\$91,462	\$92,629	\$96,870	\$98,853	\$100,105	\$100,345	\$100,283	\$104,314	\$103,720	456	\$116,883	\$117,125	
Assistant Professor	\$76,761	\$77,801	\$80,302	\$82,819	\$82,865	\$84,437	\$85,588	\$88,009	\$91,089	\$89,383	\$93,876	\$93,355	267	\$102,412	\$102,408	
All	\$95,708	\$98,673	\$101,644	\$103,863	\$103,738	\$107,060	\$107,940	\$109,689	\$111,886	\$112,282	\$117,091	\$116,899	1,273	\$131,586	\$130,597	
Index																
Professor	0.97	0.94	0.95	0.94	0.92	0.92	0.90	0.88	0.88	0.87	0.88	0.90				
Associate Professor	0.97	0.94	0.94	0.95	0.93	0.92	0.91	0.90	0.88	0.88	0.89	0.89				
Assistant Professor	0.95	0.93	0.94	0.94	0.93	0.94	0.92	0.91	0.92	0.91	0.92	0.91				
All	0.97	0.94	0.94	0.94	0.93	0.92	0.91	0.89	0.89	0.88	0.89	0.90				

Department Data within College

Iowa State University
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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER		
											ISU			COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX				
COLLEGE OF AGRICULTURE AND LIFE SCIENCE																
AGRICULTURAL AND BIOSYSTEMS ENGINEERING ^{1,2}																
Average Salaries																
Professor	\$114,768	\$122,108	\$124,379	\$136,185	\$136,513	\$142,246	\$133,366	\$139,583	\$151,981	\$151,714	\$157,457	\$168,845	17	\$152,614	\$146,107	
Associate Professor	\$88,756	\$90,780	\$95,180	\$95,349	\$96,570	\$99,846	\$97,809	\$96,950	\$99,489	\$97,012	\$97,650	\$102,056	7	\$110,918	\$109,502	
Assistant Professor	\$82,421	\$84,233	\$83,092	\$84,334	\$83,418	\$85,696	\$84,104	\$86,024	\$88,737	\$90,169	\$90,148	\$89,799	3	\$97,964	\$96,859	
All	\$97,833	\$101,616	\$104,503	\$113,379	\$112,208	\$117,875	\$114,573	\$116,316	\$126,074	\$128,414	\$134,473	\$142,747	27	\$135,731	\$131,144	
Index																
Professor	1.01	1.01	0.99	1.04	1.05	1.02	0.94	0.96	1.04	1.04	1.03	1.16				
Associate Professor	1.03	1.01	1.05	1.01	1.00	0.96	0.91	0.90	0.90	0.89	0.88	0.93				
Assistant Professor	1.11	1.08	1.00	0.99	0.97	1.00	0.94	0.95	0.94	0.96	0.92	0.93				
All	1.03	1.02	1.02	1.02	1.02	1.00	0.93	0.94	0.99	1.00	0.99	1.09				
AGRICULTURAL EDUCATION AND STUDIES																
Average Salaries																
Professor	\$100,671	\$103,928	\$106,587	\$109,238	\$110,310	\$118,469	\$122,623	\$123,850	\$126,327	\$125,111	\$136,170	\$136,170	2	\$119,391	\$122,438	
Associate Professor	\$88,734	\$90,445	\$91,824	\$103,282	\$102,692		\$85,000	\$85,850	\$85,349	\$83,130	\$90,763	\$90,763	2	\$93,290	\$91,601	
Assistant Professor	\$75,831	\$81,174	\$78,016	\$81,302	\$77,836	\$73,275	\$69,688	\$70,572	\$69,796	\$69,796	\$74,815	\$74,815	2	\$83,113	\$83,200	
All	\$84,951	\$90,782	\$92,142	\$97,273	\$94,184	\$99,100	\$91,453	\$92,461	\$98,467	\$94,589	\$100,583	\$100,583	6	\$98,598	\$99,080	
Index																
Professor	1.01	0.96	1.00	0.94	0.96	1.00	1.01	0.98	1.01	1.03	1.14	1.11				
Associate Professor	1.20	1.19	1.19	1.26	1.30		0.98	0.97	0.93	0.89	0.97	0.99				
Assistant Professor	1.28	1.25	1.12	1.18	1.08	0.96	0.89	0.88	0.86	0.83	0.90	0.90				
All	1.16	1.12	1.09	1.08	1.07	0.98	0.96	0.94	0.95	0.94	1.02	1.02				
AGRONOMY																
Average Salaries																
Professor	\$103,667	\$104,648	\$108,605	\$113,637	\$113,807	\$118,806	\$118,363	\$118,363	\$120,081	\$123,514	\$132,558	\$123,399	20	\$133,913	\$132,947	
Associate Professor	\$75,379	\$79,279	\$87,346	\$96,530	\$100,120	\$103,448	\$109,021	\$109,021	\$111,204	\$107,836	\$110,888	\$112,851	6	\$100,544	\$101,359	
Assistant Professor	\$85,217	\$88,836	\$95,259	\$93,000	\$89,749	\$89,439	\$91,510	\$91,510	\$90,684	\$93,368	\$95,326	\$95,320	3	\$85,398	\$86,954	
All	\$98,132	\$100,122	\$103,979	\$108,444	\$108,536	\$112,208	\$112,881	\$113,472	\$115,200	\$117,987	\$124,223	\$118,312	29	\$121,990	\$121,654	
Index																
Professor	1.00	0.95	0.98	0.96	0.97	1.05	1.02	0.97	0.93	0.95	0.99	0.93				
Associate Professor	0.95	0.97	1.04	1.10	1.13	1.13	1.16	1.14	1.12	1.11	1.10	1.11				
Assistant Professor	1.21	1.20	1.23	1.19	1.13	1.09	1.05	1.10	1.04	1.10	1.12	1.10				
All	1.01	0.97	1.01	1.00	1.01	1.06	1.04	1.00	0.97	0.98	1.02	0.97				

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF AGRICULTURE & LIFE SCIENCES, continued															
ANIMAL SCIENCE															
Average Salaries															
Professor	\$105,270	\$111,631	\$112,009	\$116,091	\$116,307	\$122,025	\$118,075	\$117,893	\$121,332	\$119,209	\$121,675	\$114,060	23	\$137,221	\$126,961
Associate Professor	\$76,354	\$78,580	\$82,550	\$83,009	\$87,457	\$89,579	\$89,579	\$92,240	\$87,831	\$89,505	\$93,863	\$97,247	5	\$106,412	\$106,688
Assistant Professor	\$75,030	\$78,286	\$78,696	\$80,068	\$81,597	\$83,471	\$85,896	\$85,427	\$86,856	\$89,648	\$91,595	\$87,833	9	\$90,900	\$90,040
All	\$95,466	\$99,633	\$101,092	\$105,298	\$105,268	\$109,242	\$103,437	\$103,453	\$106,850	\$108,804	\$110,600	\$105,408	37	\$121,791	\$115,241
Index															
Professor	1.02	1.04	1.01	1.02	0.98	1.02	1.00	0.97	0.94	0.88	0.89	0.90			
Associate Professor	0.99	0.99	1.04	1.01	1.00	1.01	0.97	0.89	0.89	0.86	0.88	0.91			
Assistant Professor	1.08	1.05	1.03	1.03	1.04	1.02	1.02	0.92	0.97	0.99	1.01	0.98			
All	1.02	1.03	1.01	1.02	0.99	1.02	1.00	0.94	0.94	0.90	0.91	0.91			
BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY ¹															
Average Salaries															
Professor	\$117,372	\$122,444	\$126,957	\$129,393	\$130,684	\$137,825	\$145,026	\$138,402	\$141,718	\$141,962	\$149,747	\$145,364	15	\$155,790	\$148,748
Associate Professor	\$80,945	\$82,766	\$83,759	\$82,082	\$82,902	\$85,257	\$86,897	\$87,771	\$89,703	\$89,139	\$93,434	\$93,053	3	\$105,556	\$106,238
Assistant Professor	\$70,898	\$72,670	\$74,470	\$73,433	\$75,343	\$77,177	\$78,595	\$77,379	\$78,461	\$78,461	\$83,874	\$82,992	5	\$93,128	\$93,208
All	\$105,611	\$109,787	\$113,487	\$112,869	\$114,184	\$113,720	\$119,422	\$116,930	\$121,194	\$124,028	\$128,082	\$124,982	23	\$135,616	\$131,129
Index															
Professor	0.94	0.90	0.91	0.91	0.85	0.89	0.98	0.86	0.96	0.90	0.96	0.98			
Associate Professor	0.97	0.94	0.92	0.92	0.87	0.83	0.89	0.90	0.88	0.86	0.89	0.88			
Assistant Professor	0.99	1.00	0.99	0.92	0.88	0.87	0.90	0.89	0.86	0.86	0.90	0.89			
All	0.95	0.91	0.92	0.91	0.85	0.88	0.95	0.87	0.94	0.89	0.94	0.95			
ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY ¹															
Average Salaries															
Professor	\$90,450	\$92,614	\$94,592	\$102,214	\$102,380	\$106,141	\$109,184	\$112,833	\$116,913	\$114,065	\$116,071	\$109,444	9	\$161,815	\$160,860
Associate Professor	\$76,834	\$79,139	\$82,496	\$85,532	\$85,742	\$88,369	\$90,480	\$91,097	\$92,588	\$92,588	\$95,854	\$99,362	7	\$104,451	\$104,328
Assistant Professor		\$71,723	\$74,144	\$76,708	\$76,782	\$79,671	\$75,000	\$80,604	\$83,953	\$84,128	\$88,185	\$88,185	1	\$92,779	\$93,168
All	\$88,181	\$87,705	\$89,943	\$93,833	\$92,378	\$96,266	\$94,866	\$99,342	\$102,344	\$99,719	\$106,106	\$104,042	17	\$134,134	\$133,600
Index															
Professor	0.77	0.75	0.75	0.81	0.80	0.74	0.81	0.81	0.80	0.77	0.72	0.68			
Associate Professor	0.98	0.96	0.97	0.98	0.96	0.83	0.94	1.00	0.93	0.91	0.92	0.95			
Assistant Professor		0.98	1.01	1.01	0.96	0.90	0.86	0.81	0.92	0.93	0.95	0.95			
All	0.79	0.79	0.80	0.88	0.86	0.78	0.87	0.85	0.85	0.84	0.79	0.78			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF AGRICULTURE & LIFE SCIENCES, continued															
ECONOMICS															
Average Salaries															
Professor	\$137,934	\$145,107	\$155,683	\$164,484	\$164,719	\$170,033	\$165,685	\$168,712	\$162,443	\$168,540	\$181,609	\$187,683	8	\$171,998	\$186,515
Associate Professor	\$110,673	\$113,254	\$116,149	\$119,010	\$112,575	\$116,385	\$120,745	\$122,700	\$126,544	\$125,257	\$140,216	\$136,930	4	\$126,327	\$118,837
Assistant Professor	\$101,415	\$98,062	\$103,847	\$108,626	\$109,542	\$112,941	\$113,019	\$120,191	\$116,404	\$116,181	\$118,031	\$117,513	5	\$107,659	\$103,666
All	\$130,800	\$134,816	\$141,511	\$143,049	\$141,125	\$143,338	\$138,363	\$143,044	\$138,991	\$144,305	\$153,170	\$155,103	17	\$142,329	\$146,223
Index															
Professor	1.15	1.14	1.21	1.24	1.16	1.19	1.10	1.09	1.01	1.05	1.06	1.01			
Associate Professor	1.19	1.14	1.17	1.13	1.04	1.02	1.03	0.91	1.06	1.02	1.11	1.15			
Assistant Professor	1.21	1.10	1.15	1.15	1.08	1.12	1.08	1.14	1.09	1.09	1.10	1.13			
All	1.16	1.13	1.20	1.21	1.13	1.15	1.08	1.04	1.04	1.05	1.08	1.06			
ENTOMOLOGY															
Average Salaries															
Professor	\$95,920	\$97,584	\$101,471	\$99,213	\$101,031	\$113,985	\$99,527	\$100,523	\$86,677	\$87,399	\$90,347	\$90,636	6	\$145,528	\$139,133
Associate Professor	\$71,490	\$78,629	\$79,152	\$74,547	\$75,292	\$77,815	\$77,140	\$77,912	\$83,852	\$83,852	\$84,109	\$84,109	1	\$103,925	\$102,310
Assistant Professor	\$60,700	\$65,345	\$67,843		\$70,000	\$71,609	\$71,609	\$72,325	\$73,771	\$73,771			0	\$89,231	\$89,415
All	\$82,854	\$87,472	\$90,298	\$88,250	\$87,633	\$95,279	\$87,642	\$88,519	\$84,026	\$85,452	\$89,456	\$89,703	7	\$139,585	\$133,872
Index															
Professor	0.88	0.87	0.90	0.85	0.84	0.94	0.79	0.77	0.64	0.62	0.62	0.65			
Associate Professor	0.95	0.98	0.95	0.86	0.86	0.83	0.79	0.80	0.83	0.00	0.81	0.82			
Assistant Professor	0.89	0.88	0.88		0.86	0.85	0.83	0.83	0.84	0.84	0.00	0.00			
All	0.89	0.90	0.91	0.86	0.85	0.89	0.79	0.79	0.71	0.64	0.64	0.67			
FOOD SCIENCE AND HUMAN NUTRITION - AG ¹															
Average Salaries															
Professor	\$118,749	\$122,501	\$125,213	\$109,875	\$111,659	\$115,663	\$142,652	\$109,759	\$101,436	\$104,741	\$124,300	\$131,094	7	\$151,329	\$144,979
Associate Professor	\$82,739	\$84,926	\$87,012	\$89,129	\$88,253	\$90,284	\$92,357	\$92,204	\$94,898	\$94,798	\$100,253	\$95,540	13	\$103,701	\$103,585
Assistant Professor	\$73,422	\$72,446	\$75,052	\$77,151	\$77,313	\$81,470	\$86,731	\$83,196	\$84,146	\$83,948	\$84,574	\$82,646	7	\$91,447	\$93,531
All	\$97,059	\$101,039	\$101,650	\$92,170	\$92,446	\$97,015	\$111,350	\$94,768	\$92,459	\$93,441	\$102,423	\$101,415	27	\$112,872	\$111,710
Index															
Professor	1.06	1.05	1.05	0.93	0.90	0.91	1.08	0.78	0.72	0.70	0.82	0.90			
Associate Professor	1.01	1.02	1.05	1.04	1.06	0.99	0.98	0.95	0.89	0.91	0.97	0.92			
Assistant Professor	1.01	0.95	1.02	0.97	0.96	0.97	0.99	0.94	0.93	0.94	0.92	0.88			
All	1.04	1.03	1.05	0.98	0.99	0.95	1.03	0.88	0.85	0.86	0.91	0.91			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF AGRICULTURE & LIFE SCIENCES, continued															
GENETICS, DEVELOPMENT, AND CELL BIOLOGY ¹															
Average Salaries															
Professor	\$121,717	\$126,329	\$134,607	\$128,741	\$127,861	\$132,267	\$134,195	\$133,903	\$135,835	\$137,018	\$131,296	\$124,727	8	\$145,568	\$145,287
Associate Professor	\$83,274	\$85,422	\$87,486	\$93,027	\$94,312	\$97,926	\$102,542	\$94,147	\$87,333	\$92,819	\$97,698	\$100,746	6	\$111,596	\$113,334
Assistant Professor		\$71,750	\$73,475	\$75,201	\$78,045	\$80,544	\$81,900	\$84,458	\$87,452	\$83,509	\$87,669	\$86,664	5	\$99,112	\$101,538
All	\$104,631	\$104,508	\$109,645	\$106,262	\$106,248	\$108,038	\$118,932	\$116,240	\$114,783	\$113,855	\$109,205	\$107,137	19	\$122,615	\$123,684
Index															
Professor	1.04	1.04	1.06	0.93	1.01	0.93	0.91	0.89	0.92	1.00	0.90	0.86			
Associate Professor	1.05	1.04	1.04	1.07	1.00	1.06	1.02	0.89	0.81	0.85	0.88	0.89			
Assistant Professor		0.95	0.93	0.90	0.90	0.97	0.90	0.91	0.92	0.86	0.88	0.85			
All	1.05	1.03	1.04	0.96	0.98	0.96	0.93	0.89	0.91	0.94	0.89	0.87			
HORTICULTURE															
Average Salaries															
Professor	\$93,078	\$95,676	\$98,642	\$104,828	\$105,876	\$112,161	\$109,775	\$107,190	\$109,334	\$109,334	\$113,817	\$104,185	8	\$131,598	\$131,094
Associate Professor	\$68,843	\$73,258	\$71,586	\$73,019	\$73,748	\$75,592	\$75,626	\$77,104	\$80,206	\$80,206	\$86,956	\$86,956	3	\$98,317	\$97,436
Assistant Professor	\$61,364	\$63,320	\$67,619	\$67,321	\$67,995	\$68,023	\$66,829	\$69,561	\$69,859	\$69,859	\$78,940	\$78,940	2	\$85,300	\$86,587
All	\$83,889	\$88,014	\$89,707	\$91,279	\$92,192	\$94,326	\$91,984	\$92,141	\$96,539	\$96,539	\$102,253	\$96,325	13	\$116,795	\$116,479
Index															
Professor	0.88	0.89	0.89	0.94	0.94	0.97	0.93	0.89	0.89	0.87	0.86	0.79			
Associate Professor	0.90	0.94	0.88	0.90	0.85	0.87	0.86	0.85	0.83	0.83	0.88	0.89			
Assistant Professor	0.90	0.93	0.90	0.90	0.85	0.85	0.81	0.80	0.78	0.82	0.93	0.91			
All	0.89	0.90	0.89	0.92	0.91	0.93	0.89	0.87	0.86	0.85	0.88	0.83			
NATURAL RESOURCE ECOLOGY AND MANAGEMENT															
Average Salaries															
Professor	\$91,905	\$95,265	\$96,342	\$99,469	\$104,077	\$108,571	\$109,385	\$110,886	\$123,859	\$123,573	\$128,543	\$119,153	7	\$140,697	\$142,851
Associate Professor	\$77,300	\$78,158	\$77,345	\$80,528	\$80,468	\$78,540	\$78,539	\$83,338	\$83,974	\$84,307	\$86,603	\$86,049	6	\$102,081	\$102,626
Assistant Professor	\$64,554	\$65,788	\$68,338	\$73,251	\$72,047	\$72,359	\$71,687	\$69,662	\$62,953	\$64,854	\$67,117	\$67,117	4	\$90,372	\$90,935
All	\$76,097	\$78,597	\$80,009	\$86,694	\$89,801	\$90,133	\$89,225	\$91,971	\$97,482	\$95,898	\$99,287	\$95,226	17	\$115,227	\$116,438
Index															
Professor	0.88	0.85	0.87	0.87	0.86	0.87	0.86	0.85	0.93	0.92	0.91	0.83			
Associate Professor	1.05	1.00	0.96	0.95	0.92	0.86	0.81	0.78	0.86	0.87	0.85	0.84			
Assistant Professor	0.87	0.93	0.94	0.96	0.91	0.87	0.85	0.81	0.72	0.74	0.74	0.74			
All	0.93	0.93	0.93	0.91	0.88	0.87	0.84	0.82	0.88	0.87	0.86	0.82			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF AGRICULTURE AND LIFE SCIENCES, continued															
PLANT PATHOLOGY AND MICROBIOLOGY ⁷															
Average Salaries															
Professor	\$100,887	\$105,113	\$110,649	\$116,203	\$117,365	\$122,500	\$121,434	\$124,115	\$129,781	\$130,229	\$138,665	\$161,969	11	\$148,866	\$146,762
Associate Professor	\$75,131	\$73,744	\$75,588	\$78,125	\$77,227	\$86,938	\$96,637	\$98,949	\$100,928	\$103,033	\$107,202	\$107,202	3	\$103,027	\$103,807
Assistant Professor	\$63,248	\$71,284	\$73,066	\$78,947	\$81,775	\$85,527	\$86,438	\$89,597	\$90,283	\$88,072	\$90,802	\$90,802	2	\$92,384	\$91,989
All	\$93,705	\$97,117	\$101,726	\$104,406	\$105,675	\$106,302	\$109,525	\$115,082	\$116,965	\$119,860	\$126,783	\$142,804	16	\$133,211	\$131,861
Index															
Professor	0.98	0.95	0.97	0.94	0.95	0.97	0.93	0.95	0.93	0.92	0.93	1.10			
Associate Professor	1.03	0.96	0.92	0.91	0.89	0.96	1.00	1.04	0.98	1.02	1.04	1.03			
Assistant Professor	0.97	1.00	0.96	1.00	1.04	1.05	1.03	1.04	1.01	0.98	0.98	0.99			
All	0.99	0.96	0.96	0.94	0.96	0.99	0.95	0.97	0.95	0.94	0.95	1.08			
SOCIOLOGY¹															
Average Salaries															
Professor	\$89,466	\$97,318	\$99,348	\$96,660	\$101,764	\$101,273	\$114,365	\$99,882	\$102,512	\$104,213	\$115,317	\$110,001	10	\$151,106	\$150,496
Associate Professor			\$79,625	\$75,105	\$77,569	\$80,617	\$96,847	\$78,252	\$78,423	\$81,665	\$86,279	\$87,733	3	\$107,006	\$107,943
Assistant Professor	\$65,033	\$67,080	\$67,823	\$63,429	\$66,042	\$71,474	\$69,637	\$71,670	\$76,410	\$76,410	\$78,883	\$78,663	3	\$91,140	\$91,516
All	\$81,322	\$85,979	\$87,126	\$84,821	\$89,194	\$90,131	\$100,015	\$91,653	\$93,779	\$95,076	\$103,041	\$99,950	16	\$131,594	\$131,459
Index															
Professor	0.73	0.75	0.77	0.76	0.74	0.72	0.81	0.69	0.70	0.71	0.76	0.73			
Associate Professor			0.91	0.85	0.83	0.84	0.97	0.77	0.76	0.79	0.81	0.81			
Assistant Professor	0.95	0.95	0.93	0.86	0.85	0.92	0.86	0.87	0.89	0.89	0.87	0.86			
All	0.78	0.80	0.82	0.79	0.77	0.77	0.89	0.72	0.73	0.74	0.78	0.76			
AGRICULTURE AND LIFE SCIENCES SUMMARY															
Average Salaries															
Professor	\$108,040	\$112,239	\$116,012	\$118,794	\$119,360	\$123,875	\$125,354	\$123,228	\$125,912	\$126,129	\$133,072	\$131,851	151	\$146,490	\$143,436
Associate Professor	\$80,468	\$83,626	\$86,293	\$87,010	\$88,895	\$90,978	\$93,458	\$94,104	\$95,113	\$94,117	\$99,223	\$99,627	69	\$105,951	\$105,622
Assistant Professor	\$74,854	\$77,262	\$80,228	\$82,229	\$81,577	\$83,223	\$85,200	\$83,834	\$85,675	\$84,924	\$88,296	\$87,097	51	\$93,276	\$93,404
All	\$96,628	\$100,117	\$103,038	\$104,219	\$104,254	\$107,079	\$108,950	\$107,607	\$109,762	\$110,495	\$116,027	\$115,224	271	\$126,154	\$124,392
Index															
Professor	1.02	1.00	0.99	0.96	0.94	0.95	0.97	0.90	0.90	0.89	0.91	0.92			
Associate Professor	1.07	1.07	1.02	0.99	0.99	0.95	0.96	0.91	0.92	0.91	0.94	0.94			
Assistant Professor	1.06	1.04	1.04	1.02	0.98	0.98	0.97	0.93	0.94	0.93	0.95	0.93			
All	1.03	1.02	1.00	0.97	0.95	0.96	0.97	0.91	0.91	0.90	0.92	0.93			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
-COLLEGE OF BUSINESS-															
ACCOUNTING															
Average Salaries															
Professor	\$164,000	\$211,763	\$210,675	\$177,100	\$173,780	\$183,825	\$181,650	\$197,287	\$189,548	\$182,926	\$190,924	\$190,924	2	\$280,184	\$291,928
Associate Professor	\$147,823	\$150,916	\$156,612	\$160,842	\$162,263	\$166,646	\$171,762	\$176,794	\$177,217	\$181,363	\$188,662	\$192,473	10	\$231,380	\$246,690
Assistant Professor	\$138,068	\$143,953	\$147,838	\$155,694	\$157,251	\$170,186	\$165,238	\$172,877	\$179,109	\$185,640	\$192,500	\$192,500	2	\$223,600	\$229,191
All	\$143,588	\$155,132	\$159,322	\$158,925	\$160,951	\$170,870	\$72,800	\$176,859	\$178,875	\$181,980	\$189,533	\$192,255	14	\$237,241	\$250,652
Index															
Professor	0.89	1.00	0.98	0.80	0.65	0.75	0.72	0.78	0.70	0.69	0.68	0.65			
Associate Professor	0.95	0.89	0.91	0.88	0.82	0.85	0.84	0.83	0.81	0.86	0.82	0.78			
Assistant Professor	0.79	0.79	0.77	0.81	0.78	0.83	0.80	0.80	0.82	0.89	0.86	0.84			
All	0.84	0.84	0.84	0.83	0.76	0.82	0.81	0.81	0.80	0.83	0.80	0.77			
FINANCE															
Average Salaries															
Professor	\$157,637	\$168,932	\$171,556	\$168,650	\$170,337	\$176,146	\$176,070	\$225,774	\$221,442	\$221,442	\$255,687	\$293,123	3	\$304,034	\$291,329
Associate Professor	\$145,075	\$153,983	\$160,890	\$165,060	\$168,085	\$172,145	\$175,035	\$180,225	\$170,900	\$178,111	\$197,157	\$189,511	7	\$237,699	\$237,418
Assistant Professor	\$141,496	\$143,672	\$147,800	\$158,183	\$159,896	\$167,296	\$171,325	\$187,143	\$194,286	\$194,286	\$197,500	\$197,500	2	\$236,054	\$237,041
All	\$146,047	\$153,835	\$157,310	\$161,413	\$164,272	\$171,130	\$174,302	\$190,063	\$190,352	\$195,176	\$211,847	\$216,746	12	\$254,009	\$250,833
Index															
Professor	0.71	0.69	0.73	0.69	0.68	0.68	0.67	0.79	0.76	0.76	0.84	1.01			
Associate Professor	0.82	0.82	0.81	0.79	0.76	0.78	0.85	0.87	0.74	0.77	0.83	0.80			
Assistant Professor	0.78	0.76	0.78	0.79	0.78	0.79	0.79	0.85	0.85	0.85	0.84	0.83			
All	0.77	0.75	0.77	0.78	0.76	0.77	0.79	0.85	0.77	0.78	0.83	0.86			
INFORMATION SYSTEMS AND BUSINESS ANALYTICS ¹³															
Average Salaries															
Professor									\$166,820	\$166,820	\$196,609	\$197,002	3	\$178,648	\$167,210
Associate Professor									\$154,482	\$154,482	\$162,976	\$163,360	5	\$131,992	\$131,870
Assistant Professor									\$144,904	\$145,430	\$151,733	\$151,000	5	\$122,160	\$121,765
All									\$152,548	\$153,434	\$166,413	\$166,370	13	\$138,977	\$136,139
Index															
Professor									0.88	0.89	1.10	1.18			
Associate Professor									1.10	1.11	1.23	1.24			
Assistant Professor									1.17	1.18	1.24	1.24			
All									1.08	1.08	1.20	1.22			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF BUSINESS, continued															
MANAGEMENT															
Average Salaries															
Professor	\$162,325	\$163,055	\$159,152	\$166,974	\$173,978	\$182,739	\$185,349	\$193,812	\$194,316	\$218,182	\$203,396	\$203,396	2	\$262,807	\$264,027
Associate Professor	\$118,239	\$123,463	\$129,104	\$139,786	\$140,739	\$146,717	\$153,977	\$157,127	\$154,226	\$160,155	\$163,462	\$165,000	7	\$201,543	\$204,160
Assistant Professor	\$121,547	\$122,643	\$126,312	\$130,094	\$133,344	\$138,529	\$146,036	\$150,895	\$154,491	\$152,819	\$160,070	\$161,710	6	\$177,863	\$180,310
All	\$137,842	\$143,142	\$137,705	\$143,078	\$145,749	\$151,738	\$156,385	\$160,889	\$159,083	\$160,572	\$167,430	\$168,804	15	\$200,240	\$202,602
Index															
Professor	0.88	0.80	0.77	0.77	0.74	0.77	0.76	0.78	0.78	0.84	0.77	0.77			
Associate Professor	0.87	0.81	0.81	0.81	0.80	0.82	0.82	0.83	0.80	0.83	0.81	0.81			
Assistant Professor	0.92	0.87	0.88	0.87	0.85	0.87	0.88	0.90	0.89	0.89	0.90	0.90			
All	0.88	0.81	0.81	0.82	0.80	0.82	0.83	0.85	0.84	0.85	0.84	0.83			
MARKETING															
Average Salaries															
Professor	\$155,524	\$163,287	\$167,853	\$172,513	\$175,321	\$181,936	\$196,152	\$207,460	\$195,944	\$193,470	\$202,034	\$198,196	4	\$267,684	\$271,668
Associate Professor	\$133,679	\$136,218	\$139,769	\$143,937	\$145,376	\$158,712	\$157,387	\$169,505	\$162,315	\$162,329	\$175,981	\$191,350	7	\$195,586	\$196,453
Assistant Professor	\$123,671	\$123,020	\$128,683	\$136,473	\$140,808	\$149,726	\$153,703	\$158,576	\$161,314	\$158,423	\$166,157	\$169,707	3	\$183,460	\$183,906
All	\$134,178	\$140,062	\$144,942	\$148,710	\$152,130	\$162,709	\$164,632	\$173,735	\$173,258	\$174,004	\$181,320	\$188,668	14	\$213,587	\$215,254
Index															
Professor	0.85	0.83	0.84	0.81	0.78	0.83	0.86	0.87	0.82	0.77	0.75	0.73			
Associate Professor	1.09	0.97	0.90	0.82	0.83	0.93	0.86	0.91	0.87	0.86	0.90	0.97			
Assistant Professor	0.93	0.86	0.84	0.90	0.88	0.95	0.94	0.95	0.93	0.92	0.91	0.92			
All	0.93	0.87	0.85	0.85	0.84	0.90	0.89	0.91	0.86	0.83	0.85	0.88			
SUPPLY CHAIN MANAGEMENT ^{5, 13}															
Average Salaries															
Professor									\$190,647	\$190,647	\$200,035	\$196,108	4	\$228,668	\$222,286
Associate Professor									\$162,038	\$162,038	\$178,762	\$180,739	4	\$184,209	\$186,035
Assistant Professor									\$147,204	\$147,204	\$154,717	\$155,000	5	\$155,514	\$153,039
All									\$166,343	\$166,343	\$176,060	\$175,568	13	\$186,852	\$184,498
Index															
Professor									0.87	0.88	0.87	0.88			
Associate Professor									0.94	0.91	0.97	0.97			
Assistant Professor									0.98	0.97	0.99	1.01			
All									0.93	0.92	0.94	0.95			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF BUSINESS, continued															
SUPPLY CHAIN & INFORMATION MANAGEMENT ^{5,13}															
Average Salaries															
Professor	\$188,024	\$199,188	\$183,028	\$170,794	\$175,238	\$190,171	\$207,136	\$208,245							
Associate Professor	\$126,560	\$133,070	\$136,589	\$136,299	\$143,911	\$148,987	\$153,080	\$155,784							
Assistant Professor	\$115,677	\$118,975	\$121,123	\$127,444	\$131,272	\$134,356	\$133,904	\$140,014							
All	\$129,157	\$131,262	\$139,851	\$141,231	\$146,734	\$154,045	\$159,050	\$161,200							
Index															
Professor	1.07	1.04	0.86	0.85	0.84	0.90	0.97	0.96							
Associate Professor	0.96	1.04	0.92	1.00	1.02	1.02	1.00	0.97							
Assistant Professor	0.89	0.94	0.83	0.94	0.95	0.93	0.92	0.93							
All	0.95	1.00	0.89	0.94	0.96	0.97	0.98	0.96							
BUSINESS SUMMARY															
Average Salaries															
Professor	\$163,565	\$171,832	\$174,570	\$170,611	\$174,160	\$183,772	\$192,670	\$207,993	\$198,379	\$197,617	\$210,976	\$217,986	14	\$257,483	\$255,300
Associate Professor	\$130,740	\$137,047	\$141,728	\$145,892	\$149,744	\$157,085	\$161,387	\$167,725	\$168,381	\$171,328	\$181,446	\$183,675	40	\$208,306	\$212,040
Assistant Professor	\$128,803	\$132,787	\$136,943	\$144,912	\$147,268	\$154,718	\$152,121	\$155,677	\$162,314	\$161,144	\$168,755	\$169,879	22	\$176,568	\$178,137
All	\$137,349	\$144,126	\$147,389	\$150,190	\$153,424	\$161,459	\$163,915	\$170,768	\$171,244	\$173,250	\$183,212	\$186,002	76	\$208,178	\$210,195
Index															
Professor	0.86	0.81	0.82	0.79	0.75	0.80	0.82	0.86	0.79	0.77	0.82	0.85			
Associate Professor	0.93	0.92	0.87	0.88	0.87	0.88	0.89	0.89	0.84	0.86	0.87	0.87			
Assistant Professor	0.84	0.82	0.80	0.84	0.83	0.86	0.87	0.89	0.92	0.93	0.96	0.95			
All	0.87	0.85	0.83	0.84	0.83	0.85	0.87	0.88	0.86	0.86	0.88	0.88			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER		
											ISU			COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX				
-COLLEGE OF DESIGN-																
ARCHITECTURE																
Average Salaries																
Professor	\$96,476	\$99,031	\$103,488	\$107,593	\$107,450	\$108,808	\$107,000	\$107,884	\$108,371	\$111,369	\$117,347	\$125,166	5	\$134,253	\$132,222	
Associate Professor	\$77,451	\$79,533	\$83,540	\$84,550	\$84,088	\$86,112	\$87,264	\$85,857	\$86,568	\$85,261	\$83,543	\$82,425	11	\$93,396	\$95,511	
Assistant Professor	\$65,305	\$67,016	\$67,008	\$67,510	\$68,126	\$70,266	\$70,170	\$70,778	\$72,510	\$72,884	\$74,902	\$75,117	3	\$79,548	\$79,673	
All	\$83,182	\$83,648	\$87,040	\$88,655	\$88,372	\$89,634	\$84,199	\$85,304	\$89,931	\$90,028	\$91,074	\$92,519	19	\$101,961	\$102,671	
Index																
Professor	0.93	0.86	0.90	0.92	0.87	0.88	0.87	0.85	0.83	0.83	0.87	0.95				
Associate Professor	1.01	0.99	1.00	1.01	1.00	0.99	1.00	0.94	0.93	0.92	0.89	0.86				
Assistant Professor	1.02	0.97	0.97	0.98	0.94	0.96	0.98	0.94	0.92	0.91	0.94	0.94				
All	0.97	0.93	0.96	0.96	0.92	0.92	0.94	0.91	0.89	0.89	0.89	0.90				
COMMUNITY AND REGIONAL PLANNING																
Average Salaries																
Professor	\$118,778	\$91,088	\$97,588	\$101,053	\$109,552	\$113,538	\$113,538	\$116,193	\$123,768	\$125,188	\$124,434	\$124,043	4	\$137,341	\$139,186	
Associate Professor	\$76,946	\$76,346	\$81,787	\$85,765	\$88,743	\$91,546	\$94,772	\$87,369	\$87,840	\$87,840	\$90,172	\$90,845	5	\$103,951	\$98,987	
Assistant Professor	\$60,149	\$62,268	\$65,799	\$65,283	\$65,080	\$67,308	\$66,433	\$66,545	\$68,995	\$66,746	\$71,049	\$71,049	2	\$80,279	\$79,789	
All	\$74,410	\$71,801	\$77,743	\$81,906	\$79,619	\$82,324	\$84,356	\$83,144	\$92,499	\$90,145	\$99,154	\$99,317	11	\$111,789	\$110,114	
Index																
Professor	1.16	0.81	0.84	0.88	0.87	0.94	0.95	0.94	0.95	0.93	0.91	0.89				
Associate Professor	1.06	0.96	1.01	1.06	1.06	1.04	1.10	0.96	0.94	0.91	0.87	0.92				
Assistant Professor	0.99	0.95	0.98	0.95	0.93	0.91	0.88	0.88	0.89	0.85	0.89	0.89				
All	1.05	0.91	0.94	0.97	0.95	0.95	0.97	0.93	0.93	0.90	0.89	0.90				
GRAPHIC DESIGN, INDUSTRIAL DESIGN, INTERIOR DESIGN & ART AND VISUAL CULTURE ⁸																
Average Salaries																
Professor	\$ 84,792	\$93,271	\$89,949	\$88,578	\$92,684	\$84,553	\$86,971	\$97,670	\$100,756	\$91,494	\$101,189	\$100,029	11	\$120,676	\$117,713	
Associate Professor	\$ 63,279	\$65,040	\$67,765	\$73,156	\$73,670	\$74,008	\$77,245	\$78,843	\$81,527	\$80,146	\$86,279	\$85,144	21	\$92,712	\$92,966	
Assistant Professor	\$ 55,934	\$57,739	\$59,660	\$61,229	\$60,852	\$63,106	\$64,504	\$63,841	\$65,618	\$64,782	\$67,467	\$67,015	12	\$78,608	\$79,189	
All	\$64,774	\$67,223	\$69,404	\$72,338	\$72,778	\$72,508	\$74,891	\$78,331	\$80,819	\$77,798	\$84,876	\$83,921	44	\$95,857	\$95,395	
Index																
Professor	0.94	0.99	0.93	0.84	0.96	0.81	0.77	0.85	0.85	0.76	0.84	0.85				
Associate Professor	0.87	0.87	0.89	0.92	0.96	0.93	0.93	0.91	0.91	0.88	0.93	0.92				
Assistant Professor	0.92	0.94	0.96	0.91	0.95	0.92	0.90	0.87	0.85	0.83	0.86	0.85				
All	0.89	0.89	0.91	0.90	0.96	0.89	0.88	0.87	0.88	0.83	0.89	0.88				

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF DESIGN, continued															
LANDSCAPE ARCHITECTURE															
Average Salaries															
Professor	\$101,993	\$113,739	\$102,438	\$93,638	\$101,954	\$97,819	\$100,193	\$101,195	\$103,219	\$103,219	\$106,791	\$106,791	2	\$124,892	\$117,158
Associate Professor	\$78,438	\$80,255	\$83,394	\$87,715	\$88,142	\$94,258	\$92,807	\$93,735	\$93,106	\$88,577	\$91,361	\$80,107	7	\$90,730	\$89,898
Assistant Professor	\$61,015	\$62,117	\$64,407	\$64,425	\$64,726	\$67,086	\$66,706	\$66,280	\$67,135	\$64,383	\$68,629	\$68,629	1	\$75,990	\$75,536
All	\$79,801	\$79,747	\$79,952	\$77,667	\$83,790	\$85,348	\$87,703	\$86,448	\$87,449	\$88,234	\$92,174	\$84,296	10	\$96,088	\$93,914
Index															
Professor	0.99	1.06	0.92	0.87	0.96	0.91	0.89	0.86	0.83	0.85	0.86	0.91			
Associate Professor	1.08	1.00	1.01	1.10	1.09	1.14	1.07	1.07	1.06	1.01	1.01	0.89			
Assistant Professor	1.02	0.91	0.94	0.89	0.92	0.93	0.92	0.76	0.90	0.88	0.90	0.91			
All	1.04	0.99	0.97	0.99	1.00	1.00	0.97	0.91	0.95	0.94	0.96	0.90			
DESIGN SUMMARY															
Average Salaries															
Professor	\$95,519	\$98,397	\$98,388	\$98,696	\$101,522	\$97,722	\$97,126	\$102,369	\$106,306	\$102,205	\$109,597	\$110,723	22	\$127,175	\$124,864
Associate Professor	\$69,776	\$70,706	\$73,764	\$77,866	\$78,819	\$80,075	\$82,572	\$85,120	\$85,212	\$83,817	\$86,846	\$84,311	44	\$93,845	\$93,798
Assistant Professor	\$59,454	\$62,032	\$63,712	\$63,761	\$63,720	\$66,000	\$66,605	\$66,303	\$67,566	\$66,360	\$69,169	\$68,903	18	\$78,805	\$79,133
All	\$72,962	\$74,117	\$76,495	\$77,966	\$78,998	\$79,464	\$79,748	\$82,004	\$85,274	\$83,450	\$89,016	\$87,926	84	\$99,351	\$98,792
Index															
Professor	0.96	0.91	0.91	0.88	0.91	0.86	0.83	0.86	0.86	0.81	0.86	0.89			
Associate Professor	0.95	0.92	0.94	0.97	0.99	0.98	0.98	0.96	0.94	0.92	0.93	0.90			
Assistant Professor	0.98	0.94	0.96	0.93	0.94	0.93	0.92	0.87	0.88	0.85	0.88	0.87			
All	0.95	0.92	0.93	0.93	0.95	0.92	0.92	0.89	0.90	0.87	0.90	0.89			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
-COLLEGE OF ENGINEERING-															
AEROSPACE ENGINEERING															
Average Salaries															
Professor	\$136,308	\$143,329	\$145,075	\$155,837	\$153,369	\$161,220	\$156,392	\$158,782	\$161,466	\$167,729	\$178,591	\$164,542	9	\$170,579	\$165,518
Associate Professor	\$92,113	\$95,361	\$95,415	\$97,552	\$98,370	\$103,490	\$103,490	\$105,803	\$108,998	\$107,938	\$111,321	\$113,393	9	\$118,930	\$116,594
Assistant Professor	\$85,019	\$85,657	\$87,522	\$89,611	\$89,113	\$93,075	\$93,563	\$92,195	\$96,662	\$93,827	\$95,435	\$95,932	3	\$100,649	\$99,093
All	\$119,270	\$119,853	\$123,089	\$127,104	\$123,021	\$125,676	\$124,841	\$123,342	\$126,748	\$129,323	\$137,882	\$132,820	21	\$138,454	\$135,061
Index															
Professor	1.02	1.01	0.99	1.00	1.00	1.01	0.95	0.95	0.92	0.95	1.05	0.99			
Associate Professor	0.98	0.98	0.94	0.93	0.91	0.92	0.89	0.89	0.90	0.88	0.94	0.97			
Assistant Professor	1.03	0.98	1.01	0.95	0.97	0.98	0.95	0.92	0.95	0.89	0.95	0.97			
All	1.02	1.00	0.99	0.98	0.98	0.99	0.94	0.93	0.92	0.92	1.00	0.98			
AGRICULTURAL AND BIOSYSTEMS ENGINEERING ¹															
Average Salaries															
Professor	\$150,000	\$153,750	\$168,364	\$136,185	\$136,513	\$142,246	\$200,000	\$139,583	\$151,981	\$151,714	\$157,457	\$168,845	17	\$152,614	\$146,107
Associate Professor				\$95,349	\$96,570	\$99,846	\$105,330	\$96,950	\$99,489	\$97,012	\$97,650	\$102,056	7	\$110,918	\$109,502
Assistant Professor	\$88,000	\$90,640	\$93,586	\$84,334	\$83,418	\$85,696	\$87,055	\$86,024	\$88,737	\$90,169	\$90,148	\$89,799	3	\$97,964	\$96,859
All	\$119,000	\$122,195	\$130,975	\$113,379	\$112,208	\$117,875	\$113,299	\$116,316	\$126,074	\$128,414	\$134,473	\$142,747	27	\$135,731	\$131,144
Index															
Professor	1.31	1.27	1.35	1.04	1.05	1.02	1.41	0.96	1.04	1.04	1.03	1.16			
Associate Professor				1.01	1.00	0.96	0.98	0.90	0.90	0.89	0.88	0.93			
Assistant Professor	1.18	1.16	1.13	0.99	0.97	1.00	0.98	0.95	0.94	0.96	0.92	0.93			
All	1.26	1.22	1.26	1.02	1.02	1.00	1.10	0.94	0.99	1.00	0.99	1.09			
CHEMICAL & BIOLOGICAL ENGINEERING															
Average Salaries															
Professor	\$151,873	\$152,315	\$165,773	\$175,583	\$172,591	\$179,318	\$180,339	\$171,942	\$178,162	\$168,294	\$174,236	\$172,092	10	\$188,333	\$185,633
Associate Professor	\$101,235	\$103,256	\$104,996	\$109,493	\$110,516	\$112,493	\$111,195	\$111,582	\$113,916	\$109,219	\$113,903	\$111,271	9	\$119,325	\$120,595
Assistant Professor	\$88,295	\$90,401	\$90,720	\$91,834	\$92,202	\$94,002	\$94,002	\$93,623	\$98,092	\$97,531	\$102,405	\$102,405	2	\$105,436	\$104,481
All	\$127,216	\$126,835	\$137,388	\$134,942	\$135,100	\$137,942	\$134,555	\$131,236	\$136,449	\$135,680	\$141,538	\$139,389	21	\$150,863	\$150,030
Index															
Professor	1.04	1.01	1.09	1.10	1.05	1.05	1.03	0.97	0.99	0.93	0.93	0.93			
Associate Professor	1.03	1.03	1.05	1.06	1.04	1.03	0.99	0.95	0.94	0.93	0.95	0.92			
Assistant Professor	1.07	1.04	1.03	1.01	0.98	0.96	0.96	0.94	0.96	0.95	0.97	0.98			
All	1.05	1.02	1.07	1.07	1.03	1.03	1.01	0.96	0.97	0.93	0.94	0.93			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER		
											ISU			COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX				
COLLEGE OF ENGINEERING, continued																
CIVIL, CONSTRUCTION, AND ENVIRONMENTAL ENGINEERING																
Average Salaries																
Professor	\$133,183	\$132,312	\$137,645	\$144,367	\$142,072	\$152,861	\$154,802	\$160,766	\$165,764	\$161,917	\$160,595	\$144,779	6	\$156,124	\$154,740	
Associate Professor	\$97,779	\$95,554	\$98,780	\$102,652	\$103,751	\$106,768	\$108,768	\$109,648	\$114,846	\$111,897	\$119,090	\$115,227	12	\$116,732	\$118,992	
Assistant Professor	\$85,411	\$86,220	\$87,202	\$89,270	\$89,727	\$91,991	\$91,923	\$94,800	\$97,890	\$96,417	\$99,283	\$99,754	10	\$102,315	\$101,846	
All	\$113,103	\$114,247	\$118,656	\$119,443	\$115,759	\$118,833	\$115,182	\$119,289	\$126,557	\$121,766	\$120,910	\$116,034	28	\$120,024	\$120,529	
Index																
Professor	1.04	0.99	1.03	1.07	1.04	1.08	1.07	1.08	1.08	1.04	1.03	0.94				
Associate Professor	1.03	0.98	1.00	1.01	1.01	1.01	1.00	0.97	0.99	0.98	1.02	0.97				
Assistant Professor	1.01	1.00	0.99	1.00	1.00	1.00	0.97	0.98	0.98	0.97	0.97	0.98				
All	1.03	0.99	1.01	1.04	1.02	1.04	1.02	1.02	1.02	1.00	1.01	0.96				
ELECTRICAL AND COMPUTER ENGINEERING																
Average Salaries																
Professor	\$145,807	\$148,645	\$146,477	\$149,300	\$147,195	\$149,134	\$150,551	\$153,445	\$155,048	\$155,874	\$163,318	\$188,714	26	\$175,809	\$172,190	
Associate Professor	\$102,149	\$100,862	\$102,491	\$106,321	\$103,723	\$104,927	\$106,361	\$109,146	\$108,110	\$106,368	\$109,893	\$106,416	12	\$123,386	\$125,131	
Assistant Professor	\$86,065	\$87,057	\$87,211	\$83,870	\$83,383	\$85,837	\$91,000	\$94,140	\$98,052	\$97,901	\$101,307	\$101,038	7	\$107,882	\$107,839	
All	\$110,370	\$115,091	\$116,726	\$121,906	\$119,468	\$124,629	\$126,965	\$129,012	\$133,328	\$133,654	\$139,425	\$153,129	45	\$151,263	\$149,631	
Index																
Professor	1.04	1.02	0.99	1.01	0.94	0.93	0.92	0.92	0.90	0.91	0.93	1.10				
Associate Professor	1.02	0.98	0.97	0.97	0.93	0.92	0.92	0.94	0.88	0.88	0.89	0.85				
Assistant Professor	0.98	0.94	0.96	0.90	0.89	0.88	0.92	0.94	0.93	0.93	0.94	0.94				
All	1.01	0.99	0.97	0.99	0.93	0.93	0.92	0.93	0.90	0.90	0.92	1.02				
INDUSTRIAL AND MANUFACTURING SYSTEMS ENGINEERING																
Average Salaries																
Professor	\$132,242	\$130,276	\$133,364	\$141,836	\$137,340	\$171,295	\$181,763	\$184,581	\$181,637	\$183,287	\$181,318	\$196,103	5	\$180,571	\$185,837	
Associate Professor	\$97,209	\$104,403	\$104,767	\$106,062	\$108,167	\$112,003	\$113,101	\$116,673	\$119,708	\$118,487	\$126,810	\$134,286	8	\$124,065	\$127,033	
Assistant Professor	\$74,468	\$84,797	\$89,229	\$91,727	\$91,035	\$96,550	\$97,853	\$85,645	\$87,357	\$87,357	\$90,697	\$90,928	4	\$104,060	\$104,977	
All	\$100,046	\$105,970	\$109,003	\$109,186	\$104,401	\$115,551	\$123,116	\$121,356	\$126,668	\$125,969	\$134,344	\$142,265	17	\$135,977	\$139,139	
Index																
Professor	0.94	0.89	0.91	0.93	0.91	1.07	1.10	1.09	1.05	1.05	1.00	1.06				
Associate Professor	0.96	0.97	0.95	0.97	0.96	0.96	0.98	0.95	0.99	0.99	1.02	1.06				
Assistant Professor	0.90	0.96	1.00	1.03	1.00	1.01	0.99	0.85	0.86	0.86	0.87	0.87				
All	0.94	0.94	0.94	0.97	0.96	0.99	1.01	0.96	0.98	0.98	0.99	1.02				

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF ENGINEERING, continued															
MATERIALS SCIENCE AND ENGINEERING															
Average Salaries															
Professor	\$161,125	\$158,689	\$161,430	\$170,822	\$177,216	\$184,654	\$195,047	\$184,264	\$187,017	\$197,715	\$198,699	\$205,129	8	\$183,634	\$174,378
Associate Professor	\$96,289	\$99,424		\$97,556	\$119,850	\$124,289	\$125,761	\$139,337	\$154,655	\$130,148	\$142,462	\$142,462	2	\$123,225	\$118,546
Assistant Professor	\$84,325	\$86,708	\$88,918	\$92,975	\$93,905	\$94,448	\$93,655	\$95,843	\$99,167	\$100,807	\$104,424	\$104,424	2	\$102,871	\$99,878
All	\$138,183	\$136,815	\$149,345	\$155,481	\$158,023	\$154,565	\$157,075	\$152,583	\$159,605	\$174,219	\$173,614	\$177,900	12	\$160,105	\$152,656
Index															
Professor	1.10	1.04	1.06	1.12	1.19	1.12	1.12	1.04	1.05	1.08	1.08	1.18			
Associate Professor	0.96	0.98	#DIV/0!	0.93	1.10	1.11	1.09	1.18	1.26	1.05	1.16	1.20			
Assistant Professor	1.01	0.97	1.00	1.01	1.03	1.01	0.99	0.99	0.97	1.00	1.02	1.05			
All	1.07	1.02	1.05	1.10	1.16	1.10	1.09	1.05	1.04	1.07	1.08	1.17			
MECHANICAL ENGINEERING															
Average Salaries															
Professor	\$155,945	\$155,491	\$165,427	\$171,872	\$157,583	\$156,464	\$156,464	\$156,230	\$164,224	\$160,808	\$166,501	\$183,819	13	\$171,955	\$167,571
Associate Professor	\$99,916	\$101,144	\$103,164	\$104,941	\$102,248	\$102,808	\$103,677	\$99,887	\$102,177	\$100,831	\$105,246	\$102,844	17	\$120,542	\$121,319
Assistant Professor	\$85,637	\$85,965	\$87,034	\$85,691	\$85,906	\$88,196	\$88,144	\$88,663	\$88,322	\$87,877	\$91,823	\$92,011	8	\$103,313	\$103,419
All	\$112,286	\$115,082	\$114,962	\$118,131	\$112,470	\$113,200	\$112,909	\$115,220	\$119,858	\$117,835	\$123,376	\$128,265	38	\$134,503	\$133,374
Index															
Professor	1.16	1.10	1.14	1.16	1.03	1.02	1.00	0.96	0.99	0.95	0.97	1.10			
Associate Professor	1.06	1.01	1.03	1.01	0.95	0.93	0.91	0.86	0.85	0.84	0.87	0.85			
Assistant Professor	1.02	0.98	0.98	0.94	0.92	0.92	0.90	0.90	0.86	0.86	0.89	0.89			
All	1.09	1.04	1.06	1.05	0.97	0.96	0.95	0.92	0.91	0.90	0.92	0.96			
ENGINEERING SUMMARY															
Average Salaries															
Professor	\$145,700	\$146,666	\$151,319	\$156,053	\$153,900	\$159,641	\$163,176	\$158,550	\$163,718	\$164,258	\$169,117	\$179,347	94	\$171,575	\$167,424
Associate Professor	\$98,950	\$100,191	\$101,991	\$103,693	\$103,571	\$106,442	\$108,646	\$108,467	\$109,684	\$107,920	\$112,460	\$111,890	76	\$119,609	\$120,348
Assistant Professor	\$85,231	\$86,748	\$87,989	\$88,111	\$87,905	\$90,714	\$91,124	\$91,435	\$94,225	\$93,124	\$96,660	\$96,807	39	\$103,424	\$103,004
All	\$116,186	\$118,111	\$122,161	\$123,663	\$120,715	\$124,570	\$124,611	\$124,007	\$129,892	\$130,192	\$134,994	\$139,415	209	\$139,961	\$138,284
Index															
Professor	1.06	1.02	1.04	1.06	1.04	1.03	1.00	0.97	0.98	0.97	0.99	1.07			
Associate Professor	1.01	0.99	0.98	0.99	0.97	0.96	0.96	0.93	0.92	0.91	0.94	0.93			
Assistant Professor	1.00	0.98	0.99	0.97	0.96	0.96	0.94	0.93	0.93	0.91	0.93	0.94			
All	1.04	1.01	1.02	1.03	1.00	1.00	0.98	0.95	0.95	0.95	0.96	1.01			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
-COLLEGE OF HUMAN SCIENCES-															
APPAREL, EVENTS, AND HOSPITALITY MANAGEMENT ⁹															
Average Salaries															
Professor	\$111,256	\$116,265	\$120,765	\$125,508	\$121,506	\$118,655	\$135,244	\$125,744	\$123,318	\$129,726	\$134,972	\$150,518	6	\$147,129	\$142,424
Associate Professor	\$72,251	\$74,647	\$80,605	\$85,672	\$85,016	\$83,029	\$87,977	\$87,478	\$88,315	\$84,788	\$87,185	\$87,054	13	\$112,702	\$109,210
Assistant Professor	\$65,645	\$66,797	\$68,036	\$70,872	\$70,883	\$73,614	\$73,872	\$75,722	\$78,293	\$77,696	\$81,786	\$81,760	4	\$87,220	\$85,638
All	\$77,249	\$80,444	\$82,231	\$86,188	\$87,318	\$85,535	\$93,115	\$91,959	\$93,108	\$93,954	\$98,712	\$102,689	23	\$117,251	\$113,775
Index															
Professor	0.96	1.01	1.02	0.98	0.90	0.84	0.90	0.85	0.81	0.84	0.92	1.06			
Associate Professor	0.85	0.85	0.88	0.96	0.95	0.84	0.86	0.81	0.81	0.72	0.77	0.80			
Assistant Professor	0.91	0.90	0.84	0.93	0.88	0.87	0.83	0.85	0.90	0.83	0.94	0.95			
All	0.91	0.92	0.90	0.95	0.91	0.85	0.86	0.84	0.84	0.78	0.84	0.90			
CURRICULUM AND INSTRUCTION ¹⁰															
Average Salaries															
Professor	\$96,767														
Associate Professor	\$71,626														
Assistant Professor	\$62,773														
All	\$73,266														
Index															
Professor	0.93														
Associate Professor	0.96														
Assistant Professor	1.00														
All	0.96														
EDUCATIONAL LEADERSHIP AND POLICY STUDIES ¹⁰															
Average Salaries															
Professor	\$110,800														
Associate Professor	\$93,210														
Assistant Professor	\$65,000														
All	\$86,146														
Index															
Professor	0.99														
Associate Professor	1.17														
Assistant Professor	1.02														
All	1.05														

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER		
											ISU			COUNT	AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX				
COLLEGE OF HUMAN SCIENCES, continued																
FOOD SCIENCE AND HUMAN NUTRITION --H SCI¹																
Average Salaries																
Professor	\$95,355	\$96,023	\$95,650	\$109,875	\$111,659	\$115,663	\$108,103	\$109,759	\$101,436	\$104,741	\$124,300	\$131,094	7	\$151,329	\$144,979	
Associate Professor	\$80,486	\$82,492	\$85,833	\$89,129	\$88,253	\$90,284	\$92,740	\$92,204	\$94,898	\$94,798	\$100,253	\$95,540	13	\$103,701	\$103,585	
Assistant Professor	\$66,900	\$73,817	\$75,625	\$77,151	\$77,313	\$81,470	\$82,048	\$83,196	\$84,146	\$83,948	\$84,574	\$82,646	7	\$91,447	\$93,531	
All	\$81,939	\$84,653	\$85,735	\$92,170	\$92,446	\$97,015	\$94,868	\$94,768	\$92,459	\$93,441	\$102,423	\$101,415	27	\$112,872	\$111,710	
Index																
Professor	0.85	0.82	0.81	0.93	0.90	0.91	0.82	0.78	0.72	0.70	0.82	0.90				
Associate Professor	0.98	0.99	1.03	1.04	1.06	0.99	0.98	0.95	0.89	0.91	0.97	0.92				
Assistant Professor	0.92	0.97	1.03	0.97	0.96	0.97	0.93	0.94	0.93	0.94	0.92	0.88				
All	0.93	0.92	0.96	0.98	0.99	0.95	0.91	0.88	0.85	0.86	0.91	0.91				
HUMAN DEVELOPMENT AND FAMILY STUDIES																
Average Salaries																
Professor	\$119,626	\$118,451	\$121,293	\$124,848	\$130,293	\$131,636	\$127,859	\$129,138	\$124,229	\$121,699	\$126,914	\$131,590	7	\$144,036	\$145,345	
Associate Professor	\$73,800	\$75,442	\$79,013	\$82,802	\$84,482	\$85,201	\$85,014	\$85,959	\$84,452	\$82,584	\$85,413	\$84,426	8	\$103,337	\$101,445	
Assistant Professor	\$65,622	\$66,760	\$67,884	\$69,766	\$70,379	\$72,250	\$71,330	\$71,923	\$73,370	\$72,923	\$73,519	\$73,519	4	\$117,886	\$110,004	
All	\$83,840	\$84,977	\$85,131	\$87,226	\$89,688	\$92,269	\$89,453	\$91,731	\$95,390	\$95,815	\$98,199	\$99,506	19	\$121,394	\$119,420	
Index																
Professor	1.03	1.00	1.05	1.01	1.05	0.95	0.93	0.93	0.89	0.85	0.88	0.91				
Associate Professor	0.90	0.90	0.95	0.96	0.96	0.98	0.93	0.88	0.86	0.84	0.83	0.83				
Assistant Professor	0.98	0.95	0.96	0.98	0.96	0.94	0.91	0.79	0.88	0.86	0.62	0.67				
All	0.96	0.95	0.99	0.98	0.99	0.95	0.92	0.86	0.88	0.85	0.81	0.83				
KINESIOLOGY⁴																
Average Salaries																
Professor	\$96,640	\$99,019	\$103,192	\$107,263	\$109,458	\$114,439	\$116,606	\$112,369	\$114,442	\$118,298	\$121,505	\$145,408	7	\$132,965	\$128,201	
Associate Professor	\$77,696	\$74,801	\$79,288	\$81,415	\$82,229	\$84,696	\$85,397	\$87,642	\$89,369	\$87,638	\$90,535	\$87,092	5	\$92,980	\$91,493	
Assistant Professor	\$58,493	\$60,958	\$62,718	\$66,304	\$67,217	\$71,483	\$73,225	\$73,958	\$75,054	\$74,943	\$77,156	\$77,468	6	\$79,067	\$77,663	
All	\$79,983	\$84,026	\$84,920	\$84,751	\$86,146	\$91,502	\$94,053	\$94,313	\$96,958	\$95,330	\$98,119	\$106,562	18	\$103,892	\$101,158	
Index																
Professor	0.96	0.97	0.94	0.93	0.92	0.87	0.89	0.90	0.87	0.91	0.91	1.13				
Associate Professor	1.07	0.97	1.01	1.03	1.03	0.99	0.99	1.02	0.99	0.97	0.97	0.95				
Assistant Professor	0.91	0.95	0.94	0.96	0.99	0.96	0.98	1.01	0.97	0.97	0.98	1.00				
All	0.97	0.97	0.95	0.96	0.96	0.92	0.93	0.95	0.92	0.94	0.94	1.05				

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
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	\$112,965	\$103,122	5	\$143,652	\$144,880
Associate Professor		\$78,003	\$80,210	\$82,939	\$82,577	\$86,102	\$85,742	\$84,916	\$84,100	\$83,510	\$82,829	\$82,474	12	\$100,303	\$99,804
Assistant Professor		\$65,427	\$67,017	\$68,773	\$69,225	\$71,053	\$70,080	\$70,545	\$71,235	\$71,116	\$73,600	\$73,587	10	\$82,148	\$80,965
All		\$80,795	\$86,029	\$82,204	\$84,381	\$82,999	\$79,869	\$80,488	\$81,956	\$84,253	\$84,992	\$83,006	27	\$101,606	\$101,174
Index															
Professor		0.97	1.06	0.87	0.94	0.96	1.04	0.98	0.91	0.83	0.79	0.71			
Associate Professor		0.98	1.01	1.00	0.96	0.98	0.96	0.91	0.89	0.87	0.83	0.83			
Assistant Professor		0.99	1.00	0.98	0.96	0.94	0.92	0.92	0.90	0.89	0.90	0.91			
All		0.98	1.02	0.95	0.96	0.96	0.94	0.92	0.90	0.86	0.84	0.82			
HUMAN SCIENCES SUMMARY															
Average Salaries															
Professor	\$104,783	\$107,549	\$112,400	\$113,019	\$115,951	\$119,436	\$123,221	\$118,950	\$117,314	\$118,136	\$124,490	\$133,605	32	\$143,730	\$140,894
Associate Professor	\$76,771	\$77,464	\$80,933	\$85,149	\$85,075	\$86,439	\$87,290	\$87,678	\$88,641	\$87,232	\$89,542	\$87,731	51	\$104,088	\$102,608
Assistant Professor	\$64,033	\$66,212	\$67,646	\$70,096	\$70,358	\$73,244	\$72,279	\$74,355	\$75,594	\$75,617	\$77,812	\$77,430	31	\$88,917	\$87,513
All	\$79,885	\$82,381	\$84,799	\$86,236	\$87,701	\$89,331	\$88,503	\$89,927	\$90,733	\$91,678	\$96,162	\$97,807	114	\$111,090	\$109,250
Index															
Professor	0.96	0.96	0.99	0.93	0.94	0.91	0.91	0.86	0.84	0.83	0.87	0.95			
Associate Professor	0.97	0.95	0.98	1.00	0.99	0.95	0.94	0.90	0.87	0.85	0.86	0.86			
Assistant Professor	0.95	0.95	0.93	0.97	0.95	0.93	0.90	0.90	0.91	0.90	0.88	0.88			
All	0.96	0.95	0.97	0.96	0.96	0.93	0.91	0.89	0.87	0.85	0.87	0.90			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
-COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES															
ENGLISH															
Average Salaries															
Professor	\$88,284	\$90,863	\$98,218	\$98,471	\$101,123	\$103,226	\$101,838	\$102,830	\$109,292	\$106,887	\$110,625	\$104,152	12	\$135,253	\$130,413
Associate Professor	\$63,533	\$66,827	\$69,804	\$71,375	\$71,773	\$74,242	\$72,895	\$73,520	\$75,671	\$74,767	\$78,864	\$81,698	19	\$94,896	\$93,778
Assistant Professor	\$56,919	\$58,587	\$60,483	\$61,943	\$62,556	\$64,102	\$64,264	\$64,573	\$66,805	\$65,794	\$67,827	\$67,271	5	\$81,407	\$82,097
All	\$66,829	\$68,219	\$71,938	\$75,236	\$75,784	\$78,896	\$78,341	\$80,239	\$83,510	\$84,355	\$87,918	\$87,179	36	\$106,475	\$104,368
Index															
Professor	0.85	0.84	0.89	0.89	0.88	0.86	0.83	0.82	0.85	0.83	0.82	0.80			
Associate Professor	0.90	0.90	0.93	0.93	0.89	0.90	0.86	0.84	0.84	0.81	0.83	0.87			
Assistant Professor	0.95	0.93	0.94	0.93	0.92	0.91	0.89	0.86	0.87	0.83	0.83	0.82			
All	0.90	0.89	0.92	0.92	0.89	0.89	0.85	0.84	0.85	0.82	0.83	0.84			
GREENLEE SCHOOL OF JOURNALISM AND COMMUNICATION															
Average Salaries															
Professor	\$87,929	\$93,364	\$102,389	\$110,333	\$111,436	\$116,069	\$120,470	\$121,676	\$113,225	\$116,261	\$114,203	\$108,715	6	\$148,049	\$141,085
Associate Professor	\$64,730	\$70,236	\$81,378	\$82,680	\$80,127	\$82,490	\$83,053	\$85,307	\$88,480	\$86,510	\$90,889	\$91,645	5	\$103,906	\$101,300
Assistant Professor	\$53,389	\$55,334	\$60,422	\$64,001	\$62,307	\$65,033	\$65,533	\$69,561	\$75,076	\$74,705	\$77,799	\$78,487	4	\$87,632	\$87,889
All	\$67,695	\$71,361	\$78,167	\$78,313	\$77,174	\$79,984	\$83,528	\$87,332	\$92,260	\$93,279	\$96,724	\$94,964	15	\$117,223	\$113,638
Index															
Professor	0.75	0.73	0.83	0.85	0.88	0.82	0.82	0.84	0.80	0.76	0.77	0.77			
Associate Professor	0.79	0.82	0.98	0.96	0.88	0.87	0.82	0.86	0.89	0.86	0.87	0.90			
Assistant Professor	0.79	0.79	0.84	0.87	0.84	0.85	0.82	0.86	0.89	0.91	0.89	0.89			
All	0.78	0.78	0.89	0.90	0.86	0.85	0.82	0.85	0.85	0.82	0.83	0.84			
HISTORY															
Average Salaries															
Professor	\$80,630	\$82,308	\$88,108	\$89,214	\$91,196	\$100,493	\$97,292	\$95,576	\$100,628	\$100,286	\$104,044	\$116,686	9	\$141,799	\$134,646
Associate Professor	\$59,520	\$62,311	\$69,711	\$74,854	\$75,455	\$77,735	\$77,114	\$78,195	\$79,093	\$76,868	\$79,533	\$80,771	7	\$95,838	\$96,609
Assistant Professor	\$51,464	\$52,742	\$57,070	\$60,630	\$62,039	\$65,715	\$65,270	\$65,923	\$67,908	\$68,174	\$69,553	\$68,585	4	\$80,597	\$81,406
All	\$64,596	\$65,429	\$72,660	\$74,057	\$74,811	\$82,398	\$81,417	\$80,597	\$85,127	\$86,838	\$88,567	\$94,496	20	\$113,472	\$110,685
Index															
Professor	0.75	0.73	0.77	0.76	0.76	0.82	0.76	0.76	0.75	0.73	0.73	0.87			
Associate Professor	0.79	0.79	0.87	0.93	0.88	0.90	0.86	0.88	0.85	0.83	0.83	0.84			
Assistant Professor	0.84	0.82	0.86	0.90	0.88	0.93	0.87	0.89	0.87	0.87	0.86	0.84			
All	0.78	0.77	0.82	0.86	0.83	0.87	0.82	0.83	0.80	0.78	0.78	0.85			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued															
MUSIC AND THEATRE⁶															
Average Salaries															
Professor	\$70,532	\$70,940	\$75,689	\$86,184	\$81,996	\$83,325	\$84,612	\$90,077	\$89,758	\$88,306	\$89,564	\$86,809	8	\$117,366	\$116,950
Associate Professor	\$57,439	\$57,900	\$61,970	\$65,763	\$66,406	\$68,660	\$68,922	\$70,516	\$71,358	\$71,311	\$75,587	\$71,740	8	\$89,664	\$88,160
Assistant Professor	\$51,426	\$52,234	\$56,138	\$59,645	\$58,690	\$60,520	\$60,520	\$61,078	\$63,417	\$62,795	\$65,684	\$66,213	4	\$75,734	\$75,456
All	\$62,003	\$60,915	\$65,490	\$71,075	\$69,262	\$71,223	\$71,752	\$73,858	\$75,047	\$75,556	\$79,197	\$76,662	20	\$97,959	\$97,135
Index															
Professor	0.77	0.75	0.79	0.83	0.78	0.77	0.75	0.90	0.76	0.77	0.76	0.74			
Associate Professor	0.83	0.81	0.84	0.86	0.88	0.87	0.85	0.89	0.80	0.80	0.84	0.81			
Assistant Professor	0.88	0.84	0.89	0.91	0.88	0.84	0.86	0.91	0.89	0.86	0.87	0.88			
All	0.80	0.79	0.83	0.86	0.84	0.82	0.81	0.90	0.80	0.80	0.81	0.79			
PHILOSOPHY AND RELIGIOUS STUDIES															
Average Salaries															
Professor	\$84,672	\$93,519	\$98,379	\$99,980	\$100,980	\$104,520	\$104,520	\$103,066	\$110,309	\$111,611	\$104,064	\$105,187	4	\$133,659	\$129,775
Associate Professor	\$62,734	\$64,253	\$71,157	\$72,161	\$73,114	\$75,262	\$74,322	\$75,496	\$76,508	\$76,508	\$79,364	\$78,719	6	\$94,259	\$94,992
Assistant Professor	\$54,196	\$56,565	\$58,689	\$60,503	\$61,158	\$65,703	\$65,676	\$67,595	\$69,203	\$69,302	\$71,433	\$71,470	5	\$76,540	\$78,211
All	\$66,966	\$69,122	\$72,295	\$74,856	\$75,185	\$79,980	\$82,038	\$80,124	\$84,731	\$81,907	\$83,307	\$83,361	15	\$98,859	\$98,674
Index															
Professor	0.75	0.81	0.83	0.85	0.82	0.82	0.79	0.76	0.85	0.86	0.78	0.81			
Associate Professor	0.86	0.84	0.92	0.88	0.84	0.85	0.81	0.80	0.82	0.83	0.84	0.83			
Assistant Professor	0.89	0.92	0.91	0.88	0.88	0.91	0.90	0.90	0.91	0.93	0.93	0.91			
All	0.82	0.85	0.88	0.87	0.84	0.86	0.82	0.81	0.85	0.87	0.84	0.84			
WORLD LANGUAGES & CULTURES¹¹															
Average Salaries															
Professor	\$77,411	\$79,388	\$81,937	\$114,978	\$92,350	\$96,163	\$99,163	\$105,300	\$118,265	\$101,788	\$105,259	\$94,056	3	\$125,208	\$124,856
Associate Professor	\$60,066	\$61,706	\$68,168	\$71,021	\$71,088	\$73,113	\$74,423	\$74,820	\$77,152	\$75,323	\$78,057	\$75,806	20	\$90,263	\$90,333
Assistant Professor	\$51,844	\$52,195	\$53,013	\$57,631	\$58,388	\$62,667	\$62,317	\$63,639	\$64,912	\$66,143	\$66,488	\$64,323	3	\$77,100	\$76,530
All	\$60,688	\$62,425	\$67,032	\$77,070	\$71,104	\$73,959	\$74,047	\$76,045	\$77,993	\$77,397	\$79,861	\$76,587	26	\$92,776	\$92,724
Index															
Professor	0.77	0.76	0.77	1.06	0.84	0.85	0.79	0.86	0.96	0.82	0.84	0.75			
Associate Professor	0.85	0.84	0.91	0.95	0.95	0.94	0.94	0.87	0.87	0.85	0.86	0.84			
Assistant Professor	0.89	0.85	0.85	0.90	0.85	0.88	0.83	0.86	0.86	0.87	0.86	0.84			
All	0.84	0.82	0.86	0.97	0.90	0.91	0.89	0.87	0.88	0.85	0.86	0.83			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued															
HUMANITIES SUMMARY															
Average Salaries															
Professor	\$81,198	\$84,396	\$90,284	\$97,514	\$95,241	\$99,201	\$99,454	\$100,994	\$104,881	\$103,069	\$104,706	\$103,564	42	\$134,207	\$129,823
Associate Professor	\$61,893	\$64,590	\$69,721	\$72,153	\$72,395	\$74,763	\$74,519	\$75,381	\$76,927	\$75,943	\$79,256	\$79,050	65	\$93,562	\$93,022
Assistant Professor	\$53,744	\$55,302	\$58,503	\$60,990	\$61,257	\$64,124	\$63,882	\$65,249	\$67,598	\$67,596	\$69,916	\$69,593	25	\$79,875	\$80,406
All	\$65,030	\$66,431	\$71,104	\$74,945	\$74,057	\$77,813	\$78,022	\$79,195	\$82,502	\$82,690	\$85,585	\$85,059	132	\$103,902	\$102,342
Index															
Professor	0.78	0.77	0.82	0.87	0.82	0.82	0.79	0.82	0.81	0.79	0.78	0.80			
Associate Professor	0.85	0.85	0.91	0.92	0.89	0.89	0.87	0.86	0.84	0.83	0.85	0.85			
Assistant Professor	0.89	0.87	0.90	0.90	0.88	0.89	0.86	0.88	0.88	0.88	0.88	0.87			
All	0.83	0.83	0.88	0.90	0.87	0.87	0.84	0.85	0.84	0.82	0.82	0.83			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
-COLLEGE OF LIBERAL ARTS AND SCIENCES- SCIENCE AND MATHEMATICS															
BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY¹															
Average Salaries															
Professor	\$112,056	\$117,274	\$120,536	\$129,393	\$130,684	\$137,825	\$149,802	\$138,402	\$141,718	\$141,962	\$149,747	\$145,364	15	\$155,790	\$148,748
Associate Professor	\$75,786	\$77,114	\$79,157	\$82,082	\$82,902	\$85,257	\$85,032	\$87,771	\$89,703	\$89,139	\$93,434	\$93,053	3	\$105,556	\$106,238
Assistant Professor	\$67,207		\$71,710	\$73,433	\$75,343	\$77,177	\$75,292	\$77,379	\$78,461	\$78,461	\$83,874	\$82,992	5	\$93,128	\$93,208
All	\$102,274	\$109,242	\$108,574	\$112,869	\$114,184	\$113,720	\$119,956	\$116,930	\$121,194	\$124,028	\$128,082	\$124,982	23	\$135,616	\$131,129
Index															
Professor	0.89	0.86	0.87	0.91	0.85	0.89	1.01	0.86	0.96	0.90	0.96	0.98			
Associate Professor	0.91	0.88	0.87	0.92	0.87	0.83	0.87	0.90	0.88	0.86	0.89	0.88			
Assistant Professor	0.94	0.00	0.95	0.92	0.88	0.87	0.86	0.89	0.86	0.86	0.90	0.89			
All	0.90	0.86	0.87	0.91	0.85	0.88	0.97	0.87	0.94	0.89	0.94	0.95			
CHEMISTRY															
Average Salaries															
Professor	\$120,642	\$124,904	\$124,556	\$122,257	\$123,251	\$125,094	\$124,008	\$126,101	\$127,910	\$129,190	\$128,495	\$133,320	15	\$170,123	\$174,922
Associate Professor	\$79,682	\$84,439	\$87,225	\$87,605	\$87,651	\$90,447	\$94,212	\$95,468	\$98,244	\$96,938	\$99,312	\$96,472	5	\$109,263	\$109,751
Assistant Professor	\$72,307	\$73,775	\$77,477	\$78,655	\$78,769	\$83,219	\$82,163	\$82,484	\$84,600	\$84,126	\$86,876	\$84,971	5	\$96,508	\$95,432
All	\$102,619	\$104,503	\$106,158	\$103,764	\$103,059	\$108,851	\$107,641	\$109,601	\$112,357	\$111,412	\$114,335	\$116,281	25	\$143,228	\$145,990
Index															
Professor	0.92	0.90	0.88	0.84	0.82	0.81	0.78	0.78	0.75	0.77	0.76	0.76			
Associate Professor	0.94	0.96	0.99	0.97	0.94	0.94	0.94	0.93	0.92	0.88	0.91	0.88			
Assistant Professor	1.01	0.97	1.05	0.99	0.94	0.96	0.92	0.90	0.89	0.89	0.90	0.89			
All	0.94	0.92	0.92	0.89	0.86	0.85	0.83	0.82	0.79	0.81	0.80	0.80			
COMPUTER SCIENCE															
Average Salaries															
Professor	\$134,174	\$137,233	\$137,382	\$140,763	\$140,837	\$134,612	\$135,148	\$139,084	\$142,219	\$142,434	\$150,729	\$153,085	13	\$188,505	\$188,607
Associate Professor	\$92,922	\$94,545	\$96,639	\$99,073	\$101,280	\$102,283	\$102,561	\$103,587	\$106,206	\$106,960	\$111,331	\$110,091	8	\$137,331	\$135,845
Assistant Professor	\$83,389	\$84,599	\$90,000	\$92,417	\$93,341	\$96,561	\$97,214	\$98,415	\$100,393	\$99,810	\$103,893	\$102,850	8	\$120,406	\$118,998
All	\$107,010	\$111,222	\$111,041	\$114,738	\$115,049	\$119,031	\$117,900	\$118,945	\$122,188	\$122,360	\$126,940	\$127,367	29	\$155,602	\$154,850
Index															
Professor	0.92	0.88	0.88	0.90	0.89	0.80	0.79	0.80	0.79	0.79	0.80	0.81			
Associate Professor	0.88	0.86	0.87	0.87	0.86	0.84	0.83	0.82	0.77	0.80	0.81	0.81			
Assistant Professor	0.90	0.88	0.92	0.95	0.94	0.93	0.90	0.89	0.82	0.87	0.86	0.86			
All	0.90	0.87	0.87	0.89	0.88	0.83	0.82	0.82	0.79	0.80	0.82	0.82			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued															
ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY¹															
Average Salaries															
Professor	\$98,426	\$100,849	\$102,266	\$102,214	\$102,380	\$106,141	\$110,556	\$112,833	\$116,913	\$114,065	\$116,071	\$109,444	9	\$161,815	\$160,860
Associate Professor	\$79,266	\$81,974	\$83,340	\$85,532	\$85,742	\$88,369	\$87,325	\$91,097	\$92,588	\$92,588	\$95,854	\$99,362	7	\$104,451	\$104,328
Assistant Professor	\$66,850	\$69,075	\$73,739	\$76,708	\$76,782	\$79,671	\$80,471	\$80,604	\$83,953	\$84,128	\$88,185	\$88,185	1	\$92,779	\$93,168
All	\$83,288	\$86,944	\$90,789	\$93,833	\$92,378	\$96,266	\$98,389	\$99,342	\$102,344	\$99,719	\$106,106	\$104,042	17	\$134,134	\$133,600
Index															
Professor	0.84	0.81	0.81	0.81	0.80	0.74	0.82	0.81	0.80	0.77	0.72	0.68			
Associate Professor	1.01	0.99	0.98	0.98	0.96	0.83	0.91	1.00	0.93	0.91	0.92	0.95			
Assistant Professor	0.93	0.94	1.01	1.01	0.96	0.90	0.93	0.81	0.92	0.93	0.95	0.95			
All	0.92	0.89	0.88	0.88	0.86	0.78	0.86	0.85	0.85	0.84	0.79	0.78			
GENETICS, DEVELOPMENT, AND CELL BIOLOGY¹															
Average Salaries															
Professor	\$115,953	\$113,715	\$117,027	\$128,741	\$127,861	\$132,267	\$126,962	\$133,903	\$135,835	\$137,018	\$131,296	\$124,727	8	\$145,568	\$145,287
Associate Professor	\$80,462	\$79,757	\$83,125	\$93,027	\$94,312	\$97,926	\$88,925	\$94,147	\$87,333	\$92,819	\$97,698	\$100,746	6	\$111,596	\$113,334
Assistant Professor	\$72,087	\$73,946	\$73,755	\$75,201	\$78,045	\$80,544	\$81,304	\$84,458	\$87,452	\$83,509	\$87,669	\$86,664	5	\$99,112	\$101,538
All	\$97,157	\$96,254	\$97,399	\$106,262	\$106,248	\$108,038	\$106,671	\$116,240	\$114,783	\$113,855	\$109,205	\$107,137	19	\$122,615	\$123,684
Index															
Professor	1.00	0.94	0.92	0.93	1.01	0.93	0.86	0.89	0.92	1.00	0.90	0.86			
Associate Professor	1.02	0.97	0.99	1.07	1.00	1.06	0.89	0.89	0.81	0.85	0.88	0.89			
Assistant Professor	1.02	0.98	0.94	0.90	0.90	0.97	0.89	0.91	0.92	0.86	0.88	0.85			
All	1.00	0.95	0.94	0.96	0.98	0.96	0.87	0.89	0.91	0.94	0.89	0.87			
GEOLOGICAL AND ATMOSPHERIC SCIENCES															
Average Salaries															
Professor	\$90,209	\$92,386	\$94,751	\$104,013	\$104,631	\$107,003	\$107,669	\$108,688	\$110,924	\$110,802	\$115,597	\$111,965	9	\$150,103	\$144,746
Associate Professor	\$69,276	\$73,284	\$74,397	\$79,924	\$81,754	\$84,454	\$84,454	\$86,039	\$87,293	\$84,242	\$92,043	\$94,314	4	\$103,992	\$102,061
Assistant Professor	\$64,523	\$67,340	\$68,835	\$74,531	\$73,542	\$76,038	\$76,038	\$76,665	\$77,139	\$76,057	\$77,698	\$77,338	4	\$89,654	\$90,648
All	\$84,647	\$84,830	\$86,854	\$94,905	\$91,450	\$93,099	\$94,269	\$93,389	\$98,047	\$96,724	\$101,137	\$99,664	17	\$125,030	\$121,973
Index															
Professor	0.82	0.78	0.79	0.83	0.82	0.80	0.77	0.75	0.74	0.73	0.77	0.77			
Associate Professor	0.87	0.85	0.86	0.89	0.94	0.94	0.91	0.88	0.87	0.83	0.89	0.92			
Assistant Professor	0.95	0.93	0.93	0.96	0.95	0.93	0.91	0.88	0.87	0.86	0.87	0.85			
All	0.83	0.81	0.82	0.85	0.86	0.85	0.82	0.80	0.79	0.77	0.81	0.82			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued															
MATHEMATICS															
Average Salaries															
Professor	\$91,693	\$95,361	\$98,148	\$106,129	\$107,882	\$112,162	\$112,903	\$114,671	\$116,838	\$114,681	\$118,686	\$123,624	12	\$152,447	\$151,556
Associate Professor	\$70,605	\$71,802	\$73,359	\$76,418	\$77,764	\$81,254	\$84,653	\$88,273	\$93,358	\$93,157	\$95,686	\$96,023	14	\$108,215	\$109,113
Assistant Professor	\$64,958	\$67,871	\$70,019	\$71,848	\$73,673	\$75,201	\$77,030	\$87,602	\$86,860	\$84,911	\$86,153	\$85,917	7	\$98,795	\$99,345
All	\$80,793	\$82,413	\$85,457	\$89,325	\$89,848	\$92,716	\$95,184	\$98,602	\$100,223	\$98,796	\$102,027	\$103,916	33	\$122,301	\$122,475
Index															
Professor	0.77	0.77	0.77	0.82	0.82	0.82	0.80	0.80	0.80	0.77	0.78	0.82			
Associate Professor	0.86	0.84	0.84	0.84	0.83	0.85	0.85	0.87	0.89	0.88	0.88	0.88			
Assistant Professor	0.85	0.84	0.87	0.84	0.84	0.84	0.84	0.93	0.89	0.87	0.87	0.86			
All	0.81	0.80	0.80	0.83	0.83	0.83	0.82	0.85	0.85	0.83	0.83	0.85			
PHYSICS AND ASTRONOMY															
Average Salaries															
Professor	\$120,439	\$120,990	\$120,544	\$119,595	\$122,498	\$125,599	\$123,689	\$125,955	\$127,359	\$123,576	\$127,036	\$127,771	23	\$151,798	\$155,811
Associate Professor	\$78,999	\$77,842	\$77,068	\$78,389	\$79,402	\$88,591	\$89,686	\$85,481	\$89,103	\$94,051	\$97,000	\$99,359	6	\$106,912	\$108,803
Assistant Professor	\$69,020	\$71,665	\$72,460	\$73,208	\$79,407	\$84,458	\$84,350	\$85,194	\$88,136	\$90,397	\$93,038	\$93,069	5	\$97,473	\$97,785
All	\$104,028	\$106,763	\$108,618	\$107,018	\$108,133	\$112,286	\$112,558	\$116,663	\$115,481	\$113,946	\$116,736	\$117,654	34	\$135,888	\$138,982
Index															
Professor	1.01	0.96	0.94	0.92	0.94	0.90	0.86	0.86	0.87	0.83	0.84	0.82			
Associate Professor	0.94	0.88	0.84	0.84	0.83	0.88	0.88	0.83	0.85	0.90	0.91	0.91			
Assistant Professor	0.94	0.89	0.92	0.89	0.95	0.96	0.93	0.91	0.93	0.95	0.95	0.95			
All	0.99	0.94	0.92	0.90	0.92	0.90	0.87	0.86	0.88	0.85	0.86	0.85			
STATISTICS															
Average Salaries															
Professor	\$132,041	\$134,782	\$135,715	\$142,645	\$142,780	\$148,800	\$148,942	\$148,376	\$152,424	\$148,139	\$153,578	\$139,632	16	\$164,494	\$165,353
Associate Professor	\$87,364	\$89,349	\$91,681	\$94,872	\$93,938	\$97,575	\$99,210	\$101,959	\$104,831	\$102,267	\$104,837	\$102,643	8	\$116,037	\$119,263
Assistant Professor	\$82,143	\$84,539	\$86,235	\$88,720	\$90,372	\$92,990	\$92,025	\$92,532	\$94,004	\$94,225	\$97,185	\$96,995	7	\$106,934	\$106,190
All	\$108,832	\$110,619	\$114,393	\$116,304	\$115,382	\$120,026	\$121,221	\$121,421	\$125,415	\$125,095	\$128,266	\$120,458	31	\$138,991	\$140,099
Index															
Professor	1.02	0.96	0.97	1.01	0.99	1.01	1.00	0.98	0.97	0.92	0.93	0.84			
Associate Professor	0.99	0.97	0.95	0.95	0.92	0.94	0.91	0.91	0.89	0.90	0.90	0.86			
Assistant Professor	1.08	1.00	1.02	1.02	1.00	1.00	0.96	0.93	0.92	0.90	0.91	0.91			
All	1.02	0.97	0.97	0.99	0.97	0.99	0.97	0.95	0.94	0.91	0.92	0.86			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued															
SCIENCE AND MATHEMATICS SUMMARY															
Average Salaries															
Professor	\$113,549	\$116,076	\$117,180	\$121,879	\$122,841	\$126,524	\$126,238	\$128,617	\$131,372	\$130,407	\$133,932	\$131,810	120	\$160,531	\$160,564
Associate Professor	\$81,925	\$83,606	\$85,483	\$88,443	\$89,266	\$91,713	\$92,870	\$94,329	\$96,020	\$95,747	\$99,232	\$99,691	61	\$112,510	\$113,234
Assistant Professor	\$71,364	\$72,632	\$75,050	\$77,751	\$79,146	\$81,786	\$82,567	\$85,789	\$87,753	\$87,178	\$90,867	\$90,196	47	\$101,827	\$101,836
All	\$97,272	\$99,410	\$101,672	\$104,801	\$104,418	\$107,875	\$108,578	\$110,891	\$113,150	\$112,358	\$115,771	\$114,638	228	\$135,582	\$135,795
Index															
Professor	0.92	0.89	0.88	0.89	0.88	0.86	0.85	0.84	0.85	0.84	0.83	0.82			
Associate Professor	0.93	0.90	0.90	0.92	0.90	0.90	0.88	0.89	0.87	0.87	0.88	0.88			
Assistant Professor	0.96	0.93	0.96	0.93	0.92	0.93	0.90	0.90	0.89	0.89	0.89	0.89			
All	0.93	0.90	0.89	0.90	0.89	0.88	0.86	0.86	0.86	0.85	0.85	0.84			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
-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	\$60,349	\$63,933	\$66,532	\$68,805	\$71,380	\$74,565									
Assistant Professor	\$53,402	\$55,169	\$57,022	\$61,292	\$64,691	\$66,288									
All	\$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	0.82	0.83	0.84	0.85	0.87	0.86									
Assistant Professor	0.86	0.85	0.85	0.90	0.92	0.89									
All	0.86	0.86	0.87	0.93	0.92	0.90									
ECONOMICS															
Average Salaries															
Professor	\$147,779	\$171,016	\$163,627	\$169,262	\$169,235	\$176,028	\$174,327	\$176,070	\$179,591	\$179,591	\$184,835	\$179,282	8	\$257,232	\$250,241
Associate Professor	\$114,715	\$119,032	\$116,088	\$118,027	\$119,207	\$123,643	\$116,282	\$135,336	\$138,042	\$138,042	\$128,926	\$129,746	3	\$174,679	\$171,532
Assistant Professor	\$101,373	\$105,225	\$107,704	\$108,457	\$109,694	\$112,710	\$113,034	\$116,707	\$119,425	\$119,425	\$121,954	\$122,520	4	\$144,550	\$146,751
All	\$126,979	\$141,450	\$138,660	\$140,661	\$139,310	\$142,410	\$144,608	\$152,971	\$151,226	\$151,226	\$156,885	\$154,238	15	\$210,673	\$206,902
Index															
Professor	0.84	0.90	0.84	0.84	0.79	0.79	0.76	0.76	0.73	0.75	0.72	0.72			
Associate Professor	0.93	0.89	0.83	0.81	0.81	0.72	0.68	0.79	0.76	0.83	0.74	0.76			
Assistant Professor	0.96	0.92	0.92	0.90	0.88	0.89	0.86	0.88	0.86	0.85	0.84	0.83			
All	0.88	0.90	0.85	0.84	0.81	0.78	0.75	0.79	0.76	0.79	0.74	0.75			
POLITICAL SCIENCE															
Average Salaries															
Professor	\$108,249	\$107,239	\$110,097	\$118,874	\$120,063	\$123,716	\$123,555	\$124,953	\$120,888	\$128,430	\$122,827	\$117,473	6	\$167,124	\$161,786
Associate Professor	\$83,244	\$65,497	\$67,227	\$77,907	\$78,686	\$81,082	\$83,248	\$81,526	\$88,364	\$81,718	\$87,426	\$79,839	3	\$117,241	\$114,960
Assistant Professor	\$58,998	\$59,775	\$61,393	\$68,391	\$69,711	\$72,249	\$72,156	\$75,835	\$79,175	\$76,653	\$73,628	\$73,628	1	\$96,548	\$95,007
All	\$90,605	\$90,155	\$89,099	\$96,792	\$91,932	\$94,937	\$91,305	\$96,620	\$103,049	\$108,732	\$107,287	\$101,798	10	\$145,102	\$141,060
Index															
Professor	0.81	0.76	0.77	0.82	0.80	0.80	0.79	0.78	0.73	0.79	0.73	0.73			
Associate Professor	0.93	0.70	0.71	0.79	0.78	0.78	0.76	0.72	0.76	0.72	0.75	0.69			
Assistant Professor	0.80	0.76	0.78	0.86	0.84	0.85	0.82	0.84	0.85	0.84	0.76	0.77			
All	0.82	0.76	0.77	0.83	0.82	0.82	0.80	0.79	0.76	0.79	0.74	0.72			

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COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES, continued															
PSYCHOLOGY															
Average Salaries															
Professor	\$116,806	\$117,632	\$118,000	\$116,278	\$118,543	\$120,915	\$123,810	\$124,013	\$122,436	\$128,430	\$131,047	\$114,310	13	\$162,725	\$166,148
Associate Professor	\$72,352	\$74,043	\$75,442	\$74,310	\$75,182	\$75,268	\$77,019	\$77,536	\$81,030	\$81,718	\$85,922	\$84,233	10	\$107,305	\$108,312
Assistant Professor	\$61,117	\$63,168	\$64,971	\$69,368	\$71,236	\$72,663	\$72,663	\$74,179	\$75,747	\$76,653	\$81,652	\$82,149	3	\$91,327	\$89,855
All	\$84,715	\$86,965	\$90,066	\$93,785	\$94,588	\$97,791	\$98,956	\$99,174	\$97,735	\$103,646	\$107,992	\$99,031	26	\$133,171	\$135,100
Index															
Professor	0.92	0.87	0.88	0.86	0.83	0.81	0.81	0.82	0.77	0.81	0.81	0.69			
Associate Professor	0.88	0.88	0.88	0.85	0.79	0.79	0.79	0.78	0.78	0.78	0.80	0.78			
Assistant Professor	0.86	0.86	0.87	0.89	0.88	0.89	0.85	0.87	0.85	0.86	0.89	0.91			
All	0.89	0.87	0.88	0.86	0.82	0.81	0.81	0.82	0.78	0.81	0.81	0.73			
SOCIOLOGY¹															
Average Salaries															
Professor	\$81,667	\$86,231	\$88,906	\$96,660	\$101,764	\$101,273	\$98,002	\$99,882	\$102,512	\$104,213	\$115,317	\$110,001	10	\$151,106	\$150,496
Associate Professor	\$68,708	\$67,141	\$68,932	\$75,105	\$77,569	\$80,617	\$69,558	\$78,252	\$78,423	\$81,665	\$86,279	\$87,733	3	\$107,006	\$107,943
Assistant Professor	\$56,672	\$56,276	\$59,160	\$63,429	\$66,042	\$71,474	\$72,392	\$71,670	\$76,410	\$76,410	\$78,883	\$78,663	3	\$91,140	\$91,516
All	\$69,757	\$73,328	\$76,794	\$84,821	\$89,194	\$90,131	\$89,686	\$91,653	\$93,779	\$95,076	\$103,041	\$99,950	16	\$131,594	\$131,459
Index															
Professor	0.67	0.66	0.69	0.76	0.74	0.72	0.70	0.69	0.70	0.71	0.76	0.73			
Associate Professor	0.84	0.79	0.79	0.85	0.83	0.84	0.70	0.77	0.76	0.79	0.81	0.81			
Assistant Professor	0.83	0.80	0.81	0.86	0.85	0.92	0.90	0.87	0.89	0.89	0.87	0.86			
All	0.78	0.73	0.73	0.79	0.77	0.77	0.72	0.72	0.73	0.74	0.78	0.76			
SOCIAL SCIENCES SUMMARY															
Average Salaries															
Professor	\$116,208	\$121,640	\$121,096	\$120,999	\$123,025	\$124,687	\$127,449	\$125,495	\$125,863	\$130,207	\$137,092	\$127,706	37	\$180,732	\$179,392
Associate Professor	\$80,964	\$81,757	\$80,926	\$83,669	\$84,795	\$87,079	\$85,746	\$87,481	\$89,794	\$90,156	\$93,006	\$91,278	19	\$119,465	\$119,285
Assistant Professor	\$62,399	\$63,946	\$67,155	\$71,912	\$75,237	\$78,270	\$79,945	\$82,460	\$90,378	\$93,048	\$94,823	\$95,104	11	\$111,105	\$111,466
All	\$88,111	\$92,573	\$94,602	\$99,004	\$99,750	\$101,933	\$105,191	\$106,169	\$108,442	\$112,121	\$117,651	\$112,023	67	\$151,926	\$151,195
Index															
Professor	0.84	0.83	0.82	0.83	0.79	0.78	0.77	0.76	0.73	0.76	0.76	0.71			
Associate Professor	0.88	0.85	0.83	0.84	0.81	0.79	0.74	0.77	0.77	0.79	0.78	0.77			
Assistant Professor	0.87	0.85	0.85	0.88	0.87	0.88	0.84	0.86	0.86	0.86	0.85	0.85			
All	0.86	0.84	0.83	0.84	0.81	0.80	0.77	0.78	0.76	0.78	0.77	0.74			

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2011-2012 through 2021-2022

COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
LIBERAL ARTS AND SCIENCES SUMMARY															
Average Salaries															
Professor	\$107,218	\$111,137	\$113,119	\$117,556	\$118,230	\$121,261	\$120,978	\$123,482	\$125,455	\$124,853	\$128,351	\$125,085	199	\$158,731	\$157,577
Associate Professor	\$74,076	\$76,165	\$78,652	\$81,840	\$82,226	\$84,623	\$83,253	\$84,144	\$86,331	\$85,682	\$89,461	\$89,336	145	\$104,927	\$104,967
Assistant Professor	\$62,523	\$63,374	\$66,053	\$69,333	\$71,352	\$74,365	\$74,711	\$78,893	\$81,722	\$82,311	\$85,081	\$84,640	83	\$96,445	\$96,657
All	\$85,727	\$88,046	\$91,057	\$95,041	\$94,718	\$98,085	\$97,825	\$100,588	\$103,200	\$103,348	\$106,734	\$105,084	427	\$128,353	\$127,870
Index															
Professor	0.88	0.86	0.86	0.88	0.86	0.84	0.82	0.82	0.82	0.81	0.81	0.79			
Associate Professor	0.89	0.87	0.89	0.90	0.88	0.87	0.85	0.86	0.84	0.84	0.85	0.85			
Assistant Professor	0.91	0.89	0.91	0.91	0.90	0.91	0.88	0.89	0.88	0.88	0.88	0.88			
All	0.89	0.87	0.88	0.89	0.87	0.86	0.84	0.84	0.84	0.83	0.83	0.82			

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2011-2012 through 2021-2022

COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
-COLLEGE OF VETERINARY MEDICINE-															
Average Salaries															
Professor	\$ 121,724	\$ 126,092	\$ 127,321	\$ 128,753	\$ 132,319	\$ 136,497	\$ 136,506	\$ 140,661	\$ 141,627	\$ 144,539	\$ 145,860	\$ 135,917	38	\$ 158,582	\$ 155,541
Associate Professor	\$ 94,363	\$ 95,374	\$ 96,985	\$ 99,127	\$ 100,499	\$ 106,573	\$ 107,530	\$ 110,797	\$ 111,613	\$ 112,053	\$ 114,718	\$ 110,766	31	\$ 126,230	\$ 126,222
Assistant Professor	\$ 85,450	\$ 89,904	\$ 91,762	\$ 94,080	\$ 95,704	\$ 97,744	\$ 97,743	\$ 99,008	\$ 103,468	\$ 100,731	\$ 102,725	\$ 100,301	23	\$ 108,281	\$ 108,031
All	\$ 103,440	\$ 107,182	\$ 108,296	\$ 109,670	\$ 112,144	\$ 115,941	\$ 116,452	\$ 119,033	\$ 120,943	\$ 122,881	\$ 124,603	\$ 118,556	92	\$ 135,136	\$ 133,815
Index															
Professor	1.09	1.04	1.05	1.00	1.01	1.01	0.94	0.94	0.94	0.96	0.92	0.87			
Associate Professor	1.07	0.97	0.99	0.96	0.95	0.98	0.96	0.96	0.92	0.96	0.91	0.88			
Assistant Professor	1.07	1.06	1.10	1.06	1.09	1.07	1.02	1.00	0.99	0.97	0.95	0.93			
All	1.08	1.02	1.04	1.00	1.01	1.02	0.96	0.96	0.95	0.96	0.92	0.89			

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
2011-2012 through 2021-2022

COLLEGE/DEPARTMENT	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022			PEER	
											ISU			AVERAGE SALARY	MEDIAN SALARY
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT		
-UNIVERSITY SUMMARY-															
Average Salaries															
Professor	\$115,564	\$119,829	\$122,850	\$125,475	\$125,963	\$129,753	\$131,417	\$131,478	\$133,592	\$133,729	\$138,950	\$139,252	550	\$157,934	\$155,445
Associate Professor	\$83,273	\$85,918	\$88,880	\$91,462	\$92,629	\$96,870	\$98,853	\$100,105	\$100,345	\$100,283	\$104,314	\$103,720	456	\$116,883	\$117,125
Assistant Professor	\$76,761	\$77,801	\$80,302	\$82,819	\$82,865	\$84,437	\$85,588	\$88,009	\$91,089	\$89,383	\$93,876	\$93,355	267	\$102,412	\$102,408
All	\$95,708	\$98,673	\$101,644	\$103,863	\$103,738	\$107,060	\$107,940	\$109,689	\$111,886	\$112,282	\$117,091	\$116,899	1,273	\$131,586	\$130,597
Index															
Professor	0.97	0.94	0.95	0.94	0.92	0.92	0.90	0.88	0.88	0.87	0.88	0.90			
Associate Professor	0.97	0.94	0.94	0.95	0.93	0.92	0.91	0.90	0.88	0.88	0.89	0.89			
Assistant Professor	0.95	0.93	0.94	0.94	0.93	0.94	0.92	0.91	0.92	0.91	0.92	0.91			
All	0.97	0.94	0.94	0.94	0.93	0.92	0.91	0.89	0.89	0.88	0.89	0.90			

Footnotes

Iowa State University
Peer Land Grant Universities Faculty Salary Comparisons
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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