

**IOWA STATE UNIVERSITY**

OF SCIENCE AND TECHNOLOGY

**Peer Land Grant Universities  
Faculty Salary Comparisons  
2005-2006 through 2015-2016**

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**Institutional Research Report 2016**

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**Iowa State University  
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2005-2006 through 2015-2016**

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# **Introduction**

# Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2005-2006 through 2015-2016

## INTRODUCTION

This report compares Iowa State University's average nine-month faculty salaries to those of the peer land grant universities for the academic years 2005-2006 through 2015-2016. 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 2015-2016 average nine-month salaries and comparative indices by faculty rank for the total university are:

Faculty Rank	Average Salary	Comparative Index
Professor	\$125,963	0.92
Associate Professor	\$92,629	0.93
Assistant Professor	\$82,865	0.93
All Ranks	\$103,738	0.93

Figure 1 and Figure 2 display the total university average salaries and indices by rank from 2004-2005 through 2014-2015.

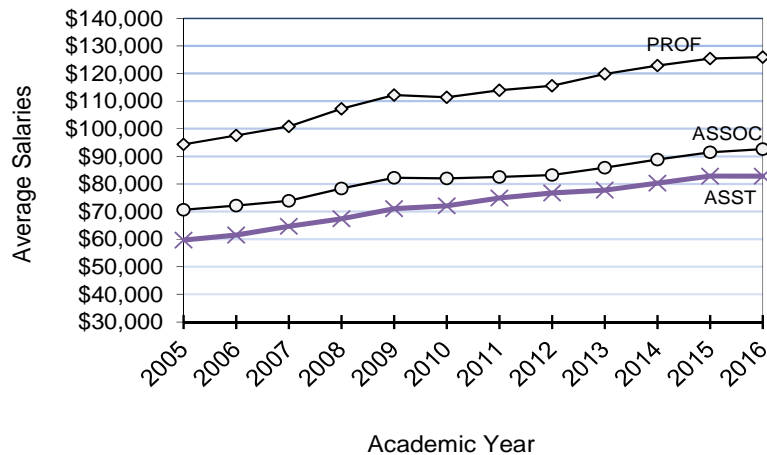


Figure 1. Iowa State University Average Faculty Salaries by Rank

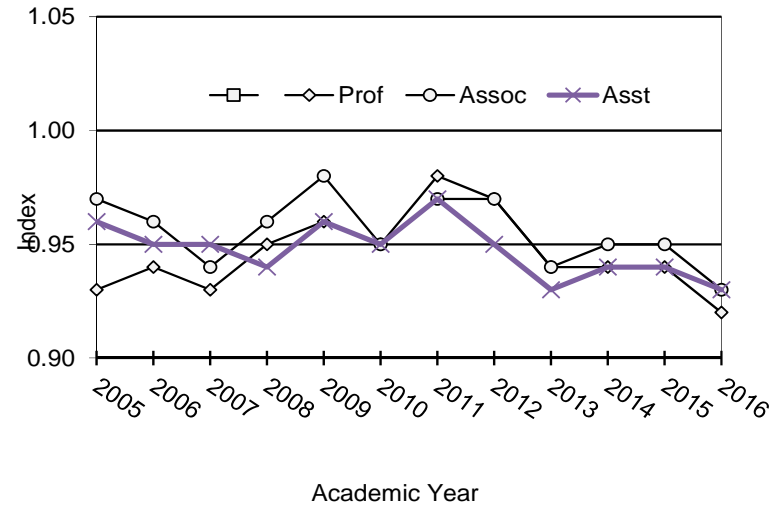


Figure 2. Index of Iowa State University Average Faculty Salaries Compared With Those of the Peers

From 2005-2006 through 2015-2016 the indices for *all ranks combined* range from 0.95 in 2005-06 to 0.93 in 2015-2016. During this time the average percent increases in salaries for continuing faculty range from 0.0% in 2009-2010 to 6.0% in 2007-2008. The following table presents for each year the comparative index and the average percent increase in salaries for continuing faculty at Iowa State University.

Academic Year	Comparative Index	Average % Increase for Continuing Faculty
2005-2006	0.95	3.6%
2006-2007	0.94	3.8%
2007-2008	0.95	6.0%
2008-2009	0.97	5.5%
2009-2010	0.95	0.0%
2010-2011	0.98	1.9%
2011-2012	0.97	2.3%
2012-2013	0.94	2.4%
2013-2014	0.94	3.2%
2014-2015	0.94	3.5%
2015-2016	0.93	1.4%

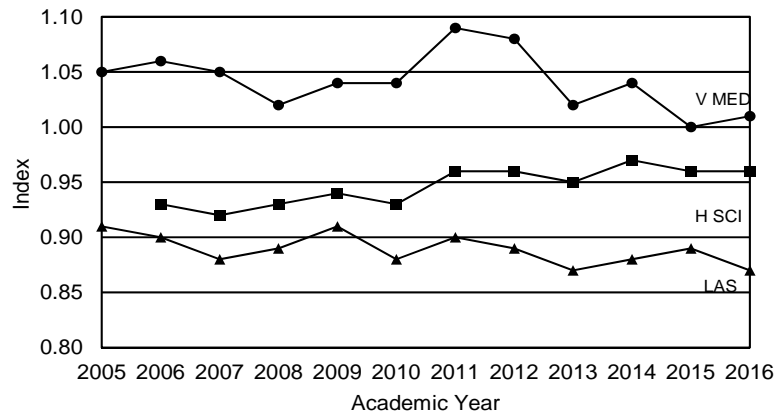
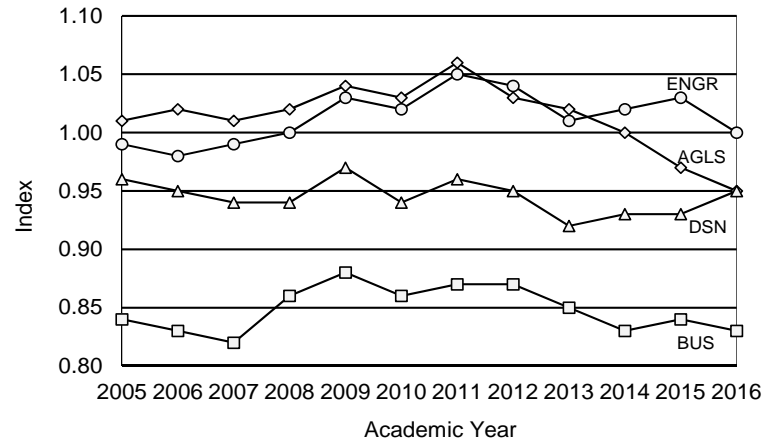
## Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2005-2006 through 2015-2016

By college, the 2015-2016 indices for the Professor rank range from 0.75 in the College of Business to 1.04 in the College Engineering. Indices for Associate Professors range from 0.81 in the College of Liberal Arts & Sciences Social Sciences to 0.99 in the Colleges of Agriculture and Life Sciences and Human Sciences. Assistant Professor Indices range from 0.83 in the College of Business to 1.09 in the College of Veterinary Medicine. The 2015-2016 average nine-month salaries and indices for each college and the three divisions within Liberal Arts and Sciences are as follows:

	<b>Professor</b>	<b>Associate Professor</b>	<b>Assistant Professor</b>
Average Salary	\$119,360	\$88,895	\$81,577
Comparative Index	0.94	0.99	0.98
Average Salary	\$174,160	\$149,744	\$147,268
Comparative Index	0.75	0.87	0.83
Average Salary	\$101,522	\$78,819	\$63,720
Comparative Index	0.91	0.99	0.94
Average Salary	\$153,900	\$103,571	\$87,905
Comparative Index	1.04	0.97	0.96
Average Salary	\$115,951	\$85,075	\$70,358
Comparative Index	0.94	0.99	0.95
Average Salary	\$95,241	\$72,395	\$61,257
Comparative Index	0.82	0.89	0.88
Average Salary	\$122,841	\$89,266	\$79,146
Comparative Index	0.88	0.90	0.92
Average Salary	\$123,025	\$84,795	\$75,237
Comparative Index	0.79	0.81	0.87
Average Salary	\$118,230	\$82,226	\$71,352
Comparative Index	0.86	0.88	0.90
Average Salary	\$132,319	\$100,499	\$95,704
Comparative Index	1.01	0.95	1.09
Average Salary	\$125,963	\$92,629	\$82,865
Comparative Index	0.92	0.93	0.93

The college indices for all ranks combined are shown below.

**Figure 4. Index by College of Iowa State University Average Faculty Salaries Compared with Those of Peers.**



# Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2005-2006 through 2015-2016

## METHODOLOGY

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

The peer land grant universities are:

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

Disciplines are identified by a set of codes developed by the National Center for Education Statistics to provide a standard means of describing instructional programs. The university providing the data assigns a code to each discipline. These codes have been configured into collegiate structures similar to those at Iowa State University. In some cases more than one code has been used to form a department. For example, the codes for Physics, Astronomy and Astrophysics are used to form a Department of Physics and Astronomy. A discipline may be transferred to another college. For example, all peer Art departments are in the College of Design to correspond with Iowa State University.

Faculty are defined as those persons holding the traditional three faculty ranks. Only tenure-eligible faculty with a full-time equivalent (FTE) appointment or whose salaries are based upon or consistent with an implied full-time commitment are included. Excluded are faculty on leave-without-pay, appointments equivalent to Lecturer or Instructor or any faculty member who is not in a tenured or tenure-eligible position. Faculty with appointments of Assistant Dean, Associate Dean, Dean or higher are also excluded. In most cases chairpersons are included at full salary since supplemental stipends for administrative responsibilities are not generally identifiable. Twelve-month salaries for Iowa State University and the peers have been converted to nine-month equivalents using a 9/11 conversion factor.

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

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

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

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

Data from the University of California Davis was imputed for the years 2006-2007 through 2015-2016 using the previous years salaries adjusted for the average percent increase. This was necessary because the University of California Davis data were not available at the time the report was printed. In the 2011-2012 data, Texas A&M University had not submitted salary data by the time the report was printed. Texas A&M stated there was no increase in salaries so data from the previous year were used.

Data about median salaries was added to the report beginning in 2008 although some universities did not report median data. Beginning in 2013-14, all AAU institutions began providing median data but we do not receive median salary data from North Carolina State. Median salaries are weighted using the same methodology as the average salaries. For the peers, the median salary for each rank and department is multiplied by Iowa State's headcount for that rank and department. These dollars are then accumulated and divided by Iowa State's total headcount.

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

\* \* \*

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

## **College Summary Data**

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE SUMMARIES</b>															
<b>AGRICULTURE AND LIFE SCIENCES</b>															
Average Salaries															
Professor	\$94,719	\$97,487	\$102,892	\$107,374	\$106,782	\$107,576	\$108,040	\$112,239	\$116,012	\$118,794	\$119,360	\$123,844	182	\$127,289	<b>\$122,060</b>
Associate Professor	\$67,999	\$69,941	\$76,628	\$81,030	\$80,520	\$81,565	\$80,468	\$83,626	\$86,293	\$87,010	\$88,895	\$88,818	86	\$89,976	\$89,298
Assistant Professor	\$61,133	\$63,951	\$65,978	\$69,989	\$70,545	\$72,899	\$74,854	\$77,262	\$80,228	\$82,229	\$81,577	\$81,083	63	\$83,118	\$81,779
Instructor															
All	\$81,545	\$84,651	\$90,342	\$93,853	\$94,169	\$96,129	\$96,628	\$100,117	\$103,038	\$104,219	\$104,254	\$106,604	331	\$109,187	\$105,881
Index															
Professor	1.01	1.01	1.01	1.02	1.01	1.05	1.02	1.00	0.99	0.96	0.94	1.01			
Associate Professor	1.02	1.00	1.04	1.07	1.06	1.09	1.07	1.07	1.02	0.99	0.99	0.99			
Assistant Professor	1.05	1.06	1.08	1.08	1.09	1.10	1.06	1.04	1.04	1.02	0.98	0.99			
Instructor															
All	1.02	1.01	1.02	1.04	1.03	1.06	1.03	1.02	1.00	0.97	0.95	1.01			
<b>BUSINESS</b>															
Average Salaries															
Professor	\$126,346	\$131,685	\$145,558	\$154,734	\$156,476	\$159,876	\$163,565	\$171,832	\$174,570	\$170,611	\$174,160	\$174,257	15	\$230,996	\$236,791
Associate Professor	\$102,332	\$106,636	\$118,235	\$124,559	\$124,887	\$127,536	\$130,740	\$137,047	\$141,728	\$145,892	\$149,744	\$150,072	31	\$172,268	\$188,040
Assistant Professor	\$97,798	\$101,499	\$110,322	\$117,691	\$121,544	\$123,711	\$128,803	\$132,787	\$136,943	\$144,912	\$147,268	\$145,880	32	\$177,787	\$179,651
Instructor															
All	\$108,948	\$113,027	\$123,926	\$129,909	\$132,226	\$134,626	\$137,349	\$144,126	\$147,389	\$150,190	\$153,424	\$153,003	78	\$185,826	\$193,974
Index															
Professor	0.81	0.80	0.84	0.86	0.85	0.87	0.86	0.81	0.82	0.79	0.75	0.74			
Associate Professor	0.86	0.85	0.91	0.92	0.88	0.91	0.93	0.92	0.87	0.88	0.87	0.80			
Assistant Professor	0.82	0.80	0.82	0.87	0.85	0.85	0.84	0.82	0.80	0.84	0.83	0.81			
Instructor															
All	0.83	0.82	0.86	0.88	0.86	0.87	0.87	0.85	0.83	0.84	0.83	0.79			
<b>DESIGN</b>															
Average Salaries															
Professor	\$82,375	\$85,578	\$87,774	\$97,254	\$95,255	\$94,991	\$95,519	\$98,397	\$98,388	\$98,696	\$101,522	\$102,535	22	\$111,298	\$111,023
Associate Professor	\$61,352	\$62,887	\$66,795	\$70,127	\$68,795	\$69,835	\$69,776	\$70,706	\$73,764	\$77,866	\$78,819	\$77,850	37	\$79,299	\$78,996
Assistant Professor	\$52,396	\$55,715	\$57,422	\$58,176	\$57,176	\$59,200	\$59,454	\$62,032	\$63,712	\$63,761	\$63,720	\$63,411	32	\$67,755	\$70,424
Instructor															
All	\$61,018	\$64,035	\$67,766	\$71,628	\$71,806	\$72,507	\$72,962	\$74,117	\$76,495	\$77,966	\$78,998	\$78,740	91	\$82,975	\$83,724
Index															
Professor	0.92	0.90	0.90	0.96	0.93	0.95	0.96	0.91	0.91	0.88	0.91	0.92			
Associate Professor	0.94	0.92	0.94	0.97	0.95	0.96	0.95	0.92	0.94	0.97	0.99	0.99			
Assistant Professor	0.97	1.00	0.99	0.98	0.95	0.98	0.98	0.94	0.96	0.93	0.94	0.90			
Instructor															
All	0.95	0.94	0.94	0.97	0.94	0.96	0.95	0.92	0.93	0.93	0.95	0.94			



**Iowa State University**  
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**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE SUMMARIES, continued</b>															
<b>ENGINEERING</b>															
Average Salaries															
Professor	\$114,039	\$120,459	\$129,810	\$137,955	\$137,806	\$142,435	\$145,700	\$146,666	\$151,319	\$156,053	\$153,900	\$159,214	96	\$148,683	\$147,663
Associate Professor	\$88,061	\$90,644	\$93,416	\$97,645	\$97,089	\$98,912	\$98,950	\$100,191	\$101,991	\$103,693	\$103,571	\$102,568	71	\$107,007	\$107,268
Assistant Professor	\$73,077	\$75,883	\$79,559	\$82,570	\$82,369	\$84,784	\$85,231	\$86,748	\$87,989	\$88,111	\$87,905	\$88,799	60	\$91,700	\$91,219
Instructor															
All	\$95,792	\$99,343	\$105,334	\$110,200	\$108,656	\$113,424	\$116,186	\$118,111	\$122,161	\$123,663	\$120,715	\$122,885	227	\$120,586	\$120,109
Index															
Professor	0.96	0.98	1.00	1.04	1.03	1.05	1.06	1.02	1.04	1.06	1.04	1.08			
Associate Professor	1.03	1.03	1.01	1.03	1.02	1.05	1.01	0.99	0.98	0.99	0.97	0.96			
Assistant Professor	0.96	0.97	0.97	1.00	0.99	1.02	1.00	0.98	0.99	0.97	0.96	0.97			
Instructor															
All	0.98	0.99	1.00	1.03	1.02	1.05	1.04	1.01	1.02	1.03	1.00	1.02			
<b>HUMAN SCIENCES <sup>3</sup></b>															
Average Salaries															
Professor	\$89,484	\$91,896	\$95,724	\$99,563	\$99,912	\$102,799	\$104,783	\$107,549	\$112,400	\$113,019	\$115,951	\$125,590	37	\$123,313	\$122,434
Associate Professor	\$63,261	\$65,296	\$70,012	\$72,174	\$71,976	\$73,615	\$76,771	\$77,464	\$80,933	\$85,149	\$85,075	\$84,416	48	\$85,641	\$87,357
Assistant Professor	\$54,575	\$56,046	\$57,831	\$60,031	\$61,712	\$62,005	\$64,033	\$66,212	\$67,646	\$70,096	\$70,358	\$69,793	53	\$73,947	\$75,114
Instructor	\$51,618	\$52,651													
All	\$68,408	\$70,394	\$74,223	\$78,032	\$79,023	\$79,648	\$79,885	\$82,381	\$84,799	\$86,236	\$87,701	\$89,839	138	\$91,250	\$92,060
Index															
Professor	0.93	0.92	0.91	0.92	0.91	0.95	0.96	0.96	0.99	0.93	0.94	1.03			
Associate Professor	0.92	0.92	0.94	0.96	0.94	0.97	0.97	0.95	0.98	1.00	0.99	0.97			
Assistant Professor	0.93	0.93	0.95	0.95	0.94	0.94	0.95	0.95	0.93	0.97	0.95	0.93			
Instructor	1.14	0.98													
All	0.93	0.92	0.93	0.94	0.93	0.96	0.96	0.95	0.97	0.96	0.96	0.98			
<b>LIBERAL ARTS AND SCIENCES</b>															
<b>HUMANITIES</b>															
Average Salaries															
Professor	\$76,730	\$78,614	\$80,042	\$78,209	\$79,039	\$78,582	\$81,198	\$84,396	\$90,284	\$97,514	\$95,241	\$94,196	34	\$115,766	\$111,275
Associate Professor	\$55,537	\$56,674	\$60,230	\$61,676	\$60,318	\$61,033	\$61,893	\$64,590	\$69,721	\$72,153	\$72,395	\$72,603	56	\$81,356	\$80,400
Assistant Professor	\$48,008	\$48,991	\$50,433	\$52,222	\$52,559	\$52,950	\$53,744	\$55,302	\$58,503	\$60,990	\$61,257	\$61,102	49	\$69,388	\$68,170
Instructor	\$35,103	\$35,742													
All	\$59,434	\$61,178	\$64,703	\$64,639	\$63,605	\$64,096	\$65,030	\$66,431	\$71,104	\$74,945	\$74,057	\$73,831	139	\$85,554	\$83,641
Index															
Professor	0.84	0.83	0.80	0.77	0.77	0.77	0.78	0.77	0.82	0.87	0.82	0.85			
Associate Professor	0.87	0.86	0.86	0.88	0.84	0.86	0.85	0.85	0.91	0.92	0.89	0.90			
Assistant Professor	0.90	0.88	0.86	0.88	0.86	0.89	0.89	0.87	0.90	0.90	0.88	0.90			
Instructor	0.91	0.86													
All	0.87	0.85	0.83	0.83	0.82	0.83	0.83	0.83	0.88	0.90	0.87	0.88			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016			PEER	
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE SUMMARIES, continued</b>															
<b>SCIENCE AND MATHEMATICS</b>															
Average Salaries															
Professor	\$97,213	\$99,413	\$108,734	\$112,876	\$111,080	\$112,959	\$113,549	\$116,076	\$117,180	\$121,879	\$122,841	\$125,562	130	\$138,900	\$133,117
Associate Professor	\$68,987	\$73,045	\$76,248	\$81,504	\$79,532	\$79,952	\$81,925	\$83,606	\$85,483	\$88,443	\$89,266	\$88,952	68	\$99,547	\$98,688
Assistant Professor	\$64,266	\$65,934	\$68,039	\$70,896	\$71,900	\$71,973	\$71,364	\$72,632	\$75,050	\$77,751	\$79,146	\$79,657	54	\$85,688	\$84,809
Instructor															
All	\$81,079	\$84,533	\$91,017	\$95,633	\$95,463	\$96,729	\$97,272	\$99,410	\$101,672	\$104,801	\$104,418	\$105,846	252	\$116,878	\$113,475
Index															
Professor	0.89	0.88	0.92	0.93	0.91	0.94	0.92	0.89	0.88	0.89	0.88	0.94			
Associate Professor	0.92	0.93	0.92	0.96	0.92	0.93	0.93	0.90	0.90	0.92	0.90	0.90			
Assistant Professor	0.96	0.95	0.96	0.97	0.97	0.97	0.96	0.93	0.96	0.93	0.92	0.94			
Instructor															
All	0.91	0.90	0.93	0.95	0.92	0.94	0.93	0.90	0.89	0.90	0.89	0.93			
<b>SOCIAL SCIENCES</b>															
Average Salaries															
Professor	\$100,613	\$109,683	\$114,453	\$118,100	\$115,002	\$117,194	\$116,208	\$121,640	\$121,096	\$120,999	\$123,025	\$119,382	38	\$154,934	\$152,242
Associate Professor	\$71,764	\$72,343	\$77,167	\$80,003	\$79,865	\$79,749	\$80,964	\$81,757	\$80,926	\$83,669	\$84,795	\$84,357	28	\$104,112	\$101,724
Assistant Professor	\$57,100	\$57,829	\$57,381	\$59,174	\$60,400	\$62,003	\$62,399	\$63,946	\$67,155	\$71,912	\$75,237	\$76,493	19	\$86,847	\$85,710
Instructor															
All	\$76,256	\$78,676	\$82,394	\$83,015	\$81,601	\$84,833	\$88,111	\$92,573	\$94,602	\$99,004	\$99,750	\$98,258	85	\$122,973	\$120,729
Index															
Professor	0.88	0.89	0.86	0.91	0.87	0.85	0.84	0.83	0.82	0.83	0.79	0.78			
Associate Professor	0.91	0.90	0.88	0.91	0.89	0.89	0.88	0.85	0.83	0.84	0.81	0.83			
Assistant Professor	0.88	0.87	0.82	0.85	0.85	0.87	0.87	0.85	0.85	0.88	0.87	0.89			
Instructor															
All	0.89	0.89	0.86	0.90	0.87	0.87	0.86	0.84	0.83	0.84	0.81	0.81			
<b>LIBERAL ARTS AND SCIENCES</b>															
Average Salaries															
Professor	\$92,143	\$94,895	\$101,425	\$104,453	\$103,687	\$105,720	\$107,218	\$111,137	\$113,119	\$117,556	\$118,230	\$119,120	202	\$138,022	\$133,039
Associate Professor	\$64,785	\$66,995	\$70,960	\$73,819	\$72,702	\$73,073	\$74,076	\$76,165	\$78,652	\$81,840	\$82,226	\$82,082	152	\$93,686	\$92,510
Assistant Professor	\$56,918	\$58,232	\$59,473	\$61,946	\$61,607	\$62,460	\$62,523	\$63,374	\$66,053	\$69,333	\$71,352	\$71,712	122	\$79,322	\$78,267
Instructor	\$35,103	\$35,742													
All	\$73,128	\$75,803	\$81,085	\$83,723	\$82,804	\$84,579	\$85,727	\$88,046	\$91,057	\$95,041	\$94,718	\$95,142	476	\$108,819	\$106,058
Index															
Professor	0.88	0.87	0.89	0.89	0.87	0.89	0.88	0.86	0.86	0.88	0.86	0.90			
Associate Professor	0.90	0.90	0.89	0.92	0.89	0.90	0.89	0.87	0.89	0.90	0.88	0.89			
Assistant Professor	0.92	0.91	0.90	0.92	0.91	0.92	0.91	0.89	0.91	0.91	0.90	0.92			
Instructor	0.91	0.86													
All	0.90	0.88	0.89	0.91	0.88	0.90	0.89	0.87	0.88	0.89	0.87	0.90			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE SUMMARIES, continued</b>															
<b>VETERINARY MEDICINE</b>															
Average Salaries															
Professor	\$103,087	\$104,893	\$109,606	\$118,604	\$120,425	\$122,756	\$121,724	\$126,092	\$127,321	\$128,753	\$132,319	\$127,732	42	\$131,469	\$134,251
Associate Professor	\$82,189	\$84,281	\$87,263	\$90,610	\$93,538	\$93,976	\$94,363	\$95,374	\$96,985	\$99,127	\$100,499	\$97,057	29	\$105,862	\$109,388
Assistant Professor	\$71,550	\$75,961	\$75,331	\$81,476	\$81,890	\$84,321	\$85,450	\$89,904	\$91,762	\$94,080	\$95,704	\$89,692	31	\$88,148	\$87,576
Instructor	\$31,826	\$32,582													
All	\$73,672	\$77,154	\$93,744	\$99,994	\$101,303	\$103,553	\$103,440	\$107,182	\$108,296	\$109,670	\$112,144	\$107,449	102	\$111,022	\$112,997
Index															
Professor	1.03	1.01	1.02	1.05	1.05	1.11	1.09	1.04	1.05	1.00	1.01	0.95			
Associate Professor	1.06	1.03	1.03	1.01	1.04	1.07	1.07	0.97	0.99	0.96	0.95	0.89			
Assistant Professor	1.04	1.06	1.00	1.04	1.02	1.09	1.07	1.06	1.10	1.06	1.09	1.02			
Instructor	1.35	1.31													
All	1.06	1.05	1.02	1.04	1.04	1.09	1.08	1.02	1.04	1.00	1.01	0.95			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>UNIVERSITY SUMMARY</b>															
Average Salaries															
Professor	\$97,569	\$100,849	\$107,212	\$112,250	\$111,444	\$113,945	\$115,564	\$119,829	\$122,850	\$125,475	\$125,963	\$128,805	596	\$136,440	\$133,267
Associate Professor	\$72,176	\$73,908	\$78,355	\$82,264	\$82,058	\$82,575	\$83,273	\$85,918	\$88,880	\$91,462	\$92,629	\$92,063	454	\$99,187	\$100,164
Assistant Professor	\$61,529	\$64,645	\$67,359	\$71,057	\$72,086	\$74,943	\$76,761	\$77,801	\$80,302	\$82,819	\$82,865	\$82,346	393	\$88,867	\$88,733
Instructor	\$32,766	\$33,573													
All	\$78,358	\$81,474	\$87,981	\$92,009	\$92,016	\$94,376	\$95,708	\$98,673	\$101,644	\$103,863	\$103,738	\$104,592	1,443	\$111,763	\$110,723
Index															
Professor	0.94	0.93	0.95	0.96	0.95	0.98	0.97	0.94	0.95	0.94	0.92	0.97			
Associate Professor	0.96	0.94	0.96	0.98	0.95	0.97	0.97	0.94	0.94	0.95	0.93	0.92			
Assistant Professor	0.95	0.95	0.94	0.96	0.95	0.97	0.95	0.93	0.94	0.94	0.93	0.93			
Instructor	1.27	1.21													
All	0.95	0.94	0.95	0.97	0.95	0.98	0.97	0.94	0.94	0.94	0.93	0.94			

## **Department Data within College**

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT											2015-2016				
											ISU		PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF AGRICULTURE AND LIFE SCIENCE</b>															
<b>AGRICULTURAL AND BIOSYSTEMS ENGINEERING <sup>1,2</sup></b>															
Average Salaries															
Professor	\$99,533	\$99,893	\$108,506	\$115,319	\$115,797	\$121,862	\$114,768	\$122,108	\$124,379	\$136,185	\$136,513	\$137,394	13	\$129,808	\$123,678
Associate Professor	\$69,147	\$72,271	\$80,677	\$94,456	\$87,757	\$87,829	\$88,756	\$90,780	\$95,180	\$95,349	\$96,570	\$98,644	11	\$96,259	\$96,181
Assistant Professor	\$66,122	\$69,512	\$74,152	\$74,882	\$77,232	\$78,340	\$82,421	\$84,233	\$83,092	\$84,334	\$83,418	\$83,325	5	\$86,279	\$86,313
Instructor															
All	\$79,659	\$82,658	\$89,875	\$95,576	\$96,842	\$99,496	\$97,833	\$101,616	\$104,503	\$113,379	\$112,208	\$113,373	29	\$109,577	\$106,806
Index															
Professor	1.02	0.97	1.00	1.04	1.05	1.13	1.01	1.01	0.99	1.04	1.05	1.11			
Associate Professor	0.95	0.93	0.99	1.10	1.07	1.04	1.03	1.01	1.05	1.01	1.00	1.03			
Assistant Professor	0.99	0.98	1.05	1.02	1.03	1.09	1.11	1.08	1.00	0.99	0.97	0.97			
Instructor															
All	0.99	0.96	1.01	1.05	1.05	1.09	1.03	1.02	1.02	1.02	1.02	1.06			
<b>AGRICULTURAL EDUCATION AND STUDIES</b>															
Average Salaries															
Professor	\$90,259	\$91,721	\$91,650	\$97,756	\$97,756	\$99,214	\$100,671	\$103,928	\$106,587	\$109,238	\$110,310	\$110,473	3	\$114,475	\$116,922
Associate Professor	\$73,057	\$75,818	\$82,934	\$85,243	\$87,256	\$84,928	\$88,734	\$90,445	\$91,824	\$103,282	\$102,692	\$102,692	2	\$79,049	\$78,463
Assistant Professor	\$68,690	\$66,775	\$71,891	\$72,794	\$73,825	\$75,718	\$75,831	\$81,174	\$78,016	\$81,302	\$77,836	\$85,635	4	\$72,295	\$72,391
Instructor															
All	\$78,628	\$77,490	\$80,931	\$82,773	\$84,787	\$84,609	\$84,951	\$90,782	\$92,142	\$97,273	\$94,184	\$97,705	9	\$87,856	\$88,584
Index															
Professor	0.91	0.91	0.90	0.97	0.95	0.99	1.01	0.96	1.00	0.94	0.96	0.94			
Associate Professor	1.05	1.05	1.10	1.09	1.13	1.11	1.20	1.19	1.19	1.26	1.30	1.31			
Assistant Professor	1.24	1.19	1.21	1.09	1.17	1.30	1.28	1.25	1.12	1.18	1.08	1.18			
Instructor															
All	1.02	1.03	1.05	1.05	1.07	1.14	1.16	1.12	1.09	1.08	1.07	1.10			
<b>AGRONOMY</b>															
Average Salaries															
Professor	\$89,881	\$94,220	\$99,289	\$102,401	\$102,214	\$104,656	\$103,667	\$104,648	\$108,605	\$113,637	\$113,807	\$132,549	29	\$117,335	\$118,473
Associate Professor	\$70,189	\$70,457	\$71,716	\$74,580	\$74,079	\$73,349	\$75,379	\$79,279	\$87,346	\$96,530	\$100,120	\$94,782	7	\$88,407	\$87,385
Assistant Professor	\$55,256	\$59,023	\$60,425	\$68,008	\$75,987	\$83,250	\$85,217	\$88,836	\$95,259	\$93,000	\$89,749	\$85,394	5	\$79,118	\$80,587
Instructor															
All	\$79,903	\$84,867	\$89,903	\$92,723	\$94,671	\$97,883	\$98,132	\$100,122	\$103,979	\$108,444	\$108,536	\$120,351	41	\$107,736	\$108,545
Index															
Professor	1.02	1.02	1.01	1.01	1.00	1.05	1.00	0.95	0.98	0.96	0.97	1.12			
Associate Professor	1.04	1.01	0.98	0.99	0.99	0.96	0.95	0.97	1.04	1.10	1.13	1.08			
Assistant Professor	0.94	0.96	0.94	1.05	1.17	1.20	1.21	1.20	1.23	1.19	1.13	1.06			
Instructor															
All	1.02	1.01	1.00	1.01	1.01	1.05	1.01	0.97	1.01	1.00	1.01	1.11			

**Iowa State University**  
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COLLEGE/DEPARTMENT											2015-2016				
											ISU		PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF AGRICULTURE &amp; LIFE SCIENCES, continued</b>															
<b>ANIMAL SCIENCE</b>															
Average Salaries															
Professor	\$94,373	\$96,185	\$100,022	\$102,111	\$102,549	\$104,603	\$105,270	\$111,631	\$112,009	\$116,091	\$116,307	\$117,557	29	\$119,059	\$114,986
Associate Professor	\$63,749	\$66,919	\$ 73,357	\$ 77,329	\$79,187	\$75,336	\$76,354	\$78,580	\$82,550	\$83,009	\$87,457	\$87,971	10	\$87,216	\$86,005
Assistant Professor	\$61,845	\$63,633	\$ 63,188	\$ 69,584	\$69,703	\$72,099	\$75,030	\$78,286	\$78,696	\$80,068	\$81,597	\$78,214	6	\$78,333	\$78,073
Instructor															
All	\$82,265	\$84,435	\$89,863	\$92,850	\$93,278	\$94,584	\$95,466	\$99,633	\$101,092	\$105,298	\$105,268	\$105,736	45	\$106,552	\$103,624
Index															
Professor	1.05	1.03	1.01	1.01	0.99	1.04	1.02	1.04	1.01	1.02	0.98	1.02			
Associate Professor	0.92	0.93	0.97	1.01	1.02	0.97	0.99	0.99	1.04	1.01	1.00	1.02			
Assistant Professor	1.04	1.05	1.04	1.00	1.08	1.06	1.08	1.05	1.03	1.03	1.04	1.00			
Instructor															
All	1.02	1.01	1.00	1.01	1.00	1.03	1.02	1.03	1.01	1.02	0.99	1.02			
<b>BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY <sup>1</sup></b>															
Average Salaries															
Professor	\$108,612	\$110,064	\$117,082	\$123,786	\$113,629	\$115,670	\$117,372	\$122,444	\$126,957	\$129,393	\$130,684	\$138,402	17	\$154,606	\$138,165
Associate Professor	\$69,809	\$70,962	\$ 78,180	\$ 82,826	\$79,749	\$79,749	\$80,945	\$82,766	\$83,759	\$82,082	\$82,902	\$82,902	4	\$95,159	\$92,015
Assistant Professor					\$69,850	\$69,850	\$70,898	\$72,670	\$74,470	\$73,433	\$75,343	\$77,534	4	\$85,824	\$87,751
Instructor															
All	\$89,211	\$94,423	\$105,411	\$111,498	\$102,589	\$104,074	\$105,611	\$109,787	\$113,487	\$112,869	\$114,184	\$119,783	25	\$134,090	\$122,715
Index															
Professor	1.02	0.98	1.00	1.00	0.89	0.95	0.94	0.90	0.91	0.91	0.85	1.00			
Associate Professor	1.01	0.97	1.03	1.05	0.98	1.03	0.97	0.94	0.92	0.92	0.87	0.90			
Assistant Professor					1.01		0.99	1.00	0.99	0.92	0.88	0.88			
Instructor															
All	1.02	0.97	1.01	1.01	0.91	0.96	0.95	0.91	0.92	0.91	0.85	0.98			
<b>ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY <sup>1</sup></b>															
Average Salaries															
Professor	\$77,709	\$80,593	\$79,347	\$89,113	\$89,113	\$89,113	\$90,450	\$92,614	\$94,592	\$102,214	\$102,380	\$109,657	14	\$128,490	\$121,221
Associate Professor	\$57,274	\$60,343					\$76,834	\$79,139	\$82,496	\$85,532	\$85,742	\$87,881	7	\$89,639	\$88,777
Assistant Professor	\$57,050	\$59,238	\$67,015	\$71,660	\$71,660	\$71,660		\$71,723	\$74,144	\$76,708	\$76,782	\$79,403	6	\$80,061	\$77,425
Instructor															
All	\$65,968	\$68,706	\$75,823	\$86,204	\$86,204	\$86,204	\$88,181	\$87,705	\$89,943	\$93,833	\$92,378	\$97,288	27	\$107,655	\$103,077
Index															
Professor	0.80	0.79	0.74	0.81	0.78	0.80	0.77	0.75	0.75	0.81	0.80	0.90			
Associate Professor	0.82	0.83					0.98	0.96	0.97	0.98	0.96	0.99			
Assistant Professor	0.82	0.83	1.04	1.10	1.09	1.04		0.98	1.01	1.01	0.96	1.03			
Instructor															
All	0.84	0.84	0.80	0.84	0.81	0.82	0.79	0.79	0.80	0.88	0.86	0.94			

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COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016			PEER	
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF AGRICULTURE &amp; LIFE SCIENCES, continued</b>															
<b>ECONOMICS</b>															
Average Salaries															
Professor	\$110,249	\$113,431	\$123,716	\$133,440	\$131,624	\$135,221	\$137,934	\$145,107	\$155,683	\$164,484	\$164,719	\$160,310	13	\$142,045	\$134,755
Associate Professor	\$82,553	\$91,336	\$98,760	\$104,085	\$121,358	\$122,691	\$110,673	\$113,254	\$116,149	\$119,010	\$112,575	\$116,179	3	\$107,756	\$100,938
Assistant Professor	\$73,099	\$73,651	\$75,861	\$90,218	\$97,500	\$99,916	\$101,415	\$98,062	\$103,847	\$108,626	\$109,542	\$109,328	7	\$101,461	\$92,874
Instructor															
All	\$103,385	\$108,402	\$117,624	\$125,664	\$127,815	\$129,242	\$130,800	\$134,816	\$141,511	\$143,049	\$141,125	\$139,038	23	\$125,221	\$117,598
Index															
Professor	1.06	1.06	1.09	1.12	1.11	1.17	1.15	1.14	1.21	1.24	1.16	1.19			
Associate Professor	1.04	1.14	1.10	1.14	1.38	1.38	1.19	1.14	1.17	1.13	1.04	1.15			
Assistant Professor	1.05	1.05	1.01	1.16	1.25	1.25	1.21	1.10	1.15	1.15	1.08	1.18			
Instructor															
All	1.06	1.07	1.09	1.13	1.14	1.20	1.16	1.13	1.20	1.21	1.13	1.18			
<b>ENTOMOLOGY</b>															
Average Salaries															
Professor	\$82,654	\$82,296	\$88,798	\$93,926	\$92,771	\$88,157	\$95,920	\$97,584	\$101,471	\$99,213	\$101,031	\$102,487	5	\$120,184	\$112,155
Associate Professor	\$58,788	\$61,700	\$68,607	\$72,038	\$72,038	\$67,314	\$71,490	\$78,629	\$79,152	\$74,547	\$75,292	\$76,428	4	\$87,813	\$85,013
Assistant Professor	\$50,768	\$51,672	\$61,476	\$60,352	\$60,605	\$63,765	\$60,700	\$65,345	\$67,843		\$70,000	\$70,000	1	\$81,344	\$80,559
Instructor															
All	\$68,716	\$71,207	\$81,995	\$84,494	\$80,321	\$77,715	\$82,854	\$87,472	\$90,298	\$88,250	\$87,633	\$88,815	10	\$103,352	\$98,139
Index															
Professor	0.86	0.82	0.83	0.87	0.85	0.85	0.88	0.87	0.90	0.85	0.84	0.91			
Associate Professor	0.89	0.90	0.96	0.99	1.00	0.94	0.95	0.98	0.95	0.86	0.86	0.90			
Assistant Professor	0.88	0.88	1.01	0.94	0.91	0.97	0.89	0.88	0.88		0.86	0.87			
Instructor															
All	0.87	0.84	0.86	0.89	0.88	0.89	0.89	0.90	0.91	0.86	0.85	0.90			
<b>FOOD SCIENCE AND HUMAN NUTRITION - AG <sup>1</sup></b>															
Average Salaries															
Professor	\$100,789	\$103,988	\$113,821	\$120,159	\$123,380	\$116,524	\$118,749	\$122,501	\$125,213	\$109,875	\$111,659	\$116,550	8	\$124,004	\$123,386
Associate Professor	\$71,421	\$75,024	\$80,883	\$78,843	\$78,843	\$81,517	\$82,739	\$84,926	\$87,012	\$89,129	\$88,253	\$86,524	15	\$82,994	\$87,795
Assistant Professor	\$62,730	\$73,092	\$73,214	\$74,523	\$74,523	\$73,000	\$73,422	\$72,446	\$75,052	\$77,151	\$77,313	\$74,041	6	\$80,259	\$84,744
Instructor															
All	\$87,582	\$90,214	\$98,029	\$98,575	\$98,402	\$100,304	\$97,059	\$101,039	\$101,650	\$92,170	\$92,446	\$92,224	29	\$93,741	\$96,982
Index															
Professor	1.06	1.06	1.09	1.15	1.16	1.10	1.06	1.05	1.05	0.93	0.90	0.94			
Associate Professor	1.01	1.06	1.08	1.05	1.05	1.04	1.01	1.02	1.05	1.04	1.06	0.99			
Assistant Professor	1.04	1.22	1.17	1.09	1.08	1.02	1.01	0.95	1.02	0.97	0.96	0.87			
Instructor															
All	1.05	1.08	1.09	1.12	1.11	1.08	1.04	1.03	1.05	0.98	0.99	0.95			



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COLLEGE/DEPARTMENT											2015-2016				
											ISU		PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF AGRICULTURE &amp; LIFE SCIENCES, continued</b>															
<b>GENETICS, DEVELOPMENT, AND CELL BIOLOGY <sup>1</sup></b>															
Average Salaries															
Professor	\$122,240	\$123,076	\$136,689	\$139,402	\$124,984	\$125,484	\$121,717	\$126,329	\$134,607	\$128,741	\$127,861	\$122,664	13	\$127,043	\$121,850
Associate Professor	\$80,566	\$76,062	\$84,000	\$86,908	\$88,097	\$86,355	\$83,274	\$85,422	\$87,486	\$93,027	\$94,312	\$97,844	7	\$94,593	\$94,505
Assistant Professor	\$66,053	\$67,705	\$70,078	\$74,247	\$74,247	\$74,637		\$71,750	\$73,475	\$75,201	\$78,045	\$76,151	7	\$86,542	\$83,136
Instructor															
All	\$91,232	\$95,100	\$100,899	\$100,186	\$99,875	\$101,142	\$104,631	\$104,508	\$109,645	\$106,262	\$106,248	\$104,170	27	\$108,130	\$104,724
Index															
Professor	1.21	1.17	1.27	1.24	1.12	1.10	1.04	1.04	1.06	0.93	1.01	1.01			
Associate Professor	1.09	1.00	1.09	1.10	1.11	1.08	1.05	1.04	1.04	1.07	1.00	1.04			
Assistant Professor	1.07	1.06	1.07	1.10	1.10			0.95	0.93	0.90	0.90	0.92			
Instructor															
All	1.14	1.10	1.18	1.16	1.11	1.09	1.05	1.03	1.04	0.96	0.98	0.99			
<b>HORTICULTURE</b>															
Average Salaries															
Professor	\$84,697	\$82,653	\$84,720	\$90,498	\$90,667	\$89,279	\$93,078	\$95,676	\$98,642	\$104,828	\$105,876	\$105,411	8	\$113,133	\$112,576
Associate Professor	\$61,361	\$63,132	\$66,718	\$68,395	\$66,453	\$67,583	\$68,843	\$73,258	\$71,586	\$73,019	\$73,748	\$73,748	2	\$87,087	\$87,060
Assistant Professor	\$58,383	\$59,553	\$64,947		\$57,273	\$60,136	\$61,364	\$63,320	\$67,619	\$67,321	\$67,995	\$69,201	3	\$80,268	\$78,808
Instructor															
All	\$73,365	\$72,445	\$76,733	\$81,657	\$81,013	\$80,999	\$83,889	\$88,014	\$89,707	\$91,279	\$92,192	\$92,184	13	\$101,542	\$100,858
Index															
Professor	0.97	0.89	0.87	0.91	0.90	0.89	0.88	0.89	0.89	0.94	0.94	0.94			
Associate Professor	0.90	0.89	0.91	0.93	0.89	0.90	0.90	0.94	0.88	0.90	0.85	0.85			
Assistant Professor	0.99	0.97	1.02	0.00	0.87	0.92	0.90	0.93	0.90	0.90	0.85	0.88			
Instructor															
All	0.95	0.90	0.89	0.92	0.90	0.90	0.89	0.90	0.89	0.92	0.91	0.91			
<b>NATURAL RESOURCE ECOLOGY AND MANAGEMENT</b>															
Average Salaries															
Professor	\$89,621	\$95,048	\$98,085	\$97,013	\$94,967	\$90,870	\$91,905	\$95,265	\$96,342	\$99,469	\$104,077	\$110,138	7	\$120,840	\$108,719
Associate Professor	\$62,942	\$65,157	\$74,958	\$75,009	\$75,052	\$79,082	\$77,300	\$78,158	\$77,345	\$80,528	\$80,468	\$72,971	5	\$87,845	\$80,066
Assistant Professor	\$60,072	\$61,611	\$60,596	\$63,994	\$64,560	\$61,577	\$64,554	\$65,788	\$68,338	\$73,251	\$72,047	\$68,739	3	\$79,522	\$74,922
Instructor															
All	\$68,464	\$70,617	\$73,839	\$73,353	\$74,874	\$76,390	\$76,097	\$78,597	\$80,009	\$86,694	\$89,801	\$89,469	15	\$101,578	\$92,408
Index															
Professor	0.97	0.99	0.98	0.94	0.89	0.89	0.88	0.85	0.87	0.87	0.86	1.01			
Associate Professor	0.95	0.95	1.03	1.00	1.00	1.10	1.05	1.00	0.96	0.95	0.92	0.91			
Assistant Professor	1.06	1.04	0.99	1.02	1.01	0.95	0.87	0.93	0.94	0.96	0.91	0.92			
Instructor															
All	0.99	0.98	1.00	1.00	0.97	0.99	0.93	0.93	0.93	0.91	0.88	0.97			

**Iowa State University**  
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**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT											2015-2016				
											ISU		PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF AGRICULTURE AND LIFE SCIENCES, continued</b>															
<b>PLANT PATHOLOGY AND MICROBIOLOGY <sup>7</sup></b>															
Average Salaries															
Professor	\$79,160	\$84,456	\$89,856	\$94,676	\$97,684	\$99,311	\$100,887	\$105,113	\$110,649	\$116,203	\$117,365	\$110,325	11	\$123,001	\$113,402
Associate Professor	\$74,071	\$78,785	\$83,881	\$86,956	\$83,830	\$84,171	\$75,131	\$73,744	\$75,588	\$78,125	\$77,227	\$77,227	2	\$87,211	\$88,338
Assistant Professor	\$63,085	\$63,298	\$62,733	\$64,662	\$64,662	\$62,846	\$63,248	\$71,284	\$73,066	\$78,947	\$81,775	\$80,241	3	\$78,811	\$77,388
Instructor															
All	\$74,988	\$79,090	\$83,277	\$87,119	\$88,029	\$91,914	\$93,705	\$97,117	\$101,726	\$104,406	\$105,675	\$100,547	16	\$110,242	\$103,517
Index															
Professor	0.89	0.93	0.95	0.94	0.96	1.03	0.98	0.95	0.97	0.94	0.95	0.97			
Associate Professor	1.12	1.14	1.16	1.16	1.17	1.20	1.03	0.96	0.92	0.91	0.89	0.87			
Assistant Professor	1.12	1.07	0.99	0.99	0.98	0.98	0.97	1.00	0.96	1.00	1.04	1.04			
Instructor															
All	0.95	0.99	1.00	1.00	1.01	1.05	0.99	0.96	0.96	0.94	0.96	0.97			
<b>SOCIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$86,522	\$87,468	\$89,959	\$93,425	\$92,738	\$94,175	\$89,466	\$97,318	\$99,348	\$96,660	\$101,764	\$110,796	12	\$138,167	\$137,276
Associate Professor	\$57,924	\$58,514	\$62,148	\$65,533	\$65,533				\$79,625	\$75,105	\$77,569	\$79,157	7	\$93,204	\$90,145
Assistant Professor	\$52,423		\$55,636	\$59,296	\$59,296	\$62,174	\$65,033	\$67,080	\$67,823	\$63,429	\$66,042	\$66,366	3	\$77,299	\$76,523
Instructor															
All	\$77,300	\$81,677	\$78,662	\$80,244	\$77,264	\$83,508	\$81,322	\$85,979	\$87,126	\$84,821	\$89,194	\$94,670	22	\$115,560	\$113,995
Index															
Professor	0.83	0.81	0.78	0.81	0.76	0.78	0.73	0.75	0.77	0.76	0.74	0.81			
Associate Professor	0.84	0.82	0.81	0.84	0.83				0.91	0.85	0.83	0.88			
Assistant Professor	0.89		0.86	0.90	0.89	0.93	0.95	0.95	0.93	0.86	0.85	0.87			
Instructor															
All	0.84	0.81	0.79	0.83	0.80	0.81	0.78	0.80	0.82	0.79	0.77	0.83			
<b>AGRICULTURE AND LIFE SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$94,719	\$97,487	\$102,892	\$107,374	\$106,782	\$107,576	\$108,040	\$112,239	\$116,012	\$118,794	\$119,360	\$123,844	182	\$127,289	\$122,060
Associate Professor	\$67,999	\$69,941	\$76,628	\$81,030	\$80,520	\$81,565	\$80,468	\$83,626	\$86,293	\$87,010	\$88,895	\$88,818	86	\$89,976	\$89,298
Assistant Professor	\$61,133	\$63,951	\$65,978	\$69,989	\$70,545	\$72,899	\$74,854	\$77,262	\$80,228	\$82,229	\$81,577	\$81,083	63	\$83,118	\$81,779
Instructor															
All	\$81,545	\$84,651	\$90,342	\$93,853	\$94,169	\$96,129	\$96,628	\$100,117	\$103,038	\$104,219	\$104,254	\$106,604	331	\$109,187	\$105,881
Index															
Professor	1.01	1.01	1.01	1.02	1.01	1.05	1.02	1.00	0.99	0.96	0.94	1.01			
Associate Professor	1.02	1.00	1.04	1.07	1.06	1.09	1.07	1.07	1.02	0.99	0.99	0.99			
Assistant Professor	1.05	1.06	1.08	1.08	1.09	1.10	1.06	1.04	1.04	1.02	0.98	0.99			
Instructor															
All	1.02	1.01	1.02	1.04	1.03	1.06	1.03	1.02	1.00	0.97	0.95	1.01			

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**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF BUSINESS-</b>															
<b>ACCOUNTING</b>															
Average Salaries															
Professor	\$116,445	\$122,910	\$146,739	\$157,936	\$157,936	\$161,686	\$164,000	\$211,763	\$210,675	\$177,100	\$173,780	\$173,780	2	\$266,424	\$267,322
Associate Professor	\$100,729	\$107,578	\$119,712	\$129,034	\$131,803	\$137,295	\$147,823	\$150,916	\$156,612	\$160,842	\$162,263	\$157,661	3	\$197,255	\$202,765
Assistant Professor	\$92,283	\$99,956	\$108,100	\$118,111	\$129,125	\$131,250	\$138,068	\$143,953	\$147,838	\$155,694	\$157,251	\$154,328	8	\$202,259	\$202,543
Instructor															
All	\$98,922	\$105,507	\$116,891	\$125,981	\$133,205	\$137,318	\$143,588	\$155,132	\$159,322	\$158,925	\$160,951	\$158,090	13	\$210,975	\$212,560
Index															
Professor	0.72	0.72	0.81	0.84	0.84	0.89	0.89	1.00	0.98	0.80	0.65	0.65			
Associate Professor	0.78	0.81	0.86	0.90	0.88	0.90	0.95	0.89	0.91	0.88	0.82	0.78			
Assistant Professor	0.67	0.68	0.70	0.76	0.79	0.77	0.79	0.79	0.77	0.81	0.78	0.76			
Instructor															
All	0.73	0.74	0.78	0.82	0.84	0.84	0.84	0.84	0.84	0.83	0.76	0.74			
<b>FINANCE</b>															
Average Salaries															
Professor	\$128,932	\$129,013	\$148,708	\$160,212	\$159,962	\$162,712	\$157,637	\$168,932	\$171,556	\$168,650	\$170,337	\$170,336	2	\$250,973	\$257,283
Associate Professor	\$110,185	\$111,802	\$125,211	\$135,020	\$135,020	\$141,396	\$145,075	\$153,983	\$160,890	\$165,060	\$168,085	\$172,474	6	\$222,448	\$230,515
Assistant Professor	\$109,019	\$114,986	\$123,677	\$130,175	\$136,240	\$138,457	\$141,496	\$143,672	\$147,800	\$158,183	\$159,896	\$157,762	8	\$204,628	\$202,645
Instructor															
All	\$117,334	\$121,363	\$135,142	\$142,419	\$143,842	\$146,017	\$146,047	\$153,835	\$157,310	\$161,413	\$164,272	\$164,851	16	\$217,104	\$219,926
Index															
Professor	0.74	0.72	0.79	0.80	0.80	0.77	0.71	0.69	0.73	0.69	0.68	0.66			
Associate Professor	0.78	0.74	0.74	0.77	0.78	0.79	0.82	0.82	0.81	0.79	0.76	0.75			
Assistant Professor	0.81	0.80	0.83	0.83	0.83	0.78	0.78	0.76	0.78	0.79	0.78	0.78			
Instructor															
All	0.77	0.75	0.79	0.80	0.80	0.78	0.77	0.75	0.77	0.78	0.76	0.75			
<b>MANAGEMENT</b>															
Average Salaries															
Professor	\$123,868	\$132,787	\$145,563	\$155,876	\$156,685	\$159,714	\$162,325	\$163,055	\$159,152	\$166,974	\$173,978	\$172,773	3	\$233,734	\$268,495
Associate Professor	\$92,020	\$95,050	\$114,858	\$108,634	\$108,634	\$112,547	\$118,239	\$123,463	\$129,104	\$139,786	\$140,739	\$148,268	7	\$176,276	\$179,466
Assistant Professor	\$87,305	\$95,952	\$101,503	\$109,919	\$114,439	\$117,464	\$121,547	\$122,643	\$126,312	\$130,094	\$133,344	\$132,275	4	\$156,849	\$148,468
Instructor															
All	\$110,205	\$114,069	\$127,984	\$129,248	\$130,886	\$134,166	\$137,842	\$143,142	\$137,705	\$143,078	\$145,749	\$148,950	14	\$183,038	\$189,687
Index															
Professor	0.85	0.86	0.91	0.93	0.87	0.92	0.88	0.80	0.77	0.77	0.74	0.64			
Associate Professor	0.84	0.80	0.90	0.82	0.79	0.84	0.87	0.81	0.81	0.81	0.80	0.83			
Assistant Professor	0.82	0.87	0.88	0.92	0.90	0.92	0.92	0.92	0.87	0.87	0.85	0.89			
Instructor															
All	0.84	0.84	0.90	0.90	0.86	0.90	0.88	0.81	0.81	0.82	0.80	0.79			

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COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF BUSINESS, continued</b>															
<b>MARKETING</b>															
Average Salaries															
Professor	\$130,459	\$136,288	\$145,086	\$150,824	\$159,368	\$161,793	\$155,524	\$163,287	\$167,853	\$172,513	\$175,321	\$181,194	4	\$223,733	\$219,466
Associate Professor	\$103,837	\$111,981	\$118,220	\$128,029	\$128,029	\$129,729	\$133,679	\$136,218	\$139,769	\$143,937	\$145,376	\$145,376	2	\$175,352	\$175,782
Assistant Professor	\$94,122	\$96,473	\$110,373	\$116,471	\$117,476	\$119,192	\$123,671	\$123,020	\$128,683	\$136,473	\$140,808	\$140,693	7	\$159,137	\$158,277
Instructor															
All	\$113,510	\$119,338	\$124,423	\$129,089	\$133,199	\$135,149	\$134,178	\$140,062	\$144,942	\$148,710	\$152,130	\$153,875	13	\$181,507	\$179,797
Index															
Professor	0.80	0.81	0.82	0.85	0.86	0.93	0.85	0.83	0.84	0.81	0.78	0.83			
Associate Professor	0.93	0.96	0.99	1.03	0.99	1.07	1.09	0.97	0.90	0.82	0.83	0.83			
Assistant Professor	0.87	0.84	0.89	0.93	0.91	0.94	0.93	0.86	0.84	0.90	0.88	0.89			
Instructor															
All	0.85	0.85	0.87	0.92	0.90	0.96	0.93	0.87	0.85	0.85	0.84	0.86			
<b>SUPPLY CHAIN &amp; INFORMATION MANAGEMENT <sup>5</sup></b>															
Average Salaries															
Professor	\$126,494	\$130,724	\$141,582	\$144,614	\$147,068	\$153,257	\$188,024	\$199,188	\$183,028	\$170,794	\$175,238	\$170,630	4	\$208,502	\$204,825
Associate Professor	\$104,980	\$108,332	\$117,455	\$124,859	\$123,690	\$124,406	\$126,560	\$133,070	\$136,589	\$136,299	\$143,911	\$139,675	13	\$140,710	\$171,542
Assistant Professor	\$98,838	\$99,567	\$107,430	\$112,601	\$108,800	\$112,100	\$115,677	\$118,975	\$121,123	\$127,444	\$131,272	\$131,500	5	\$138,545	\$161,101
Instructor															
All	\$106,609	\$109,142	\$119,354	\$125,041	\$124,277	\$124,429	\$129,157	\$131,262	\$139,851	\$141,231	\$146,734	\$143,445	22	\$152,544	\$175,221
Index															
Professor	0.85	0.88	0.86	0.85	0.87	0.89	1.07	1.04	0.86	0.85	0.84	0.83			
Associate Professor	0.94	0.90	0.96	1.01	0.92	0.97	0.96	1.04	0.92	1.00	1.02	0.81			
Assistant Professor	0.93	0.89	0.88	1.05	0.84	0.88	0.89	0.94	0.83	0.94	0.95	0.82			
Instructor															
All	0.92	0.89	0.92	0.99	0.90	0.92	0.95	1.00	0.89	0.94	0.96	0.82			
<b>BUSINESS SUMMARY</b>															
Average Salaries															
Professor	\$126,346	\$131,685	\$145,558	\$154,734	\$156,476	\$159,876	\$163,565	\$171,832	\$174,570	\$170,611	\$174,160	\$174,257	15	\$230,996	\$236,791
Associate Professor	\$102,332	\$106,636	\$118,235	\$124,559	\$124,887	\$127,536	\$130,740	\$137,047	\$141,728	\$145,892	\$149,744	\$150,072	31	\$172,268	\$188,040
Assistant Professor	\$97,798	\$101,499	\$110,322	\$117,691	\$121,544	\$123,711	\$128,803	\$132,787	\$136,943	\$144,912	\$147,268	\$145,880	32	\$177,787	\$179,651
Instructor															
All	\$108,948	\$113,027	\$123,926	\$129,909	\$132,226	\$134,626	\$137,349	\$144,126	\$147,389	\$150,190	\$153,424	\$153,003	78	\$185,826	\$193,974
Index															
Professor	0.81	0.80	0.84	0.86	0.85	0.87	0.86	0.81	0.82	0.79	0.75	0.74			
Associate Professor	0.86	0.85	0.91	0.92	0.88	0.91	0.93	0.92	0.87	0.88	0.87	0.80			
Assistant Professor	0.82	0.80	0.82	0.87	0.85	0.85	0.84	0.82	0.80	0.84	0.83	0.81			
Instructor															
All	0.83	0.82	0.86	0.88	0.86	0.87	0.87	0.85	0.83	0.84	0.83	0.79			

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**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016			PEER	
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF DESIGN-</b>															
<b>ARCHITECTURE</b>															
Average Salaries															
Professor	\$82,020	\$85,737	\$89,123	\$96,495	\$95,371	\$96,896	\$96,476	\$99,031	\$103,488	\$107,593	\$107,450	\$111,854	9	\$123,254	\$119,060
Associate Professor	\$64,344	\$66,182	\$72,539	\$78,011	\$77,550	\$79,090	\$77,451	\$79,533	\$83,540	\$84,550	\$84,088	\$81,374	7	\$84,492	\$80,774
Assistant Professor	\$56,818	\$57,738	\$57,998	\$62,346	\$60,724	\$61,951	\$65,305	\$67,016	\$67,008	\$67,510	\$68,126	\$68,000	7	\$72,238	\$69,731
Instructor															
All	\$65,941	\$68,828	\$73,072	\$79,428	\$79,396	\$79,272	\$83,182	\$83,648	\$87,040	\$88,655	\$88,372	\$89,231	23	\$95,930	\$92,394
Index															
Professor	0.88	0.87	0.88	0.92	0.87	0.94	0.93	0.86	0.90	0.92	0.87	0.94			
Associate Professor	0.92	0.88	0.94	0.99	0.97	1.03	1.01	0.99	1.00	1.01	1.00	1.01			
Assistant Professor	1.02	1.01	0.99	1.04	0.98	1.01	1.02	0.97	0.97	0.98	0.94	0.98			
Instructor															
All	0.94	0.91	0.93	0.97	0.93	1.00	0.97	0.93	0.96	0.96	0.92	0.97			
<b>COMMUNITY AND REGIONAL PLANNING</b>															
Average Salaries															
Professor	\$110,675	\$113,331	\$116,278	\$118,778	\$118,778	\$118,778	\$118,778	\$91,088	\$97,588	\$101,053	\$109,552	\$109,552	2	\$125,680	\$127,809
Associate Professor	\$69,538	\$71,280	\$74,253	\$77,227	\$74,083	\$74,640	\$76,946	\$76,346	\$81,787	\$85,765	\$88,743	\$92,846	3	\$83,891	\$83,274
Assistant Professor	\$53,685	\$55,059	\$66,291	\$58,847	\$58,366	\$63,179	\$60,149	\$62,268	\$65,799	\$65,283	\$65,080	\$65,328	6	\$70,090	\$70,091
Instructor															
All	\$62,555	\$64,130	\$73,678	\$70,354	\$70,694	\$74,450	\$74,410	\$71,801	\$77,743	\$81,906	\$79,619	\$80,873	11	\$83,961	\$84,180
Index															
Professor	1.17	1.15	1.10	1.06	1.10	1.16	1.16	0.81	0.84	0.88	0.87	0.86			
Associate Professor	1.02	1.01	1.00	1.02	0.95	1.05	1.06	0.96	1.01	1.06	1.06	1.11			
Assistant Professor	0.96	0.95	1.08	0.93	0.89	1.00	0.99	0.95	0.98	0.95	0.93	0.93			
Instructor															
All	1.00	0.99	1.06	0.98	0.95	1.05	1.05	0.91	0.94	0.97	0.95	0.96			
<b>GRAPHIC DESIGN, INDUSTRIAL DESIGN, INTERIOR DESIGN &amp; INTEGRATED STUDIO ARTS <sup>a</sup></b>															
Average Salaries															
Professor	\$68,679	\$72,536	\$72,397	\$91,925	\$86,444	\$83,607	\$ 84,792	\$93,271	\$89,949	\$88,578	\$92,684	\$92,229	8	\$96,248	\$100,030
Associate Professor	\$58,230	\$60,171	\$61,069	\$62,411	\$61,886	\$62,707	\$ 63,279	\$65,040	\$67,765	\$73,156	\$73,670	\$72,652	22	\$76,695	\$77,672
Assistant Professor	\$49,491	\$56,724	\$53,389	\$56,662	\$53,792	\$55,298	\$ 55,934	\$57,739	\$59,660	\$61,229	\$60,852	\$60,094	15	\$63,959	\$70,823
Instructor															
All	\$56,235	\$60,056	\$60,038	\$63,324	\$63,185	\$63,444	\$64,774	\$67,223	\$69,404	\$72,338	\$72,778	\$71,946	45	\$75,926	\$79,364
Index															
Professor	0.85	0.86	0.82	1.03	0.98	0.93	0.94	0.99	0.93	0.84	0.96	0.92			
Associate Professor	0.96	0.94	0.92	0.93	0.90	0.89	0.87	0.87	0.89	0.92	0.96	0.94			
Assistant Professor	0.96	1.06	0.95	1.02	0.97	0.96	0.92	0.94	0.96	0.91	0.95	0.85			
Instructor															
All	0.94	0.96	0.92	0.96	0.93	0.91	0.89	0.89	0.91	0.90	0.96	0.91			

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**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF DESIGN, continued</b>															
<b>LANDSCAPE ARCHITECTURE</b>															
Average Salaries															
Professor	\$91,912	\$88,181	\$92,755	\$97,056	\$97,983	\$97,056	\$101,993	\$113,739	\$102,438	\$93,638	\$101,954	\$97,384	3	\$105,971	\$105,033
Associate Professor	\$65,355	\$65,547	\$76,023	\$79,356	\$73,991	\$77,415	\$78,438	\$80,255	\$83,394	\$87,715	\$88,142	\$86,789	5	\$80,727	\$79,764
Assistant Professor	\$50,819	\$51,378	\$54,343	\$54,928		\$58,000	\$61,015	\$62,117	\$64,407	\$64,425	\$64,726	\$64,948	4	\$70,645	\$70,645
Instructor															
All	\$63,778	\$66,954	\$75,804	\$80,527	\$82,715	\$84,578	\$79,801	\$79,747	\$79,952	\$77,667	\$83,790	\$82,157	12	\$83,677	\$83,042
Index															
Professor	1.00	0.92	0.92	0.95	0.97	0.92	0.99	1.06	0.92	0.87	0.96	0.93			
Associate Professor	0.91	0.88	0.99	1.06	1.03	1.03	1.08	1.00	1.01	1.10	1.09	1.09			
Assistant Professor	0.96	0.93	0.97	0.91		0.95	1.02	0.91	0.94	0.89	0.92	0.92			
Instructor															
All	0.96	0.91	0.96	0.98	1.00	0.96	1.04	0.99	0.97	0.99	1.00	0.99			
<b>DESIGN SUMMARY</b>															
Average Salaries															
Professor	\$82,375	\$85,578	\$87,774	\$97,254	\$95,255	\$94,991	\$95,519	\$98,397	\$98,388	\$98,696	\$101,522	\$102,535	22	\$111,298	\$111,023
Associate Professor	\$61,352	\$62,887	\$66,795	\$70,127	\$68,795	\$69,835	\$69,776	\$70,706	\$73,764	\$77,866	\$78,819	\$77,850	37	\$79,299	\$78,996
Assistant Professor	\$52,396	\$55,715	\$57,422	\$58,176	\$57,176	\$59,200	\$59,454	\$62,032	\$63,712	\$63,761	\$63,720	\$63,411	32	\$67,755	\$70,424
Instructor															
All	\$61,018	\$64,035	\$67,766	\$71,628	\$71,806	\$72,507	\$72,962	\$74,117	\$76,495	\$77,966	\$78,998	\$78,740	91	\$82,975	\$83,724
Index															
Professor	0.92	0.90	0.90	0.96	0.93	0.95	0.96	0.91	0.91	0.88	0.91	0.92			
Associate Professor	0.94	0.92	0.94	0.97	0.95	0.96	0.95	0.92	0.94	0.97	0.99	0.99			
Assistant Professor	0.97	1.00	0.99	0.98	0.95	0.98	0.98	0.94	0.96	0.93	0.94	0.90			
Instructor															
All	0.95	0.94	0.94	0.97	0.94	0.96	0.95	0.92	0.93	0.93	0.95	0.94			

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COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016			PEER	
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF ENGINEERING-</b>															
<b>AEROSPACE ENGINEERING</b>															
Average Salaries															
Professor	\$113,215	\$118,702	\$123,510	\$128,855	\$128,372	\$130,545	\$136,308	\$143,329	\$145,075	\$155,837	\$153,369	\$147,139	13	\$153,602	\$149,629
Associate Professor	\$89,469	\$90,063	\$93,167	\$93,188	\$91,792	\$96,090	\$92,113	\$95,361	\$95,415	\$97,552	\$98,370	\$96,430	5	\$107,693	\$106,789
Assistant Professor	\$66,609	\$70,084	\$73,823	\$82,794	\$80,704	\$81,704	\$85,019	\$85,657	\$87,522	\$89,611	\$89,113	\$87,855	8	\$91,614	\$91,535
Instructor															
All	\$98,076	\$99,439	\$103,110	\$109,022	\$107,627	\$112,083	\$119,270	\$119,853	\$123,089	\$127,104	\$123,021	\$119,146	26	\$125,700	\$123,516
Index															
Professor	0.98	1.00	0.98	1.01	0.98	1.00	1.02	1.01	0.99	1.00	1.00	0.98			
Associate Professor	1.09	1.05	1.02	1.00	0.96	1.07	0.98	0.98	0.94	0.93	0.91	0.90			
Assistant Professor	0.87	0.93	0.92	1.03	0.99	1.00	1.03	0.98	1.01	0.95	0.97	0.96			
Instructor															
All	1.00	1.00	0.98	1.01	0.98	1.02	1.02	1.00	0.99	0.98	0.98	0.96			
<b>AGRICULTURAL AND BIOSYSTEMS ENGINEERING <sup>1</sup></b>															
Average Salaries															
Professor					\$113,927	\$113,927	\$150,000	\$153,750	\$168,364	\$136,185	\$136,513	\$137,394	13	\$129,808	\$123,678
Associate Professor	\$76,498	\$78,584	\$87,409	\$109,927						\$95,349	\$96,570	\$98,644	11	\$96,259	\$96,181
Assistant Professor	\$67,292	\$68,638	\$73,000	\$75,742	\$76,660	\$85,000	\$88,000	\$90,640	\$93,586	\$84,334	\$83,418	\$83,325	5	\$86,279	\$86,313
Instructor															
All	\$71,895	\$73,611	\$80,205	\$87,137	\$95,294	\$99,464	\$119,000	\$122,195	\$130,975	\$113,379	\$112,208	\$113,373	29	\$109,577	\$106,806
Index															
Professor					1.03	1.06	1.31	1.27	1.35	1.04	1.05	1.11			
Associate Professor	1.05	1.01	1.08	1.28						1.01	1.00	1.03			
Assistant Professor	1.01	0.97	1.04	1.03	1.03	1.18	1.18	1.16	1.13	0.99	0.97	0.97			
Instructor															
All	1.03	0.99	1.06	1.12	1.03	1.11	1.26	1.22	1.26	1.02	1.02	1.06			
<b>CHEMICAL &amp; BIOLOGICAL ENGINEERING</b>															
Average Salaries															
Professor	\$111,433	\$120,444	\$130,026	\$141,721	\$142,195	\$151,916	\$151,873	\$152,315	\$165,773	\$175,583	\$172,591	\$174,795	9	\$164,099	\$161,018
Associate Professor	\$92,664	\$95,277	\$101,512	\$104,684	\$104,684	\$99,735	\$101,235	\$103,256	\$104,996	\$109,493	\$110,516	\$109,765	5	\$106,615	\$106,829
Assistant Professor	\$77,050	\$78,474	\$84,862	\$85,864	\$85,220	\$86,715	\$88,295	\$90,401	\$90,720	\$91,834	\$92,202	\$93,044	5	\$94,483	\$94,482
Instructor															
All	\$101,633	\$104,710	\$117,191	\$119,636	\$116,141	\$125,018	\$127,216	\$126,835	\$137,388	\$134,942	\$135,100	\$136,168	19	\$130,652	\$129,249
Index															
Professor	0.87	0.92	0.96	1.01	1.00	1.05	1.04	1.01	1.09	1.10	1.05	1.09			
Associate Professor	1.07	1.09	1.10	1.16	1.12	1.05	1.03	1.03	1.05	1.06	1.04	1.03			
Assistant Professor	1.00	1.03	1.07	1.04	1.05	1.08	1.07	1.04	1.03	1.01	0.98	0.98			
Instructor															
All	0.94	0.98	0.99	1.03	1.03	1.06	1.05	1.02	1.07	1.07	1.03	1.05			

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COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016			PEER	
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF ENGINEERING, continued</b>															
<b>CIVIL, CONSTRUCTION, AND ENVIRONMENTAL ENGINEERING</b>															
Average Salaries															
Professor	\$111,512	\$114,721	\$124,600	\$130,849	\$127,681	\$128,931	\$133,183	\$132,312	\$137,645	\$144,367	\$142,072	\$141,570	14	\$136,341	\$132,655
Associate Professor	\$83,788	\$84,883	\$85,723	\$93,127	\$94,421	\$94,760	\$97,779	\$95,554	\$98,780	\$102,652	\$103,751	\$105,885	9	\$102,590	\$106,553
Assistant Professor	\$68,984	\$71,515	\$74,515	\$79,387	\$79,415	\$85,325	\$85,411	\$86,220	\$87,202	\$89,270	\$89,727	\$90,274	10	\$89,852	\$87,857
Instructor															
All	\$91,423	\$94,377	\$98,659	\$105,070	\$104,808	\$108,057	\$113,103	\$114,247	\$118,656	\$119,443	\$115,759	\$116,294	33	\$113,049	\$111,961
Index															
Professor	1.02	1.01	1.01	1.07	1.03	1.04	1.04	0.99	1.03	1.07	1.04	1.07			
Associate Professor	1.02	0.99	0.95	1.01	1.03	1.05	1.03	0.98	1.00	1.01	1.01	0.99			
Assistant Professor	0.94	0.96	0.95	0.99	1.00	1.08	1.01	1.00	0.99	1.00	1.00	1.03			
Instructor															
All	1.00	0.99	0.98	1.04	1.03	1.05	1.03	0.99	1.01	1.04	1.02	1.04			
<b>ELECTRICAL AND COMPUTER ENGINEERING</b>															
Average Salaries															
Professor	\$119,243	\$126,701	\$134,331	\$145,318	\$141,114	\$146,026	\$145,807	\$148,645	\$146,477	\$149,300	\$147,195	\$141,065	19	\$156,785	\$156,144
Associate Professor	\$92,481	\$97,354	\$100,463	\$102,407	\$102,248	\$102,931	\$102,149	\$100,862	\$102,491	\$106,321	\$103,723	\$102,426	22	\$111,025	\$112,831
Assistant Professor	\$78,787	\$80,796	\$84,363	\$84,339	\$84,187	\$86,400	\$86,065	\$87,057	\$87,211	\$83,870	\$83,383	\$82,972	5	\$94,095	\$92,910
Instructor															
All	\$96,031	\$99,627	\$104,133	\$107,885	\$104,630	\$109,652	\$110,370	\$115,091	\$116,726	\$121,906	\$119,468	\$116,271	46	\$128,086	\$128,556
Index															
Professor	0.99	1.01	1.02	1.08	1.05	1.06	1.04	1.02	0.99	1.01	0.94	0.90			
Associate Professor	1.01	1.05	1.03	1.04	1.05	1.05	1.02	0.98	0.97	0.97	0.93	0.91			
Assistant Professor	0.99	0.97	0.98	0.97	0.96	1.00	0.98	0.94	0.96	0.90	0.89	0.89			
Instructor															
All	1.00	1.01	1.01	1.03	1.02	1.04	1.01	0.99	0.97	0.99	0.93	0.90			
<b>INDUSTRIAL AND MANUFACTURING SYSTEMS ENGINEERING</b>															
Average Salaries															
Professor	\$118,501	\$103,289	\$119,693	\$136,139	\$120,927	\$124,027	\$132,242	\$130,276	\$133,364	\$141,836	\$137,340	\$137,340	1	\$151,280	\$158,235
Associate Professor	\$84,731	\$87,690	\$91,763	\$94,500	\$93,676	\$95,434	\$97,209	\$104,403	\$104,767	\$106,062	\$108,167	\$100,402	9	\$113,058	\$106,963
Assistant Professor	\$72,273	\$76,373	\$76,832	\$76,311	\$71,799	\$73,602	\$74,468	\$84,797	\$89,229	\$91,727	\$91,035	\$95,641	5	\$91,261	\$90,388
Instructor															
All	\$91,566	\$89,678	\$94,126	\$100,363	\$96,843	\$98,944	\$100,046	\$105,970	\$109,003	\$109,186	\$104,401	\$101,278	15	\$108,341	\$104,856
Index															
Professor	1.00	0.83	0.92	1.01	0.87	0.91	0.94	0.89	0.91	0.93	0.91	0.87			
Associate Professor	0.97	0.98	0.96	0.96	0.93	0.96	0.96	0.97	0.95	0.97	0.96	0.94			
Assistant Professor	0.95	0.99	0.94	0.95	0.85	0.90	0.90	0.96	1.00	1.03	1.00	1.06			
Instructor															
All	0.98	0.94	0.95	0.98	0.90	0.93	0.94	0.94	0.94	0.97	0.96	0.97			



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COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF ENGINEERING, continued</b>															
<b>MATERIALS SCIENCE AND ENGINEERING</b>															
Average Salaries															
Professor	\$111,390	\$122,056	\$134,075	\$145,397	\$152,402	\$158,391	\$161,125	\$158,689	\$161,430	\$170,822	\$177,216	\$202,544	14	\$149,379	\$152,403
Associate Professor	\$84,064	\$86,669	\$95,934	\$98,336	\$97,461	\$101,041	\$96,289	\$99,424		\$97,556	\$119,850	\$119,850	2	\$109,206	\$111,415
Assistant Professor	\$66,016	\$72,638	\$79,055	\$81,141	\$82,121	\$80,000	\$84,325	\$86,708	\$88,918	\$92,975	\$93,905	\$93,911	3	\$90,749	\$90,634
Instructor															
All	\$99,273	\$107,922	\$117,873	\$127,561	\$126,847	\$134,399	\$138,183	\$136,815	\$149,345	\$155,481	\$158,023	\$176,687	19	\$135,893	\$138,336
Index															
Professor	0.89	0.94	0.99	1.04	1.07	1.10	1.10	1.04	1.06	1.12	1.19	1.33			
Associate Professor	1.01	1.00	1.06	1.03	1.01	1.05	0.96	0.98	#DIV/0!	0.93	1.10	1.08			
Assistant Professor	0.86	0.95	1.02	1.02	1.00	0.99	1.01	0.97	1.00	1.01	1.03	1.04			
Instructor															
All	0.90	0.95	1.00	1.03	1.05	1.08	1.07	1.02	1.05	1.10	1.16	1.28			
<b>MECHANICAL ENGINEERING</b>															
Average Salaries															
Professor	\$115,891	\$122,593	\$133,122	\$133,679	\$142,622	\$149,068	\$155,945	\$155,491	\$165,427	\$171,872	\$157,583	\$182,870	13	\$152,467	\$158,281
Associate Professor	\$86,518	\$90,663	\$94,703	\$99,508	\$98,090	\$100,812	\$99,916	\$101,144	\$103,164	\$104,941	\$102,248	\$102,076	8	\$108,161	\$107,898
Assistant Professor	\$73,681	\$74,387	\$77,493	\$83,085	\$82,095	\$84,598	\$85,637	\$85,965	\$87,034	\$85,691	\$85,906	\$87,670	19	\$93,040	\$93,155
Instructor															
All	\$95,395	\$99,164	\$106,041	\$107,373	\$108,853	\$111,065	\$112,286	\$115,082	\$114,962	\$118,131	\$112,470	\$121,491	40	\$115,378	\$117,270
Index															
Professor	0.97	1.00	1.04	1.01	1.08	1.13	1.16	1.10	1.14	1.16	1.03	1.16			
Associate Professor	1.03	1.03	1.03	1.05	1.04	1.08	1.06	1.01	1.03	1.01	0.95	0.95			
Assistant Professor	1.01	0.97	0.98	1.02	1.01	1.03	1.02	0.98	0.98	0.94	0.92	0.94			
Instructor															
All	0.99	1.00	1.02	1.03	1.05	1.09	1.09	1.04	1.06	1.05	0.97	1.04			
<b>ENGINEERING SUMMARY</b>															
Average Salaries															
Professor	\$114,039	\$120,459	\$129,810	\$137,955	\$137,806	\$142,435	\$145,700	\$146,666	\$151,319	\$156,053	\$153,900	\$159,214	96	\$148,683	\$147,663
Associate Professor	\$88,061	\$90,644	\$93,416	\$97,645	\$97,089	\$98,912	\$98,950	\$100,191	\$101,991	\$103,693	\$103,571	\$102,568	71	\$107,007	\$107,268
Assistant Professor	\$73,077	\$75,883	\$79,559	\$82,570	\$82,369	\$84,784	\$85,231	\$86,748	\$87,989	\$88,111	\$87,905	\$88,799	60	\$91,700	\$91,219
Instructor															
All	\$95,792	\$99,343	\$105,334	\$110,200	\$108,656	\$113,424	\$116,186	\$118,111	\$122,161	\$123,663	\$120,715	\$122,885	227	\$120,586	\$120,109
Index															
Professor	0.96	0.98	1.00	1.04	1.03	1.05	1.06	1.02	1.04	1.06	1.04	1.08			
Associate Professor	1.03	1.03	1.01	1.03	1.02	1.05	1.01	0.99	0.98	0.99	0.97	0.96			
Assistant Professor	0.96	0.97	0.97	1.00	0.99	1.02	1.00	0.98	0.99	0.97	0.96	0.97			
Instructor															
All	0.98	0.99	1.00	1.03	1.02	1.05	1.04	1.01	1.02	1.03	1.00	1.02			

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COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF HUMAN SCIENCES-</b>															
<b>APPAREL, EVENTS, AND HOSPITALITY MANAGEMENT <sup>9</sup></b>															
Average Salaries															
Professor	\$89,572	\$80,867	\$87,829	\$98,237	\$99,486	\$106,818	\$111,256	\$116,265	\$120,765	\$125,508	\$121,506	\$137,612	5	\$135,272	\$135,146
Associate Professor	\$64,094	\$67,061	\$71,453	\$77,596	\$72,894	\$74,991	\$72,251	\$74,647	\$80,605	\$85,672	\$85,016	\$82,092	10	\$89,322	\$95,036
Assistant Professor	\$54,827	\$55,512	\$55,170	\$57,881	\$62,069	\$63,028	\$65,645	\$66,797	\$68,036	\$70,872	\$70,883	\$70,674	9	\$80,320	\$83,113
Instructor	\$51,618	\$52,651													
All	\$63,573	\$63,620	\$68,219	\$71,867	\$72,188	\$75,443	\$77,249	\$80,444	\$82,231	\$86,188	\$87,318	\$89,377	24	\$95,519	\$98,921
Index															
Professor	0.91	0.78	0.82	0.88	0.90	0.94	0.96	1.01	1.02	0.98	0.90	1.02			
Associate Professor	0.91	0.92	0.93	1.01	0.92	0.95	0.85	0.85	0.88	0.96	0.95	0.86			
Assistant Professor	0.89	0.83	0.91	0.92	0.93	0.92	0.91	0.90	0.84	0.93	0.88	0.85			
Instructor	1.14	0.98													
All	0.91	0.86	0.88	0.93	0.92	0.93	0.91	0.92	0.90	0.95	0.91	0.90			
<b>CURRICULUM AND INSTRUCTION <sup>10</sup></b>															
Average Salaries															
Professor	\$82,282	\$83,237	\$86,263	\$91,510	\$92,026	\$98,057	\$96,767								
Associate Professor	\$57,955	\$58,771	\$62,566	\$67,027	\$68,365	\$68,593	\$71,626								
Assistant Professor	\$51,331	\$53,296	\$55,274	\$58,510	\$58,258	\$58,606	\$62,773								
Instructor															
All	\$62,153	\$62,101	\$65,230	\$70,811	\$73,958	\$74,359	\$73,266								
Index															
Professor	0.89	0.87	0.88	0.89	0.89	0.99	0.93								
Associate Professor	0.87	0.84	0.85	0.89	0.90	0.94	0.96								
Assistant Professor	0.93	0.93	0.92	0.95	0.94	0.97	1.00								
Instructor															
All	0.89	0.88	0.88	0.91	0.90	0.96	0.96								
<b>EDUCATIONAL LEADERSHIP AND POLICY STUDIES <sup>10</sup></b>															
Average Salaries															
Professor	\$92,301	\$99,298	\$106,751	\$112,176	\$114,676	\$107,770	\$110,800								
Associate Professor	\$64,625	\$70,797	\$73,785	\$80,404	\$77,323	\$78,611	\$93,210								
Assistant Professor	\$58,791	\$58,146	\$59,471	\$61,303	\$60,496	\$58,142	\$65,000								
Instructor															
All	\$77,218	\$83,666	\$85,352	\$89,737	\$89,250	\$83,452	\$86,146								
Index															
Professor	0.92	0.94	0.96	0.97	0.97	0.93	0.99								
Associate Professor	0.93	0.98	0.96	1.01	0.96	0.99	1.17								
Assistant Professor	1.02	0.98	0.97	0.96	0.94	0.91	1.02								
Instructor															
All	0.95	0.96	0.96	0.98	0.96	0.94	1.05								

**Iowa State University**  
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**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016			PEER	
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF HUMAN SCIENCES, continued</b>															
<b>FOOD SCIENCE AND HUMAN NUTRITION --H SCI <sup>1</sup></b>															
Average Salaries															
Professor	\$87,631	\$89,153	\$93,340	\$92,751	\$91,501	\$93,704	\$95,355	\$96,023	\$95,650	\$109,875	\$111,659	\$116,550	8	\$124,004	\$123,386
Associate Professor	\$64,519	\$66,630	\$72,820	\$72,432	\$76,241	\$76,786	\$80,486	\$82,492	\$85,833	\$89,129	\$88,253	\$86,524	15	\$82,994	\$87,795
Assistant Professor	\$61,390	\$63,205	\$65,971	\$69,867	\$69,419	\$71,956	\$66,900	\$73,817	\$75,625	\$77,151	\$77,313	\$74,041	6	\$80,259	\$84,744
Instructor															
All	\$70,580	\$72,087	\$77,026	\$78,350	\$78,036	\$80,239	\$81,939	\$84,653	\$85,735	\$92,170	\$92,446	\$92,224	29	\$93,741	\$96,982
Index															
Professor	0.92	0.91	0.90	0.89	0.86	0.88	0.85	0.82	0.81	0.93	0.90	0.94			
Associate Professor	0.91	0.94	0.98	0.96	1.02	0.97	0.98	0.99	1.03	1.04	1.06	0.99			
Assistant Professor	1.02	1.05	1.05	1.02	1.00	1.00	0.92	0.97	1.03	0.97	0.96	0.87			
Instructor															
All	0.94	0.95	0.96	0.95	0.96	0.95	0.93	0.92	0.96	0.98	0.99	0.95			
<b>HUMAN DEVELOPMENT AND FAMILY STUDIES</b>															
Average Salaries															
Professor	\$93,745	\$94,019	\$98,042	\$101,107	\$100,166	\$109,786	\$119,626	\$118,451	\$121,293	\$124,848	\$130,293	\$128,512	6	\$124,116	\$121,943
Associate Professor	\$68,793	\$70,942	\$76,362	\$69,253	\$70,503	\$71,306	\$73,800	\$75,442	\$79,013	\$82,802	\$84,482	\$82,733	6	\$88,225	\$87,144
Assistant Professor	\$57,587	\$60,132	\$63,944	\$68,169	\$64,329	\$65,178	\$65,622	\$66,760	\$67,884	\$69,766	\$70,379	\$70,225	11	\$73,296	\$73,299
Instructor															
All	\$77,082	\$77,795	\$82,921	\$86,480	\$84,717	\$86,430	\$83,840	\$84,977	\$85,131	\$87,226	\$89,688	\$88,693	23	\$90,448	\$89,600
Index															
Professor	0.96	0.91	0.92	0.91	0.89	0.98	1.03	1.00	1.05	1.01	1.05	1.05			
Associate Professor	1.00	0.96	1.01	0.91	0.90	0.91	0.90	0.90	0.95	0.96	0.96	0.95			
Assistant Professor	0.99	1.02	1.05	1.08	0.99	0.99	0.98	0.95	0.96	0.98	0.96	0.96			
Instructor															
All	0.97	0.95	0.97	0.93	0.90	0.95	0.96	0.95	0.99	0.98	0.99	0.99			
<b>KINESIOLOGY<sup>4</sup></b>															
Average Salaries															
Professor	\$88,056	\$93,411	\$96,499	\$95,069	\$95,469	\$96,806	\$96,640	\$99,019	\$103,192	\$107,263	\$109,458	\$117,948	7	\$118,577	\$126,310
Associate Professor	\$61,134	\$61,966	\$68,247	\$71,566	\$70,174	\$78,712	\$77,696	\$74,801	\$79,288	\$81,415	\$82,229	\$81,735	3	\$79,819	\$84,403
Assistant Professor	\$49,858	\$50,863	\$52,575	\$52,058	\$54,753	\$55,320	\$58,493	\$60,958	\$62,718	\$66,304	\$67,217	\$68,862	8	\$68,044	\$71,798
Instructor															
All	\$62,162	\$65,446	\$70,285	\$73,888	\$75,903	\$80,162	\$79,983	\$84,026	\$84,920	\$84,751	\$86,146	\$90,096	18	\$89,658	\$95,098
Index															
Professor	0.99	1.04	1.00	0.96	0.95	0.99	0.96	0.97	0.94	0.93	0.92	0.93			
Associate Professor	0.96	0.94	0.96	1.00	0.97	1.11	1.07	0.97	1.01	1.03	1.03	0.97			
Assistant Professor	0.86	0.84	0.84	0.83	0.86	0.88	0.91	0.95	0.94	0.96	0.99	0.96			
Instructor															
All	0.93	0.94	0.94	0.95	0.94	1.01	0.97	0.97	0.95	0.96	0.96	0.95			

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COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF HUMAN SCIENCES, continued</b>															
<b>SCHOOL OF EDUCATION <sup>10</sup></b>															
Average Salaries															
Professor								\$109,355	\$115,557	\$108,168	\$112,857	\$129,968	11	\$119,951	\$113,763
Associate Professor								\$78,003	\$80,210	\$82,939	\$82,577	\$85,115	14	\$85,987	\$82,128
Assistant Professor								\$65,427	\$67,017	\$68,773	\$69,225	\$68,175	19	\$71,796	\$70,731
Instructor															
All								\$80,795	\$86,029	\$82,204	\$84,381	\$89,013	44	\$88,350	\$85,115
Index															
Professor								0.97	1.06	0.87	0.94	1.14			
Associate Professor								0.98	1.01	1.00	0.96	1.04			
Assistant Professor								0.99	1.00	0.98	0.96	0.96			
Instructor															
All								0.98	1.02	0.95	0.96	1.05			
<b>HUMAN SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$89,484	\$91,896	\$95,724	\$99,563	\$99,912	\$102,799	\$104,783	\$107,549	\$112,400	\$113,019	\$115,951	\$125,590	37	\$123,313	\$122,434
Associate Professor	\$63,261	\$65,296	\$70,012	\$72,174	\$71,976	\$73,615	\$76,771	\$77,464	\$80,933	\$85,149	\$85,075	\$84,416	48	\$85,641	\$87,357
Assistant Professor	\$54,575	\$56,046	\$57,831	\$60,031	\$61,712	\$62,005	\$64,033	\$66,212	\$67,646	\$70,096	\$70,358	\$69,793	53	\$73,947	\$75,114
Instructor	\$51,618	\$52,651													
All	\$68,408	\$70,394	\$74,223	\$78,032	\$79,023	\$79,648	\$79,885	\$82,381	\$84,799	\$86,236	\$87,701	\$89,839	138	\$91,250	\$92,060
Index															
Professor	0.93	0.92	0.91	0.92	0.91	0.95	0.96	0.96	0.99	0.93	0.94	1.03			
Associate Professor	0.92	0.92	0.94	0.96	0.94	0.97	0.97	0.95	0.98	1.00	0.99	0.97			
Assistant Professor	0.93	0.93	0.95	0.95	0.94	0.94	0.95	0.95	0.93	0.97	0.95	0.93			
Instructor	1.14	0.98													
All	0.93	0.92	0.93	0.94	0.93	0.96	0.96	0.95	0.97	0.96	0.96	0.98			

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COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES</b>															
<b>ENGLISH</b>															
Average Salaries															
Professor	\$71,029	\$75,627	\$76,703	\$76,656	\$78,668	\$79,365	\$88,284	\$90,863	\$98,218	\$98,471	\$101,123	\$91,910	10	\$115,339	\$108,600
Associate Professor	\$56,105	\$56,838	\$59,298	\$61,501	\$61,910	\$61,912	\$63,533	\$66,827	\$69,804	\$71,375	\$71,773	\$71,374	17	\$80,707	\$78,359
Assistant Professor	\$47,546	\$48,707	\$50,805	\$53,053	\$53,958	\$55,800	\$56,919	\$58,587	\$60,483	\$61,943	\$62,556	\$62,531	14	\$68,251	\$66,282
Instructor	\$33,153	\$33,732													
All	\$57,650	\$60,440	\$65,249	\$65,600	\$65,059	\$64,737	\$66,829	\$68,219	\$71,938	\$75,236	\$75,784	\$73,363	41	\$84,901	\$81,611
Index															
Professor	0.77	0.78	0.76	0.74	0.75	0.78	0.85	0.84	0.89	0.89	0.88	0.85			
Associate Professor	0.88	0.86	0.84	0.87	0.86	0.89	0.90	0.90	0.93	0.93	0.89	0.91			
Assistant Professor	0.90	0.89	0.89	0.92	0.90	0.95	0.95	0.93	0.94	0.93	0.92	0.94			
Instructor	0.87	0.84													
All	0.83	0.83	0.80	0.82	0.82	0.86	0.90	0.89	0.92	0.92	0.89	0.90			
<b>GREENLEE SCHOOL OF JOURNALISM AND COMMUNICATION</b>															
Average Salaries															
Professor	\$80,370	\$82,593	\$84,759	\$85,631	\$89,127	\$89,877	\$87,929	\$93,364	\$102,389	\$110,333	\$111,436	\$111,436	2	\$127,342	\$123,847
Associate Professor	\$65,318	\$67,109	\$69,897	\$70,764	\$68,218	\$66,991	\$64,730	\$70,236	\$81,378	\$82,680	\$80,127	\$79,827	7	\$91,514	\$89,977
Assistant Professor	\$53,341	\$53,292	\$55,366	\$56,973	\$55,173	\$53,343	\$53,389	\$55,334	\$60,422	\$64,001	\$62,307	\$60,600	6	\$74,201	\$74,247
Instructor															
All	\$64,109	\$64,502	\$66,760	\$68,200	\$65,754	\$68,448	\$67,695	\$71,361	\$78,167	\$78,313	\$77,174	\$76,351	15	\$89,366	\$88,201
Index															
Professor	0.82	0.81	0.80	0.78	0.78	0.77	0.75	0.73	0.83	0.85	0.88	0.90			
Associate Professor	0.94	0.94	0.92	0.91	0.87	0.85	0.79	0.82	0.98	0.96	0.88	0.89			
Assistant Professor	0.90	0.86	0.87	0.89	0.84	0.81	0.79	0.79	0.84	0.87	0.84	0.82			
Instructor															
All	0.88	0.86	0.85	0.85	0.83	0.81	0.78	0.78	0.89	0.90	0.86	0.87			
<b>HISTORY</b>															
Average Salaries															
Professor	\$90,839	\$83,057	\$82,377	\$84,755	\$88,409	\$79,439	\$80,630	\$82,308	\$88,108	\$89,214	\$91,196	\$92,853	6	\$120,032	\$114,445
Associate Professor	\$55,316	\$55,740	\$56,556	\$58,051	\$57,908	\$57,855	\$59,520	\$62,311	\$69,711	\$74,854	\$75,455	\$75,936	6	\$85,354	\$83,467
Assistant Professor	\$47,072	\$47,639	\$49,339	\$47,789	\$49,203	\$49,605	\$51,464	\$52,742	\$57,070	\$60,630	\$62,039	\$62,800	8	\$70,221	\$68,443
Instructor															
All	\$59,663	\$59,962	\$63,081	\$62,962	\$63,294	\$64,204	\$64,596	\$65,429	\$72,660	\$74,057	\$74,811	\$75,757	20	\$89,704	\$86,751
Index															
Professor	0.95	0.83	0.78	0.79	0.82	0.75	0.75	0.73	0.77	0.76	0.76	0.81			
Associate Professor	0.86	0.83	0.80	0.79	0.78	0.78	0.79	0.79	0.87	0.93	0.88	0.91			
Assistant Professor	0.86	0.83	0.83	0.78	0.78	0.82	0.84	0.82	0.86	0.90	0.88	0.92			
Instructor															
All	0.90	0.83	0.80	0.79	0.80	0.77	0.78	0.77	0.82	0.86	0.83	0.87			

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COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued</b>															
<b>MUSIC AND THEATRE<sup>6</sup></b>															
Average Salaries															
Professor	\$81,869	\$83,489	\$86,473	\$67,611	\$68,212	\$68,503	\$70,532	\$70,940	\$75,689	\$86,184	\$81,996	\$82,286	7	\$105,305	\$103,293
Associate Professor	\$52,258	\$53,330	\$55,567	\$56,709	\$54,957	\$56,038	\$57,439	\$57,900	\$61,970	\$65,763	\$66,406	\$66,417	9	\$75,292	\$72,662
Assistant Professor	\$46,510	\$46,571	\$46,134	\$47,899	\$49,207	\$51,457	\$51,426	\$52,234	\$56,138	\$59,645	\$58,690	\$57,911	6	\$66,329	\$64,671
Instructor															
All	\$65,170	\$65,463	\$67,900	\$59,567	\$59,937	\$60,508	\$62,003	\$60,915	\$65,490	\$71,075	\$69,262	\$69,147	22	\$82,397	\$80,229
Index															
Professor	1.00	0.98	0.96	0.75	0.75	0.76	0.77	0.75	0.79	0.83	0.78	0.80			
Associate Professor	0.85	0.83	0.83	0.85	0.81	0.81	0.83	0.81	0.84	0.86	0.88	0.91			
Assistant Professor	0.91	0.88	0.82	0.84	0.85	0.90	0.88	0.84	0.89	0.91	0.88	0.90			
Instructor															
All	0.94	0.92	0.90	0.80	0.79	0.80	0.80	0.79	0.83	0.86	0.84	0.86			
<b>PHILOSOPHY AND RELIGIOUS STUDIES</b>															
Average Salaries															
Professor	\$78,652	\$80,193	\$81,564	\$86,114	\$85,580	\$85,278	\$84,672	\$93,519	\$98,379	\$99,980	\$100,980	\$106,029	6	\$123,699	\$121,195
Associate Professor	\$52,992	\$54,848	\$58,941	\$61,863	\$60,627	\$61,853	\$62,734	\$64,253	\$71,157	\$72,161	\$73,114	\$74,564	7	\$86,669	\$86,311
Assistant Professor	\$46,539	\$46,567	\$48,583	\$51,197	\$54,182	\$53,546	\$54,196	\$56,565	\$58,689	\$60,503	\$61,158	\$61,372	10	\$69,784	\$68,015
Instructor															
All	\$60,360	\$63,823	\$64,862	\$68,552	\$69,385	\$67,354	\$66,966	\$69,122	\$72,295	\$74,856	\$75,185	\$77,037	23	\$88,988	\$87,456
Index															
Professor	0.84	0.82	0.81	0.82	0.80	0.80	0.75	0.81	0.83	0.85	0.82	0.87			
Associate Professor	0.85	0.83	0.85	0.90	0.84	0.88	0.86	0.84	0.92	0.88	0.84	0.86			
Assistant Professor	0.90	0.86	0.85	0.89	0.93	0.92	0.89	0.92	0.91	0.88	0.88	0.90			
Instructor															
All	0.85	0.83	0.83	0.86	0.83	0.85	0.82	0.85	0.88	0.87	0.84	0.88			
<b>WORLD LANGUAGES &amp; CULTURES<sup>11</sup></b>															
Average Salaries															
Professor	\$67,791	\$69,204	\$71,552	\$74,256	\$74,256	\$76,267	\$77,411	\$79,388	\$81,937	\$114,978	\$92,350	\$97,137	3	\$109,483	\$104,253
Associate Professor	\$54,168	\$55,560	\$66,390	\$67,065	\$57,937	\$59,201	\$60,066	\$61,706	\$68,168	\$71,021	\$71,088	\$71,833	10	\$74,687	\$78,152
Assistant Professor	\$46,992	\$48,747	\$49,105	\$51,903	\$51,169	\$51,078	\$51,844	\$52,195	\$53,013	\$57,631	\$58,388	\$58,276	5	\$68,345	\$70,240
Instructor	\$40,953	\$41,772													
All	\$53,365	\$54,628	\$59,388	\$62,195	\$57,823	\$59,801	\$60,688	\$62,425	\$67,032	\$77,070	\$71,104	\$72,285	18	\$78,725	\$80,304
Index															
Professor	0.75	0.74	0.72	0.74	0.73	0.78	0.77	0.76	0.77	1.06	0.84	0.93			
Associate Professor	0.88	0.87	0.99	0.99	0.85	0.86	0.85	0.84	0.91	0.95	0.95	0.92			
Assistant Professor	0.92	0.93	0.89	0.91	0.88	0.90	0.89	0.85	0.85	0.90	0.85	0.83			
Instructor	1.01	0.92													
All	0.86	0.85	0.86	0.89	0.83	0.85	0.84	0.82	0.86	0.97	0.90	0.90			

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COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued</b>															
<b>HUMANITIES SUMMARY</b>															
Average Salaries															
Professor	\$76,730	\$78,614	\$80,042	\$78,209	\$79,039	\$78,582	\$81,198	\$84,396	\$90,284	\$97,514	\$95,241	\$94,196	34	\$115,766	\$111,275
Associate Professor	\$55,537	\$56,674	\$60,230	\$61,676	\$60,318	\$61,033	\$61,893	\$64,590	\$69,721	\$72,153	\$72,395	\$72,603	56	\$81,356	\$80,400
Assistant Professor	\$48,008	\$48,991	\$50,433	\$52,222	\$52,559	\$52,950	\$53,744	\$55,302	\$58,503	\$60,990	\$61,257	\$61,102	49	\$69,388	\$68,170
Instructor	\$35,103	\$35,742													
All	\$59,434	\$61,178	\$64,703	\$64,639	\$63,605	\$64,096	\$65,030	\$66,431	\$71,104	\$74,945	\$74,057	\$73,831	139	\$85,554	\$83,641
Index															
Professor	0.84	0.83	0.80	0.77	0.77	0.77	0.78	0.77	0.82	0.87	0.82	0.85			
Associate Professor	0.87	0.86	0.86	0.88	0.84	0.86	0.85	0.85	0.91	0.92	0.89	0.90			
Assistant Professor	0.90	0.88	0.86	0.88	0.86	0.89	0.89	0.87	0.90	0.90	0.88	0.90			
Instructor	0.91	0.86													
All	0.87	0.85	0.83	0.83	0.82	0.83	0.83	0.83	0.88	0.90	0.87	0.88			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016			PEER	
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF LIBERAL ARTS AND SCIENCES- SCIENCE AND MATHEMATICS</b>															
<b>BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$83,544	\$93,367	\$107,555	\$113,001	\$110,626	\$111,801	\$112,056	\$117,274	\$120,536	\$129,393	\$130,684	\$138,402	17	\$154,606	\$138,165
Associate Professor	\$64,068	\$71,983	\$84,665	\$92,182	\$94,361	\$94,361	\$75,786	\$77,114	\$79,157	\$82,082	\$82,902	\$82,902	4	\$95,159	\$92,015
Assistant Professor	\$57,206	\$59,783	\$65,345	\$69,292	\$69,156	\$69,156	\$67,207		\$71,710	\$73,433	\$75,343	\$77,534	4	\$85,824	\$87,751
Instructor															
All	\$72,972	\$79,625	\$91,280	\$96,349	\$98,903	\$99,687	\$102,274	\$109,242	\$108,574	\$112,869	\$114,184	\$119,783	25	\$134,090	\$122,715
Index															
Professor	0.79	0.83	0.92	0.91	0.87	0.92	0.89	0.86	0.87	0.91	0.85	1.00			
Associate Professor	0.92	0.99	1.12	1.17	1.16	1.22	0.91	0.88	0.87	0.92	0.87	0.90			
Assistant Professor	0.97	0.95	1.00	1.03	1.00	0.98	0.94	0.00	0.95	0.92	0.88	0.88			
Instructor															
All	0.84	0.88	0.97	0.97	0.90	0.95	0.90	0.86	0.87	0.91	0.85	0.98			
<b>CHEMISTRY</b>															
Average Salaries															
Professor	\$111,969	\$110,249	\$116,981	\$120,785	\$118,873	\$117,778	\$120,642	\$124,904	\$124,556	\$122,257	\$123,251	\$135,836	13	\$150,768	\$158,044
Associate Professor	\$66,803	\$76,113	\$87,313	\$89,270	\$80,155	\$77,310	\$79,682	\$84,439	\$87,225	\$87,605	\$87,651	\$88,343	6	\$93,039	\$93,215
Assistant Professor	\$63,903	\$65,738	\$67,930	\$69,585	\$70,310	\$72,238	\$72,307	\$73,775	\$77,477	\$78,655	\$78,769	\$79,095	7	\$83,527	\$83,440
Instructor															
All	\$97,839	\$99,043	\$105,266	\$106,437	\$103,415	\$104,472	\$102,619	\$104,503	\$106,158	\$103,764	\$103,059	\$109,600	26	\$119,342	\$122,998
Index															
Professor	0.97	0.91	0.94	0.95	0.91	0.93	0.92	0.90	0.88	0.84	0.82	0.86			
Associate Professor	0.91	0.96	1.06	1.05	0.96	0.92	0.94	0.96	0.99	0.97	0.94	0.95			
Assistant Professor	1.02	1.00	0.98	1.00	0.99	1.01	1.01	0.97	1.05	0.99	0.94	0.95			
Instructor															
All	0.97	0.92	0.95	0.96	0.93	0.94	0.94	0.92	0.92	0.89	0.86	0.89			
<b>COMPUTER SCIENCE</b>															
Average Salaries															
Professor	\$113,160	\$116,266	\$123,390	\$127,854	\$131,027	\$132,191	\$134,174	\$137,233	\$137,382	\$140,763	\$140,837	\$145,336	10	\$158,592	\$149,707
Associate Professor	\$87,832	\$88,610	\$90,359	\$98,126	\$91,835	\$91,647	\$92,922	\$94,545	\$96,639	\$99,073	\$101,280	\$99,112	14	\$117,739	\$113,405
Assistant Professor	\$78,438	\$79,239	\$80,728	\$84,433	\$83,672	\$83,331	\$83,389	\$84,599	\$90,000	\$92,417	\$93,341	\$93,299	3	\$99,279	\$97,570
Instructor															
All	\$91,612	\$93,818	\$98,159	\$103,677	\$103,518	\$105,465	\$107,010	\$111,222	\$111,041	\$114,738	\$115,049	\$115,586	27	\$130,819	\$125,091
Index															
Professor	0.92	0.92	0.94	0.92	0.93	0.95	0.92	0.88	0.88	0.90	0.89	0.97			
Associate Professor	0.94	0.92	0.91	0.95	0.88	0.89	0.88	0.86	0.87	0.87	0.86	0.87			
Assistant Professor	0.95	0.92	0.91	0.94	0.93	0.92	0.90	0.88	0.92	0.95	0.94	0.96			
Instructor															
All	0.94	0.92	0.93	0.93	0.91	0.92	0.90	0.87	0.87	0.89	0.88	0.92			



**Iowa State University**  
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**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016			PEER	
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued</b>															
<b>ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$83,294	\$91,198	\$97,036	\$98,577	\$96,737	\$96,971	\$98,426	\$100,849	\$102,266	\$102,214	\$102,380	\$109,657	14	\$128,490	\$121,221
Associate Professor	\$63,688	\$67,304	\$72,618	\$79,367	\$79,035	\$78,095	\$79,266	\$81,974	\$83,340	\$85,532	\$85,742	\$87,881	7	\$89,639	\$88,777
Assistant Professor	\$56,512	\$58,422	\$61,281	\$64,912	\$66,000	\$65,862	\$66,850	\$69,075	\$73,739	\$76,708	\$76,782	\$79,403	6	\$80,061	\$77,425
Instructor															
All	\$65,454	\$68,895	\$74,100	\$78,722	\$81,440	\$82,057	\$83,288	\$86,944	\$90,789	\$93,833	\$92,378	\$97,288	27	\$107,655	\$103,077
Index															
Professor	0.86	0.89	0.91	0.90	0.85	0.87	0.84	0.81	0.81	0.81	0.80	0.90			
Associate Professor	0.91	0.92	0.94	1.02	1.01	1.01	1.01	0.99	0.98	0.98	0.96	0.99			
Assistant Professor	0.97	0.95	0.95	0.99	1.00	0.96	0.93	0.94	1.01	1.01	0.96	1.03			
Instructor															
All	0.91	0.92	0.93	0.97	0.93	0.94	0.92	0.89	0.88	0.88	0.86	0.94			
<b>GENETICS, DEVELOPMENT, AND CELL BIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$94,799	\$100,036	\$109,100	\$120,453	\$112,855	\$117,180	\$115,953	\$113,715	\$117,027	\$128,741	\$127,861	\$122,664	13	\$127,043	\$121,850
Associate Professor	\$63,752	\$76,698	\$68,549	\$70,480	\$66,884	\$64,915	\$80,462	\$79,757	\$83,125	\$93,027	\$94,312	\$97,844	7	\$94,593	\$94,505
Assistant Professor	\$64,798	\$67,535	\$65,757	\$69,744	\$72,362	\$71,022	\$72,087	\$73,946	\$73,755	\$75,201	\$78,045	\$76,151	7	\$86,542	\$83,136
Instructor															
All	\$80,258	\$88,809	\$90,612	\$98,120	\$95,890	\$97,096	\$97,157	\$96,254	\$97,399	\$106,262	\$106,248	\$104,170	27	\$108,130	\$104,724
Index															
Professor	0.94	0.95	1.02	1.07	1.01	1.03	1.00	0.94	0.92	0.93	1.01	1.01			
Associate Professor	0.86	1.00	0.89	0.89	0.84	0.81	1.02	0.97	0.99	1.07	1.00	1.04			
Assistant Professor	1.05	1.05	1.00	1.04	1.07	1.03	1.02	0.98	0.94	0.90	0.90	0.92			
Instructor															
All	0.93	0.97	0.99	1.03	0.99	1.00	1.00	0.95	0.94	0.96	0.98	0.99			
<b>GEOLOGICAL AND ATMOSPHERIC SCIENCES</b>															
Average Salaries															
Professor	\$79,721	\$78,531	\$82,449	\$88,818	\$88,818	\$89,728	\$90,209	\$92,386	\$94,751	\$104,013	\$104,631	\$105,137	9	\$128,357	\$125,351
Associate Professor	\$65,845	\$66,308	\$66,413	\$73,960	\$72,533	\$69,794	\$69,276	\$73,284	\$74,397	\$79,924	\$81,754	\$82,793	3	\$86,972	\$85,074
Assistant Professor	\$57,976	\$59,417	\$61,902	\$64,495	\$63,569	\$63,569	\$64,523	\$67,340	\$68,835	\$74,531	\$73,542	\$71,000	5	\$77,587	\$76,312
Instructor															
All	\$69,544	\$70,989	\$74,063	\$81,647	\$80,558	\$82,637	\$84,647	\$84,830	\$86,854	\$94,905	\$91,450	\$91,153	17	\$106,121	\$103,820
Index															
Professor	0.81	0.78	0.79	0.84	0.82	0.85	0.82	0.78	0.79	0.83	0.82	0.84			
Associate Professor	0.93	0.89	0.86	0.92	0.90	0.88	0.87	0.85	0.86	0.89	0.94	0.97			
Assistant Professor	0.95	0.94	0.97	0.98	0.95	0.95	0.95	0.93	0.93	0.96	0.95	0.93			
Instructor															
All	0.87	0.83	0.83	0.87	0.85	0.86	0.83	0.81	0.82	0.85	0.86	0.88			

**Iowa State University**  
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COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued</b>															
<b>MATHEMATICS</b>															
Average Salaries															
Professor	\$86,755	\$87,913	\$96,151	\$94,420	\$91,283	\$94,037	\$91,693	\$95,361	\$98,148	\$106,129	\$107,882	\$110,279	15	\$131,985	\$126,170
Associate Professor	\$65,724	\$68,454	\$69,162	\$69,605	\$67,063	\$70,709	\$70,605	\$71,802	\$73,359	\$76,418	\$77,764	\$84,201	9	\$93,529	\$92,103
Assistant Professor	\$57,588	\$58,546	\$61,097	\$61,286	\$63,876	\$63,978	\$64,958	\$67,871	\$70,019	\$71,848	\$73,673	\$75,013	10	\$87,859	\$87,672
Instructor															
All	\$73,115	\$75,553	\$80,842	\$81,628	\$81,421	\$82,921	\$80,793	\$82,413	\$85,457	\$89,325	\$89,848	\$93,004	34	\$108,827	\$105,829
Index															
Professor	0.84	0.82	0.84	0.82	0.78	0.82	0.77	0.77	0.77	0.82	0.82	0.87			
Associate Professor	0.92	0.92	0.88	0.88	0.83	0.88	0.86	0.84	0.84	0.84	0.83	0.91			
Assistant Professor	0.95	0.93	0.95	0.92	0.88	0.86	0.85	0.84	0.87	0.84	0.84	0.86			
Instructor															
All	0.88	0.86	0.87	0.85	0.80	0.84	0.81	0.80	0.80	0.83	0.83	0.88			
<b>PHYSICS AND ASTRONOMY</b>															
Average Salaries															
Professor	\$98,169	\$99,730	\$109,210	\$120,032	\$118,004	\$118,428	\$120,439	\$120,990	\$120,544	\$119,595	\$122,498	\$125,140	24	\$130,952	\$128,920
Associate Professor	\$67,572	\$68,145	\$72,683	\$77,573	\$76,548	\$77,351	\$78,999	\$77,842	\$77,068	\$78,389	\$79,402	\$79,839	7	\$95,402	\$98,874
Assistant Professor	\$61,306	\$62,560	\$65,868	\$69,010	\$67,708	\$68,000	\$69,020	\$71,665	\$72,460	\$73,208	\$79,407	\$83,000	5	\$83,434	\$85,161
Instructor															
All	\$84,010	\$86,293	\$94,318	\$103,673	\$101,544	\$102,032	\$104,028	\$106,763	\$108,618	\$107,018	\$108,133	\$110,479	36	\$117,440	\$117,000
Index															
Professor	0.91	0.89	0.93	1.01	0.99	1.00	1.01	0.96	0.94	0.92	0.94	0.97			
Associate Professor	0.90	0.86	0.86	0.94	0.93	0.94	0.94	0.88	0.84	0.84	0.83	0.81			
Assistant Professor	0.91	0.92	0.93	0.94	0.92	0.91	0.94	0.89	0.92	0.89	0.95	0.97			
Instructor															
All	0.91	0.89	0.92	0.99	0.97	0.98	0.99	0.94	0.92	0.90	0.92	0.94			
<b>STATISTICS</b>															
Average Salaries															
Professor	\$99,088	\$104,699	\$122,777	\$123,712	\$124,303	\$131,507	\$132,041	\$134,782	\$135,715	\$142,645	\$142,780	\$134,493	15	\$143,633	\$133,923
Associate Professor	\$79,334	\$79,191	\$83,789	\$90,254	\$87,223	\$87,740	\$87,364	\$89,349	\$91,681	\$94,872	\$93,938	\$84,940	11	\$101,988	\$103,323
Assistant Professor	\$65,707	\$70,796	\$73,560	\$79,666	\$81,142	\$82,314	\$82,143	\$84,539	\$86,235	\$88,720	\$90,372	\$89,741	7	\$90,213	\$88,759
Instructor															
All	\$84,335	\$90,277	\$102,537	\$104,998	\$103,792	\$107,080	\$108,832	\$110,619	\$114,393	\$116,304	\$115,382	\$108,482	33	\$118,420	\$114,143
Index															
Professor	0.87	0.88	0.99	0.96	0.94	1.03	1.02	0.96	0.97	1.01	0.99	1.00			
Associate Professor	0.99	0.96	0.97	1.01	0.99	1.00	0.99	0.97	0.95	0.95	0.92	0.82			
Assistant Professor	0.95	1.01	1.01	1.05	1.04	1.05	1.08	1.00	1.02	1.02	1.00	1.01			
Instructor															
All	0.91	0.92	0.99	0.98	0.97	1.02	1.02	0.97	0.97	0.99	0.97	0.95			

**Iowa State University**  
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COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued</b>															
<b>SCIENCE AND MATHEMATICS SUMMARY</b>															
Average Salaries															
Professor	\$97,213	\$99,413	\$108,734	\$112,876	\$111,080	\$112,959	\$113,549	\$116,076	\$117,180	\$121,879	\$122,841	\$125,562	130	\$138,900	\$133,117
Associate Professor	\$68,987	\$73,045	\$76,248	\$81,504	\$79,532	\$79,952	\$81,925	\$83,606	\$85,483	\$88,443	\$89,266	\$88,952	68	\$99,547	\$98,688
Assistant Professor	\$64,266	\$65,934	\$68,039	\$70,896	\$71,900	\$71,973	\$71,364	\$72,632	\$75,050	\$77,751	\$79,146	\$79,657	54	\$85,688	\$84,809
Instructor															
All	\$81,079	\$84,533	\$91,017	\$95,633	\$95,463	\$96,729	\$97,272	\$99,410	\$101,672	\$104,801	\$104,418	\$105,846	252	\$116,878	\$113,475
Index															
Professor	0.89	0.88	0.92	0.93	0.91	0.94	0.92	0.89	0.88	0.89	0.88	0.94			
Associate Professor	0.92	0.93	0.92	0.96	0.92	0.93	0.93	0.90	0.90	0.92	0.90	0.90			
Assistant Professor	0.96	0.95	0.96	0.97	0.97	0.97	0.96	0.93	0.96	0.93	0.92	0.94			
Instructor															
All	0.91	0.90	0.93	0.95	0.92	0.94	0.93	0.90	0.89	0.90	0.89	0.93			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016			PEER	
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES</b>															
<b>ANTHROPOLOGY</b>															
Average Salaries															
Professor	\$79,990						\$91,402	\$100,542	\$105,555	\$125,000	\$126,250	\$126,250	1	\$120,899	\$112,775
Associate Professor	\$51,956	\$56,264	\$61,169	\$72,937	\$69,540	\$72,340	\$60,349	\$63,933	\$66,532	\$68,805	\$71,380	\$71,993	4	\$82,362	\$79,370
Assistant Professor	\$47,319	\$51,325	\$50,909	\$51,790	\$50,973	\$51,973	\$53,402	\$55,169	\$57,022	\$61,292	\$64,691	\$64,691	2	\$69,976	\$69,062
Instructor															
All	\$55,708	\$53,301	\$56,039	\$59,720	\$58,930	\$58,762	\$59,823	\$62,158	\$66,672	\$74,414	\$77,307	\$77,658	7	\$84,328	\$81,197
Index															
Professor	0.85						0.86	0.92	0.95	1.08	1.04	1.12			
Associate Professor	0.80	0.84	0.87	1.03	0.97	1.01	0.82	0.83	0.84	0.85	0.87	0.91			
Assistant Professor	0.87	0.90	0.86	0.85	0.82	0.85	0.86	0.85	0.85	0.90	0.92	0.94			
Instructor															
All	0.84	0.88	0.86	0.92	0.89	0.91	0.86	0.86	0.87	0.93	0.92	0.96			
<b>ECONOMICS</b>															
Average Salaries															
Professor	\$113,843	\$123,270	\$132,382	\$143,793	\$143,367	\$142,446	\$147,779	\$171,016	\$163,627	\$169,262	\$169,235	\$170,304	7	\$213,600	\$212,534
Associate Professor	\$96,673	\$96,241	\$111,584	\$109,643	\$114,018	\$116,160	\$114,715	\$119,032	\$116,088	\$118,027	\$119,207	\$116,198	6	\$147,112	\$146,572
Assistant Professor	\$74,196	\$74,831	\$76,539	\$88,221	\$97,500	\$99,875	\$101,373	\$105,225	\$107,704	\$108,457	\$109,694	\$110,000	3	\$124,803	\$125,331
Instructor															
All	\$95,276	\$100,269	\$112,740	\$118,170	\$118,250	\$124,503	\$126,979	\$141,450	\$138,660	\$140,661	\$139,310	\$138,707	16	\$172,017	\$171,448
Index															
Professor	0.81	0.83	0.80	0.87	0.87	0.85	0.84	0.90	0.84	0.84	0.79	0.80			
Associate Professor	1.00	0.94	0.92	0.92	0.92	0.96	0.93	0.89	0.83	0.81	0.81	0.79			
Assistant Professor	0.87	0.85	0.81	0.86	0.96	0.96	0.96	0.92	0.92	0.90	0.88	0.88			
Instructor															
All	0.91	0.88	0.85	0.89	0.91	0.90	0.88	0.90	0.85	0.84	0.81	0.81			
<b>POLITICAL SCIENCE</b>															
Average Salaries															
Professor	\$86,302	\$97,776	\$100,532	\$115,620	\$115,620	\$106,319	\$108,249	\$107,239	\$110,097	\$118,874	\$120,063	\$116,808	6	\$149,409	\$146,569
Associate Professor	\$57,615	\$69,810	\$68,084	\$58,326	\$63,744	\$63,889	\$83,244	\$65,497	\$67,227	\$77,907	\$78,686	\$78,686	1	\$100,446	\$97,529
Assistant Professor	\$51,847	\$52,961	\$54,913	\$57,345	\$56,375	\$61,575	\$58,998	\$59,775	\$61,393	\$68,391	\$69,711	\$72,002	7	\$83,104	\$81,289
Instructor															
All	\$70,517	\$73,853	\$73,412	\$73,506	\$77,096	\$80,167	\$90,605	\$90,155	\$89,099	\$96,792	\$91,932	\$91,682	14	\$112,759	\$110,426
Index															
Professor	0.77	0.81	0.81	0.91	0.88	0.82	0.81	0.76	0.77	0.82	0.80	0.80			
Associate Professor	0.80	0.92	0.84	0.71	0.74	0.74	0.93	0.70	0.71	0.79	0.78	0.81			
Assistant Professor	0.82	0.80	0.78	0.82	0.78	0.85	0.80	0.76	0.78	0.86	0.84	0.89			
Instructor															
All	0.78	0.83	0.81	0.82	0.81	0.80	0.82	0.76	0.77	0.83	0.82	0.83			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES, continued</b>															
<b>PSYCHOLOGY</b>															
Average Salaries															
Professor	\$122,261	\$125,472	\$121,853	\$118,744	\$118,744	\$119,458	\$116,806	\$117,632	\$118,000	\$116,278	\$118,543	\$98,979	12	\$143,078	\$138,165
Associate Professor	\$63,549	\$65,458	\$68,975	\$72,914	\$72,193	\$72,748	\$72,352	\$74,043	\$75,442	\$74,310	\$75,182	\$74,406	10	\$95,015	\$92,283
Assistant Professor	\$56,612	\$57,871	\$55,741	\$59,621	\$59,944	\$60,187	\$61,117	\$63,168	\$64,971	\$69,368	\$71,236	\$72,720	4	\$80,525	\$78,944
Instructor															
All	\$81,256	\$82,139	\$85,638	\$80,429	\$79,271	\$81,459	\$84,715	\$86,965	\$90,066	\$93,785	\$94,588	\$85,488	26	\$114,969	\$111,407
Index															
Professor	1.12	1.08	1.00	0.95	0.95	0.95	0.92	0.87	0.88	0.86	0.83	0.72			
Associate Professor	0.90	0.89	0.93	0.95	0.91	0.90	0.88	0.88	0.88	0.85	0.79	0.81			
Assistant Professor	0.93	0.92	0.83	0.88	0.86	0.86	0.86	0.86	0.87	0.89	0.88	0.92			
Instructor															
All	1.01	0.98	0.94	0.93	0.91	0.91	0.89	0.87	0.88	0.86	0.82	0.77			
<b>SOCIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$79,771	\$80,798	\$84,829	\$86,717	\$86,717	\$75,909	\$81,667	\$86,231	\$88,906	\$96,660	\$101,764	\$110,796	12	\$138,167	\$137,276
Associate Professor	\$58,653	\$60,318	\$62,894	\$70,585	\$68,993	\$68,203	\$68,708	\$67,141	\$68,932	\$75,105	\$77,569	\$79,157	7	\$93,204	\$90,145
Assistant Professor	\$52,037	\$51,966	\$54,532	\$55,872	\$55,551	\$57,051	\$56,672	\$56,276	\$59,160	\$63,429	\$66,042	\$66,366	3	\$77,299	\$76,523
Instructor															
All	\$61,425	\$63,350	\$65,311	\$70,109	\$69,945	\$66,939	\$69,757	\$73,328	\$76,794	\$84,821	\$89,194	\$94,670	22	\$115,560	\$113,995
Index															
Professor	0.77	0.75	0.74	0.75	0.71	0.63	0.67	0.66	0.69	0.76	0.74	0.81			
Associate Professor	0.85	0.85	0.82	0.91	0.88	0.85	0.84	0.79	0.79	0.85	0.83	0.88			
Assistant Professor	0.88	0.86	0.85	0.85	0.83	0.86	0.83	0.80	0.81	0.86	0.85	0.87			
Instructor															
All	0.83	0.81	0.80	0.85	0.82	0.80	0.78	0.73	0.73	0.79	0.77	0.83			
<b>SOCIAL SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$100,613	\$109,683	\$114,453	\$118,100	\$115,002	\$117,194	\$116,208	\$121,640	\$121,096	\$120,999	\$123,025	\$119,382	38	\$154,934	\$152,242
Associate Professor	\$71,764	\$72,343	\$77,167	\$80,003	\$79,865	\$79,749	\$80,964	\$81,757	\$80,926	\$83,669	\$84,795	\$84,357	28	\$104,112	\$101,724
Assistant Professor	\$57,100	\$57,829	\$57,381	\$59,174	\$60,400	\$62,003	\$62,399	\$63,946	\$67,155	\$71,912	\$75,237	\$76,493	19	\$86,847	\$85,710
Instructor															
All	\$76,256	\$78,676	\$82,394	\$83,015	\$81,601	\$84,833	\$88,111	\$92,573	\$94,602	\$99,004	\$99,750	\$98,258	85	\$122,973	\$120,729
Index															
Professor	0.88	0.89	0.86	0.88	0.87	0.85	0.84	0.83	0.82	0.83	0.79	0.78			
Associate Professor	0.91	0.90	0.88	0.91	0.89	0.89	0.88	0.85	0.83	0.84	0.81	0.83			
Assistant Professor	0.88	0.87	0.82	0.85	0.85	0.87	0.87	0.85	0.85	0.88	0.87	0.89			
Instructor															
All	0.89	0.89	0.86	0.90	0.87	0.87	0.86	0.84	0.83	0.84	0.81	0.81			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>LIBERAL ARTS AND SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$92,143	\$94,895	\$101,425	\$104,831	\$103,687	\$105,720	\$107,218	\$111,137	\$113,119	\$117,556	\$118,230	\$119,120	202	\$138,022	\$133,039
Associate Professor	\$64,785	\$66,995	\$70,960	\$73,819	\$72,702	\$73,073	\$74,076	\$76,165	\$78,652	\$81,840	\$82,226	\$82,082	152	\$93,686	\$92,510
Assistant Professor	\$56,918	\$58,232	\$59,473	\$61,946	\$61,607	\$62,460	\$62,523	\$63,374	\$66,053	\$69,333	\$71,352	\$71,712	122	\$79,322	\$78,267
Instructor	\$35,103	\$35,742													
All	\$73,128	\$75,803	\$81,085	\$83,723	\$82,804	\$84,579	\$85,727	\$88,046	\$91,057	\$95,041	\$94,718	\$95,142	476	\$108,819	\$106,058
Index															
Professor	0.88	0.87	0.89	0.89	0.87	0.89	0.88	0.86	0.86	0.88	0.86	0.90			
Associate Professor	0.90	0.90	0.89	0.92	0.89	0.90	0.89	0.87	0.89	0.90	0.88	0.89			
Assistant Professor	0.92	0.91	0.90	0.92	0.91	0.92	0.91	0.89	0.91	0.91	0.90	0.92			
Instructor	0.91	0.86													
All	0.90	0.88	0.89	0.91	0.88	0.90	0.89	0.87	0.88	0.89	0.87	0.90			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF VETERINARY MEDICINE-</b>															
Average Salaries															
Professor	\$103,087	\$104,893	\$109,606	\$118,604	\$120,425	\$122,756	\$121,724	\$126,092	\$127,321	\$128,753	\$132,319	\$127,732	42	\$131,469	\$134,251
Associate Professor	\$82,189	\$84,281	\$87,263	\$90,610	\$93,538	\$93,976	\$94,363	\$95,374	\$96,985	\$99,127	\$100,499	\$97,057	29	\$105,862	\$109,388
Assistant Professor	\$71,550	\$75,961	\$75,331	\$81,476	\$81,890	\$84,321	\$85,450	\$89,904	\$91,762	\$94,080	\$95,704	\$89,692	31	\$88,148	\$87,576
Instructor	\$31,826	\$32,582													
All	\$73,672	\$77,154	\$93,744	\$99,994	\$101,303	\$103,553	\$103,440	\$107,182	\$108,296	\$109,670	\$112,144	\$107,449	102	\$111,022	\$112,997
Index															
Professor	1.03	1.01	1.02	1.05	1.05	1.11	1.09	1.04	1.05	1.00	1.01	0.95			
Associate Professor	1.06	1.03	1.03	1.01	1.04	1.07	1.07	0.97	0.99	0.96	0.95	0.89			
Assistant Professor	1.04	1.06	1.00	1.04	1.02	1.09	1.07	1.06	1.10	1.06	1.09	1.02			
Instructor	1.35	1.31													
All	1.06	1.05	1.02	1.04	1.04	1.09	1.08	1.02	1.04	1.00	1.01	0.95			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2005-2006 through 2015-2016**

COLLEGE/DEPARTMENT	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-UNIVERSITY SUMMARY-</b>															
Average Salaries															
Professor	\$97,569	\$100,849	\$107,212	\$112,250	\$111,444	\$113,945	\$115,564	\$119,829	\$122,850	\$125,475	\$125,963	\$128,805	596	\$136,440	\$133,267
Associate Professor	\$72,176	\$73,908	\$78,355	\$82,264	\$82,058	\$82,575	\$83,273	\$85,918	\$88,880	\$91,462	\$92,629	\$92,063	454	\$99,187	\$100,164
Assistant Professor	\$61,529	\$64,645	\$67,359	\$71,057	\$72,086	\$74,943	\$76,761	\$77,801	\$80,302	\$82,819	\$82,865	\$82,346	393	\$88,867	\$88,733
Instructor	\$32,766	\$33,573													
All	\$78,358	\$81,474	\$87,981	\$92,009	\$92,016	\$94,376	\$95,708	\$98,673	\$101,644	\$103,863	\$103,738	\$104,592	1,443	\$111,763	\$110,723
Index															
Professor	0.94	0.93	0.95	0.96	0.95	0.98	0.97	0.94	0.95	0.94	0.92	0.97			
Associate Professor	0.96	0.94	0.96	0.98	0.95	0.97	0.97	0.94	0.94	0.95	0.93	0.92			
Assistant Professor	0.95	0.95	0.94	0.96	0.95	0.97	0.95	0.93	0.94	0.94	0.93	0.93			
Instructor	1.27	1.21													
All	0.95	0.94	0.95	0.97	0.95	0.98	0.97	0.94	0.94	0.94	0.93	0.94			



## **Footnotes**

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2005-2006 through 2015-2016**

**Footnotes**

- <sup>1</sup> 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.
- <sup>2</sup> Beginning 2004-2005, the department of Industrial Education and Technology was discontinued; faculty were moved to the department of Agricultural and Biosystems Engineering in the College of Agriculture.
- <sup>4</sup> Beginning July 1, 2007, the department of Health and Human Performance was changed to Kinesiology.
- <sup>5</sup> Beginning July 1, 2010, the department of Logistics Operations and Management Information Systems was changed to Supply Chain and Information Management.
- <sup>6</sup> Beginning July 1, 2010, the department of Music was changed to Music and Theatre.
- <sup>7</sup> Beginning July 1, 2011, the department of Plant Pathology was changed to Plant Pathology and Microbiology.
- <sup>8</sup> Beginning July 1, 2012, the department of Art and Design was divided into four departments – Integrated Studio Arts, Industrial Design, Interior Design and Graphic Design. There was not sufficient peer data available to separate these departments so they are combined in this report.
- <sup>9</sup> Beginning 2001-2002, the departments of Family and Consumer Sciences Education and Studies, Hotel Restaurant and Institution Management, and Textiles and Clothing are combined into the Department of Apparel, Educational Studies and Hospitality Management. In 2012, the name of the department was changed to Apparel, Events, and Hospitality Management.
- <sup>10</sup> Beginning July 1, 2012, the departments of Curriculum and Instruction and Educational Leadership and Policy Studies were combined into the School of Education.
- <sup>11</sup> Beginning July 1, 2006, the department of Foreign Languages and Literature was changed to World Languages and Cultures.