
ISSUE REVIEW

Fiscal Services Division

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Changes in Staffing and Salaries at State Universities

ISSUE

This **Issue Review** looks at changes in the number of individuals employed by the universities under the control of the Iowa Board of Regents between FY 2000 and FY 2020, and looks in more detail at changes in salaries for faculty, professional and scientific staff, and merit staff from FY 2001 through FY 2020. Included is a comparison of faculty salaries at the State universities to their peer institutions in other states. This **Issue Review** does not provide information on the changes in enrollment and revenue, including external grants, that may have an impact on the universities' decision on staffing.

AFFECTED AGENCIES

Board of Regents
University of Iowa (UI)
Iowa State University (ISU)
University of Northern Iowa (UNI)

CODE AUTHORITY

Iowa Code chapters [262](#), [263](#), [266](#), and [268](#)

BACKGROUND

This **Issue Review** begins with a review of the number of individuals employed by the three State universities by category of employment. This is intended to provide some context for the more extensive discussion of employee salaries that follows. The number of employees and the salaries of those employees are handled separately due to the data sources available. The Board of Regents provides monthly reports of employee headcounts using six employment categories (see **Tables 2** and **3**). Salary information is reported annually for three categories: faculty, professional and scientific staff, and merit staff.

Impact of the 2008 Recession — The national recession that began in 2008, referred to as the Great Recession, impacted the three State universities' staffing and salaries, which is reflected in many of the charts in this document, beginning in 2010. Many individuals who became unemployed as a result of the recession sought additional education to improve their employability. This drove up student enrollment at the universities for several years, while at the same time, declining State revenue resulted in budget cuts. Additional federal funding did not fully offset the State funding reductions for the universities.

National Context — **Table 1** provides data regarding faculty salaries at public four-year universities in the United States, as presented in the Chronicle of Higher Education's 2019-2020 Almanac. The data is broken out by Carnegie Classifications, under which UI and ISU are

classified as “Doctoral Institution – Very High Research Activity” and UNI is classified as “Master’s Institution – Larger Program.” See **Attachment A** for a more detailed presentation of the Almanac’s salary data.

Table 1
Average Salaries of Instructional Staff at Four-Year Public Institutions, 2017-18,
for Carnegie Classifications Comparable to Public Universities in Iowa

	Number	Average Salary
Doctoral Institutions		
<i>Very high research activity</i>		
Professor	43,822	\$ 141,324
Associate professor	32,825	96,045
Assistant professor	31,152	83,149
Instructor	8,292	53,669
Lecturer	12,620	62,373
No academic rank	4,269	60,588
Total/Category Average	132,980	\$ 100,969
Master's Institutions		
<i>Larger programs</i>		
Professor	16,536	\$ 97,724
Associate professor	14,403	79,338
Assistant professor	15,106	68,600
Instructor	4,154	50,007
Lecturer	6,042	56,369
No academic rank	856	54,669
Total/Category Average	57,097	\$ 76,888

The Almanac also provides the following average annual pay increases for faculty at public universities in 2018-19, based on a faculty compensation survey conducted by the American Association of University Professors:

- Professor — 2.6%
- Associate Professor — 3.3%
- Assistant Professor — 3.3%
- Instructor — 3.9%
- Combined Average — 3.1% (Includes Lecturers)

Overview of Current Situation in Iowa — Because the Board of Regents does not publish average faculty salary by rank (or Carnegie classification) as in **Table 1**, a direct comparison of Iowa’s public universities to the Almanac data is not possible.

In FY 2020, Iowa’s three State universities employed a total of 42,281 individuals, 17,826 of whom were funded from general education revenue sources (largely a combination of tuition/fee revenue and State appropriations). Academic and institutional officials (including faculty, graduate assistants, and institutional officials in a “Chief” role as defined by the Association of American Universities) made up 10.8% of the total number of employees in FY 2020, and the average faculty salary at each university was as follows:

- University of Iowa — \$113,206
- Iowa State University — \$97,153
- University of Northern Iowa — \$80,436

INDIVIDUALS EMPLOYED AT IOWA’S PUBLIC UNIVERSITIES

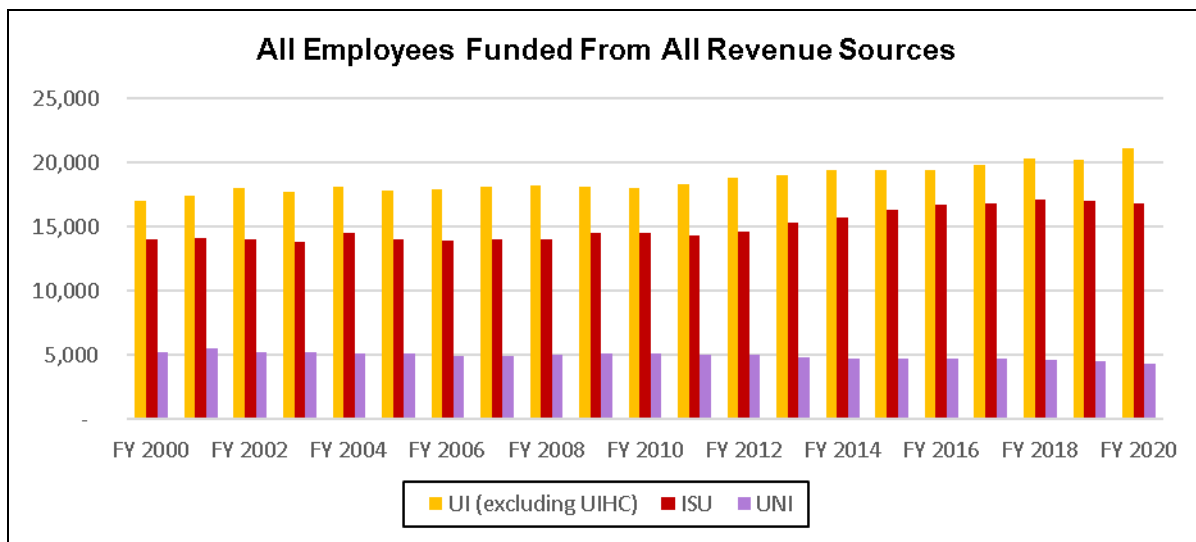
The 42,281 persons employed at the three State universities in FY 2020 represents an increase of 5,901 (16.2%) compared to FY 2000. This represents an average annual rate of change of 0.8% (see **Chart 1**).

As reflected in **Chart 1**, the number of individuals employed by UI increased from 17,084 in FY 2000 to 21,174 in FY 2020, for an average annual rate of change of 1.1%.

ISU’s lowest number of employees in this comparison was 13,817 in FY 2003, with a peak of 17,160 employees in FY 2018 and falling to 16,803 in FY 2020, for an average annual rate of change of 0.9%.

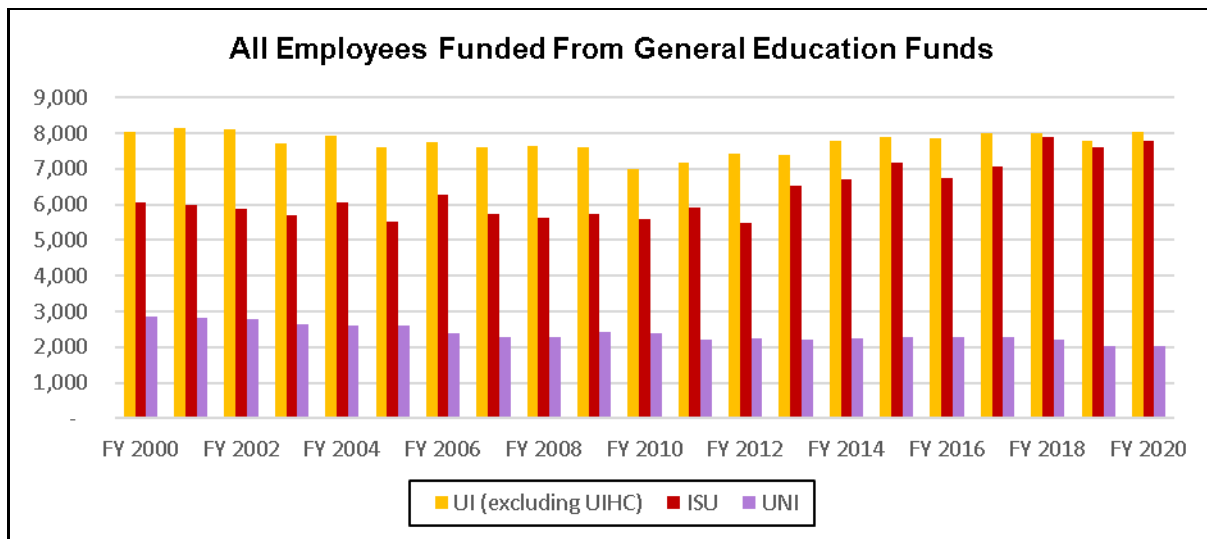
The number of individuals employed by UNI gradually declined from a high of 5,525 in FY 2001 to 4,304 in FY 2020, for an average annual rate of change of -1.0%.

Chart 1



Looking only at those individuals whose positions were funded solely with general education revenues, the total number of employees for all three institutions in FY 2020 was 17,826, an increase of 896 compared to FY 2000, for an average annual rate of change of 0.3% (see **Chart 2**).

Chart 2



The dip in employment for both UI and ISU in the middle of **Chart 2** potentially reflects a decrease in State funding as a result of the 2008 recession. The increase in ISU's employment numbers beginning in FY 2013 may be at least in part due to increases in enrollment.

For UI, the year of highest employment in **Chart 2** was FY 2001 with 8,158 employees. Following a decline that reached a low point in FY 2010 at 6,987 employees, UI had 8,024 employees funded with general education funds in FY 2020, which is approximately the same number employed in FY 2000.

Between FY 2000 and FY 2011, ISU's staffing fluctuated from year to year, hitting a low point of 5,499 in FY 2012. Since that time, staffing has fluctuated but gradually rose to a high point of 7,875 in FY 2018. ISU had 7,785 general education fund employees in FY 2020, representing an average annual rate of change of 1.3% compared to FY 2000.

As in **Chart 1**, UNI's number of employees in **Chart 2** declined relatively steadily, from a high of 2,841 in FY 2000 to 2,017 in FY 2020, for an average annual rate of change of -1.7%. The decline reflects enrollment declines over the period, a greater dependency on State funding compared to the other two universities, and a significantly larger proportion of in-state students, who pay less in tuition than out-of-state students.

Tables 2 and 3 break down the 20-year change in employment numbers by university and by category of employment for positions funded by all revenue sources and those funded by general education revenue sources (primarily tuition, student fees, and State appropriations).

The Academic and Institutional Officials category includes tenure-track and non-tenure-track faculty, graduate assistants, and institutional officials in a "Chief" role as defined by the Association for American Universities. This includes Chief Executive Officer, Chief Academic Affairs Officer/Provost, Chief Accounting Officer/Controller, Chief Library Officer, Chief Student Affairs/Student Life Officer, and others. The Regents' annual salary reporting combines faculty and administrative positions into one category and does not include the university presidents.

The Professional and Scientific Staff category includes researchers, administrators, and nonteaching professionals. The General Service Staff category includes all AFSCME¹ and Regents Merit System staff.

¹ American Federation of State, County, and Municipal Employees (AFSCME)

Throughout the period, student employees were the largest category of employees at all three universities, representing 41.4% of all employees in FY 2020 at UI, 56.7% at ISU, and 50.7% at UNI. Full-time general service staff and temporary and part-time nonstudent employees were the smallest categories for the three institutions.

Table 2
Change in Number of Employees by Personnel Category
All Revenue Sources
FY 2000 to FY 2020

	UI (Excluding UIHC)	ISU	UNI
Total FY 2020 Employees	21,174	16,803	4,304
Change Since FY 2000:			
Total Employees	4,090	2,755	-944
<i>Percent Change</i>	23.9%	19.6%	-18.0%
<i>Avg Annual Rate</i>	1.1%	0.9%	-1.0%
Full-Time Academic & Institutional Officials	233	99	-113
<i>Percent Change</i>	10.6%	6.5%	-17.6%
<i>Avg Annual Rate</i>	0.5%	0.3%	-1.0%
Full-Time Professional & Scientific Staff	2,317	1,015	199
<i>Percent Change</i>	73.5%	50.0%	44.8%
<i>Avg Annual Rate</i>	2.8%	2.0%	1.9%
Full-Time General Service Staff	-1,183	-615	-150
<i>Percent Change</i>	-41.7%	-27.4%	-24.2%
<i>Avg Annual Rate</i>	-2.7%	-1.6%	-1.4%
Part-Time Nonstudent Employees	61	-12	-22
<i>Percent Change</i>	4.7%	-1.9%	-17.3%
<i>Avg Annual Rate</i>	0.2%	-0.1%	-0.9%
Student Employees	1,700	2,492	-847
<i>Percent Change</i>	24.1%	35.4%	-27.9%
<i>Avg Annual Rate</i>	1.1%	1.5%	-1.6%
Temporary Employees	962	-224	-11
<i>Percent Change</i>	179.8%	-37.1%	-2.9%
<i>Avg Annual Rate</i>	5.3%	-2.3%	-0.1%

Table 3
Change in Number of Employees by Personnel Category
General Education Revenue
FY 2000 to FY 2020

	UI (Excluding UIHC)	ISU	UNI
Total FY 2020 Employees	8,024	7,785	2,017
Change Since FY 2000:			
Total Employees	-12	1,732	-824
<i>Percent Change</i>	-0.1%	28.6%	-29.0%
<i>Avg Annual Rate</i>	0.0%	1.3%	-1.7%
Full-Time Academic & Institutional Officials	-68	131	-118
<i>Percent Change</i>	-4.9%	9.0%	-18.7%
<i>Avg Annual Rate</i>	-0.3%	0.4%	-1.0%
Full-Time Professional & Scientific Staff	573	799	74
<i>Percent Change</i>	45.5%	76.0%	28.5%
<i>Avg Annual Rate</i>	1.9%	2.9%	1.3%
Full-Time General Service Staff	-1,044	-567	-131
<i>Percent Change</i>	-62.8%	-63.7%	-31.5%
<i>Avg Annual Rate</i>	-4.8%	-4.9%	-1.9%
Part-Time Nonstudent Employees	68	-15	-35
<i>Percent Change</i>	12.8%	-3.4%	-38.9%
<i>Avg Annual Rate</i>	0.6%	-0.2%	-2.4%
Student Employees	-25	1,459	-473
<i>Percent Change</i>	-0.8%	69.2%	-40.8%
<i>Avg Annual Rate</i>	0.0%	2.7%	-2.6%
Temporary Employees	484	-75	-141
<i>Percent Change</i>	543.8%	-70.8%	-49.6%
<i>Avg Annual Rate</i>	9.8%	-6.0%	-3.4%

The tables show that most of the largest increases in employment at all three universities occurred in the category of full-time professional and scientific staff. Most of the largest decreases at all three were in full-time general services staff. UNI employment decreased in all categories except full-time professional and scientific staff and part-time nonstudent employees.

SALARIES AT IOWA'S PUBLIC UNIVERSITIES

Notes on Methodology and Data Limitations

Unless otherwise noted, the following data is compiled from the Board of Regents' annual Comprehensive Human Resources Reports, previously known as the Annual Salary Report. Employee benefits are not included in salary data but are reflected in total compensation data. Salary data is annualized for nine-month-equivalent positions. Salaries for administrative personnel are not addressed in the reports.

University of Iowa — Salaries and compensation data do not include the colleges of medicine, dentistry and law. SEIU² employees of the University of Iowa Hospitals and Clinics (UIHC) are also not included. The salaries of the three highest paid head coaches were excluded. Data for professional and scientific staff includes non-SEIU employees of the UIHC. The salary and total compensation data was provided by the Board and all other data is from the Comprehensive Human Resources reports, unless otherwise noted.

Iowa State University — Salaries and compensation data do not include the College of Veterinary Medicine, the Agricultural Experiment Station, and the Cooperative Extension Service.

Institutional Officials — This **Issue Review** does not address salaries for the institutional officials included in the previous section under the category of Academic and Institutional Officials. Only faculty salaries are addressed.

Merit Staff — During the period under review, there was a seven-year period when average salary information for Regent Merit System employees was not reported. For that reason, only average total compensation for merit staff is addressed here.

Faculty Salaries

Chart 3 shows the growth in the overall average faculty salary at each of the universities from FY 2001 through FY 2020. **Chart 4** shows the average annual increase in overall average faculty salary for the period. The overall average faculty salary is calculated using the average salary for each rank (professor, associate professor, and assistant professor), weighted by the number of faculty in each rank.

The overall trend from FY 2001 through FY 2020 was an increase in average faculty salaries. However, each university has experienced one or two multiyear periods when the average salary remained steady or decreased. The average annual rate of change in the average faculty salary between FY 2001 and FY 2020 was 2.2% at UI, 1.9% at ISU, and 2.1% at UNI.

² Service Employees International Union (SEIU)

Chart 3

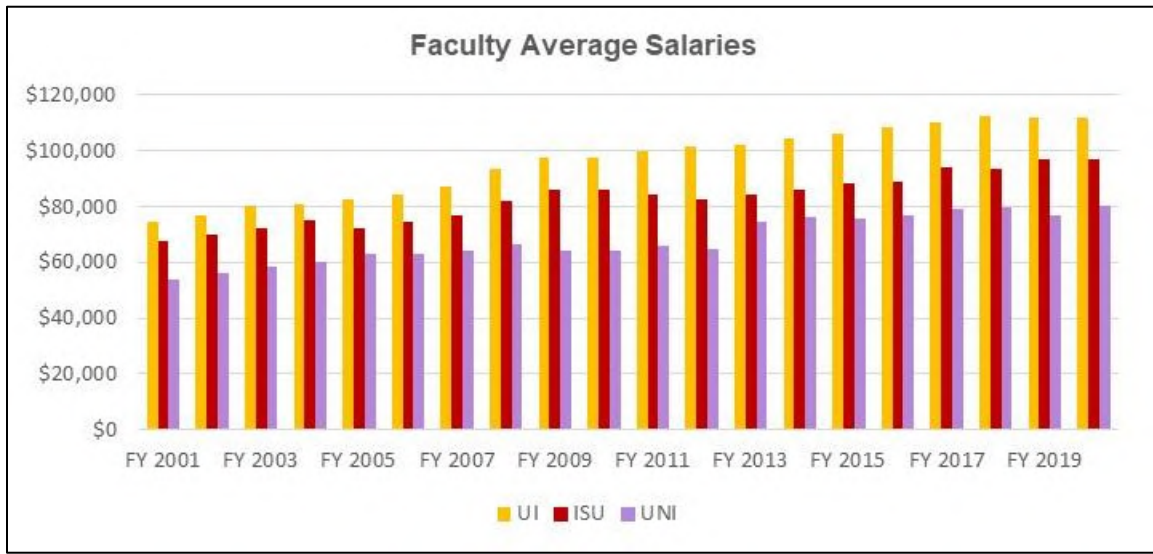
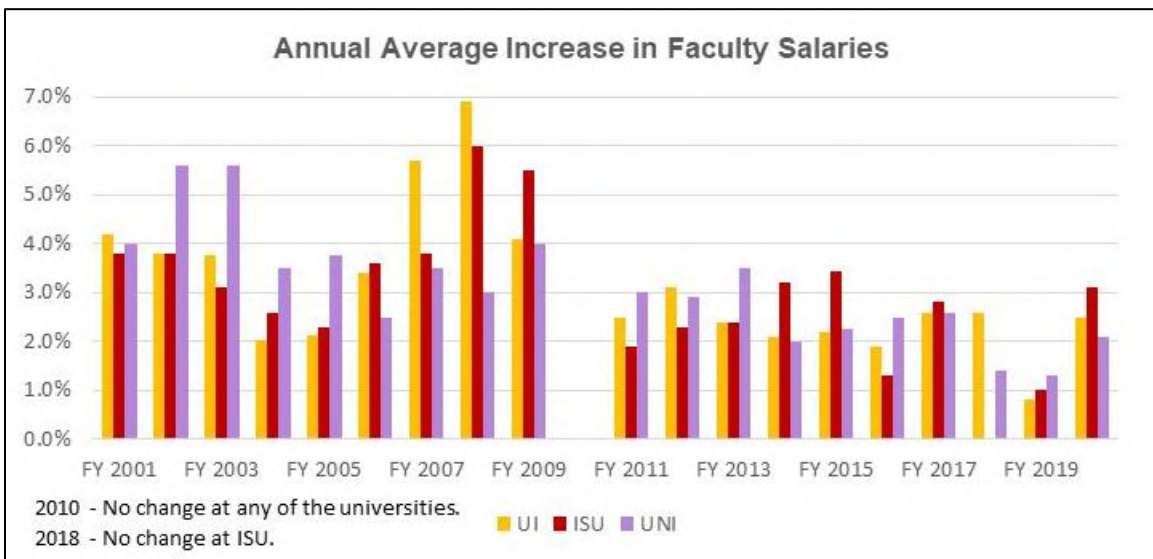


Chart 4



Each university independently determines annual changes in staff salaries. Those decisions are based on a number of factors, including changes in enrollment and revenue, and are reflected in the volatility in the average annual increases in **Chart 4**.

Chart 5 shows the average total annual compensation (including benefits) for faculty at each of the universities from FY 2001 through FY 2020. The pattern of change for each university tends to mirror the pattern in faculty average salaries in **Chart 3**. However, the differences between the universities when employee benefit packages enter the mix is notable. Between FY 2001 and FY 2020, benefits averaged 21.7% of faculty total compensation at UI, 22.4% at ISU, and 24.8% at UNI. This difference is also reflected in **Table 4**, which shows the average total compensation (Salaries and Benefits) for each university by faculty rank.

The average annual rate of change in faculty total compensation between FY 2001 and FY 2020 was 2.4% at UI, 1.9% at ISU, and 2.4% at UNI.

Chart 5

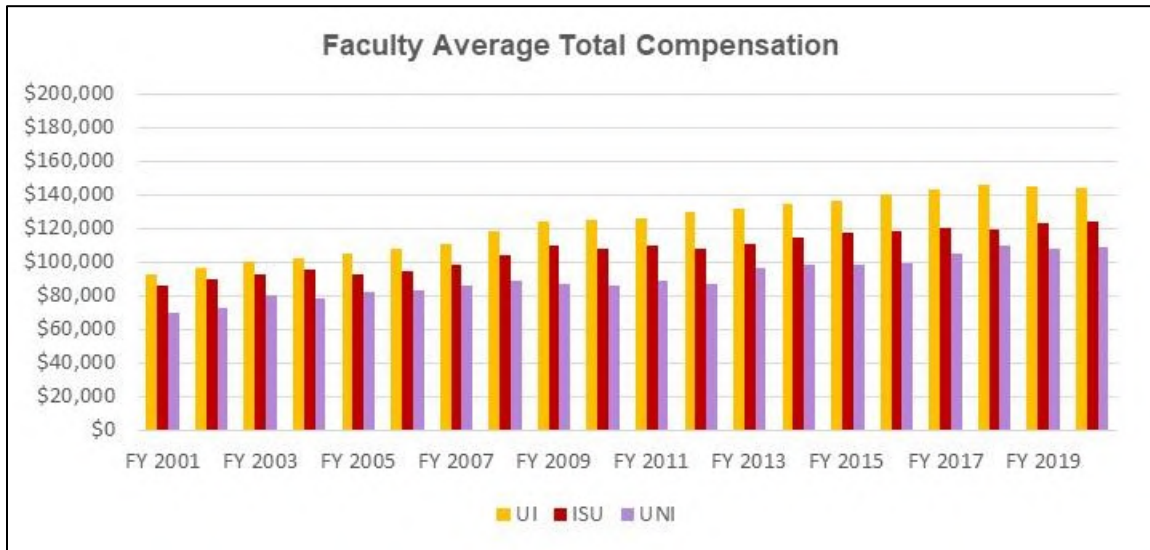


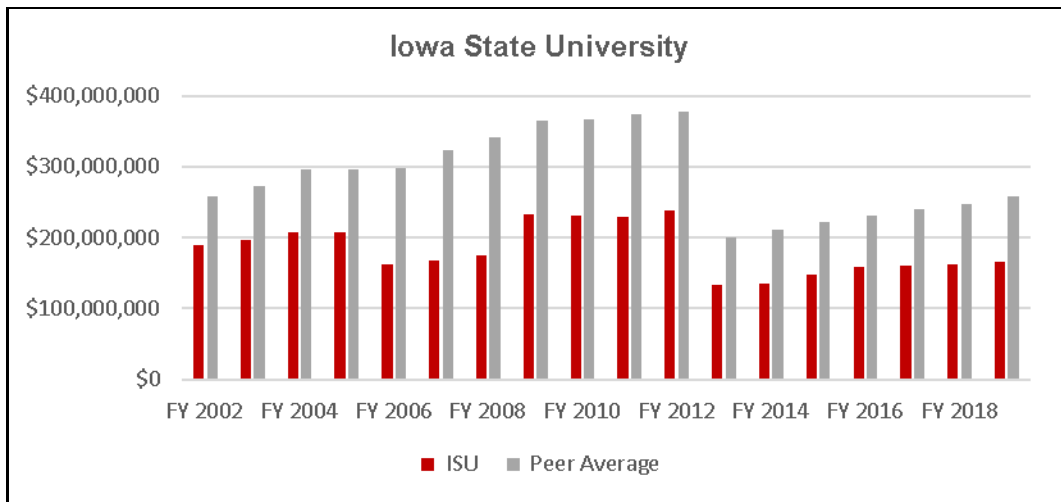
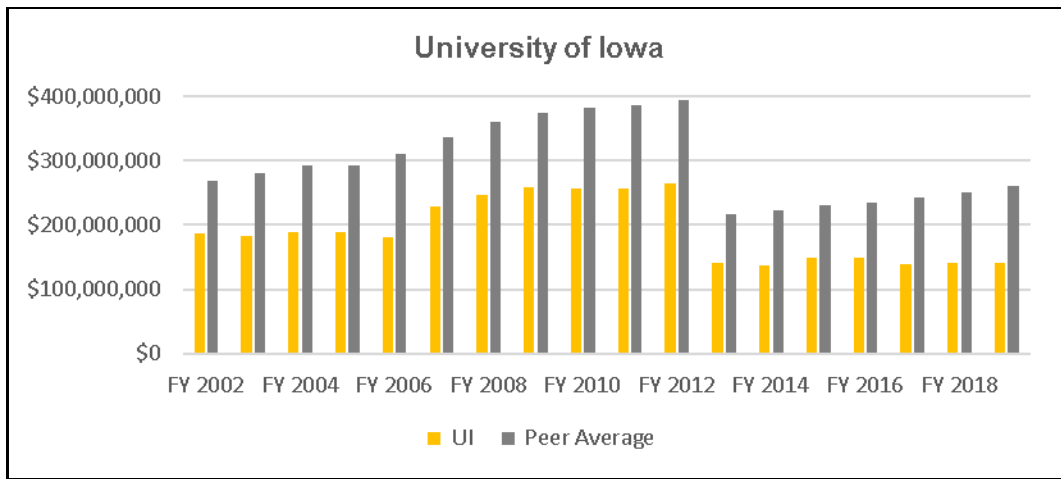
Table 4
Change in Faculty Average Total Compensation by Rank
FY 2001 to FY 2020

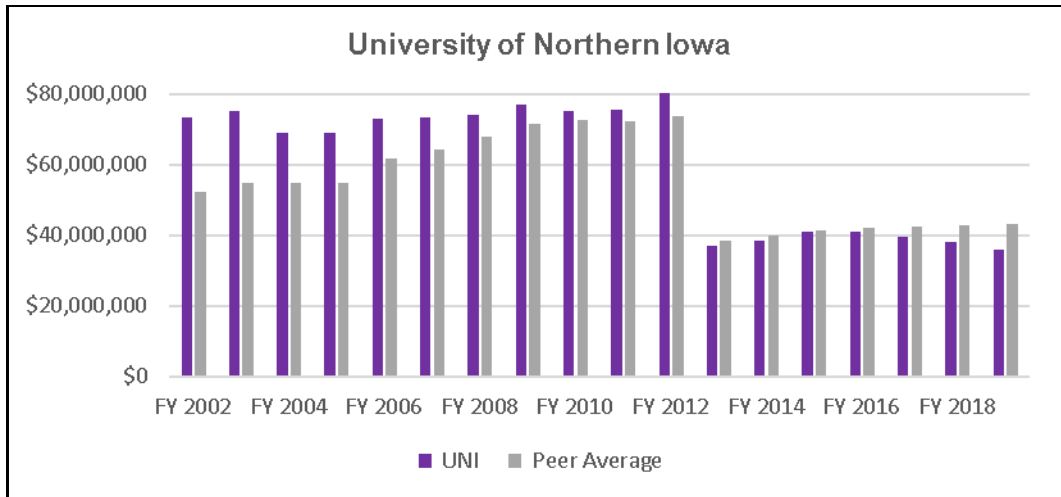
	FY 2001	FY 2001 Inflation Adjusted to FY 2020*	FY 2020	19-Year Change \$	19-Year Change %	Average Annual Change
UI						
Professor	\$ 139,630	\$ 192,219	\$227,651	\$ 88,021	63.0%	2.6%
Associate Professor	105,922	145,816	169,304	63,382	59.8%	2.5%
Assistant Professor	90,114	124,054	168,062	77,948	86.5%	3.4%
ISU						
Professor	\$ 106,705	\$ 146,894	\$169,236	\$62,531	58.6%	2.5%
Associate Professor	80,291	110,531	114,893	34,602	43.1%	2.0%
Assistant Professor	67,282	92,623	101,106	33,824	50.3%	2.2%
UNI						
Professor	\$ 91,616	\$ 126,122	\$123,768	\$ 32,152	35.1%	1.7%
Associate Professor	70,521	97,082	104,677	34,156	48.4%	2.1%
Assistant Professor	58,535	80,581	94,601	36,066	61.6%	2.6%

* Consumer Price Index – All Midwest Urban Consumers as published by the U.S. Bureau of Labor Statistics (BLS).

Faculty Salary Comparisons to Peer Institutions in Other States. For each of the three State universities, the Board of Regents identifies a set of 10 universities in other states for comparison. (See **Attachment B** for a list of each university’s identified peer institutions.) The **Chart 6 series** shows the annual total salary expenditures for full-time instructional staff at the Iowa institutions compared to the average for their peer groups, as reported to the U.S. Department of Education’s Integrated Postsecondary Education Data System (IPEDS) for FY 2002 through FY 2019. The significant decrease in salaries in FY 2013 reflects a change in the data collection methodology used for IPEDS.

Chart 6 (Series of 3)
Annual Total Salary Expenditures — Full-Time Instructional Staff
Comparison to Average of Peer Group





UI and ISU consistently fell below the average total salary expenditures of their peer groups in each of the years under review. Changes in average salary expenditures at UI and ISU followed a pattern somewhat like the peer groups, except for FY 2006 for UI and FY 2006 through FY 2008 for ISU. In FY 2019, the latest year reported, UI’s total average salary expenditures were 45.8% below the peer average and ISU’s were 35.9% below the peer average.

Between FY 2002 and FY 2012, UNI exceeded its peer group average. In more recent years, UNI, with the approval of the Board of Regents, has been working to become more competitive within its peer group in the cost of education for students. This has included keeping tuition increases lower compared to UI and ISU, which may have had an impact on faculty compensation. In FY 2019, UNI’s total average salary expenditures were 17.0% below the peer average.

Salaries for Professional and Scientific Staff

Charts 7, 8, and 9 address salaries and total compensation for university employees classified as professional and scientific staff. This category includes administrators, researchers, and nonteaching professionals.

Chart 7 shows the average salaries of professional and scientific staff at each of the universities from FY 2001 to FY 2020. More variation in the generally upward trend can be seen beginning in FY 2010. Since then, ISU’s average salaries have fallen behind those of UI and UNI. The average annual rate of change in salaries for professional and scientific staff between FY 2001 and FY 2020 was 2.5% at UI, 1.8% at ISU, and 2.1% at UNI.

Chart 7

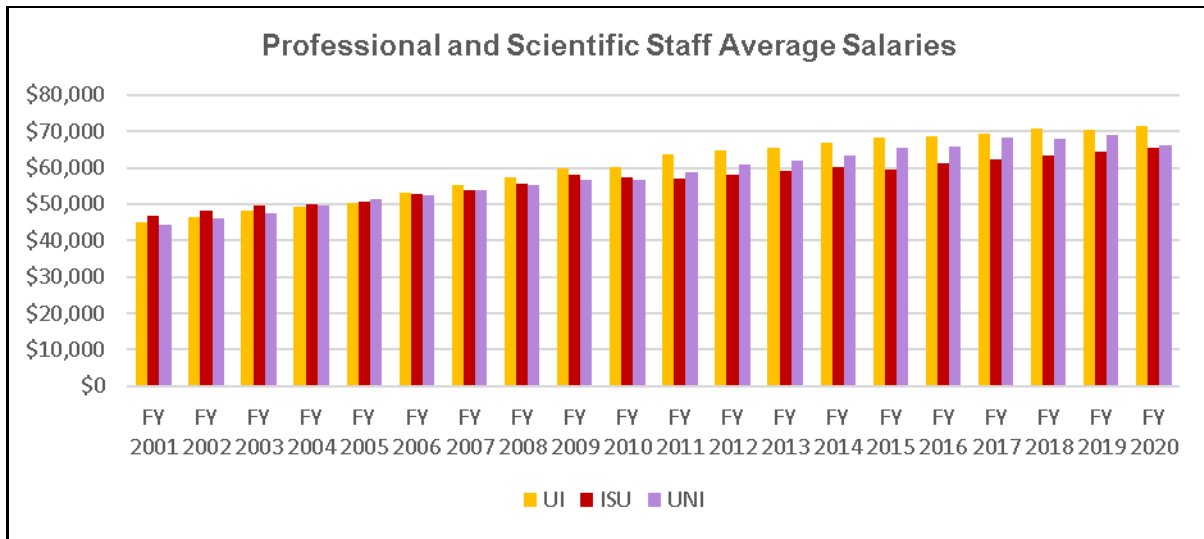


Chart 8 shows the average annual increase in salaries for professional and scientific staff by university. For the 20-year period of the chart, UNI had the largest percentage increase in eight of the years, UI in six, and ISU in four; all three had no change in FY 2010; and UI and UNI tied for the highest increase in FY 2012.

Chart 8

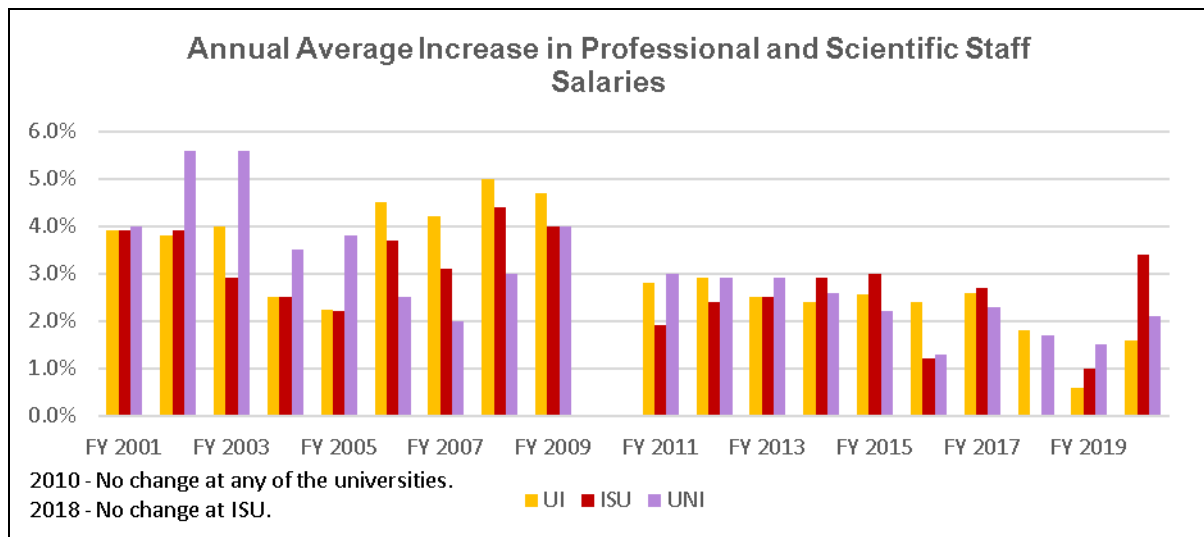
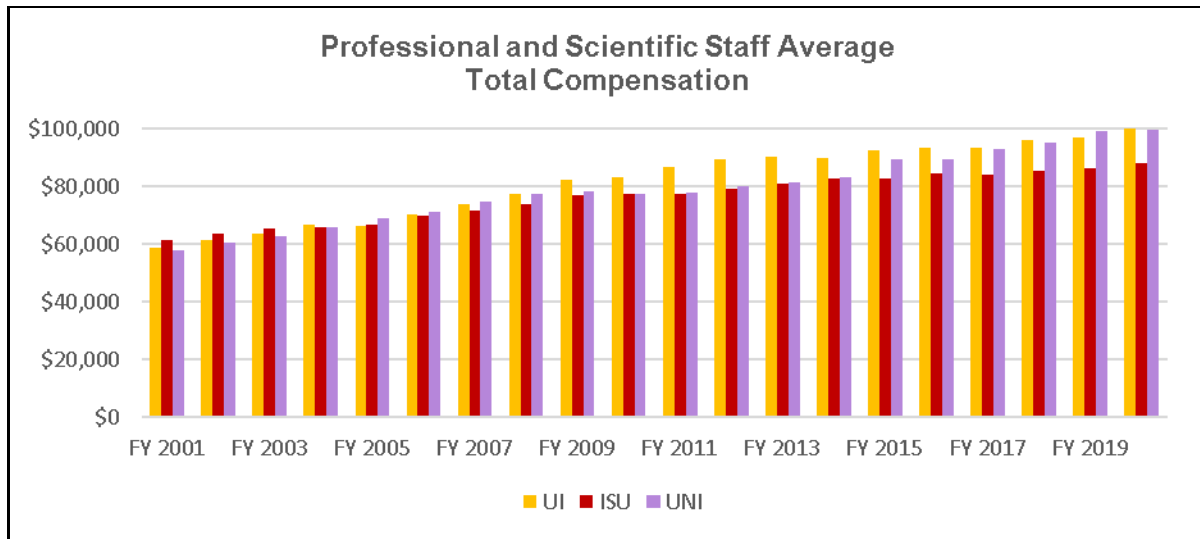


Chart 9 shows the average total compensation (including benefits) for professional and scientific staff by university. The average compensation was relatively similar between the universities until FY 2009, when UI’s average compensation began increasing at a faster rate. UNI’s average compensation began increasing more rapidly than ISU’s in FY 2015 and exceeded UI’s in FY 2019. Since FY 2006, ISU’s average compensation for professional and scientific staff has been the lowest of the three universities.

Chart 9

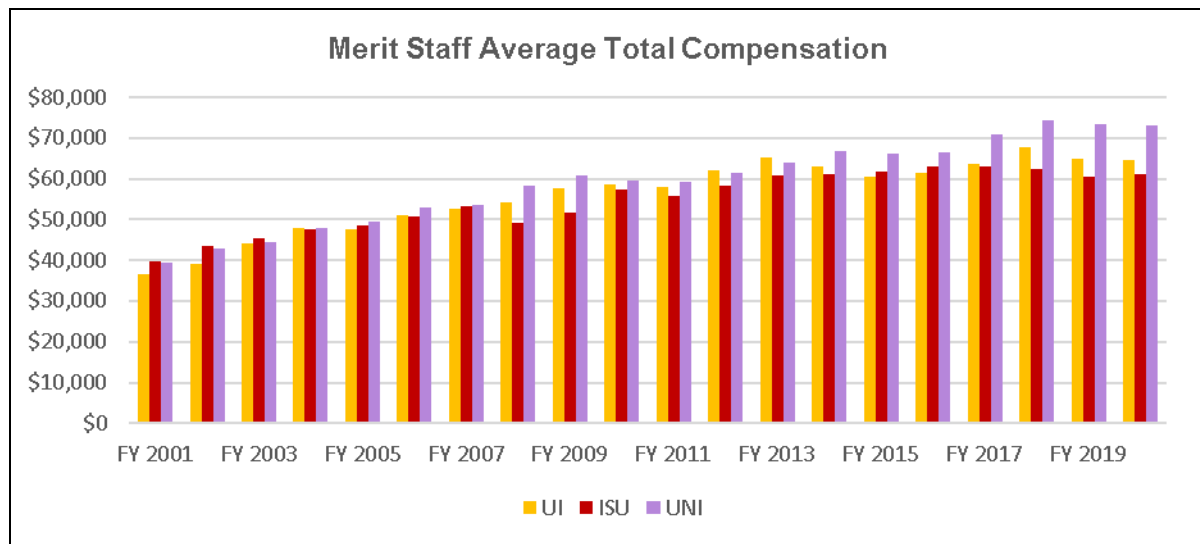


Between FY 2001 and FY 2020, the average annual rate of change in total compensation for professional and scientific staff was 2.9% at UI, 1.9% at ISU, and 2.9% at UNI.

Merit Staff Compensation

As noted earlier, the Board of Regents has not consistently reported annual average salaries for merit staff since FY 2001, but has reported total compensation. **Chart 10** shows the average total compensation for merit staff by university.

Chart 10



Between FY 2001 and FY 2007, there was a relatively steady upward trend in total compensation for merit staff for all three universities. More fluctuation entered the picture in FY 2008, when university budgets were impacted by the national recession. However, UI and UNI maintained the upward trend, while ISU's total merit compensation decreased and then

rebounded. Since FY 2017, UNI’s average total compensation has been higher than that of the other two universities.

Between FY 2001 and FY 2020, the average annual rate of change in total compensation for merit staff was 3.0% at UI, 2.3% at ISU, and 3.3% at UNI.

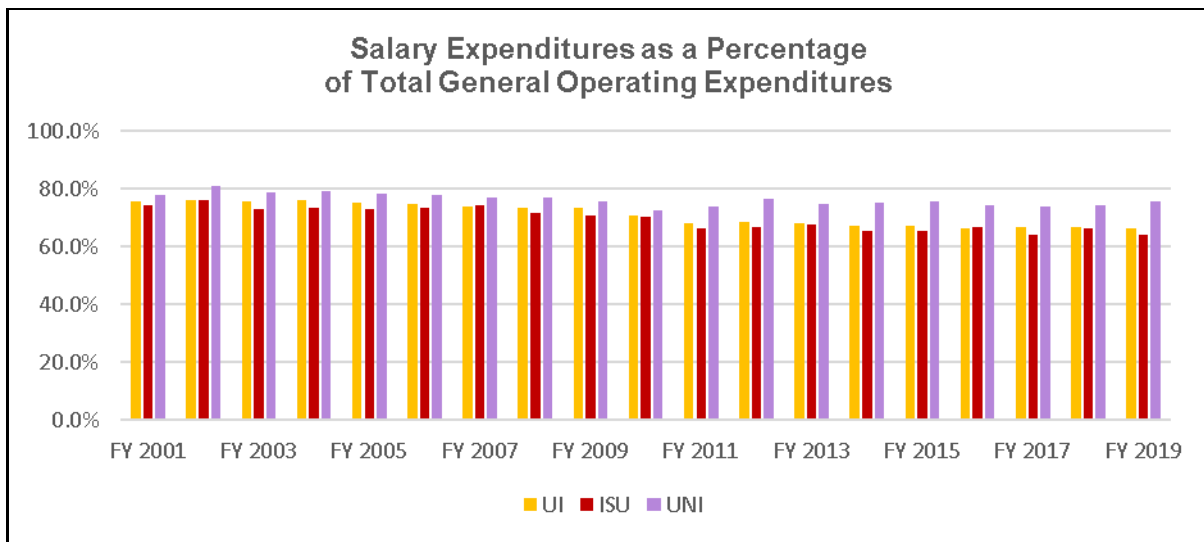
Salary Expenditures

Salaries represent the largest portion of each university’s general operating budget. The general operating budget is funded largely through student tuition and fees and State appropriations.

Chart 11 shows the portion of the general operating budget expended on salaries by each university. In each year of the period covered, UNI spent a greater portion of its general operating budget on salaries than UI or ISU. An overall decline in the percentages can be seen beginning in FY 2005, with UI and ISU leveling off beginning in FY 2011. Since then, salary expenditures at UI and ISU have remained between 64.0% and 68.7% of total expenditures. UNI’s percentage increased in FY 2011 and FY 2012 before leveling off and remaining between 73.7% and 75.6%.

The average annual rate of change between FY 2001 and FY 2019 was -0.8% at UI and ISU and -0.2% at UNI.

Chart 11



SUMMARY

Between FY 2000 and FY 2020, the number of individuals employed by the Regents universities increased by 5,901, for an average annual rate of change of 0.8%. For positions funded solely from general education revenues, the increase was 896 and the average annual rate of change was 0.3%. Excluding temporary employees, for whom changes from year to year were more volatile, the largest increases were primarily for professional and scientific staff, and the most significant decreases occurred largely among general service staff. **Table 5** summarizes the average annual rates of change for each of the universities and each of the personnel categories.

Table 5
Average Annual Rate of Change in the Number of Employees by Personnel Category
FY 2000 to FY 2020

	University of Iowa		Iowa State University		University of Northern Iowa	
	All Revenue	General Education	All Revenue	General Education	All Revenue	General Education
Full-Time Academic & Institutional Officials	0.5%	-0.3%	0.3%	0.4%	-1.0%	-1.0%
Full-Time Professional & Scientific Staff	2.8%	1.9%	2.0%	2.9%	1.9%	1.3%
Full-Time General Service Staff	-2.7%	-4.8%	-1.6%	-4.9%	-1.4%	-1.9%
Part-Time Nonstudent Employees	0.2%	0.6%	-0.1%	-0.2%	-0.9%	-2.4%
Student Employees	1.1%	0.0%	1.5%	2.7%	-1.6%	-2.6%
Temporary Employees	5.3%	9.8%	-2.3%	-6.0%	-0.1%	-3.4%

Between FY 2000 and FY 2020, average faculty salaries at the three State universities saw an average annual rate of change between 1.9% and 2.5% (see **Chart 3**). The average annual rate of change for faculty average total compensation for the period ranged between 1.9% and 2.7%, with total average compensation at UI in FY 2020 exceeding ISU by 35.0% and UNI by 42.7% (see **Chart 5**).

For professional and scientific staff, the average annual rate of change in average salaries between FY 2000 and FY 2020 ranged between 1.8% and 2.5% (see **Chart 7**) at the three universities, and change in total compensation ranged between 1.9% and 2.9% (see **Chart 9**).

For merit staff, the average annual rate of change in total compensation over the period ranged between 2.3% and 3.3% (see **Chart 10**).

Salary expenditures as a percentage of total general operating expenditures decreased between FY 2001 and FY 2019. The average annual rate of change was -0.8% at UI and ISU and -0.2% at UNI (see **Chart 11**).

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THE PROFESSION

FACULTY

Average Salaries of Instructional Staff at 4-Year Public Institutions, 2017-18

Women earned, on average, less than 90 percent of what men did in three of the eight Carnegie Classifications of Institutions of Higher Education considered for this table. In all eight classifications, they made up more than 40 percent of the full-time instructional staff, but they outnumbered men only at doctoral/professional institutions. In terms of pay, they did best in comparison with men as full-time instructors at baccalaureate institutions focused on arts and sciences.

	Number	Percent female	Salary, all	Men's salary	Women's salary	Women's salary as a percentage of men's
Doctoral institutions						
Very high research activity						
Professor	43,822	26.4%	\$141,324	\$144,864	\$131,454	90.7%
Associate professor	32,825	42.6%	\$96,045	\$98,923	\$92,170	93.2%
Assistant professor	31,152	47.8%	\$83,149	\$87,071	\$78,860	90.6%
Instructor	8,292	59.5%	\$53,669	\$56,380	\$51,824	91.9%
Lecturer	12,620	54.4%	\$62,373	\$66,301	\$59,074	89.1%
No academic rank	4,269	51.9%	\$60,588	\$62,114	\$59,172	95.3%
All instructional staff total	132,980	40.9%	\$100,969	\$110,159	\$87,712	79.6%
High research activity						
Professor	14,767	30.8%	\$107,751	\$110,789	\$100,917	91.1%
Associate professor	15,127	45.0%	\$82,493	\$84,600	\$79,920	94.5%
Assistant professor	13,462	50.9%	\$71,582	\$74,844	\$68,436	91.4%
Instructor	4,439	60.4%	\$49,810	\$50,636	\$49,270	97.3%
Lecturer	7,119	57.5%	\$53,695	\$55,223	\$52,564	95.2%
No academic rank	1,731	57.0%	\$55,481	\$58,066	\$53,528	92.2%
All instructional staff total	56,645	45.8%	\$79,479	\$85,737	\$72,086	84.1%
Doctoral/professional						
Professor	3,924	37.7%	\$92,141	\$93,913	\$89,210	95.0%
Associate professor	3,988	47.9%	\$73,791	\$75,411	\$72,030	95.5%
Assistant professor	4,030	56.4%	\$65,082	\$67,576	\$63,154	93.5%
Instructor	1,380	68.3%	\$49,000	\$48,217	\$49,363	102.4%
Lecturer	1,705	60.1%	\$46,818	\$47,394	\$46,437	98.0%
No academic rank	471	57.1%	\$44,072	\$44,340	\$43,871	98.9%
All instructional staff total	15,498	51.0%	\$70,094	\$74,658	\$65,704	88.0%
Master's institutions						
Larger programs						
Professor	16,536	38.7%	\$97,724	\$99,125	\$95,510	96.4%
Associate professor	14,403	48.0%	\$79,338	\$80,625	\$77,943	96.7%
Assistant professor	15,106	53.2%	\$68,600	\$70,040	\$67,337	96.1%
Instructor	4,154	62.7%	\$50,007	\$50,764	\$49,557	97.6%
Lecturer	6,042	55.4%	\$56,369	\$57,374	\$55,561	96.8%
No academic rank	856	59.7%	\$54,669	\$58,752	\$51,913	88.4%
All instructional staff total	57,097	48.7%	\$76,888	\$80,495	\$73,092	90.8%
Medium programs						
Professor	3,134	37.6%	\$85,541	\$86,188	\$84,466	98.0%
Associate professor	3,052	46.6%	\$70,083	\$70,694	\$69,384	98.1%
Assistant professor	3,351	54.5%	\$61,206	\$62,050	\$60,501	97.5%
Instructor	865	66.2%	\$48,366	\$47,447	\$48,835	102.9%
Lecturer	1,056	56.8%	\$50,025	\$51,617	\$48,815	94.6%
No academic rank	122	54.1%	\$52,199	\$52,958	\$51,556	97.4%
All instructional staff total	11,580	48.9%	\$68,058	\$70,804	\$65,192	92.1%
Smaller programs						
Professor	1,506	35.5%	\$83,858	\$85,267	\$81,300	95.3%
Associate professor	1,624	40.2%	\$70,504	\$71,492	\$69,035	96.6%
Assistant professor	1,933	50.4%	\$61,802	\$63,944	\$59,697	93.4%
Instructor	562	53.4%	\$47,637	\$48,005	\$47,316	98.6%
Lecturer	661	48.3%	\$52,887	\$55,358	\$50,238	90.8%
No academic rank	216	56.5%	\$71,453	\$71,162	\$71,678	100.7%
All instructional staff total	6,502	44.7%	\$67,274	\$69,947	\$63,962	91.4%
Baccalaureate institutions						
Arts and sciences focus						
Professor	601	37.4%	\$85,895	\$87,405	\$83,372	95.4%
Associate professor	664	50.2%	\$70,562	\$71,607	\$69,524	97.1%
Assistant professor	668	54.6%	\$59,265	\$60,144	\$58,535	97.3%
Instructor	142	59.9%	\$48,204	\$46,974	\$49,029	104.4%
Lecturer	173	61.8%	\$49,351	\$50,485	\$48,652	96.4%
No academic rank	33	39.4%	\$49,611	\$51,982	\$45,964	88.4%
All instructional staff total	2,281	49.5%	\$67,990	\$70,979	\$64,935	91.5%
Diverse fields						
Professor	1,378	35.0%	\$82,707	\$83,469	\$81,292	97.4%
Associate professor	1,881	43.6%	\$68,854	\$70,072	\$67,281	96.0%
Assistant professor	2,328	52.7%	\$58,297	\$59,653	\$57,007	95.6%
Instructor	797	61.5%	\$48,249	\$48,358	\$48,181	99.6%
Lecturer	499	59.5%	\$51,888	\$53,071	\$51,083	96.3%
No academic rank	116	37.9%	\$52,093	\$54,625	\$47,949	87.8%
All instructional staff total	6,999	48.0%	\$64,223	\$67,138	\$61,069	91.0%

Note: Data cover full-time instructional staff members on 9- to 12-month contracts at 556 degree-granting four-year public institutions in the United States that are eligible to participate in Title IV financial-aid programs. Summary data are given for average salaries within each relevant Carnegie Classification of Institutions of Higher Education, with groupings based on the 2018 update of the classifications. The salaries are adjusted to a standard nine-month work year, and averages are weighted. Medical-school instructional staff are excluded. Tribal colleges and special-focus institutions are also excluded from the above categories. More-detailed institutional and summary faculty-salary data can be viewed online at <https://data.chronicle.com>.

SOURCE: Chronicle analysis of salary data from the U.S. Department of Education and classification data from the Indiana University Center for Postsecondary Research's 2018 Carnegie Classification of Institutions of Higher Education

**Peer Institutions for Iowa's State Universities
as designated by the Board of Regents**

University of Iowa

University of Arizona
University of California-Berkeley
University of Illinois at Urbana-Champaign
Indiana University-Bloomington
University of Michigan-Ann Arbor
University of Minnesota-Twin Cities
University of North Carolina at Chapel Hill
Ohio State University-Main Campus
The University of Texas at Austin
University of Wisconsin-Madison

Iowa State University

University of California-Davis
University of Illinois at Urbana-Champaign
Michigan State University
University of Minnesota-Twin Cities
North Carolina State University at Raleigh
Ohio State University-Main Campus
Pennsylvania State University-Main Campus
Texas A & M University-College Station
University of Wisconsin-Madison
Purdue University-Main Campus

University of Northern Iowa

Eastern Illinois University
Southern Illinois University-Edwardsville
University of Massachusetts-Dartmouth
Ferris State University
University of Minnesota-Duluth
Truman State University
College of Charleston
James Madison University
Western Washington University
Marshall University