

Faculty Salary Model - Fall 2022  
(Fiscal Year 2022-23)

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	FY16	FY17	FY18	FY19	FY20	FY21	Rolling Avg	Faculty with Doctorate or Equivalent			
								Fall 22 Index	Lower Limit	Upper Limit	Mean of U & L
Professor	\$84,142	\$82,107	\$88,247	\$88,436	\$90,313	\$87,635	0.89%	\$88,411.60	\$79,570	\$92,832	\$86,201
Associate	\$69,005	\$67,518	\$74,306	\$73,766	\$75,682	\$73,790	1.45%	\$74,862.82	\$67,377	\$78,606	\$72,991
Assistant	\$59,616	\$58,406	\$62,512	\$63,076	\$65,178	\$64,541	1.65%	\$65,606.94	\$59,046	\$68,887	\$63,967
Senior Inst								\$57,293.48	\$54,565	\$60,158	\$57,362
Assoc Inst								\$54,565.22	\$50,512	\$57,293	\$53,903
Asst Inst								\$51,966.88	\$46,770	\$54,565	\$50,668
Instructor	\$48,552	\$49,514	\$48,655	\$49,345	\$51,292	\$51,374	1.15%	\$51,966.88	\$46,770	\$54,565	\$50,668

Faculty with Less than a Doctorate (85% of Doctoral Limits)			
Rank	Lower Limit	Upper Limit	Mean of U&L
Assistant	\$50,189	\$58,554	\$54,372
Senior Inst	\$46,380	\$51,134	\$48,757
Assoc Inst	\$42,935	\$48,699	\$45,817
Asst Inst	\$39,755	\$46,380	\$43,068
Instructor	\$39,755	\$46,380	\$43,068

### 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.