

**IOWA STATE UNIVERSITY**

OF SCIENCE AND TECHNOLOGY

**Peer Land Grant Universities  
Faculty Salary Comparisons  
2006-2007 through 2016-2017**

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**Institutional Research Report 2016**

**May 8, 2017**

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# Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2006-2007 through 2016-2017

## 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 2006-2007 through 2016-2017. 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 2016-2017 average nine-month salaries and comparative indices by faculty rank for the total university are:

Faculty Rank	Average Salary	Comparative Index
Professor	\$129,753	0.92
Associate Professor	\$96,870	0.92
Assistant Professor	\$84,437	0.94
All Ranks	\$107,060	0.92

Figure 1 and Figure 2 display the total university average salaries and indices by rank from 2006-2007 through 2016-2017.

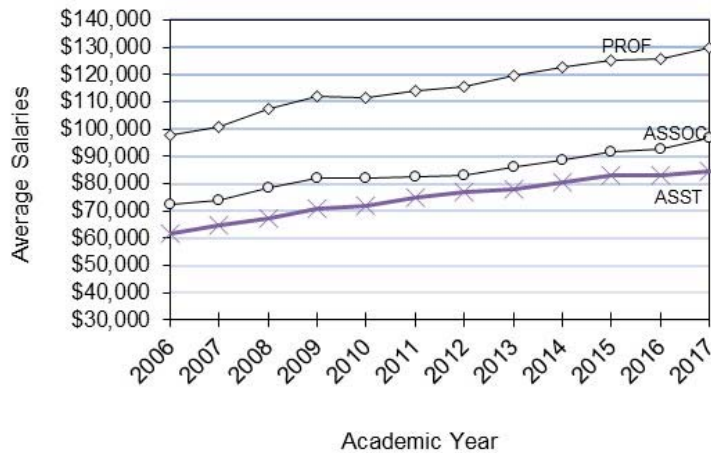


Figure 1. Iowa State University Average Faculty Salaries by Rank

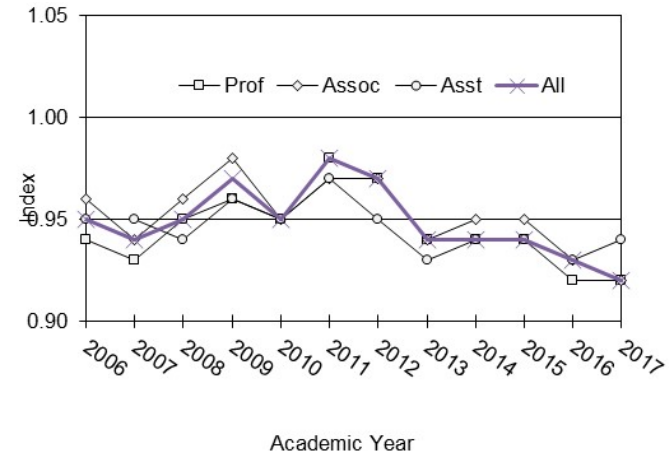


Figure 2. Index of Iowa State University Average Faculty Salaries Compared With Those of the Peers

From 2006-2007 through 2016-2017 the indices for *all ranks combined* range from 0.94 in 2006-07 to 0.92 in 2016-2017. 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
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%
2016-2017	0.92	3.8%

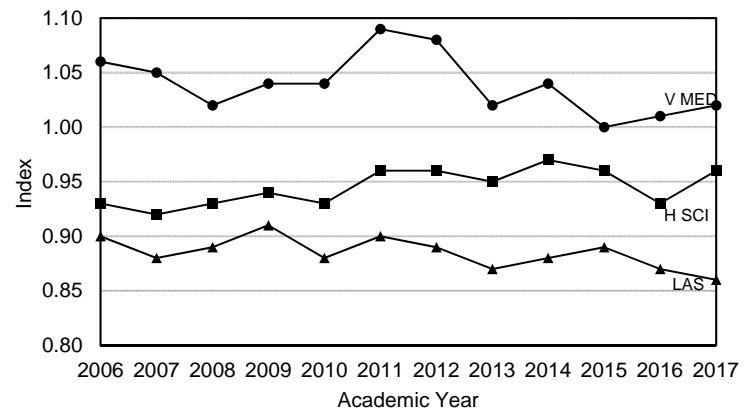
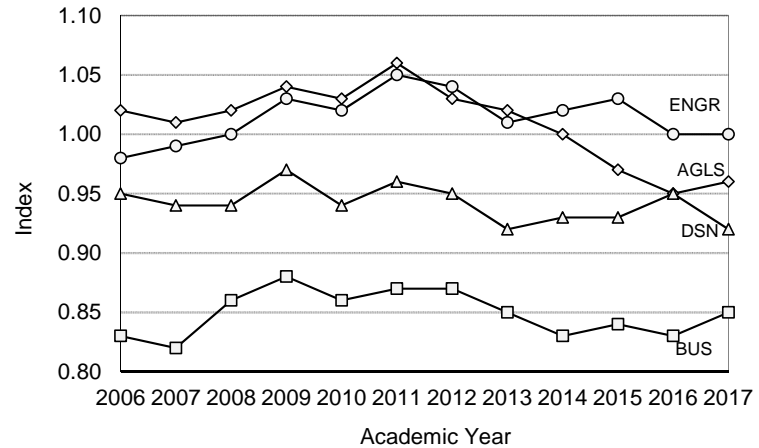
## Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2006-2007 through 2016-2017

By college, the 2016-2017 indices for the Professor rank range from 0.78 in the College of Liberal Arts and Sciences (Social Sciences) to 1.03 in the College Engineering. Indices for Associate Professors range from 0.79 in the College of Liberal Arts and Sciences (Social Sciences) to 0.98 in the Colleges of Design and Veterinary Medicine. Assistant Professor Indices range from 0.86 in the College of Business to 1.07 in the College of Veterinary Medicine. The 2016-2017 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>
<b>Agriculture &amp; Life Sciences</b>			
Average Salary	\$123,875	\$90,978	\$83,223
Comparative Index	0.95	0.95	0.98
<b>Business</b>			
Average Salary	\$183,772	\$157,085	\$154,718
Comparative Index	0.80	0.88	0.86
<b>Design</b>			
Average Salary	\$97,722	\$80,075	\$66,000
Comparative Index	0.86	0.98	0.93
<b>Engineering</b>			
Average Salary	\$159,641	\$106,442	\$90,714
Comparative Index	1.03	0.96	0.96
<b>Human Sciences</b>			
Average Salary	\$119,436	\$86,439	\$73,244
Comparative Index	0.91	0.95	0.93
<b>Liberal Arts and Sciences</b>			
<b>Humanities</b>			
Average Salary	\$99,201	\$74,763	\$64,124
Comparative Index	0.82	0.89	0.89
<b>Science and Mathematics</b>			
Average Salary	\$126,524	\$91,713	\$81,786
Comparative Index	0.86	0.90	0.93
<b>Social Sciences</b>			
Average Salary	\$124,687	\$87,079	\$78,270
Comparative Index	0.78	0.79	0.88
<b>All Divisions</b>			
Average Salary	\$121,261	\$84,623	\$74,365
Comparative Index	0.84	0.87	0.91
<b>Veterinary Medicine</b>			
Average Salary	\$136,497	\$106,573	\$97,744
Comparative Index	1.01	0.98	1.07
<b>All Colleges</b>			
Average Salary	\$129,753	\$96,870	\$84,437
Comparative Index	0.92	0.92	0.94

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 2006-2007 through 2016-2017

## METHODOLOGY

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

The peer land grant universities are:

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

Disciplines are identified by a set of codes 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 were imputed for the years 2006-2007 through 2016-2017 using the previous years salaries adjusted for the average percent increase. In 2016-2017 Penn State replaced Arizona as a peer institution. Penn State's data was also imputed. This was necessary because the 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.

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

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2006-2007 through 2016-2017**

COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$97,487	\$102,892	\$107,374	\$106,782	\$107,576	\$108,040	\$112,239	\$116,012	\$118,794	\$119,360	\$123,875	\$124,290	179	\$130,138	\$128,941
Associate Professor	\$69,941	\$76,628	\$81,030	\$80,520	\$81,565	\$80,468	\$83,626	\$86,293	\$87,010	\$88,895	\$90,978	\$90,199	83	\$95,642	\$94,263
Assistant Professor	\$63,951	\$65,978	\$69,989	\$70,545	\$72,899	\$74,854	\$77,262	\$80,228	\$82,229	\$81,577	\$83,223	\$82,254	70	\$85,040	\$84,895
Instructor															
All	\$84,651	\$90,342	\$93,853	\$94,169	\$96,129	\$96,628	\$100,117	\$103,038	\$104,219	\$104,254	\$107,079	\$106,904	332	\$112,005	\$110,985
Index															
Professor	1.01	1.01	1.02	1.01	1.05	1.02	1.00	0.99	0.96	0.94	0.95	0.96			
Associate Professor	1.00	1.04	1.07	1.06	1.09	1.07	1.07	1.02	0.99	0.99	0.95	0.96			
Assistant Professor	1.06	1.08	1.08	1.09	1.10	1.06	1.04	1.04	1.02	0.98	0.98	0.97			
Instructor															
All	1.01	1.02	1.04	1.03	1.06	1.03	1.02	1.00	0.97	0.95	0.96	0.96			
<b>BUSINESS</b>															
Average Salaries															
Professor	\$131,685	\$145,558	\$154,734	\$156,476	\$159,876	\$163,565	\$171,832	\$174,570	\$170,611	\$174,160	\$183,772	\$185,007	15	\$230,143	\$229,968
Associate Professor	\$106,636	\$118,235	\$124,559	\$124,887	\$127,536	\$130,740	\$137,047	\$141,728	\$145,892	\$149,744	\$157,085	\$158,068	38	\$179,166	\$182,658
Assistant Professor	\$101,499	\$110,322	\$117,691	\$121,544	\$123,711	\$128,803	\$132,787	\$136,943	\$144,912	\$147,268	\$154,718	\$154,428	25	\$179,725	\$180,163
Instructor															
All	\$113,027	\$123,926	\$129,909	\$132,226	\$134,626	\$137,349	\$144,126	\$147,389	\$150,190	\$153,424	\$161,459	\$162,082	78	\$189,149	\$190,956
Index															
Professor	0.80	0.84	0.86	0.85	0.87	0.86	0.81	0.82	0.79	0.75	0.80	0.80			
Associate Professor	0.85	0.91	0.92	0.88	0.91	0.93	0.92	0.87	0.88	0.87	0.88	0.87			
Assistant Professor	0.80	0.82	0.87	0.85	0.85	0.84	0.82	0.80	0.84	0.83	0.86	0.86			
Instructor															
All	0.82	0.86	0.88	0.86	0.87	0.87	0.85	0.83	0.84	0.83	0.85	0.85			
<b>DESIGN</b>															
Average Salaries															
Professor	\$85,578	\$87,774	\$97,254	\$95,255	\$94,991	\$95,519	\$98,397	\$98,388	\$98,696	\$101,522	\$97,722	\$98,158	24	\$113,851	\$112,779
Associate Professor	\$62,887	\$66,795	\$70,127	\$68,795	\$69,835	\$69,776	\$70,706	\$73,764	\$77,866	\$78,819	\$80,075	\$77,430	32	\$82,031	\$82,988
Assistant Professor	\$55,715	\$57,422	\$58,176	\$57,176	\$59,200	\$59,454	\$62,032	\$63,712	\$63,761	\$63,720	\$66,000	\$66,154	34	\$70,835	\$70,928
Instructor															
All	\$64,035	\$67,766	\$71,628	\$71,806	\$72,507	\$72,962	\$74,117	\$76,495	\$77,966	\$78,998	\$79,464	\$78,698	90	\$86,286	\$86,376
Index															
Professor	0.90	0.90	0.96	0.93	0.95	0.96	0.91	0.91	0.88	0.91	0.86	0.87			
Associate Professor	0.92	0.94	0.97	0.95	0.96	0.95	0.92	0.94	0.97	0.99	0.98	0.93			
Assistant Professor	1.00	0.99	0.98	0.95	0.98	0.98	0.94	0.96	0.93	0.94	0.93	0.93			
Instructor															
All	0.94	0.94	0.97	0.94	0.96	0.95	0.92	0.93	0.93	0.95	0.92	0.91			

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**2006-2007 through 2016-2017**

COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>COLLEGE SUMMARIES, continued</b>															
<b>ENGINEERING</b>															
Average Salaries															
Professor	\$120,459	\$129,810	\$137,955	\$137,806	\$142,435	\$145,700	\$146,666	\$151,319	\$156,053	\$153,900	\$159,641	\$167,471	95	\$155,538	\$155,030
Associate Professor	\$90,644	\$93,416	\$97,645	\$97,089	\$98,912	\$98,950	\$100,191	\$101,991	\$103,693	\$103,571	\$106,442	\$107,410	68	\$110,447	\$110,099
Assistant Professor	\$75,883	\$79,559	\$82,570	\$82,369	\$84,784	\$85,231	\$86,748	\$87,989	\$88,111	\$87,905	\$90,714	\$89,376	62	\$94,397	\$94,041
Instructor															
All	\$99,343	\$105,334	\$110,200	\$108,656	\$113,424	\$116,186	\$118,111	\$122,161	\$123,663	\$120,715	\$124,570	\$127,800	225	\$125,063	\$124,645
Index															
Professor	0.98	1.00	1.04	1.03	1.05	1.06	1.02	1.04	1.06	1.04	1.03	1.08			
Associate Professor	1.03	1.01	1.03	1.02	1.05	1.01	0.99	0.98	0.99	0.97	0.96	0.98			
Assistant Professor	0.97	0.97	1.00	0.99	1.02	1.00	0.98	0.99	0.97	0.96	0.96	0.95			
Instructor															
All	0.99	1.00	1.03	1.02	1.05	1.04	1.01	1.02	1.03	1.00	1.00	1.03			
<b>HUMAN SCIENCES <sup>3</sup></b>															
Average Salaries															
Professor	\$91,896	\$95,724	\$99,563	\$99,912	\$102,799	\$104,783	\$107,549	\$112,400	\$113,019	\$115,951	\$119,436	\$130,499	36	\$131,723	\$128,959
Associate Professor	\$65,296	\$70,012	\$72,174	\$71,976	\$73,615	\$76,771	\$77,464	\$80,933	\$85,149	\$85,075	\$86,439	\$85,565	41	\$90,936	\$91,181
Assistant Professor	\$56,046	\$57,831	\$60,031	\$61,712	\$62,005	\$64,033	\$66,212	\$67,646	\$70,096	\$70,358	\$73,244	\$72,180	60	\$78,619	\$78,346
Instructor	\$52,651														
All	\$70,394	\$74,223	\$78,032	\$79,023	\$79,648	\$79,885	\$82,381	\$84,799	\$86,236	\$87,701	\$89,331	\$91,510	137	\$96,259	\$95,487
Index															
Professor	0.92	0.91	0.92	0.91	0.95	0.96	0.96	0.99	0.93	0.94	0.91	1.01			
Associate Professor	0.92	0.94	0.96	0.94	0.97	0.97	0.95	0.98	1.00	0.99	0.95	0.94			
Assistant Professor	0.93	0.95	0.95	0.94	0.94	0.95	0.95	0.93	0.97	0.95	0.93	0.92			
Instructor	0.98														
All	0.92	0.93	0.94	0.93	0.96	0.96	0.95	0.97	0.96	0.96	0.93	0.96			
<b>LIBERAL ARTS AND SCIENCES</b>															
<b>HUMANITIES</b>															
Average Salaries															
Professor	\$78,614	\$80,042	\$78,209	\$79,039	\$78,582	\$81,198	\$84,396	\$90,284	\$97,514	\$95,241	\$99,201	\$98,250	37	\$120,367	\$117,841
Associate Professor	\$56,674	\$60,230	\$61,676	\$60,318	\$61,033	\$61,893	\$64,590	\$69,721	\$72,153	\$72,395	\$74,763	\$75,344	53	\$83,773	\$83,314
Assistant Professor	\$48,991	\$50,433	\$52,222	\$52,559	\$52,950	\$53,744	\$55,302	\$58,503	\$60,990	\$61,257	\$64,124	\$63,556	46	\$71,696	\$71,485
Instructor	\$35,742														
All	\$61,178	\$64,703	\$64,639	\$63,605	\$64,096	\$65,030	\$66,431	\$71,104	\$74,945	\$74,057	\$77,813	\$77,588	136	\$89,644	\$88,706
Index															
Professor	0.83	0.80	0.77	0.77	0.77	0.78	0.77	0.82	0.87	0.82	0.82	0.83			
Associate Professor	0.86	0.86	0.88	0.84	0.86	0.85	0.85	0.91	0.92	0.89	0.89	0.90			
Assistant Professor	0.88	0.86	0.88	0.86	0.89	0.89	0.87	0.90	0.90	0.88	0.89	0.89			
Instructor	0.86														
All	0.85	0.83	0.83	0.82	0.83	0.83	0.83	0.88	0.90	0.87	0.87	0.87			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$99,413	\$108,734	\$112,876	\$111,080	\$112,959	\$113,549	\$116,076	\$117,180	\$121,879	\$122,841	\$126,524	\$124,145	131	\$146,792	\$144,810
Associate Professor	\$73,045	\$76,248	\$81,504	\$79,532	\$79,952	\$81,925	\$83,606	\$85,483	\$88,443	\$89,266	\$91,713	\$88,206	64	\$102,458	\$101,497
Assistant Professor	\$65,934	\$68,039	\$70,896	\$71,900	\$71,973	\$71,364	\$72,632	\$75,050	\$77,751	\$79,146	\$81,786	\$81,207	54	\$88,217	\$88,586
Instructor															
All	\$84,533	\$91,017	\$95,633	\$95,463	\$96,729	\$97,272	\$99,410	\$101,672	\$104,801	\$104,418	\$107,875	\$105,596	249	\$122,694	\$121,484
Index															
Professor	0.88	0.92	0.93	0.91	0.94	0.92	0.89	0.88	0.89	0.88	0.86	0.86			
Associate Professor	0.93	0.92	0.96	0.92	0.93	0.93	0.90	0.90	0.92	0.90	0.90	0.87			
Assistant Professor	0.95	0.96	0.97	0.97	0.97	0.96	0.93	0.96	0.93	0.92	0.93	0.92			
Instructor															
All	0.90	0.93	0.95	0.92	0.94	0.93	0.90	0.89	0.90	0.89	0.88	0.87			
<b>SOCIAL SCIENCES</b>															
Average Salaries															
Professor	\$109,683	\$114,453	\$118,100	\$115,002	\$117,194	\$116,208	\$121,640	\$121,096	\$120,999	\$123,025	\$124,687	\$118,763	37	\$158,925	\$155,519
Associate Professor	\$72,343	\$77,167	\$80,003	\$79,865	\$79,749	\$80,964	\$81,757	\$80,926	\$83,669	\$84,795	\$87,079	\$88,085	28	\$110,688	\$110,358
Assistant Professor	\$57,829	\$57,381	\$59,174	\$60,400	\$62,003	\$62,399	\$63,946	\$67,155	\$71,912	\$75,237	\$78,270	\$78,313	18	\$89,072	\$88,518
Instructor															
All	\$78,676	\$82,394	\$83,015	\$81,601	\$84,833	\$88,111	\$92,573	\$94,602	\$99,004	\$99,750	\$101,933	\$99,642	83	\$127,503	\$125,754
Index															
Professor	0.89	0.86	0.91	0.87	0.85	0.84	0.83	0.82	0.83	0.79	0.78	0.76			
Associate Professor	0.90	0.88	0.91	0.89	0.89	0.88	0.85	0.83	0.84	0.81	0.79	0.80			
Assistant Professor	0.87	0.82	0.85	0.85	0.87	0.87	0.85	0.85	0.88	0.87	0.88	0.88			
Instructor															
All	0.89	0.86	0.90	0.87	0.87	0.86	0.84	0.83	0.84	0.81	0.80	0.79			
<b>LIBERAL ARTS AND SCIENCES</b>															
Average Salaries															
Professor	\$94,895	\$101,425	\$104,453	\$103,687	\$105,720	\$107,218	\$111,137	\$113,119	\$117,556	\$118,230	\$121,261	\$118,500	205	\$144,212	\$141,875
Associate Professor	\$66,995	\$70,960	\$73,819	\$72,702	\$73,073	\$74,076	\$76,165	\$78,652	\$81,840	\$82,226	\$84,623	\$83,481	145	\$97,217	\$96,562
Assistant Professor	\$58,232	\$59,473	\$61,946	\$61,607	\$62,460	\$62,523	\$63,374	\$66,053	\$69,333	\$71,352	\$74,365	\$73,884	118	\$81,907	\$81,909
Instructor	\$35,742														
All	\$75,803	\$81,085	\$83,723	\$82,804	\$84,579	\$85,727	\$88,046	\$91,057	\$95,041	\$94,718	\$98,085	\$96,401	468	\$113,942	\$112,716
Index															
Professor	0.87	0.89	0.89	0.87	0.89	0.88	0.86	0.86	0.88	0.86	0.84	0.84			
Associate Professor	0.90	0.89	0.92	0.89	0.90	0.89	0.87	0.89	0.90	0.88	0.87	0.86			
Assistant Professor	0.91	0.90	0.92	0.91	0.92	0.91	0.89	0.91	0.91	0.90	0.91	0.90			
Instructor	0.86														
All	0.88	0.89	0.91	0.88	0.90	0.89	0.87	0.88	0.89	0.87	0.86	0.86			

**Iowa State University**  
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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$104,893	\$109,606	\$118,604	\$120,425	\$122,756	\$121,724	\$126,092	\$127,321	\$128,753	\$132,319	\$136,497	\$127,164	42	\$134,901	\$133,355
Associate Professor	\$84,281	\$87,263	\$90,610	\$93,538	\$93,976	\$94,363	\$95,374	\$96,985	\$99,127	\$100,499	\$106,573	\$103,329	30	\$109,043	\$108,974
Assistant Professor	\$75,961	\$75,331	\$81,476	\$81,890	\$84,321	\$85,450	\$89,904	\$91,762	\$94,080	\$95,704	\$97,744	\$93,051	32	\$91,697	\$91,191
Instructor	\$32,582														
All	\$77,154	\$93,744	\$99,994	\$101,303	\$103,553	\$103,440	\$107,182	\$108,296	\$109,670	\$112,144	\$115,941	\$109,792	104	\$114,148	\$113,348
Index															
Professor	1.01	1.02	1.05	1.05	1.11	1.09	1.04	1.05	1.00	1.01	1.01	0.95			
Associate Professor	1.03	1.03	1.01	1.04	1.07	1.07	0.97	0.99	0.96	0.95	0.98	0.95			
Assistant Professor	1.06	1.00	1.04	1.02	1.09	1.07	1.06	1.10	1.06	1.09	1.07	1.02			
Instructor	1.31														
All	1.05	1.02	1.04	1.04	1.09	1.08	1.02	1.04	1.00	1.01	1.02	0.97			



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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017					
											ISU			PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY	
<b>UNIVERSITY SUMMARY</b>																
Average Salaries																
Professor	\$100,849	\$107,212	\$112,250	\$111,444	\$113,945	\$115,564	\$119,829	\$122,850	\$125,475	\$125,963	\$129,753	\$130,235	596	\$141,320	\$139,752	
Associate Professor	\$73,908	\$78,355	\$82,264	\$82,058	\$82,575	\$83,273	\$85,918	\$88,880	\$91,462	\$92,629	\$96,870	\$96,082	437	\$105,213	\$105,071	
Assistant Professor	\$64,645	\$67,359	\$71,057	\$72,086	\$74,943	\$76,761	\$77,801	\$80,302	\$82,819	\$82,865	\$84,437	\$83,381	401	\$89,834	\$89,708	
Instructor	\$33,573															
All	\$81,474	\$87,981	\$92,009	\$92,016	\$94,376	\$95,708	\$98,673	\$101,644	\$103,863	\$103,738	\$107,060	\$106,725	1,434	\$115,919	\$115,189	
Index																
Professor	0.93	0.95	0.96	0.95	0.98	0.97	0.94	0.95	0.94	0.92	0.92	0.93				
Associate Professor	0.94	0.96	0.98	0.95	0.97	0.97	0.94	0.94	0.95	0.93	0.92	0.91				
Assistant Professor	0.95	0.94	0.96	0.95	0.97	0.95	0.93	0.94	0.94	0.93	0.94	0.93				
Instructor	1.21															
All	0.94	0.95	0.97	0.95	0.98	0.97	0.94	0.94	0.94	0.93	0.92	0.93				

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$99,893	\$108,506	\$115,319	\$115,797	\$121,862	\$114,768	\$122,108	\$124,379	\$136,185	\$136,513	\$142,246	\$177,735	14	\$139,155	\$138,015
Associate Professor	\$72,271	\$80,677	\$ 94,456	\$ 87,757	\$87,829	\$88,756	\$90,780	\$95,180	\$95,349	\$96,570	\$99,846	\$106,289	10	\$103,577	\$103,932
Assistant Professor	\$69,512	\$74,152	\$ 74,882	\$ 77,232	\$78,340	\$82,421	\$84,233	\$83,092	\$84,334	\$83,418	\$85,696	\$85,429	5	\$86,031	\$86,382
Instructor															
All	\$82,658	\$89,875	\$95,576	\$96,842	\$99,496	\$97,833	\$101,616	\$104,503	\$113,379	\$112,208	\$117,875	\$137,184	29	\$117,727	\$117,360
Index															
Professor	0.97	1.00	1.04	1.05	1.13	1.01	1.01	0.99	1.04	1.05	1.02	1.29			
Associate Professor	0.93	0.99	1.10	1.07	1.04	1.03	1.01	1.05	1.01	1.00	0.96	1.02			
Assistant Professor	0.98	1.05	1.02	1.03	1.09	1.11	1.08	1.00	0.99	0.97	1.00	0.99			
Instructor															
All	0.96	1.01	1.05	1.05	1.09	1.03	1.02	1.02	1.02	1.02	1.00	1.17			
<b>AGRICULTURAL EDUCATION AND STUDIES</b>															
Average Salaries															
Professor	\$91,721	\$91,650	\$ 97,756	\$97,756	\$99,214	\$100,671	\$103,928	\$106,587	\$109,238	\$110,310	\$118,469	\$123,818	4	\$118,858	\$121,865
Associate Professor	\$75,818	\$82,934	\$ 85,243	\$87,256	\$84,928	\$88,734	\$90,445	\$91,824	\$103,282	\$102,692	\$73,275	\$75,000	3	\$84,504	\$83,214
Assistant Professor	\$66,775	\$71,891	\$ 72,794	\$73,825	\$75,718	\$75,831	\$81,174	\$78,016	\$81,302	\$77,836	\$73,275	\$75,000	3	\$76,560	\$76,747
Instructor															
All	\$77,490	\$80,931	\$82,773	\$84,787	\$84,609	\$84,951	\$90,782	\$92,142	\$97,273	\$94,184	\$99,100	\$102,896	7	\$100,730	\$102,529
Index															
Professor	0.91	0.90	0.97	0.95	0.99	1.01	0.96	1.00	0.94	0.96	1.00	1.02			
Associate Professor	1.05	1.10	1.09	1.13	1.11	1.20	1.19	1.19	1.26	1.30	0.96	0.98			
Assistant Professor	1.19	1.21	1.09	1.17	1.30	1.28	1.25	1.12	1.18	1.08	0.96	0.98			
Instructor															
All	1.03	1.05	1.05	1.07	1.14	1.16	1.12	1.09	1.08	1.07	0.98	1.00			
<b>AGRONOMY</b>															
Average Salaries															
Professor	\$94,220	\$99,289	\$102,401	\$102,214	\$104,656	\$103,667	\$104,648	\$108,605	\$113,637	\$113,807	\$118,806	\$121,195	30	\$113,486	\$122,258
Associate Professor	\$70,457	\$71,716	\$ 74,580	\$74,079	\$73,349	\$75,379	\$79,279	\$87,346	\$96,530	\$100,120	\$103,448	\$94,339	7	\$91,344	\$92,599
Assistant Professor	\$59,023	\$60,425	\$ 68,008	\$75,987	\$83,250	\$85,217	\$88,836	\$95,259	\$93,000	\$89,749	\$89,439	\$86,219	6	\$81,899	\$82,017
Instructor															
All	\$84,867	\$89,903	\$92,723	\$94,671	\$97,883	\$98,132	\$100,122	\$103,979	\$108,444	\$108,536	\$112,208	\$111,943	43	\$105,474	\$111,815
Index															
Professor	1.02	1.01	1.01	1.00	1.05	1.00	0.95	0.98	0.96	0.97	1.05	0.99			
Associate Professor	1.01	0.98	0.99	0.99	0.96	0.95	0.97	1.04	1.10	1.13	1.13	1.02			
Assistant Professor	0.96	0.94	1.05	1.17	1.20	1.21	1.20	1.23	1.19	1.13	1.09	1.05			
Instructor															
All	1.01	1.00	1.01	1.01	1.05	1.01	0.97	1.01	1.00	1.01	1.06	1.00			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$96,185	\$100,022	\$102,111	\$102,549	\$104,603	\$105,270	\$111,631	\$112,009	\$116,091	\$116,307	\$122,025	\$126,876	27	\$119,830	\$117,641
Associate Professor	\$66,919	\$ 73,357	\$ 77,329	\$79,187	\$75,336	\$76,354	\$78,580	\$82,550	\$83,009	\$87,457	\$89,579	\$88,472	11	\$89,120	\$89,732
Assistant Professor	\$63,633	\$ 63,188	\$ 69,584	\$69,703	\$72,099	\$75,030	\$78,286	\$78,696	\$80,068	\$81,597	\$83,471	\$81,829	5	\$81,499	\$81,300
Instructor															
All	\$84,435	\$89,863	\$92,850	\$93,278	\$94,584	\$95,466	\$99,633	\$101,092	\$105,298	\$105,268	\$109,242	\$111,814	43	\$107,517	\$106,276
Index															
Professor	1.03	1.01	1.01	0.99	1.04	1.02	1.04	1.01	1.02	0.98	1.02	1.08			
Associate Professor	0.93	0.97	1.01	1.02	0.97	0.99	0.99	1.04	1.01	1.00	1.01	0.99			
Assistant Professor	1.05	1.04	1.00	1.08	1.06	1.08	1.05	1.03	1.03	1.04	1.02	1.01			
Instructor															
All	1.01	1.00	1.01	1.00	1.03	1.02	1.03	1.01	1.02	0.99	1.02	1.05			
<b>BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY <sup>1</sup></b>															
Average Salaries															
Professor	\$110,064	\$117,082	\$123,786	\$113,629	\$115,670	\$117,372	\$122,444	\$126,957	\$129,393	\$130,684	\$137,825	\$129,414	15	\$154,257	\$142,106
Associate Professor	\$70,962	\$ 78,180	\$ 82,826	\$79,749	\$79,749	\$80,945	\$82,766	\$83,759	\$82,082	\$82,902	\$85,257	\$84,557	5	\$102,244	\$96,345
Assistant Professor				\$69,850	\$69,850	\$70,898	\$72,670	\$74,470	\$73,433	\$75,343	\$77,177	\$76,924	6	\$88,887	\$86,254
Instructor															
All	\$94,423	\$105,411	\$111,498	\$102,589	\$104,074	\$105,611	\$109,787	\$113,487	\$112,869	\$114,184	\$113,720	\$108,675	26	\$129,169	\$120,417
Index															
Professor	0.98	1.00	1.00	0.89	0.95	0.94	0.90	0.91	0.91	0.85	0.89	0.91			
Associate Professor	0.97	1.03	1.05	0.98	1.03	0.97	0.94	0.92	0.92	0.87	0.83	0.88			
Assistant Professor				1.01		0.99	1.00	0.99	0.92	0.88	0.87	0.89			
Instructor															
All	0.97	1.01	1.01	0.91	0.96	0.95	0.91	0.92	0.91	0.85	0.88	0.90			
<b>ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY <sup>1</sup></b>															
Average Salaries															
Professor	\$80,593	\$79,347	\$89,113	\$89,113	\$89,113	\$90,450	\$92,614	\$94,592	\$102,214	\$102,380	\$106,141	\$109,572	14	\$143,832	\$136,427
Associate Professor	\$60,343					\$76,834	\$79,139	\$82,496	\$85,532	\$85,742	\$88,369	\$88,517	7	\$106,311	\$95,247
Assistant Professor	\$59,238	\$67,015	\$71,660	\$71,660	\$71,660		\$71,723	\$74,144	\$76,708	\$76,782	\$79,671	\$79,118	5	\$88,045	\$87,498
Instructor															
All	\$68,706	\$75,823	\$86,204	\$86,204	\$86,204	\$88,181	\$87,705	\$89,943	\$93,833	\$92,378	\$96,266	\$98,047	26	\$123,002	\$115,930
Index															
Professor	0.79	0.74	0.81	0.78	0.80	0.77	0.75	0.75	0.81	0.80	0.74	0.80			
Associate Professor	0.83					0.98	0.96	0.97	0.98	0.96	0.83	0.93			
Assistant Professor	0.83	1.04	1.10	1.09	1.04		0.98	1.01	1.01	0.96	0.90	0.90			
Instructor															
All	0.84	0.80	0.84	0.81	0.82	0.79	0.79	0.80	0.88	0.86	0.78	0.85			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$113,431	\$123,716	\$133,440	\$131,624	\$135,221	\$137,934	\$145,107	\$155,683	\$164,484	\$164,719	\$170,033	\$148,377	11	\$142,832	\$137,813
Associate Professor	\$91,336	\$98,760	\$104,085	\$121,358	\$122,691	\$110,673	\$113,254	\$116,149	\$119,010	\$112,575	\$116,385	\$119,783	3	\$113,864	\$111,075
Assistant Professor	\$73,651	\$75,861	\$90,218	\$97,500	\$99,916	\$101,415	\$98,062	\$103,847	\$108,626	\$109,542	\$112,941	\$113,302	7	\$100,813	\$99,765
Instructor															
All	\$108,402	\$117,624	\$125,664	\$127,815	\$129,242	\$130,800	\$134,816	\$141,511	\$143,049	\$141,125	\$143,338	\$132,600	21	\$124,687	\$121,311
Index															
Professor	1.06	1.09	1.12	1.11	1.17	1.15	1.14	1.21	1.24	1.16	1.19	1.08			
Associate Professor	1.14	1.10	1.14	1.38	1.38	1.19	1.14	1.17	1.13	1.04	1.02	1.08			
Assistant Professor	1.05	1.01	1.16	1.25	1.25	1.21	1.10	1.15	1.15	1.08	1.12	1.14			
Instructor															
All	1.07	1.09	1.13	1.14	1.20	1.16	1.13	1.20	1.21	1.13	1.15	1.09			
<b>ENTOMOLOGY</b>															
Average Salaries															
Professor	\$82,296	\$88,798	\$93,926	\$92,771	\$88,157	\$95,920	\$97,584	\$101,471	\$99,213	\$101,031	\$113,985	\$91,935	5	\$121,548	\$122,345
Associate Professor	\$61,700	\$68,607	\$72,038	\$72,038	\$67,314	\$71,490	\$78,629	\$79,152	\$74,547	\$75,292	\$77,815	\$78,854	4	\$93,805	\$91,531
Assistant Professor	\$51,672	\$61,476	\$60,352	\$60,605	\$63,765	\$60,700	\$65,345	\$67,843		\$70,000	\$71,609	\$71,609	1	\$83,871	\$83,901
Instructor															
All	\$71,207	\$81,995	\$84,494	\$80,321	\$77,715	\$82,854	\$87,472	\$90,298	\$88,250	\$87,633	\$95,279	\$84,670	10	\$106,683	\$106,175
Index															
Professor	0.82	0.83	0.87	0.85	0.85	0.88	0.87	0.90	0.85	0.84	0.94	0.75			
Associate Professor	0.90	0.96	0.99	1.00	0.94	0.95	0.98	0.95	0.86	0.86	0.83	0.86			
Assistant Professor	0.88	1.01	0.94	0.91	0.97	0.89	0.88	0.88		0.86	0.85	0.85			
Instructor															
All	0.84	0.86	0.89	0.88	0.89	0.89	0.90	0.91	0.86	0.85	0.89	0.80			
<b>FOOD SCIENCE AND HUMAN NUTRITION - AG <sup>1</sup></b>															
Average Salaries															
Professor	\$103,988	\$113,821	\$120,159	\$123,380	\$116,524	\$118,749	\$122,501	\$125,213	\$109,875	\$111,659	\$115,663	\$116,531	11	\$127,659	\$123,831
Associate Professor	\$75,024	\$80,883	\$78,843	\$78,843	\$81,517	\$82,739	\$84,926	\$87,012	\$89,129	\$88,253	\$90,284	\$85,760	12	\$90,826	\$90,189
Assistant Professor	\$73,092	\$73,214	\$74,523	\$74,523	\$73,000	\$73,422	\$72,446	\$75,052	\$77,151	\$77,313	\$81,470	\$78,913	8	\$84,321	\$84,864
Instructor															
All	\$90,214	\$98,029	\$98,575	\$98,402	\$100,304	\$97,059	\$101,039	\$101,650	\$92,170	\$92,446	\$97,015	\$94,912	31	\$102,217	\$100,752
Index															
Professor	1.06	1.09	1.15	1.16	1.10	1.06	1.05	1.05	0.93	0.90	0.91	0.94			
Associate Professor	1.06	1.08	1.05	1.05	1.04	1.01	1.02	1.05	1.04	1.06	0.99	0.95			
Assistant Professor	1.22	1.17	1.09	1.08	1.02	1.01	0.95	1.02	0.97	0.96	0.97	0.93			
Instructor															
All	1.08	1.09	1.12	1.11	1.08	1.04	1.03	1.05	0.98	0.99	0.95	0.94			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$123,076	\$136,689	\$139,402	\$124,984	\$125,484	\$121,717	\$126,329	\$134,607	\$128,741	\$127,861	\$132,267	\$124,104	12	\$142,725	\$142,365
Associate Professor	\$76,062	\$84,000	\$86,908	\$88,097	\$86,355	\$83,274	\$85,422	\$87,486	\$93,027	\$94,312	\$97,926	\$94,041	7	\$92,385	\$92,757
Assistant Professor	\$67,705	\$70,078	\$74,247	\$74,247	\$74,637		\$71,750	\$73,475	\$75,201	\$78,045	\$80,544	\$80,054	8	\$82,990	\$85,897
Instructor															
All	\$95,100	\$100,899	\$100,186	\$99,875	\$101,142	\$104,631	\$104,508	\$109,645	\$106,262	\$106,248	\$108,038	\$103,258	27	\$111,975	\$112,772
Index															
Professor	1.17	1.27	1.24	1.12	1.10	1.04	1.04	1.06	0.93	1.01	0.93	0.87			
Associate Professor	1.00	1.09	1.10	1.11	1.08	1.05	1.04	1.04	1.07	1.00	1.06	1.01			
Assistant Professor	1.06	1.07	1.10	1.10			0.95	0.93	0.90	0.90	0.97	0.93			
Instructor															
All	1.10	1.18	1.16	1.11	1.09	1.05	1.03	1.04	0.96	0.98	0.96	0.92			
<b>HORTICULTURE</b>															
Average Salaries															
Professor	\$82,653	\$84,720	\$90,498	\$90,667	\$89,279	\$93,078	\$95,676	\$98,642	\$104,828	\$105,876	\$112,161	\$111,196	8	\$116,190	\$120,447
Associate Professor	\$63,132	\$66,718	\$68,395	\$66,453	\$67,583	\$68,843	\$73,258	\$71,586	\$73,019	\$73,748	\$75,592	\$75,592	2	\$86,853	\$89,260
Assistant Professor	\$59,553	\$64,947		\$57,273	\$60,136	\$61,364	\$63,320	\$67,619	\$67,321	\$67,995	\$68,023	\$69,562	4	\$80,437	\$78,962
Instructor															
All	\$72,445	\$76,733	\$81,657	\$81,013	\$80,999	\$83,889	\$88,014	\$89,707	\$91,279	\$92,192	\$94,326	\$94,214	14	\$101,784	\$104,139
Index															
Professor	0.89	0.87	0.91	0.90	0.89	0.88	0.89	0.89	0.94	0.94	0.97	0.92			
Associate Professor	0.89	0.91	0.93	0.89	0.90	0.90	0.94	0.88	0.90	0.85	0.87	0.85			
Assistant Professor	0.97	1.02	0.00	0.87	0.92	0.90	0.93	0.90	0.90	0.85	0.85	0.88			
Instructor															
All	0.90	0.89	0.92	0.90	0.90	0.89	0.90	0.89	0.92	0.91	0.93	0.90			
<b>NATURAL RESOURCE ECOLOGY AND MANAGEMENT</b>															
Average Salaries															
Professor	\$95,048	\$98,085	\$97,013	\$94,967	\$90,870	\$91,905	\$95,265	\$96,342	\$99,469	\$104,077	\$108,571	\$104,177	7	\$124,654	\$120,458
Associate Professor	\$65,157	\$74,958	\$75,009	\$75,052	\$79,082	\$77,300	\$78,158	\$77,345	\$80,528	\$80,468	\$78,540	\$74,706	5	\$91,101	\$93,983
Assistant Professor	\$61,611	\$60,596	\$63,994	\$64,560	\$61,577	\$64,554	\$65,788	\$68,338	\$73,251	\$72,047	\$72,359	\$68,695	4	\$82,847	\$80,557
Instructor															
All	\$70,617	\$73,839	\$73,353	\$74,874	\$76,390	\$76,097	\$78,597	\$80,009	\$86,694	\$89,801	\$90,133	\$86,097	16	\$103,717	\$102,209
Index															
Professor	0.99	0.98	0.94	0.89	0.89	0.88	0.85	0.87	0.87	0.86	0.87	0.86			
Associate Professor	0.95	1.03	1.00	1.00	1.10	1.05	1.00	0.96	0.95	0.92	0.86	0.79			
Assistant Professor	1.04	0.99	1.02	1.01	0.95	0.87	0.93	0.94	0.96	0.91	0.87	0.85			
Instructor															
All	0.98	1.00	1.00	0.97	0.99	0.93	0.93	0.93	0.91	0.88	0.87	0.84			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$84,456	\$89,856	\$94,676	\$97,684	\$99,311	\$100,887	\$105,113	\$110,649	\$116,203	\$117,365	\$122,500	\$116,206	10	\$126,234	\$126,043
Associate Professor	\$78,785	\$83,881	\$86,956	\$83,830	\$84,171	\$75,131	\$73,744	\$75,588	\$78,125	\$77,227	\$86,938	\$87,933	3	\$90,676	\$90,561
Assistant Professor	\$63,298	\$62,733	\$64,662	\$64,662	\$62,846	\$63,248	\$71,284	\$73,066	\$78,947	\$81,775	\$85,527	\$83,900	5	\$81,208	\$81,125
Instructor															
All	\$79,090	\$83,277	\$87,119	\$88,029	\$91,914	\$93,705	\$97,117	\$101,726	\$104,406	\$105,675	\$106,302	\$102,520	18	\$107,800	\$107,652
Index															
Professor	0.93	0.95	0.94	0.96	1.03	0.98	0.95	0.97	0.94	0.95	0.97	0.92			
Associate Professor	1.14	1.16	1.16	1.17	1.20	1.03	0.96	0.92	0.91	0.89	0.96	0.97			
Assistant Professor	1.07	0.99	0.99	0.98	0.98	0.97	1.00	0.96	1.00	1.04	1.05	1.03			
Instructor															
All	0.99	1.00	1.00	1.01	1.05	0.99	0.96	0.96	0.94	0.96	0.99	0.95			
<b>SOCIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$87,468	\$89,959	\$93,425	\$92,738	\$94,175	\$89,466	\$97,318	\$99,348	\$96,660	\$101,764	\$101,273	\$98,528	11	\$140,306	\$137,256
Associate Professor	\$58,514	\$62,148	\$65,533	\$65,533				\$79,625	\$75,105	\$77,569	\$80,617	\$85,286	7	\$96,100	\$92,820
Assistant Professor		\$55,636	\$59,296	\$59,296	\$62,174	\$65,033	\$67,080	\$67,823	\$63,429	\$66,042	\$71,474	\$71,015	3	\$77,776	\$78,282
Instructor															
All	\$81,677	\$78,662	\$80,244	\$77,264	\$83,508	\$81,322	\$85,979	\$87,126	\$84,821	\$89,194	\$90,131	\$90,183	21	\$116,638	\$114,019
Index															
Professor	0.81	0.78	0.81	0.76	0.78	0.73	0.75	0.77	0.76	0.74	0.72	0.72			
Associate Professor	0.82	0.81	0.84	0.83				0.91	0.85	0.83	0.84	0.92			
Assistant Professor		0.86	0.90	0.89	0.93	0.95	0.95	0.93	0.86	0.85	0.92	0.91			
Instructor															
All	0.81	0.79	0.83	0.80	0.81	0.78	0.80	0.82	0.79	0.77	0.77	0.79			
<b>AGRICULTURE AND LIFE SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$97,487	\$102,892	\$107,374	\$106,782	\$107,576	\$108,040	\$112,239	\$116,012	\$118,794	\$119,360	\$123,875	\$124,290	179	\$130,138	\$128,941
Associate Professor	\$69,941	\$76,628	\$81,030	\$80,520	\$81,565	\$80,468	\$83,626	\$86,293	\$87,010	\$88,895	\$90,978	\$90,199	83	\$95,642	\$94,263
Assistant Professor	\$63,951	\$65,978	\$69,989	\$70,545	\$72,899	\$74,854	\$77,262	\$80,228	\$82,229	\$81,577	\$83,223	\$82,254	70	\$85,040	\$84,895
Instructor															
All	\$84,651	\$90,342	\$93,853	\$94,169	\$96,129	\$96,628	\$100,117	\$103,038	\$104,219	\$104,254	\$107,079	\$106,904	332	\$112,005	\$110,985
Index															
Professor	1.01	1.01	1.02	1.01	1.05	1.02	1.00	0.99	0.96	0.94	0.95	0.96			
Associate Professor	1.00	1.04	1.07	1.06	1.09	1.07	1.07	1.02	0.99	0.99	0.95	0.96			
Assistant Professor	1.06	1.08	1.08	1.09	1.10	1.06	1.04	1.04	1.02	0.98	0.98	0.97			
Instructor															
All	1.01	1.02	1.04	1.03	1.06	1.03	1.02	1.00	0.97	0.95	0.96	0.96			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF BUSINESS-</b>															
<b>ACCOUNTING</b>															
Average Salaries															
Professor	\$122,910	\$146,739	\$157,936	\$157,936	\$161,686	\$164,000	\$211,763	\$210,675	\$177,100	\$173,780	\$183,825	\$183,825	2	\$246,723	\$246,048
Associate Professor	\$107,578	\$119,712	\$129,034	\$131,803	\$137,295	\$147,823	\$150,916	\$156,612	\$160,842	\$162,263	\$166,646	\$162,478	5	\$196,080	\$204,791
Assistant Professor	\$99,956	\$108,100	\$118,111	\$129,125	\$131,250	\$138,068	\$143,953	\$147,838	\$155,694	\$157,251	\$170,186	\$166,549	7	\$204,466	\$205,961
Instructor															
All	\$105,507	\$116,891	\$125,981	\$133,205	\$137,318	\$143,588	\$155,132	\$159,322	\$158,925	\$160,951	\$170,870	\$167,563	14	\$207,508	\$211,270
Index															
Professor	0.72	0.81	0.84	0.84	0.89	0.89	1.00	0.98	0.80	0.65	0.75	0.75			
Associate Professor	0.81	0.86	0.90	0.88	0.90	0.95	0.89	0.91	0.88	0.82	0.85	0.79			
Assistant Professor	0.68	0.70	0.76	0.79	0.77	0.79	0.79	0.77	0.81	0.78	0.83	0.81			
Instructor															
All	0.74	0.78	0.82	0.84	0.84	0.84	0.84	0.84	0.83	0.76	0.82	0.79			
<b>FINANCE</b>															
Average Salaries															
Professor	\$129,013	\$148,708	\$160,212	\$159,962	\$162,712	\$157,637	\$168,932	\$171,556	\$168,650	\$170,337	\$176,146	\$176,146	2	\$258,967	\$266,920
Associate Professor	\$111,802	\$125,211	\$135,020	\$135,020	\$141,396	\$145,075	\$153,983	\$160,890	\$165,060	\$168,085	\$172,145	\$174,798	9	\$221,321	\$221,709
Assistant Professor	\$114,986	\$123,677	\$130,175	\$136,240	\$138,457	\$141,496	\$143,672	\$147,800	\$158,183	\$159,896	\$167,296	\$170,950	5	\$211,131	\$209,678
Instructor															
All	\$121,363	\$135,142	\$142,419	\$143,842	\$146,017	\$146,047	\$153,835	\$157,310	\$161,413	\$164,272	\$171,130	\$173,764	16	\$222,842	\$223,600
Index															
Professor	0.72	0.79	0.80	0.80	0.77	0.71	0.69	0.73	0.69	0.68	0.68	0.66			
Associate Professor	0.74	0.74	0.77	0.78	0.79	0.82	0.82	0.81	0.79	0.76	0.78	0.79			
Assistant Professor	0.80	0.83	0.83	0.83	0.78	0.78	0.76	0.78	0.79	0.78	0.79	0.82			
Instructor															
All	0.75	0.79	0.80	0.80	0.78	0.77	0.75	0.77	0.78	0.76	0.77	0.78			
<b>MANAGEMENT</b>															
Average Salaries															
Professor	\$132,787	\$145,563	\$155,876	\$156,685	\$159,714	\$162,325	\$163,055	\$159,152	\$166,974	\$173,978	\$182,739	\$182,500	3	\$237,845	\$230,077
Associate Professor	\$95,050	\$114,858	\$108,634	\$108,634	\$112,547	\$118,239	\$123,463	\$129,104	\$139,786	\$140,739	\$146,717	\$154,076	8	\$178,993	\$175,807
Assistant Professor	\$95,952	\$101,503	\$109,919	\$114,439	\$117,464	\$121,547	\$122,643	\$126,312	\$130,094	\$133,344	\$138,529	\$139,126	4	\$159,951	\$161,130
Instructor															
All	\$114,069	\$127,984	\$129,248	\$130,886	\$134,166	\$137,842	\$143,142	\$137,705	\$143,078	\$145,749	\$151,738	\$155,774	15	\$185,685	\$182,747
Index															
Professor	0.86	0.91	0.93	0.87	0.92	0.88	0.80	0.77	0.77	0.74	0.77	0.79			
Associate Professor	0.80	0.90	0.82	0.79	0.84	0.87	0.81	0.81	0.81	0.80	0.82	0.88			
Assistant Professor	0.87	0.88	0.92	0.90	0.92	0.92	0.87	0.88	0.87	0.85	0.87	0.86			
Instructor															
All	0.84	0.90	0.90	0.86	0.90	0.88	0.81	0.81	0.82	0.80	0.82	0.85			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$136,288	\$145,086	\$150,824	\$159,368	\$161,793	\$155,524	\$163,287	\$167,853	\$172,513	\$175,321	\$181,936	\$189,915	4	\$219,389	\$218,529
Associate Professor	\$111,981	\$118,220	\$128,029	\$128,029	\$129,729	\$133,679	\$136,218	\$139,769	\$143,937	\$145,376	\$158,712	\$171,907	3	\$170,644	\$175,576
Assistant Professor	\$96,473	\$110,373	\$116,471	\$117,476	\$119,192	\$123,671	\$123,020	\$128,683	\$136,473	\$140,808	\$149,726	\$148,413	5	\$157,434	\$157,332
Instructor															
All	\$119,338	\$124,423	\$129,089	\$133,199	\$135,149	\$134,178	\$140,062	\$144,942	\$148,710	\$152,130	\$162,709	\$168,121	12	\$181,388	\$182,292
Index															
Professor	0.81	0.82	0.85	0.86	0.93	0.85	0.83	0.84	0.81	0.78	0.83	0.87			
Associate Professor	0.96	0.99	1.03	0.99	1.07	1.09	0.97	0.90	0.82	0.83	0.93	0.98			
Assistant Professor	0.84	0.89	0.93	0.91	0.94	0.93	0.86	0.84	0.90	0.88	0.95	0.94			
Instructor															
All	0.85	0.87	0.92	0.90	0.96	0.93	0.87	0.85	0.85	0.84	0.90	0.92			
<b>SUPPLY CHAIN &amp; INFORMATION MANAGEMENT <sup>5</sup></b>															
Average Salaries															
Professor	\$130,724	\$141,582	\$144,614	\$147,068	\$153,257	\$188,024	\$199,188	\$183,028	\$170,794	\$175,238	\$190,171	\$186,999	4	\$212,420	\$214,809
Associate Professor	\$108,332	\$117,455	\$124,859	\$123,690	\$124,406	\$126,560	\$133,070	\$136,589	\$136,299	\$143,911	\$148,987	\$144,053	13	\$145,550	\$152,960
Assistant Professor	\$99,567	\$107,430	\$112,601	\$108,800	\$112,100	\$115,677	\$118,975	\$121,123	\$127,444	\$131,272	\$134,356	\$135,387	4	\$144,808	\$145,696
Instructor															
All	\$109,142	\$119,354	\$125,041	\$124,277	\$124,429	\$129,157	\$131,262	\$139,851	\$141,231	\$146,734	\$154,045	\$150,583	21	\$158,146	\$163,357
Index															
Professor	0.88	0.86	0.85	0.87	0.89	1.07	1.04	0.86	0.85	0.84	0.90	0.87			
Associate Professor	0.90	0.96	1.01	0.92	0.97	0.96	1.04	0.92	1.00	1.02	1.02	0.94			
Assistant Professor	0.89	0.88	1.05	0.84	0.88	0.89	0.94	0.83	0.94	0.95	0.93	0.93			
Instructor															
All	0.89	0.92	0.99	0.90	0.92	0.95	1.00	0.89	0.94	0.96	0.97	0.92			
<b>BUSINESS SUMMARY</b>															
Average Salaries															
Professor	\$131,685	\$145,558	\$154,734	\$156,476	\$159,876	\$163,565	\$171,832	\$174,570	\$170,611	\$174,160	\$183,772	\$185,007	15	\$230,143	\$229,968
Associate Professor	\$106,636	\$118,235	\$124,559	\$124,887	\$127,536	\$130,740	\$137,047	\$141,728	\$145,892	\$149,744	\$157,085	\$158,068	38	\$179,166	\$182,658
Assistant Professor	\$101,499	\$110,322	\$117,691	\$121,544	\$123,711	\$128,803	\$132,787	\$136,943	\$144,912	\$147,268	\$154,718	\$154,428	25	\$179,725	\$180,163
Instructor															
All	\$113,027	\$123,926	\$129,909	\$132,226	\$134,626	\$137,349	\$144,126	\$147,389	\$150,190	\$153,424	\$161,459	\$162,082	78	\$189,149	\$190,956
Index															
Professor	0.80	0.84	0.86	0.85	0.87	0.86	0.81	0.82	0.79	0.75	0.80	0.80			
Associate Professor	0.85	0.91	0.92	0.88	0.91	0.93	0.92	0.87	0.88	0.87	0.88	0.87			
Assistant Professor	0.80	0.82	0.87	0.85	0.85	0.84	0.82	0.80	0.84	0.83	0.86	0.86			
Instructor															
All	0.82	0.86	0.88	0.86	0.87	0.87	0.85	0.83	0.84	0.83	0.85	0.85			



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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF DESIGN-</b>															
<b>ARCHITECTURE</b>															
Average Salaries															
Professor	\$85,737	\$89,123	\$96,495	\$95,371	\$96,896	\$96,476	\$99,031	\$103,488	\$107,593	\$107,450	\$108,808	\$116,776	9	\$124,135	\$118,980
Associate Professor	\$66,182	\$72,539	\$78,011	\$77,550	\$79,090	\$77,451	\$79,533	\$83,540	\$84,550	\$84,088	\$86,112	\$83,815	5	\$86,628	\$86,390
Assistant Professor	\$57,738	\$57,998	\$62,346	\$60,724	\$61,951	\$65,305	\$67,016	\$67,008	\$67,510	\$68,126	\$70,266	\$70,075	8	\$72,877	\$72,282
Instructor															
All	\$68,828	\$73,072	\$79,428	\$79,396	\$79,272	\$83,182	\$83,648	\$87,040	\$88,655	\$88,372	\$89,634	\$92,303	22	\$96,971	\$94,592
Index															
Professor	0.87	0.88	0.92	0.87	0.94	0.93	0.86	0.90	0.92	0.87	0.88	0.98			
Associate Professor	0.88	0.94	0.99	0.97	1.03	1.01	0.99	1.00	1.01	1.00	0.99	0.97			
Assistant Professor	1.01	0.99	1.04	0.98	1.01	1.02	0.97	0.97	0.98	0.94	0.96	0.97			
Instructor															
All	0.91	0.93	0.97	0.93	1.00	0.97	0.93	0.96	0.96	0.92	0.92	0.98			
<b>COMMUNITY AND REGIONAL PLANNING</b>															
Average Salaries															
Professor	\$113,331	\$116,278	\$118,778	\$118,778	\$118,778	\$118,778	\$91,088	\$97,588	\$101,053	\$109,552	\$113,538	\$113,538	2	\$120,819	\$124,242
Associate Professor	\$71,280	\$74,253	\$77,227	\$74,083	\$74,640	\$76,946	\$76,346	\$81,787	\$85,765	\$88,743	\$91,546	\$95,743	3	\$87,728	\$90,414
Assistant Professor	\$55,059	\$66,291	\$58,847	\$58,366	\$63,179	\$60,149	\$62,268	\$65,799	\$65,283	\$65,080	\$67,308	\$67,540	6	\$74,080	\$74,071
Instructor															
All	\$64,130	\$73,678	\$70,354	\$70,694	\$74,450	\$74,410	\$71,801	\$77,743	\$81,906	\$79,619	\$82,324	\$83,595	11	\$86,300	\$87,650
Index															
Professor	1.15	1.10	1.06	1.10	1.16	1.16	0.81	0.84	0.88	0.87	0.94	0.91			
Associate Professor	1.01	1.00	1.02	0.95	1.05	1.06	0.96	1.01	1.06	1.06	1.04	1.06			
Assistant Professor	0.95	1.08	0.93	0.89	1.00	0.99	0.95	0.98	0.95	0.93	0.91	0.91			
Instructor															
All	0.99	1.06	0.98	0.95	1.05	1.05	0.91	0.94	0.97	0.95	0.95	0.95			
<b>GRAPHIC DESIGN, INDUSTRIAL DESIGN, INTERIOR DESIGN &amp; INTEGRATED STUDIO ARTS <sup>a</sup></b>															
Average Salaries															
Professor	\$72,536	\$72,397	\$91,925	\$86,444	\$83,607	\$ 84,792	\$93,271	\$89,949	\$88,578	\$92,684	\$84,553	\$78,875	10	\$104,952	\$105,870
Associate Professor	\$60,171	\$61,069	\$62,411	\$61,886	\$62,707	\$ 63,279	\$65,040	\$67,765	\$73,156	\$73,670	\$74,008	\$69,715	20	\$79,826	\$81,119
Assistant Professor	\$56,724	\$53,389	\$56,662	\$53,792	\$55,298	\$ 55,934	\$57,739	\$59,660	\$61,229	\$60,852	\$63,106	\$63,387	16	\$68,354	\$68,853
Instructor															
All	\$60,056	\$60,038	\$63,324	\$63,185	\$63,444	\$64,774	\$67,223	\$69,404	\$72,338	\$72,778	\$72,508	\$69,505	46	\$81,298	\$82,233
Index															
Professor	0.86	0.82	1.03	0.98	0.93	0.94	0.99	0.93	0.84	0.96	0.81	0.75			
Associate Professor	0.94	0.92	0.93	0.90	0.89	0.87	0.87	0.89	0.92	0.96	0.93	0.86			
Assistant Professor	1.06	0.95	1.02	0.97	0.96	0.92	0.94	0.96	0.91	0.95	0.92	0.92			
Instructor															
All	0.96	0.92	0.96	0.93	0.91	0.89	0.89	0.91	0.90	0.96	0.89	0.85			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$88,181	\$92,755	\$97,056	\$97,983	\$97,056	\$101,993	\$113,739	\$102,438	\$93,638	\$101,954	\$97,819	\$96,334	3	\$108,015	\$109,566
Associate Professor	\$65,547	\$76,023	\$79,356	\$73,991	\$77,415	\$78,438	\$80,255	\$83,394	\$87,715	\$88,142	\$94,258	\$94,294	4	\$83,033	\$82,508
Assistant Professor	\$51,378	\$54,343	\$54,928		\$58,000	\$61,015	\$62,117	\$64,407	\$64,425	\$64,726	\$67,086	\$67,299	4	\$71,804	\$71,804
Instructor															
All	\$66,954	\$75,804	\$80,527	\$82,715	\$84,578	\$79,801	\$79,747	\$79,952	\$77,667	\$83,790	\$85,348	\$85,034	11	\$85,763	\$85,995
Index															
Professor	0.92	0.92	0.95	0.97	0.92	0.99	1.06	0.92	0.87	0.96	0.91	0.88			
Associate Professor	0.88	0.99	1.06	1.03	1.03	1.08	1.00	1.01	1.10	1.09	1.14	1.14			
Assistant Professor	0.93	0.97	0.91		0.95	1.02	0.91	0.94	0.89	0.92	0.93	0.94			
Instructor															
All	0.91	0.96	0.98	1.00	0.96	1.04	0.99	0.97	0.99	1.00	1.00	0.99			
<b>DESIGN SUMMARY</b>															
Average Salaries															
Professor	\$85,578	\$87,774	\$97,254	\$95,255	\$94,991	\$95,519	\$98,397	\$98,388	\$98,696	\$101,522	\$97,722	\$98,158	24	\$113,851	\$112,779
Associate Professor	\$62,887	\$66,795	\$70,127	\$68,795	\$69,835	\$69,776	\$70,706	\$73,764	\$77,866	\$78,819	\$80,075	\$77,430	32	\$82,031	\$82,988
Assistant Professor	\$55,715	\$57,422	\$58,176	\$57,176	\$59,200	\$59,454	\$62,032	\$63,712	\$63,761	\$63,720	\$66,000	\$66,154	34	\$70,835	\$70,928
Instructor															
All	\$64,035	\$67,766	\$71,628	\$71,806	\$72,507	\$72,962	\$74,117	\$76,495	\$77,966	\$78,998	\$79,464	\$78,698	90	\$86,286	\$86,376
Index															
Professor	0.90	0.90	0.96	0.93	0.95	0.96	0.91	0.91	0.88	0.91	0.86	0.87			
Associate Professor	0.92	0.94	0.97	0.95	0.96	0.95	0.92	0.94	0.97	0.99	0.98	0.93			
Assistant Professor	1.00	0.99	0.98	0.95	0.98	0.98	0.94	0.96	0.93	0.94	0.93	0.93			
Instructor															
All	0.94	0.94	0.97	0.94	0.96	0.95	0.92	0.93	0.93	0.95	0.92	0.91			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$118,702	\$123,510	\$128,855	\$128,372	\$130,545	\$136,308	\$143,329	\$145,075	\$155,837	\$153,369	\$161,220	\$153,071	12	\$159,138	\$158,932
Associate Professor	\$90,063	\$93,167	\$93,188	\$91,792	\$96,090	\$92,113	\$95,361	\$95,415	\$97,552	\$98,370	\$103,490	\$105,280	6	\$111,996	\$110,890
Assistant Professor	\$70,084	\$73,823	\$82,794	\$80,704	\$81,704	\$85,019	\$85,657	\$87,522	\$89,611	\$89,113	\$93,075	\$91,805	9	\$95,150	\$95,771
Instructor															
All	\$99,439	\$103,110	\$109,022	\$107,627	\$112,083	\$119,270	\$119,853	\$123,089	\$127,104	\$123,021	\$125,676	\$122,029	27	\$127,333	\$127,202
Index															
Professor	1.00	0.98	1.01	0.98	1.00	1.02	1.01	0.99	1.00	1.00	1.01	0.96			
Associate Professor	1.05	1.02	1.00	0.96	1.07	0.98	0.98	0.94	0.93	0.91	0.92	0.95			
Assistant Professor	0.93	0.92	1.03	0.99	1.00	1.03	0.98	1.01	0.95	0.97	0.98	0.96			
Instructor															
All	1.00	0.98	1.01	0.98	1.02	1.02	1.00	0.99	0.98	0.98	0.99	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	\$142,246	\$177,735	14	\$139,155	\$138,015
Associate Professor	\$78,584	\$87,409	\$109,927						\$95,349	\$96,570	\$99,846	\$106,289	10	\$103,577	\$103,932
Assistant Professor	\$68,638	\$73,000	\$75,742	\$76,660	\$85,000	\$88,000	\$90,640	\$93,586	\$84,334	\$83,418	\$85,696	\$85,429	5	\$86,031	\$86,382
Instructor															
All	\$73,611	\$80,205	\$87,137	\$95,294	\$99,464	\$119,000	\$122,195	\$130,975	\$113,379	\$112,208	\$117,875	\$137,184	29	\$117,727	\$117,360
Index															
Professor				1.03	1.06	1.31	1.27	1.35	1.04	1.05	1.02	1.29			
Associate Professor	1.01	1.08	1.28						1.01	1.00	0.96	1.02			
Assistant Professor	0.97	1.04	1.03	1.03	1.18	1.18	1.16	1.13	0.99	0.97	1.00	0.99			
Instructor															
All	0.99	1.06	1.12	1.03	1.11	1.26	1.22	1.26	1.02	1.02	1.00	1.17			
<b>CHEMICAL &amp; BIOLOGICAL ENGINEERING</b>															
Average Salaries															
Professor	\$120,444	\$130,026	\$141,721	\$142,195	\$151,916	\$151,873	\$152,315	\$165,773	\$175,583	\$172,591	\$179,318	\$194,276	9	\$170,474	\$168,125
Associate Professor	\$95,277	\$101,512	\$104,684	\$104,684	\$99,735	\$101,235	\$103,256	\$104,996	\$109,493	\$110,516	\$112,493	\$112,426	6	\$109,060	\$109,856
Assistant Professor	\$78,474	\$84,862	\$85,864	\$85,220	\$86,715	\$88,295	\$90,401	\$90,720	\$91,834	\$92,202	\$94,002	\$94,082	5	\$97,719	\$97,248
Instructor															
All	\$104,710	\$117,191	\$119,636	\$116,141	\$125,018	\$127,216	\$126,835	\$137,388	\$134,942	\$135,100	\$137,942	\$144,673	20	\$133,861	\$132,925
Index															
Professor	0.92	0.96	1.01	1.00	1.05	1.04	1.01	1.09	1.10	1.05	1.05	1.16			
Associate Professor	1.09	1.10	1.16	1.12	1.05	1.03	1.03	1.05	1.06	1.04	1.03	1.02			
Assistant Professor	1.03	1.07	1.04	1.05	1.08	1.07	1.04	1.03	1.01	0.98	0.96	0.97			
Instructor															
All	0.98	0.99	1.03	1.03	1.06	1.05	1.02	1.07	1.07	1.03	1.03	1.09			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$114,721	\$124,600	\$130,849	\$127,681	\$128,931	\$133,183	\$132,312	\$137,645	\$144,367	\$142,072	\$152,861	\$148,128	11	\$141,834	\$143,120
Associate Professor	\$84,883	\$85,723	\$93,127	\$94,421	\$94,760	\$97,779	\$95,554	\$98,780	\$102,652	\$103,751	\$106,768	\$108,372	11	\$105,567	\$105,303
Assistant Professor	\$71,515	\$74,515	\$79,387	\$79,415	\$85,325	\$85,411	\$86,220	\$87,202	\$89,270	\$89,727	\$91,991	\$91,468	9	\$91,882	\$90,765
Instructor															
All	\$94,377	\$98,659	\$105,070	\$104,808	\$108,057	\$113,103	\$114,247	\$118,656	\$119,443	\$115,759	\$118,833	\$117,571	31	\$114,463	\$114,501
Index															
Professor	1.01	1.01	1.07	1.03	1.04	1.04	0.99	1.03	1.07	1.04	1.08	1.03			
Associate Professor	0.99	0.95	1.01	1.03	1.05	1.03	0.98	1.00	1.01	1.01	1.01	1.03			
Assistant Professor	0.96	0.95	0.99	1.00	1.08	1.01	1.00	0.99	1.00	1.00	1.00	1.01			
Instructor															
All	0.99	0.98	1.04	1.03	1.05	1.03	0.99	1.01	1.04	1.02	1.04	1.03			
<b>ELECTRICAL AND COMPUTER ENGINEERING</b>															
Average Salaries															
Professor	\$126,701	\$134,331	\$145,318	\$141,114	\$146,026	\$145,807	\$148,645	\$146,477	\$149,300	\$147,195	\$149,134	\$145,268	20	\$159,679	\$157,926
Associate Professor	\$97,354	\$100,463	\$102,407	\$102,248	\$102,931	\$102,149	\$100,862	\$102,491	\$106,321	\$103,723	\$104,927	\$104,272	17	\$114,083	\$114,260
Assistant Professor	\$80,796	\$84,363	\$84,339	\$84,187	\$86,400	\$86,065	\$87,057	\$87,211	\$83,870	\$83,383	\$85,837	\$85,800	4	\$97,194	\$96,911
Instructor															
All	\$99,627	\$104,133	\$107,885	\$104,630	\$109,652	\$110,370	\$115,091	\$116,726	\$121,906	\$119,468	\$124,629	\$122,468	41	\$134,678	\$133,868
Index															
Professor	1.01	1.02	1.08	1.05	1.06	1.04	1.02	0.99	1.01	0.94	0.93	0.92			
Associate Professor	1.05	1.03	1.04	1.05	1.05	1.02	0.98	0.97	0.97	0.93	0.92	0.91			
Assistant Professor	0.97	0.98	0.97	0.96	1.00	0.98	0.94	0.96	0.90	0.89	0.88	0.89			
Instructor															
All	1.01	1.01	1.03	1.02	1.04	1.01	0.99	0.97	0.99	0.93	0.93	0.91			
<b>INDUSTRIAL AND MANUFACTURING SYSTEMS ENGINEERING</b>															
Average Salaries															
Professor	\$103,289	\$119,693	\$136,139	\$120,927	\$124,027	\$132,242	\$130,276	\$133,364	\$141,836	\$137,340	\$171,295	\$171,295	2	\$160,578	\$165,613
Associate Professor	\$87,690	\$91,763	\$94,500	\$93,676	\$95,434	\$97,209	\$104,403	\$104,767	\$106,062	\$108,167	\$112,003	\$110,239	10	\$116,170	\$113,727
Assistant Professor	\$76,373	\$76,832	\$76,311	\$71,799	\$73,602	\$74,468	\$84,797	\$89,229	\$91,727	\$91,035	\$96,550	\$88,320	4	\$96,027	\$95,012
Instructor															
All	\$89,678	\$94,126	\$100,363	\$96,843	\$98,944	\$100,046	\$105,970	\$109,003	\$109,186	\$104,401	\$115,551	\$112,391	16	\$116,686	\$115,534
Index															
Professor	0.83	0.92	1.01	0.87	0.91	0.94	0.89	0.91	0.93	0.91	1.07	1.03			
Associate Professor	0.98	0.96	0.96	0.93	0.96	0.96	0.97	0.95	0.97	0.96	0.96	0.97			
Assistant Professor	0.99	0.94	0.95	0.85	0.90	0.90	0.96	1.00	1.03	1.00	1.01	0.93			
Instructor															
All	0.94	0.95	0.98	0.90	0.93	0.94	0.94	0.94	0.97	0.96	0.99	0.97			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$122,056	\$134,075	\$145,397	\$152,402	\$158,391	\$161,125	\$158,689	\$161,430	\$170,822	\$177,216	\$184,654	\$214,995	14	\$164,939	\$161,318
Associate Professor	\$86,669	\$95,934	\$98,336	\$97,461	\$101,041	\$96,289	\$99,424		\$97,556	\$119,850	\$124,289	\$124,289	2	\$112,219	\$111,756
Assistant Professor	\$72,638	\$79,055	\$81,141	\$82,121	\$80,000	\$84,325	\$86,708	\$88,918	\$92,975	\$93,905	\$94,448	\$94,591	6	\$93,840	\$93,444
Instructor															
All	\$107,922	\$117,873	\$127,561	\$126,847	\$134,399	\$138,183	\$136,815	\$149,345	\$155,481	\$158,023	\$154,565	\$173,911	22	\$140,756	\$138,302
Index															
Professor	0.94	0.99	1.04	1.07	1.10	1.10	1.04	1.06	1.12	1.19	1.12	1.33			
Associate Professor	1.00	1.06	1.03	1.01	1.05	0.96	0.98	#DIV/0!	0.93	1.10	1.11	1.11			
Assistant Professor	0.95	1.02	1.02	1.00	0.99	1.01	0.97	1.00	1.01	1.03	1.01	1.01			
Instructor															
All	0.95	1.00	1.03	1.05	1.08	1.07	1.02	1.05	1.10	1.16	1.10	1.26			
<b>MECHANICAL ENGINEERING</b>															
Average Salaries															
Professor	\$122,593	\$133,122	\$133,679	\$142,622	\$149,068	\$155,945	\$155,491	\$165,427	\$171,872	\$157,583	\$156,464	\$149,910	13	\$153,843	\$157,909
Associate Professor	\$90,663	\$94,703	\$99,508	\$98,090	\$100,812	\$99,916	\$101,144	\$103,164	\$104,941	\$102,248	\$102,808	\$103,181	6	\$110,245	\$110,231
Assistant Professor	\$74,387	\$77,493	\$83,085	\$82,095	\$84,598	\$85,637	\$85,965	\$87,034	\$85,691	\$85,906	\$88,196	\$86,513	20	\$95,732	\$95,262
Instructor															
All	\$99,164	\$106,041	\$107,373	\$108,853	\$111,065	\$112,286	\$115,082	\$114,962	\$118,131	\$112,470	\$113,200	\$110,210	39	\$117,335	\$118,447
Index															
Professor	1.00	1.04	1.01	1.08	1.13	1.16	1.10	1.14	1.16	1.03	1.02	0.95			
Associate Professor	1.03	1.03	1.05	1.04	1.08	1.06	1.01	1.03	1.01	0.95	0.93	0.94			
Assistant Professor	0.97	0.98	1.02	1.01	1.03	1.02	0.98	0.98	0.94	0.92	0.92	0.91			
Instructor															
All	1.00	1.02	1.03	1.05	1.09	1.09	1.04	1.06	1.05	0.97	0.96	0.93			
<b>ENGINEERING SUMMARY</b>															
Average Salaries															
Professor	\$120,459	\$129,810	\$137,955	\$137,806	\$142,435	\$145,700	\$146,666	\$151,319	\$156,053	\$153,900	\$159,641	\$167,471	95	\$155,538	\$155,030
Associate Professor	\$90,644	\$93,416	\$97,645	\$97,089	\$98,912	\$98,950	\$100,191	\$101,991	\$103,693	\$103,571	\$106,442	\$107,410	68	\$110,447	\$110,099
Assistant Professor	\$75,883	\$79,559	\$82,570	\$82,369	\$84,784	\$85,231	\$86,748	\$87,989	\$88,111	\$87,905	\$90,714	\$89,376	62	\$94,397	\$94,041
Instructor															
All	\$99,343	\$105,334	\$110,200	\$108,656	\$113,424	\$116,186	\$118,111	\$122,161	\$123,663	\$120,715	\$124,570	\$127,800	225	\$125,063	\$124,645
Index															
Professor	0.98	1.00	1.04	1.03	1.05	1.06	1.02	1.04	1.06	1.04	1.03	1.08			
Associate Professor	1.03	1.01	1.03	1.02	1.05	1.01	0.99	0.98	0.99	0.97	0.96	0.98			
Assistant Professor	0.97	0.97	1.00	0.99	1.02	1.00	0.98	0.99	0.97	0.96	0.96	0.95			
Instructor															
All	0.99	1.00	1.03	1.02	1.05	1.04	1.01	1.02	1.03	1.00	1.00	1.03			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$80,867	\$87,829	\$98,237	\$99,486	\$106,818	\$111,256	\$116,265	\$120,765	\$125,508	\$121,506	\$118,655	\$136,098	5	\$141,647	\$145,830
Associate Professor	\$67,061	\$71,453	\$77,596	\$72,894	\$74,991	\$72,251	\$74,647	\$80,605	\$85,672	\$85,016	\$83,029	\$83,240	9	\$98,970	\$100,599
Assistant Professor	\$55,512	\$55,170	\$57,881	\$62,069	\$63,028	\$65,645	\$66,797	\$68,036	\$70,872	\$70,883	\$73,614	\$73,163	12	\$84,993	\$84,993
Instructor	\$52,651														
All	\$63,620	\$68,219	\$71,867	\$72,188	\$75,443	\$77,249	\$80,444	\$82,231	\$86,188	\$87,318	\$85,535	\$88,754	26	\$100,726	\$102,094
Index															
Professor	0.78	0.82	0.88	0.90	0.94	0.96	1.01	1.02	0.98	0.90	0.84	0.93			
Associate Professor	0.92	0.93	1.01	0.92	0.95	0.85	0.85	0.88	0.96	0.95	0.84	0.83			
Assistant Professor	0.83	0.91	0.92	0.93	0.92	0.91	0.90	0.84	0.93	0.88	0.87	0.86			
Instructor	0.98														
All	0.86	0.88	0.93	0.92	0.93	0.91	0.92	0.90	0.95	0.91	0.85	0.87			
<b>CURRICULUM AND INSTRUCTION <sup>10</sup></b>															
Average Salaries															
Professor	\$83,237	\$86,263	\$91,510	\$92,026	\$98,057	\$96,767									
Associate Professor	\$58,771	\$62,566	\$67,027	\$68,365	\$68,593	\$71,626									
Assistant Professor	\$53,296	\$55,274	\$58,510	\$58,258	\$58,606	\$62,773									
Instructor															
All	\$62,101	\$65,230	\$70,811	\$73,958	\$74,359	\$73,266									
Index															
Professor	0.87	0.88	0.89	0.89	0.99	0.93									
Associate Professor	0.84	0.85	0.89	0.90	0.94	0.96									
Assistant Professor	0.93	0.92	0.95	0.94	0.97	1.00									
Instructor															
All	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	\$99,298	\$106,751	\$112,176	\$114,676	\$107,770	\$110,800									
Associate Professor	\$70,797	\$73,785	\$80,404	\$77,323	\$78,611	\$93,210									
Assistant Professor	\$58,146	\$59,471	\$61,303	\$60,496	\$58,142	\$65,000									
Instructor															
All	\$83,666	\$85,352	\$89,737	\$89,250	\$83,452	\$86,146									
Index															
Professor	0.94	0.96	0.97	0.97	0.93	0.99									
Associate Professor	0.98	0.96	1.01	0.96	0.99	1.17									
Assistant Professor	0.98	0.97	0.96	0.94	0.91	1.02									
Instructor															
All	0.96	0.96	0.98	0.96	0.94	1.05									

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$89,153	\$93,340	\$92,751	\$91,501	\$93,704	\$95,355	\$96,023	\$95,650	\$109,875	\$111,659	\$115,663	\$116,531	11	\$127,659	\$123,831
Associate Professor	\$66,630	\$72,820	\$72,432	\$76,241	\$76,786	\$80,486	\$82,492	\$85,833	\$89,129	\$88,253	\$90,284	\$85,760	12	\$90,826	\$90,189
Assistant Professor	\$63,205	\$65,971	\$69,867	\$69,419	\$71,956	\$66,900	\$73,817	\$75,625	\$77,151	\$77,313	\$81,470	\$78,913	8	\$84,321	\$84,864
Instructor															
All	\$72,087	\$77,026	\$78,350	\$78,036	\$80,239	\$81,939	\$84,653	\$85,735	\$92,170	\$92,446	\$97,015	\$94,912	31	\$102,217	\$100,752
Index															
Professor	0.91	0.90	0.89	0.86	0.88	0.85	0.82	0.81	0.93	0.90	0.91	0.94			
Associate Professor	0.94	0.98	0.96	1.02	0.97	0.98	0.99	1.03	1.04	1.06	0.99	0.95			
Assistant Professor	1.05	1.05	1.02	1.00	1.00	0.92	0.97	1.03	0.97	0.96	0.97	0.93			
Instructor															
All	0.95	0.96	0.95	0.96	0.95	0.93	0.92	0.96	0.98	0.99	0.95	0.94			
<b>HUMAN DEVELOPMENT AND FAMILY STUDIES</b>															
Average Salaries															
Professor	\$94,019	\$98,042	\$101,107	\$100,166	\$109,786	\$119,626	\$118,451	\$121,293	\$124,848	\$130,293	\$131,636	\$132,939	7	\$137,893	\$132,265
Associate Professor	\$70,942	\$76,362	\$69,253	\$70,503	\$71,306	\$73,800	\$75,442	\$79,013	\$82,802	\$84,482	\$85,201	\$83,788	5	\$86,963	\$90,384
Assistant Professor	\$60,132	\$63,944	\$68,169	\$64,329	\$65,178	\$65,622	\$66,760	\$67,884	\$69,766	\$70,379	\$72,250	\$70,906	12	\$76,631	\$75,830
Instructor															
All	\$77,795	\$82,921	\$86,480	\$84,717	\$86,430	\$83,840	\$84,977	\$85,131	\$87,226	\$89,688	\$92,269	\$91,683	24	\$96,652	\$95,322
Index															
Professor	0.91	0.92	0.91	0.89	0.98	1.03	1.00	1.05	1.01	1.05	0.95	1.01			
Associate Professor	0.96	1.01	0.91	0.90	0.91	0.90	0.90	0.95	0.96	0.96	0.98	0.93			
Assistant Professor	1.02	1.05	1.08	0.99	0.99	0.98	0.95	0.96	0.98	0.96	0.94	0.94			
Instructor															
All	0.95	0.97	0.93	0.90	0.95	0.96	0.95	0.99	0.98	0.99	0.95	0.96			
<b>KINESIOLOGY<sup>4</sup></b>															
Average Salaries															
Professor	\$93,411	\$96,499	\$95,069	\$95,469	\$96,806	\$96,640	\$99,019	\$103,192	\$107,263	\$109,458	\$114,439	\$139,392	7	\$131,898	\$126,748
Associate Professor	\$61,966	\$68,247	\$71,566	\$70,174	\$78,712	\$77,696	\$74,801	\$79,288	\$81,415	\$82,229	\$84,696	\$84,187	3	\$85,670	\$84,018
Assistant Professor	\$50,863	\$52,575	\$52,058	\$54,753	\$55,320	\$58,493	\$60,958	\$62,718	\$66,304	\$67,217	\$71,483	\$69,634	7	\$74,205	\$73,648
Instructor															
All	\$65,446	\$70,285	\$73,888	\$75,903	\$80,162	\$79,983	\$84,026	\$84,920	\$84,751	\$86,146	\$91,502	\$100,926	17	\$99,984	\$97,343
Index															
Professor	1.04	1.00	0.96	0.95	0.99	0.96	0.97	0.94	0.93	0.92	0.87	1.10			
Associate Professor	0.94	0.96	1.00	0.97	1.11	1.07	0.97	1.01	1.03	1.03	0.99	1.00			
Assistant Professor	0.84	0.84	0.83	0.86	0.88	0.91	0.95	0.94	0.96	0.99	0.96	0.95			
Instructor															
All	0.94	0.94	0.95	0.94	1.01	0.97	0.97	0.95	0.96	0.96	0.92	1.04			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$118,602	\$138,220	6	\$123,499	\$123,024
Associate Professor							\$78,003	\$80,210	\$82,939	\$82,577	\$86,102	\$88,200	12	\$87,991	\$87,232
Assistant Professor							\$65,427	\$67,017	\$68,773	\$69,225	\$71,053	\$70,629	21	\$75,411	\$75,068
Instructor															
All							\$80,795	\$86,029	\$82,204	\$84,381	\$82,999	\$86,434	39	\$86,680	\$86,189
Index															
Professor							0.97	1.06	0.87	0.94	0.96	1.12			
Associate Professor							0.98	1.01	1.00	0.96	0.98	1.01			
Assistant Professor							0.99	1.00	0.98	0.96	0.94	0.94			
Instructor															
All							0.98	1.02	0.95	0.96	0.96	1.00			
<b>HUMAN SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$91,896	\$95,724	\$99,563	\$99,912	\$102,799	\$104,783	\$107,549	\$112,400	\$113,019	\$115,951	\$119,436	\$130,499	36	\$131,723	\$128,959
Associate Professor	\$65,296	\$70,012	\$72,174	\$71,976	\$73,615	\$76,771	\$77,464	\$80,933	\$85,149	\$85,075	\$86,439	\$85,565	41	\$90,936	\$91,181
Assistant Professor	\$56,046	\$57,831	\$60,031	\$61,712	\$62,005	\$64,033	\$66,212	\$67,646	\$70,096	\$70,358	\$73,244	\$72,180	60	\$78,619	\$78,346
Instructor	\$52,651														
All	\$70,394	\$74,223	\$78,032	\$79,023	\$79,648	\$79,885	\$82,381	\$84,799	\$86,236	\$87,701	\$89,331	\$91,510	137	\$96,259	\$95,487
Index															
Professor	0.92	0.91	0.92	0.91	0.95	0.96	0.96	0.99	0.93	0.94	0.91	1.01			
Associate Professor	0.92	0.94	0.96	0.94	0.97	0.97	0.95	0.98	1.00	0.99	0.95	0.94			
Assistant Professor	0.93	0.95	0.95	0.94	0.94	0.95	0.95	0.93	0.97	0.95	0.93	0.92			
Instructor	0.98														
All	0.92	0.93	0.94	0.93	0.96	0.96	0.95	0.97	0.96	0.96	0.93	0.96			



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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$75,627	\$76,703	\$76,656	\$78,668	\$79,365	\$88,284	\$90,863	\$98,218	\$98,471	\$101,123	\$103,226	\$95,081	11	\$120,662	\$115,233
Associate Professor	\$56,838	\$59,298	\$61,501	\$61,910	\$61,912	\$63,533	\$66,827	\$69,804	\$71,375	\$71,773	\$74,242	\$75,522	13	\$82,370	\$81,835
Assistant Professor	\$48,707	\$50,805	\$53,053	\$53,958	\$55,800	\$56,919	\$58,587	\$60,483	\$61,943	\$62,556	\$64,102	\$64,076	14	\$70,075	\$69,618
Instructor	\$33,732														
All	\$60,440	\$65,249	\$65,600	\$65,059	\$64,737	\$66,829	\$68,219	\$71,938	\$75,236	\$75,784	\$78,896	\$76,967	38	\$88,925	\$87,002
Index															
Professor	0.78	0.76	0.74	0.75	0.78	0.85	0.84	0.89	0.89	0.88	0.86	0.83			
Associate Professor	0.86	0.84	0.87	0.86	0.89	0.90	0.90	0.93	0.93	0.89	0.90	0.92			
Assistant Professor	0.89	0.89	0.92	0.90	0.95	0.95	0.93	0.94	0.93	0.92	0.91	0.92			
Instructor	0.84														
All	0.83	0.80	0.82	0.82	0.86	0.90	0.89	0.92	0.92	0.89	0.89	0.88			
<b>GREENLEE SCHOOL OF JOURNALISM AND COMMUNICATION</b>															
Average Salaries															
Professor	\$82,593	\$84,759	\$85,631	\$89,127	\$89,877	\$87,929	\$93,364	\$102,389	\$110,333	\$111,436	\$116,069	\$116,069	2	\$141,753	\$136,067
Associate Professor	\$67,109	\$69,897	\$70,764	\$68,218	\$66,991	\$64,730	\$70,236	\$81,378	\$82,680	\$80,127	\$82,490	\$82,174	7	\$94,946	\$93,986
Assistant Professor	\$53,292	\$55,366	\$56,973	\$55,173	\$53,343	\$53,389	\$55,334	\$60,422	\$64,001	\$62,307	\$65,033	\$62,381	6	\$76,950	\$75,866
Instructor															
All	\$64,502	\$66,760	\$68,200	\$65,754	\$68,448	\$67,695	\$71,361	\$78,167	\$78,313	\$77,174	\$79,984	\$78,776	15	\$93,989	\$92,349
Index															
Professor	0.81	0.80	0.78	0.78	0.77	0.75	0.73	0.83	0.85	0.88	0.82	0.85			
Associate Professor	0.94	0.92	0.91	0.87	0.85	0.79	0.82	0.98	0.96	0.88	0.87	0.87			
Assistant Professor	0.86	0.87	0.89	0.84	0.81	0.79	0.79	0.84	0.87	0.84	0.85	0.82			
Instructor															
All	0.86	0.85	0.85	0.83	0.81	0.78	0.78	0.89	0.90	0.86	0.85	0.85			
<b>HISTORY</b>															
Average Salaries															
Professor	\$83,057	\$82,377	\$84,755	\$88,409	\$79,439	\$80,630	\$82,308	\$88,108	\$89,214	\$91,196	\$100,493	\$94,214	8	\$122,355	\$119,657
Associate Professor	\$55,740	\$56,556	\$58,051	\$57,908	\$57,855	\$59,520	\$62,311	\$69,711	\$74,854	\$75,455	\$77,735	\$78,287	6	\$86,133	\$86,815
Assistant Professor	\$47,639	\$49,339	\$47,789	\$49,203	\$49,605	\$51,464	\$52,742	\$57,070	\$60,630	\$62,039	\$65,715	\$66,780	7	\$70,742	\$70,567
Instructor															
All	\$59,962	\$63,081	\$62,962	\$63,294	\$64,204	\$64,596	\$65,429	\$72,660	\$74,057	\$74,811	\$82,398	\$80,519	21	\$94,802	\$93,910
Index															
Professor	0.83	0.78	0.79	0.82	0.75	0.75	0.73	0.77	0.76	0.76	0.82	0.79			
Associate Professor	0.83	0.80	0.79	0.78	0.78	0.79	0.79	0.87	0.93	0.88	0.90	0.90			
Assistant Professor	0.83	0.83	0.78	0.78	0.82	0.84	0.82	0.86	0.90	0.88	0.93	0.95			
Instructor															
All	0.83	0.80	0.79	0.80	0.77	0.78	0.77	0.82	0.86	0.83	0.87	0.86			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$83,489	\$86,473	\$67,611	\$68,212	\$68,503	\$70,532	\$70,940	\$75,689	\$86,184	\$81,996	\$83,325	\$87,370	7	\$108,213	\$110,558
Associate Professor	\$53,330	\$55,567	\$56,709	\$54,957	\$56,038	\$57,439	\$57,900	\$61,970	\$65,763	\$66,406	\$68,660	\$68,459	8	\$79,256	\$78,414
Assistant Professor	\$46,571	\$46,134	\$47,899	\$49,207	\$51,457	\$51,426	\$52,234	\$56,138	\$59,645	\$58,690	\$60,520	\$59,641	6	\$71,831	\$73,576
Instructor															
All	\$65,463	\$67,900	\$59,567	\$59,937	\$60,508	\$62,003	\$60,915	\$65,490	\$71,075	\$69,262	\$71,223	\$72,243	21	\$86,787	\$87,746
Index															
Professor	0.98	0.96	0.75	0.75	0.76	0.77	0.75	0.79	0.83	0.78	0.77	0.79			
Associate Professor	0.83	0.83	0.85	0.81	0.81	0.83	0.81	0.84	0.86	0.88	0.87	0.87			
Assistant Professor	0.88	0.82	0.84	0.85	0.90	0.88	0.84	0.89	0.91	0.88	0.84	0.81			
Instructor															
All	0.92	0.90	0.80	0.79	0.80	0.80	0.79	0.83	0.86	0.84	0.82	0.82			
<b>PHILOSOPHY AND RELIGIOUS STUDIES</b>															
Average Salaries															
Professor	\$80,193	\$81,564	\$86,114	\$85,580	\$85,278	\$84,672	\$93,519	\$98,379	\$99,980	\$100,980	\$104,520	\$114,609	6	\$127,679	\$124,307
Associate Professor	\$54,848	\$58,941	\$61,863	\$60,627	\$61,853	\$62,734	\$64,253	\$71,157	\$72,161	\$73,114	\$75,262	\$77,066	7	\$88,556	\$87,905
Assistant Professor	\$46,567	\$48,583	\$51,197	\$54,182	\$53,546	\$54,196	\$56,565	\$58,689	\$60,503	\$61,158	\$65,703	\$64,738	8	\$71,854	\$71,400
Instructor															
All	\$63,823	\$64,862	\$68,552	\$69,385	\$67,354	\$66,966	\$69,122	\$72,295	\$74,856	\$75,185	\$79,980	\$83,096	21	\$93,371	\$92,018
Index															
Professor	0.82	0.81	0.82	0.80	0.80	0.75	0.81	0.83	0.85	0.82	0.82	0.92			
Associate Professor	0.83	0.85	0.90	0.84	0.88	0.86	0.84	0.92	0.88	0.84	0.85	0.88			
Assistant Professor	0.86	0.85	0.89	0.93	0.92	0.89	0.92	0.91	0.88	0.88	0.91	0.91			
Instructor															
All	0.83	0.83	0.86	0.83	0.85	0.82	0.85	0.88	0.87	0.84	0.86	0.90			
<b>WORLD LANGUAGES &amp; CULTURES<sup>11</sup></b>															
Average Salaries															
Professor	\$69,204	\$71,552	\$74,256	\$74,256	\$76,267	\$77,411	\$79,388	\$81,937	\$114,978	\$92,350	\$96,163	\$101,417	3	\$113,460	\$114,473
Associate Professor	\$55,560	\$66,390	\$67,065	\$57,937	\$59,201	\$60,066	\$61,706	\$68,168	\$71,021	\$71,088	\$73,113	\$73,280	12	\$77,814	\$77,529
Assistant Professor	\$48,747	\$49,105	\$51,903	\$51,169	\$51,078	\$51,844	\$52,195	\$53,013	\$57,631	\$58,388	\$62,667	\$61,800	5	\$70,851	\$70,364
Instructor	\$41,772														
All	\$54,628	\$59,388	\$62,195	\$57,823	\$59,801	\$60,688	\$62,425	\$67,032	\$77,070	\$71,104	\$73,959	\$74,631	20	\$81,420	\$81,279
Index															
Professor	0.74	0.72	0.74	0.73	0.78	0.77	0.76	0.77	1.06	0.84	0.85	0.89			
Associate Professor	0.87	0.99	0.99	0.85	0.86	0.85	0.84	0.91	0.95	0.95	0.94	0.95			
Assistant Professor	0.93	0.89	0.91	0.88	0.90	0.89	0.85	0.85	0.90	0.85	0.88	0.88			
Instructor	0.92														
All	0.85	0.86	0.89	0.83	0.85	0.84	0.82	0.86	0.97	0.90	0.91	0.92			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$78,614	\$80,042	\$78,209	\$79,039	\$78,582	\$81,198	\$84,396	\$90,284	\$97,514	\$95,241	\$99,201	\$98,250	37	\$120,367	\$117,841
Associate Professor	\$56,674	\$60,230	\$61,676	\$60,318	\$61,033	\$61,893	\$64,590	\$69,721	\$72,153	\$72,395	\$74,763	\$75,344	53	\$83,773	\$83,314
Assistant Professor	\$48,991	\$50,433	\$52,222	\$52,559	\$52,950	\$53,744	\$55,302	\$58,503	\$60,990	\$61,257	\$64,124	\$63,556	46	\$71,696	\$71,485
Instructor	\$35,742														
All	\$61,178	\$64,703	\$64,639	\$63,605	\$64,096	\$65,030	\$66,431	\$71,104	\$74,945	\$74,057	\$77,813	\$77,588	136	\$89,644	\$88,706
Index															
Professor	0.83	0.80	0.77	0.77	0.77	0.78	0.77	0.82	0.87	0.82	0.82	0.83			
Associate Professor	0.86	0.86	0.88	0.84	0.86	0.85	0.85	0.91	0.92	0.89	0.89	0.90			
Assistant Professor	0.88	0.86	0.88	0.86	0.89	0.89	0.87	0.90	0.90	0.88	0.89	0.89			
Instructor	0.86														
All	0.85	0.83	0.83	0.82	0.83	0.83	0.83	0.88	0.90	0.87	0.87	0.87			

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**Peer Land Grant Universities Faculty Salary Comparisons**  
**2006-2007 through 2016-2017**

COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$93,367	\$107,555	\$113,001	\$110,626	\$111,801	\$112,056	\$117,274	\$120,536	\$129,393	\$130,684	\$137,825	\$129,414	15	\$154,257	\$155,367
Associate Professor	\$71,983	\$84,665	\$92,182	\$94,361	\$94,361	\$75,786	\$77,114	\$79,157	\$82,082	\$82,902	\$85,257	\$84,557	5	\$102,244	\$102,024
Assistant Professor	\$59,783	\$65,345	\$69,292	\$69,156	\$69,156	\$67,207		\$71,710	\$73,433	\$75,343	\$77,177	\$76,924	6	\$88,887	\$88,776
Instructor															
All	\$79,625	\$91,280	\$96,349	\$98,903	\$99,687	\$102,274	\$109,242	\$108,574	\$112,869	\$114,184	\$113,720	\$108,675	26	\$129,169	\$129,742
Index															
Professor	0.83	0.92	0.91	0.87	0.92	0.89	0.86	0.87	0.91	0.85	0.89	0.83			
Associate Professor	0.99	1.12	1.17	1.16	1.22	0.91	0.88	0.87	0.92	0.87	0.83	0.83			
Assistant Professor	0.95	1.00	1.03	1.00	0.98	0.94	0.00	0.95	0.92	0.88	0.87	0.87			
Instructor															
All	0.88	0.97	0.97	0.90	0.95	0.90	0.86	0.87	0.91	0.85	0.88	0.84			
<b>CHEMISTRY</b>															
Average Salaries															
Professor	\$110,249	\$116,981	\$120,785	\$118,873	\$117,778	\$120,642	\$124,904	\$124,556	\$122,257	\$123,251	\$125,094	\$140,590	14	\$154,670	\$158,375
Associate Professor	\$76,113	\$87,313	\$89,270	\$80,155	\$77,310	\$79,682	\$84,439	\$87,225	\$87,605	\$87,651	\$90,447	\$90,306	4	\$95,868	\$96,340
Assistant Professor	\$65,738	\$67,930	\$69,585	\$70,310	\$72,238	\$72,307	\$73,775	\$77,477	\$78,655	\$78,769	\$83,219	\$83,401	6	\$86,615	\$86,857
Instructor															
All	\$99,043	\$105,266	\$106,437	\$103,415	\$104,472	\$102,619	\$104,503	\$106,158	\$103,764	\$103,059	\$108,851	\$117,912	24	\$127,856	\$130,156
Index															
Professor	0.91	0.94	0.95	0.91	0.93	0.92	0.90	0.88	0.84	0.82	0.81	0.89			
Associate Professor	0.96	1.06	1.05	0.96	0.92	0.94	0.96	0.99	0.97	0.94	0.94	0.94			
Assistant Professor	1.00	0.98	1.00	0.99	1.01	1.01	0.97	1.05	0.99	0.94	0.96	0.96			
Instructor															
All	0.92	0.95	0.96	0.93	0.94	0.94	0.92	0.92	0.89	0.86	0.85	0.91			
<b>COMPUTER SCIENCE</b>															
Average Salaries															
Professor	\$116,266	\$123,390	\$127,854	\$131,027	\$132,191	\$134,174	\$137,233	\$137,382	\$140,763	\$140,837	\$134,612	\$121,815	14	\$167,458	\$164,615
Associate Professor	\$88,610	\$90,359	\$98,126	\$91,835	\$91,647	\$92,922	\$94,545	\$96,639	\$99,073	\$101,280	\$102,283	\$99,606	9	\$121,549	\$122,284
Assistant Professor	\$79,239	\$80,728	\$84,433	\$83,672	\$83,331	\$83,389	\$84,599	\$90,000	\$92,417	\$93,341	\$96,561	\$97,000	3	\$104,155	\$103,806
Instructor															
All	\$93,818	\$98,159	\$103,677	\$103,518	\$105,465	\$107,010	\$111,222	\$111,041	\$114,738	\$115,049	\$119,031	\$111,264	26	\$144,262	\$142,946
Index															
Professor	0.92	0.94	0.92	0.93	0.95	0.92	0.88	0.88	0.90	0.89	0.80	0.74			
Associate Professor	0.92	0.91	0.95	0.88	0.89	0.88	0.86	0.87	0.87	0.86	0.84	0.81			
Assistant Professor	0.92	0.91	0.94	0.93	0.92	0.90	0.88	0.92	0.95	0.94	0.93	0.93			
Instructor															
All	0.92	0.93	0.93	0.91	0.92	0.90	0.87	0.87	0.89	0.88	0.83	0.78			

**Iowa State University**  
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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$91,198	\$97,036	\$98,577	\$96,737	\$96,971	\$98,426	\$100,849	\$102,266	\$102,214	\$102,380	\$106,141	\$109,572	14	\$143,832	\$136,427
Associate Professor	\$67,304	\$72,618	\$79,367	\$79,035	\$78,095	\$79,266	\$81,974	\$83,340	\$85,532	\$85,742	\$88,369	\$88,517	7	\$106,311	\$95,247
Assistant Professor	\$58,422	\$61,281	\$64,912	\$66,000	\$65,862	\$66,850	\$69,075	\$73,739	\$76,708	\$76,782	\$79,671	\$79,118	5	\$88,045	\$87,498
Instructor															
All	\$68,895	\$74,100	\$78,722	\$81,440	\$82,057	\$83,288	\$86,944	\$90,789	\$93,833	\$92,378	\$96,266	\$98,047	26	\$123,002	\$115,930
Index															
Professor	0.89	0.91	0.90	0.85	0.87	0.84	0.81	0.81	0.81	0.80	0.74	0.80			
Associate Professor	0.92	0.94	1.02	1.01	1.01	1.01	0.99	0.98	0.98	0.96	0.83	0.93			
Assistant Professor	0.95	0.95	0.99	1.00	0.96	0.93	0.94	1.01	1.01	0.96	0.90	0.90			
Instructor															
All	0.92	0.93	0.97	0.93	0.94	0.92	0.89	0.88	0.88	0.86	0.78	0.85			
<b>GENETICS, DEVELOPMENT, AND CELL BIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$100,036	\$109,100	\$120,453	\$112,855	\$117,180	\$115,953	\$113,715	\$117,027	\$128,741	\$127,861	\$132,267	\$124,104	12	\$142,725	\$142,365
Associate Professor	\$76,698	\$68,549	\$70,480	\$66,884	\$64,915	\$80,462	\$79,757	\$83,125	\$93,027	\$94,312	\$97,926	\$94,041	7	\$92,385	\$92,757
Assistant Professor	\$67,535	\$65,757	\$69,744	\$72,362	\$71,022	\$72,087	\$73,946	\$73,755	\$75,201	\$78,045	\$80,544	\$80,054	8	\$82,990	\$85,897
Instructor															
All	\$88,809	\$90,612	\$98,120	\$95,890	\$97,096	\$97,157	\$96,254	\$97,399	\$106,262	\$106,248	\$108,038	\$103,258	27	\$111,975	\$112,772
Index															
Professor	0.95	1.02	1.07	1.01	1.03	1.00	0.94	0.92	0.93	1.01	0.93	0.87			
Associate Professor	1.00	0.89	0.89	0.84	0.81	1.02	0.97	0.99	1.07	1.00	1.06	1.01			
Assistant Professor	1.05	1.00	1.04	1.07	1.03	1.02	0.98	0.94	0.90	0.90	0.97	0.93			
Instructor															
All	0.97	0.99	1.03	0.99	1.00	1.00	0.95	0.94	0.96	0.98	0.96	0.92			
<b>GEOLOGICAL AND ATMOSPHERIC SCIENCES</b>															
Average Salaries															
Professor	\$78,531	\$82,449	\$88,818	\$88,818	\$89,728	\$90,209	\$92,386	\$94,751	\$104,013	\$104,631	\$107,003	\$106,054	8	\$134,308	\$133,246
Associate Professor	\$66,308	\$66,413	\$73,960	\$72,533	\$69,794	\$69,276	\$73,284	\$74,397	\$79,924	\$81,754	\$84,454	\$86,717	3	\$89,725	\$89,193
Assistant Professor	\$59,417	\$61,902	\$64,495	\$63,569	\$63,569	\$64,523	\$67,340	\$68,835	\$74,531	\$73,542	\$76,038	\$73,212	5	\$81,624	\$80,910
Instructor															
All	\$70,989	\$74,063	\$81,647	\$80,558	\$82,637	\$84,647	\$84,830	\$86,854	\$94,905	\$91,450	\$93,099	\$92,165	16	\$109,485	\$108,631
Index															
Professor	0.78	0.79	0.84	0.82	0.85	0.82	0.78	0.79	0.83	0.82	0.80	0.80			
Associate Professor	0.89	0.86	0.92	0.90	0.88	0.87	0.85	0.86	0.89	0.94	0.94	0.97			
Assistant Professor	0.94	0.97	0.98	0.95	0.95	0.95	0.93	0.93	0.96	0.95	0.93	0.90			
Instructor															
All	0.83	0.83	0.87	0.85	0.86	0.83	0.81	0.82	0.85	0.86	0.85	0.85			

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COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$87,913	\$96,151	\$94,420	\$91,283	\$94,037	\$91,693	\$95,361	\$98,148	\$106,129	\$107,882	\$112,162	\$116,767	14	\$136,692	\$132,285
Associate Professor	\$68,454	\$69,162	\$69,605	\$67,063	\$70,709	\$70,605	\$71,802	\$73,359	\$76,418	\$77,764	\$81,254	\$81,617	10	\$95,868	\$97,075
Assistant Professor	\$58,546	\$61,097	\$61,286	\$63,876	\$63,978	\$64,958	\$67,871	\$70,019	\$71,848	\$73,673	\$75,201	\$74,225	9	\$89,338	\$89,962
Instructor															
All	\$75,553	\$80,842	\$81,628	\$81,421	\$82,921	\$80,793	\$82,413	\$85,457	\$89,325	\$89,848	\$92,716	\$94,513	33	\$111,407	\$110,073
Index															
Professor	0.82	0.84	0.82	0.78	0.82	0.77	0.77	0.77	0.82	0.82	0.82	0.88			
Associate Professor	0.92	0.88	0.88	0.83	0.88	0.86	0.84	0.84	0.84	0.83	0.85	0.84			
Assistant Professor	0.93	0.95	0.92	0.88	0.86	0.85	0.84	0.87	0.84	0.84	0.84	0.83			
Instructor															
All	0.86	0.87	0.85	0.80	0.84	0.81	0.80	0.80	0.83	0.83	0.83	0.86			
<b>PHYSICS AND ASTRONOMY</b>															
Average Salaries															
Professor	\$99,730	\$109,210	\$120,032	\$118,004	\$118,428	\$120,439	\$120,990	\$120,544	\$119,595	\$122,498	\$125,599	\$119,231	25	\$139,659	\$138,108
Associate Professor	\$68,145	\$72,683	\$77,573	\$76,548	\$77,351	\$78,999	\$77,842	\$77,068	\$78,389	\$79,402	\$88,591	\$88,110	7	\$100,580	\$100,658
Assistant Professor	\$62,560	\$65,868	\$69,010	\$67,708	\$68,000	\$69,020	\$71,665	\$72,460	\$73,208	\$79,407	\$84,458	\$84,250	6	\$87,705	\$88,008
Instructor															
All	\$86,293	\$94,318	\$103,673	\$101,544	\$102,032	\$104,028	\$106,763	\$108,618	\$107,018	\$108,133	\$112,286	\$107,975	38	\$124,257	\$123,299
Index															
Professor	0.89	0.93	1.01	0.99	1.00	1.01	0.96	0.94	0.92	0.94	0.90	0.86			
Associate Professor	0.86	0.86	0.94	0.93	0.94	0.94	0.88	0.84	0.84	0.83	0.88	0.88			
Assistant Professor	0.92	0.93	0.94	0.92	0.91	0.94	0.89	0.92	0.89	0.95	0.96	0.96			
Instructor															
All	0.89	0.92	0.99	0.97	0.98	0.99	0.94	0.92	0.90	0.92	0.90	0.88			
<b>STATISTICS</b>															
Average Salaries															
Professor	\$104,699	\$122,777	\$123,712	\$124,303	\$131,507	\$132,041	\$134,782	\$135,715	\$142,645	\$142,780	\$148,800	\$144,061	15	\$146,675	\$141,913
Associate Professor	\$79,191	\$83,789	\$90,254	\$87,223	\$87,740	\$87,364	\$89,349	\$91,681	\$94,872	\$93,938	\$97,575	\$82,812	12	\$103,823	\$103,400
Assistant Professor	\$70,796	\$73,560	\$79,666	\$81,142	\$82,314	\$82,143	\$84,539	\$86,235	\$88,720	\$90,372	\$92,990	\$92,772	6	\$92,614	\$91,916
Instructor															
All	\$90,277	\$102,537	\$104,998	\$103,792	\$107,080	\$108,832	\$110,619	\$114,393	\$116,304	\$115,382	\$120,026	\$112,463	33	\$121,263	\$118,818
Index															
Professor	0.88	0.99	0.96	0.94	1.03	1.02	0.96	0.97	1.01	0.99	1.01	1.02			
Associate Professor	0.96	0.97	1.01	0.99	1.00	0.99	0.97	0.95	0.95	0.92	0.94	0.80			
Assistant Professor	1.01	1.01	1.05	1.04	1.05	1.08	1.00	1.02	1.02	1.00	1.00	1.01			
Instructor															
All	0.92	0.99	0.98	0.97	1.02	1.02	0.97	0.97	0.99	0.97	0.99	0.95			

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											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	\$99,413	\$108,734	\$112,876	\$111,080	\$112,959	\$113,549	\$116,076	\$117,180	\$121,879	\$122,841	\$126,524	\$124,145	131	\$146,792	\$144,810
Associate Professor	\$73,045	\$76,248	\$81,504	\$79,532	\$79,952	\$81,925	\$83,606	\$85,483	\$88,443	\$89,266	\$91,713	\$88,206	64	\$102,458	\$101,497
Assistant Professor	\$65,934	\$68,039	\$70,896	\$71,900	\$71,973	\$71,364	\$72,632	\$75,050	\$77,751	\$79,146	\$81,786	\$81,207	54	\$88,217	\$88,586
Instructor															
All	\$84,533	\$91,017	\$95,633	\$95,463	\$96,729	\$97,272	\$99,410	\$101,672	\$104,801	\$104,418	\$107,875	\$105,596	249	\$122,694	\$121,484
Index															
Professor	0.88	0.92	0.93	0.91	0.94	0.92	0.89	0.88	0.89	0.88	0.86	0.86			
Associate Professor	0.93	0.92	0.96	0.92	0.93	0.93	0.90	0.90	0.92	0.90	0.90	0.87			
Assistant Professor	0.95	0.96	0.97	0.97	0.97	0.96	0.93	0.96	0.93	0.92	0.93	0.92			
Instructor															
All	0.90	0.93	0.95	0.92	0.94	0.93	0.90	0.89	0.90	0.89	0.88	0.87			

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											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						\$91,402	\$100,542	\$105,555	\$125,000	\$126,250	\$129,050	\$129,050	1	\$124,672	\$117,218
Associate Professor	\$56,264	\$61,169	\$72,937	\$69,540	\$72,340	\$60,349	\$63,933	\$66,532	\$68,805	\$71,380	\$74,565	\$74,449	4	\$86,941	\$88,013
Assistant Professor	\$51,325	\$50,909	\$51,790	\$50,973	\$51,973	\$53,402	\$55,169	\$57,022	\$61,292	\$64,691	\$66,288	\$66,288	2	\$74,425	\$74,645
Instructor															
All	\$53,301	\$56,039	\$59,720	\$58,930	\$58,762	\$59,823	\$62,158	\$66,672	\$74,414	\$77,307	\$79,984	\$79,917	7	\$88,755	\$88,366
Index															
Professor						0.86	0.92	0.95	1.08	1.04	1.04	1.10			
Associate Professor	0.84	0.87	1.03	0.97	1.01	0.82	0.83	0.84	0.85	0.87	0.86	0.85			
Assistant Professor	0.90	0.86	0.85	0.82	0.85	0.86	0.85	0.85	0.90	0.92	0.89	0.89			
Instructor															
All	0.88	0.86	0.92	0.89	0.91	0.86	0.86	0.87	0.93	0.92	0.90	0.90			
<b>ECONOMICS</b>															
Average Salaries															
Professor	\$123,270	\$132,382	\$143,793	\$143,367	\$142,446	\$147,779	\$171,016	\$163,627	\$169,262	\$169,235	\$176,028	\$181,412	6	\$224,120	\$219,561
Associate Professor	\$96,241	\$111,584	\$109,643	\$114,018	\$116,160	\$114,715	\$119,032	\$116,088	\$118,027	\$119,207	\$123,643	\$122,457	6	\$170,603	\$174,288
Assistant Professor	\$74,831	\$76,539	\$88,221	\$97,500	\$99,875	\$101,373	\$105,225	\$107,704	\$108,457	\$109,694	\$112,710	\$112,995	3	\$127,109	\$127,147
Instructor															
All	\$100,269	\$112,740	\$118,170	\$118,250	\$124,503	\$126,979	\$141,450	\$138,660	\$140,661	\$139,310	\$142,410	\$144,147	15	\$183,311	\$182,969
Index															
Professor	0.83	0.80	0.87	0.87	0.85	0.84	0.90	0.84	0.84	0.79	0.79	0.83			
Associate Professor	0.94	0.92	0.92	0.92	0.96	0.93	0.89	0.83	0.81	0.81	0.72	0.70			
Assistant Professor	0.85	0.81	0.86	0.96	0.96	0.96	0.92	0.92	0.90	0.88	0.89	0.89			
Instructor															
All	0.88	0.85	0.89	0.91	0.90	0.88	0.90	0.85	0.84	0.81	0.78	0.79			
<b>POLITICAL SCIENCE</b>															
Average Salaries															
Professor	\$97,776	\$100,532	\$115,620	\$115,620	\$106,319	\$108,249	\$107,239	\$110,097	\$118,874	\$120,063	\$123,716	\$127,593	6	\$154,473	\$154,417
Associate Professor	\$69,810	\$68,084	\$58,326	\$63,744	\$63,889	\$83,244	\$65,497	\$67,227	\$77,907	\$78,686	\$81,082	\$81,082	1	\$103,749	\$102,620
Assistant Professor	\$52,961	\$54,913	\$57,345	\$56,375	\$61,575	\$58,998	\$59,775	\$61,393	\$68,391	\$69,711	\$72,249	\$71,474	7	\$84,913	\$83,704
Instructor															
All	\$73,853	\$73,412	\$73,506	\$77,096	\$80,167	\$90,605	\$90,155	\$89,099	\$96,792	\$91,932	\$94,937	\$96,211	14	\$116,070	\$115,360
Index															
Professor	0.81	0.81	0.91	0.88	0.82	0.81	0.76	0.77	0.82	0.80	0.80	0.83			
Associate Professor	0.92	0.84	0.71	0.74	0.74	0.93	0.70	0.71	0.79	0.78	0.78	0.79			
Assistant Professor	0.80	0.78	0.82	0.78	0.85	0.80	0.76	0.78	0.86	0.84	0.85	0.85			
Instructor															
All	0.83	0.81	0.82	0.81	0.80	0.82	0.76	0.77	0.83	0.82	0.82	0.83			



**Iowa State University**  
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**2006-2007 through 2016-2017**

COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											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	\$125,472	\$121,853	\$118,744	\$118,744	\$119,458	\$116,806	\$117,632	\$118,000	\$116,278	\$118,543	\$120,915	\$102,103	13	\$149,280	\$144,870
Associate Professor	\$65,458	\$68,975	\$72,914	\$72,193	\$72,748	\$72,352	\$74,043	\$75,442	\$74,310	\$75,182	\$75,268	\$75,577	10	\$95,143	\$93,988
Assistant Professor	\$57,871	\$55,741	\$59,621	\$59,944	\$60,187	\$61,117	\$63,168	\$64,971	\$69,368	\$71,236	\$72,663	\$74,902	3	\$81,797	\$80,606
Instructor															
All	\$82,139	\$85,638	\$80,429	\$79,271	\$81,459	\$84,715	\$86,965	\$90,066	\$93,785	\$94,588	\$97,791	\$88,762	26	\$120,671	\$117,885
Index															
Professor	1.08	1.00	0.95	0.95	0.95	0.92	0.87	0.88	0.86	0.83	0.81	0.70			
Associate Professor	0.89	0.93	0.95	0.91	0.90	0.88	0.88	0.88	0.85	0.79	0.79	0.80			
Assistant Professor	0.92	0.83	0.88	0.86	0.86	0.86	0.86	0.87	0.89	0.88	0.89	0.93			
Instructor															
All	0.98	0.94	0.93	0.91	0.91	0.89	0.87	0.88	0.86	0.82	0.81	0.75			
<b>SOCIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$80,798	\$84,829	\$86,717	\$86,717	\$75,909	\$81,667	\$86,231	\$88,906	\$96,660	\$101,764	\$101,273	\$98,528	11	\$140,306	\$137,256
Associate Professor	\$60,318	\$62,894	\$70,585	\$68,993	\$68,203	\$68,708	\$67,141	\$68,932	\$75,105	\$77,569	\$80,617	\$85,286	7	\$96,100	\$92,820
Assistant Professor	\$51,966	\$54,532	\$55,872	\$55,551	\$57,051	\$56,672	\$56,276	\$59,160	\$63,429	\$66,042	\$71,474	\$71,015	3	\$77,776	\$78,282
Instructor															
All	\$63,350	\$65,311	\$70,109	\$69,945	\$66,939	\$69,757	\$73,328	\$76,794	\$84,821	\$89,194	\$90,131	\$90,183	21	\$116,638	\$114,019
Index															
Professor	0.75	0.74	0.75	0.71	0.63	0.67	0.66	0.69	0.76	0.74	0.72	0.72			
Associate Professor	0.85	0.82	0.91	0.88	0.85	0.84	0.79	0.79	0.85	0.83	0.84	0.92			
Assistant Professor	0.86	0.85	0.85	0.83	0.86	0.83	0.80	0.81	0.86	0.85	0.92	0.91			
Instructor															
All	0.81	0.80	0.85	0.82	0.80	0.78	0.73	0.73	0.79	0.77	0.77	0.79			
<b>SOCIAL SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$109,683	\$114,453	\$118,100	\$115,002	\$117,194	\$116,208	\$121,640	\$121,096	\$120,999	\$123,025	\$124,687	\$118,763	37	\$158,925	\$155,519
Associate Professor	\$72,343	\$77,167	\$80,003	\$79,865	\$79,749	\$80,964	\$81,757	\$80,926	\$83,669	\$84,795	\$87,079	\$88,085	28	\$110,688	\$110,358
Assistant Professor	\$57,829	\$57,381	\$59,174	\$60,400	\$62,003	\$62,399	\$63,946	\$67,155	\$71,912	\$75,237	\$78,270	\$78,313	18	\$89,072	\$88,518
Instructor															
All	\$78,676	\$82,394	\$83,015	\$81,601	\$84,833	\$88,111	\$92,573	\$94,602	\$99,004	\$99,750	\$101,933	\$99,642	83	\$127,503	\$125,754
Index															
Professor	0.89	0.86	0.88	0.87	0.85	0.84	0.83	0.82	0.83	0.79	0.78	0.76			
Associate Professor	0.90	0.88	0.91	0.89	0.89	0.88	0.85	0.83	0.84	0.81	0.79	0.80			
Assistant Professor	0.87	0.82	0.85	0.85	0.87	0.87	0.85	0.85	0.88	0.87	0.88	0.88			
Instructor															
All	0.89	0.86	0.90	0.87	0.87	0.86	0.84	0.83	0.84	0.81	0.80	0.79			

**Iowa State University**  
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**2006-2007 through 2016-2017**

COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>LIBERAL ARTS AND SCIENCES SUMMARY</b>															
Average Salaries															
Professor	\$94,895	\$101,425	\$104,831	\$103,687	\$105,720	\$107,218	\$111,137	\$113,119	\$117,556	\$118,230	\$121,261	\$118,500	205	\$144,212	\$141,875
Associate Professor	\$66,995	\$70,960	\$73,819	\$72,702	\$73,073	\$74,076	\$76,165	\$78,652	\$81,840	\$82,226	\$84,623	\$83,481	145	\$97,217	\$96,562
Assistant Professor	\$58,232	\$59,473	\$61,946	\$61,607	\$62,460	\$62,523	\$63,374	\$66,053	\$69,333	\$71,352	\$74,365	\$73,884	118	\$81,907	\$81,909
Instructor	\$35,742														
All	\$75,803	\$81,085	\$83,723	\$82,804	\$84,579	\$85,727	\$88,046	\$91,057	\$95,041	\$94,718	\$98,085	\$96,401	468	\$113,942	\$112,716
Index															
Professor	0.87	0.89	0.89	0.87	0.89	0.88	0.86	0.86	0.88	0.86	0.84	0.84			
Associate Professor	0.90	0.89	0.92	0.89	0.90	0.89	0.87	0.89	0.90	0.88	0.87	0.86			
Assistant Professor	0.91	0.90	0.92	0.91	0.92	0.91	0.89	0.91	0.91	0.90	0.91	0.90			
Instructor	0.86														
All	0.88	0.89	0.91	0.88	0.90	0.89	0.87	0.88	0.89	0.87	0.86	0.86			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2006-2007 through 2016-2017**

COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
<b>-COLLEGE OF VETERINARY MEDICINE-</b>															
Average Salaries															
Professor	\$104,893	\$109,606	\$118,604	\$120,425	\$122,756	\$121,724	\$126,092	\$127,321	\$128,753	\$132,319	\$136,497	\$127,164	42	\$134,901	\$133,355
Associate Professor	\$84,281	\$87,263	\$90,610	\$93,538	\$93,976	\$94,363	\$95,374	\$96,985	\$99,127	\$100,499	\$106,573	\$103,329	30	\$109,043	\$108,974
Assistant Professor	\$75,961	\$75,331	\$81,476	\$81,890	\$84,321	\$85,450	\$89,904	\$91,762	\$94,080	\$95,704	\$97,744	\$93,051	32	\$91,697	\$91,191
Instructor	\$32,582														
All	\$77,154	\$93,744	\$99,994	\$101,303	\$103,553	\$103,440	\$107,182	\$108,296	\$109,670	\$112,144	\$115,941	\$109,792	104	\$114,148	\$113,348
Index															
Professor	1.01	1.02	1.05	1.05	1.11	1.09	1.04	1.05	1.00	1.01	1.01	0.95			
Associate Professor	1.03	1.03	1.01	1.04	1.07	1.07	0.97	0.99	0.96	0.95	0.98	0.95			
Assistant Professor	1.06	1.00	1.04	1.02	1.09	1.07	1.06	1.10	1.06	1.09	1.07	1.02			
Instructor	1.31														
All	1.05	1.02	1.04	1.04	1.09	1.08	1.02	1.04	1.00	1.01	1.02	0.97			

**Iowa State University**  
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**2006-2007 through 2016-2017**

COLLEGE/DEPARTMENT	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017					
											ISU			PEER		
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY	
<b>-UNIVERSITY SUMMARY-</b>																
Average Salaries																
Professor	\$100,849	\$107,212	\$112,250	\$111,444	\$113,945	\$115,564	\$119,829	\$122,850	\$125,475	\$125,963	\$129,753	\$130,235	596	\$141,320	\$139,752	
Associate Professor	\$73,908	\$78,355	\$82,264	\$82,058	\$82,575	\$83,273	\$85,918	\$88,880	\$91,462	\$92,629	\$96,870	\$96,082	437	\$105,213	\$105,071	
Assistant Professor	\$64,645	\$67,359	\$71,057	\$72,086	\$74,943	\$76,761	\$77,801	\$80,302	\$82,819	\$82,865	\$84,437	\$83,381	401	\$89,834	\$89,708	
Instructor	\$33,573															
All	\$81,474	\$87,981	\$92,009	\$92,016	\$94,376	\$95,708	\$98,673	\$101,644	\$103,863	\$103,738	\$107,060	\$106,725	1,434	\$115,919	\$115,189	
Index																
Professor	0.93	0.95	0.96	0.95	0.98	0.97	0.94	0.95	0.94	0.92	0.92	0.93				
Associate Professor	0.94	0.96	0.98	0.95	0.97	0.97	0.94	0.94	0.95	0.93	0.92	0.91				
Assistant Professor	0.95	0.94	0.96	0.95	0.97	0.95	0.93	0.94	0.94	0.93	0.94	0.93				
Instructor	1.21															
All	0.94	0.95	0.97	0.95	0.98	0.97	0.94	0.94	0.94	0.93	0.92	0.93				

**Iowa State University**  
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**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.