

IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

Faculty Salary Comparisons Carnegie Very High Research Universities

2018-2019 through 2022-2023

Executive Summary

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Iowa State University Carnegie Very High Research (VHR) Universities Faculty Salary Comparisons 2018-2019 through 2022-2023

INTRODUCTION

This report compares Iowa State University's average nine-month tenure-track faculty salaries to those of Carnegie Very High Research Institutions that contribute data to the *National Faculty Salary Survey by Discipline*, administered by Oklahoma State University, for the academic years 2018-2019 through 2022-2023.

This report is organized into three sections: summary data for the colleges; departmental data within each college (with the College of Liberal Arts and Sciences broken down into three divisions); and footnotes.

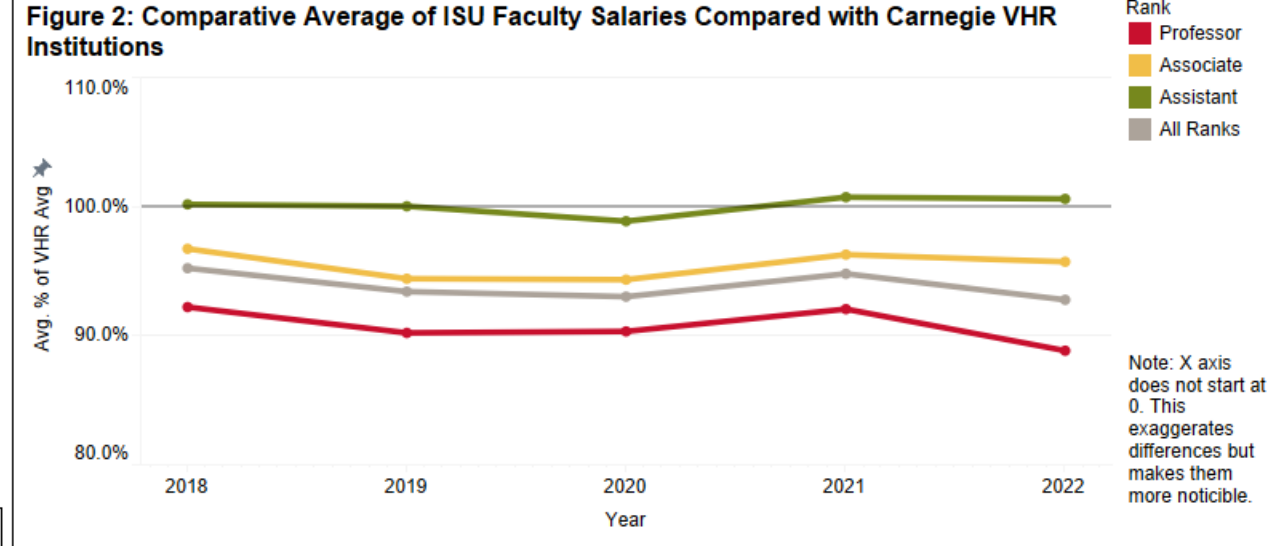
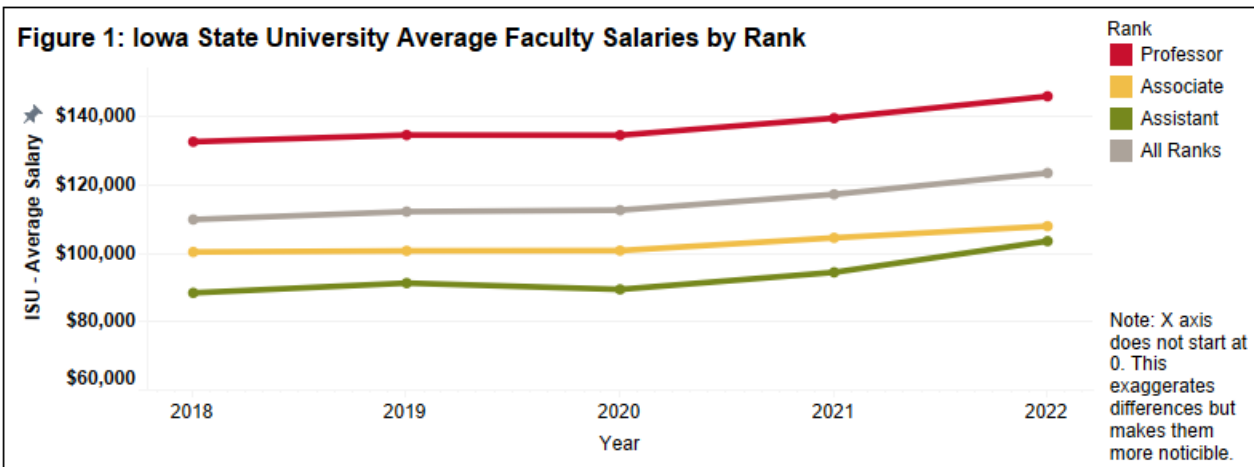
All twelve-month salaries have been converted to nine-month equivalents for comparison purposes. The complete methodology used in the comparisons is described on page 5.

DISCUSSION

The 2022-2023 average nine-month Iowa State salaries and the percentage of that salary compared to the VHR average salary by faculty rank for the total university are:

Rank	ISU - Average Salary	% of VHR Avg
Professor	\$146,068	88.8%
Associate	\$108,025	95.7%
Assistant	\$103,640	100.6%
All Ranks	\$123,597	92.8%

Figure 1 and Figure 2 display the total university average salaries and indicies by rank from 2018-2019 through 2022-2023.



From 2018-2019 through 2022-2023 Iowa State faculty salaries combined for all ranks compared to the average for VHR institutions range from 92.8% in 2022-2023 to 95.2% in 2018-2019.

During this time the average percent increases in salaries for continuing faculty range from 0.0% in 2020 - 2021 to 4.1% in 2022 - 2023.

The following table presents for each year the All Ranks comparative percentage to the VHR average salary and the average percent salary increase for continuing faculty at Iowa State University.

Table 1:	% of VHR Avg	Salary Increase
2018-2019	95.2%	1.0%
2019-2020	93.4%	2.2%
2020-2021	93.0%	0.0%
2021-2022	94.8%	3.5%
2022-2023	92.8%	4.1%

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Methodology

The salary source data for this comparative report is from the Faculty Salary Survey by Discipline report, which has been conducted since 1974 by Oklahoma State University. The "Oklahoma State" survey compiles peer comparative salary data, historically from members of the Association of Public and Land-Grant Universities (APLU). This Iowa State report compares Iowa State salaries against the average salaries of all Carnegie Very High Research (R1) institutions that submitted data to Oklahoma State. The Very High Research group for 2022-23 includes nine of Iowa State University's ten Board of Regents peers and 26 of its 29 IPEDS peers. The list of participating institutions for 2022-2023 is available at: <https://ira.okstate.edu/surveys.html>.

In the Faculty Salary Survey by Disciplines report, the disciplines are identified by a set of codes (Classification of Instruction - CIP codes) developed by the National Center for Education Statistics to provide a standard means of describing instructional programs. The university providing the data determines the best code for their faculty by discipline.

With the exception of Economics (which has different CIP codes for CALS faculty and LAS Faculty), all departments at Iowa State are assigned to a single CIP code. This report compares data for Iowa State's salaries to the average salaries of the Very High Research group based on the CIP code. There are a few instances where Iowa State uses a weighted average of two different CIP codes for matching (based on what is the predominant CIP code used for that discipline) within the Faculty Salary Survey by Disciplines report. See the end notes on the last page of this report for details.

For departments that are administered by two colleges, all faculty are included in the "department" information under each college. (The data are duplicated in each college.) For University totals each individual is only counted once.

Faculty included are full-time equivalent (FTE=1), tenured and tenure-eligible faculty, holding the traditional three faculty ranks. Excluded are faculty on leave-without-pay and non tenure-eligible faculty members. Faculty with appointments of Assistant Dean or higher are also excluded. Department chairs are included. Twelve-month salaries for Iowa State University and the peers have been converted to nine-month equivalents using a 9/11 conversion factor.

Prior to 2019-2020, the salary reported included all salary components included in the Iowa State University Budget Book. Starting in 2019-2020, the salary reported includes annual base salary and administrative increments as provided in Workday HCM; additional pay for named professorships or other non-base salary increments are excluded from the salary comparisons.

The primary academic appointment department determines where the salary is counted even though some faculty may have appointments in more than one department. The total full-time salary dollars are summed and divided by the headcount to calculate the average. Salaries are not reported for non-academic departments since these are not departments of rank. The Iowa State University All Ranks salary average is the sum of the Iowa State University dollars for all ranks divided by the sum of the total headcount for all ranks.

The comparison percentage for each rank evaluates the average salary for that rank within Iowa State University against the average salary for the same rank at participating VHR universities. For example, an average salary of \$75,000 for Iowa State University divide by a \$78,000 average for the Very High Research universities yields a comparison value of 96%. Which would indicate that those ISU faculty make 96% of what is made by comparable faculty at other institutions.

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