

**Faculty Salary Model - Fall 2024
(Fiscal Year 2024-2025)**

Average Salary AAUP West North Central Region* (Survey Report Table 4)

This region includes the states of Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota

Individuals with a Doctorate or Approved Equivalent (LL = 90% of Index, UL = 105% of Index)

| Rank | FY18 | FY19 | FY20 | FY21 | FY22 | FY23 | Rolling Avg | Faculty with Doctorate or Equivalent | | | |
|-------------|----------|----------|----------|----------|----------|----------|-------------|--------------------------------------|-------------|-------------|---------------|
| | | | | | | | | Fall 24 Index | Lower Limit | Upper Limit | Mean of U & L |
| Professor | \$88,247 | \$88,436 | \$90,313 | \$87,635 | \$90,043 | \$92,817 | 1.04% | \$93,782.27 | \$84,404 | \$98,471 | \$91,438 |
| Associate | \$74,306 | \$73,766 | \$75,682 | \$73,790 | \$75,300 | \$77,945 | 0.99% | \$78,713.49 | \$70,842 | \$82,649 | \$76,746 |
| Assistant | \$62,512 | \$63,076 | \$65,178 | \$64,541 | \$65,528 | \$67,658 | 1.61% | \$68,745.56 | \$61,871 | \$72,183 | \$67,027 |
| Senior Inst | | | | | | | | \$63,197.96 | \$60,189 | \$66,358 | \$63,273 |
| Assoc Inst | | | | | | | | \$60,188.54 | \$55,717 | \$63,198 | \$59,458 |
| Asst Inst | | | | | | | | \$57,322.42 | \$51,590 | \$60,189 | \$55,889 |
| Instructor | \$48,655 | \$49,345 | \$51,292 | \$51,374 | \$53,762 | \$55,771 | 2.78% | \$57,322.42 | \$51,590 | \$60,189 | \$55,889 |

| Faculty with Less than a Doctorate (85% of Doctoral Limits) | | | |
|--|-------------|-------------|-------------|
| Rank | Lower Limit | Upper Limit | Mean of U&L |
| Assistant | \$52,590 | \$61,355 | \$56,973 |
| Senior Inst | \$51,160 | \$56,404 | \$53,782 |
| Assoc Inst | \$47,360 | \$53,718 | \$50,539 |
| Asst Inst | \$43,852 | \$51,160 | \$47,506 |
| Instructor | \$43,852 | \$51,160 | \$47,506 |

Calculations

Rolling 5-Year Average Increase: The percentage increases for the most recent five years are calculated and then averaged: the salary for the previous year is subtracted from the current year and divided by the previous year to yield a percentage. These percentages are added together and divided by 5.

FY Estimate: The salary estimate for the upcoming year is derived by multiplying the most recent salary for each rank by its rolling five year average increase.

Upper and lower limits: The upper and lower limits of the salary range for each rank are computed by multiplying the estimate for each rank by 105% and 90%, respectively.

Less than a Doctorate: The upper and lower limits of the salary range for each rank is equivalent to the salary ranges for doctoral qualified faculty multiplied by 85%. This model is used for individuals who hold degrees less than a doctorate or a recognized equivalent.