

**IOWA STATE UNIVERSITY**  
OF SCIENCE AND TECHNOLOGY

**Peer Land Grant Universities  
Faculty Salary Comparisons  
2009-2010 through 2019-2020**

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**Institutional Research Report 2020**

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**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2009-2010 through 2019-2020**

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# Introduction

# Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2009-2010 through 2019-2020

## INTRODUCTION

This report compares Iowa State University's average nine-month tenure-track faculty salaries to those of the peer land grant universities for the academic years 2009-2010 through 2019-2020. 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 2019-2020 average nine-month salaries and comparative indices by faculty rank for the total university are:

Faculty Rank	Average Salary	Comparative Index
Professor	\$133,592	0.88
Associate Professor	\$100,345	0.88
Assistant Professor	\$91,089	0.92
All Ranks	\$111,886	0.89

Figure 1 and Figure 2 display the total university average salaries and indices by rank from 2009-2010 through 2019-2020.

Figure 1. Iowa State University Average Faculty Salaries by Rank

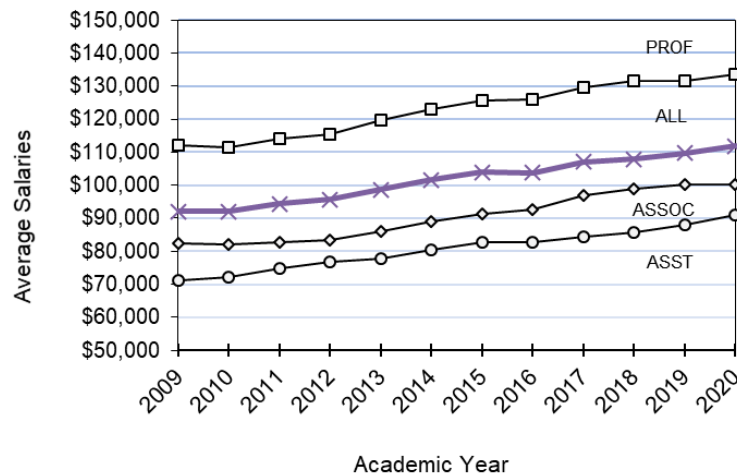
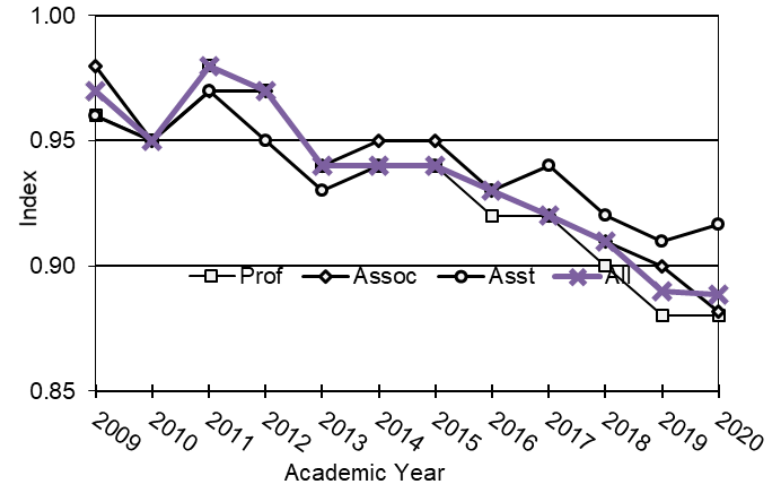


Figure 2. Index of Iowa State University Average Faculty Salaries Compared With Those of the Peers



From 2009-2010 through 2019-2020 the indices for *all ranks combined* range from 0.98 in 2010-2011 to 0.89 in 2018-2019 and 2019-2020. During this time the average percent increases in salaries for continuing faculty range from 0.0% in 2009 and 2017 to 3.8% in 2016-2017. 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
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%
2017-2018	0.91	0.0%
2018-2019	0.89	1.0%
2019-2020	0.89	3.3%

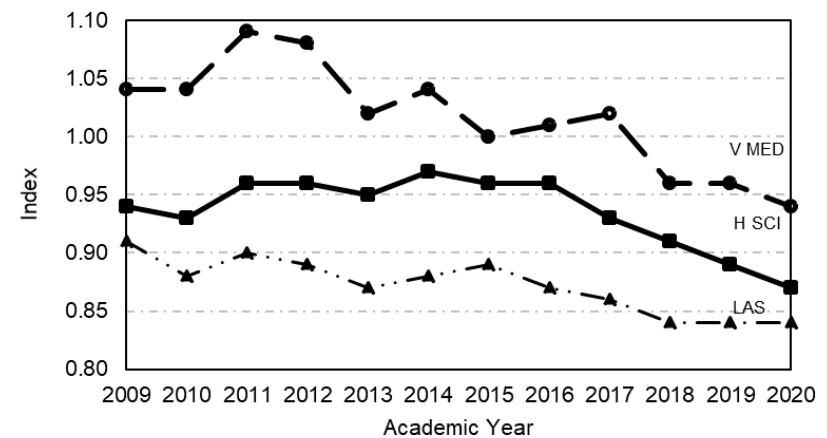
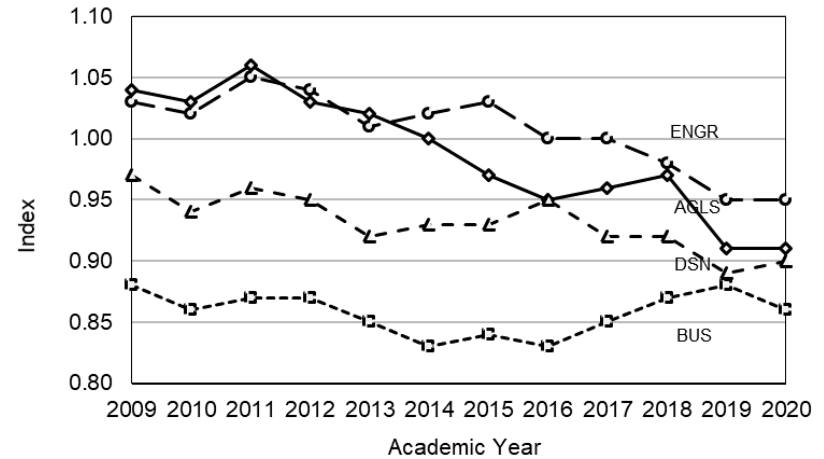
# Iowa State University Peer Land Grant Universities Faculty Salary Comparisons 2009-2010 through 2019-2020

By college, the 2019-2020 indices for the Professor rank range from 0.73 in the College of Liberal Arts and Sciences (Social Sciences) to 0.98 in the College Engineering. Indices for Associate Professors range from 0.77 in the College of Liberal Arts and Sciences (Social Sciences) to 0.94 in the College of Design. Assistant Professor indices range from 0.86 in the College of Liberal Arts and Sciences (Social Sciences) to 0.99 in the College of Veterinary Medicine. The 2019-2020 average nine-month salaries and indices for each college and the three divisions within Liberal Arts and Sciences are as follows:

	Professor	Associate Professor	Assistant Professor
<b>Agriculture &amp; Life Sciences</b>			
Average Salary	\$125,912	\$95,113	\$85,675
Comparative Index	0.90	0.92	0.94
<b>Business</b>			
Average Salary	\$198,379	\$168,381	\$162,314
Comparative Index	0.79	0.84	0.92
<b>Design</b>			
Average Salary	\$106,306	\$85,212	\$67,566
Comparative Index	0.86	0.94	0.88
<b>Engineering</b>			
Average Salary	\$163,718	\$109,684	\$94,225
Comparative Index	0.98	0.92	0.93
<b>Human Sciences</b>			
Average Salary	\$117,314	\$88,641	\$75,594
Comparative Index	0.84	0.87	0.91
<b>Liberal Arts and Sciences</b>			
<b>Humanities</b>			
Average Salary	\$104,881	\$76,927	\$67,598
Comparative Index	0.81	0.84	0.88
<b>Science and Mathematics</b>			
Average Salary	\$131,372	\$96,020	\$87,753
Comparative Index	0.85	0.87	0.89
<b>Social Sciences</b>			
Average Salary	\$125,863	\$89,794	\$90,378
Comparative Index	0.73	0.77	0.86
<b>All Divisions</b>			
Average Salary	\$125,455	\$86,331	\$81,722
Comparative Index	0.82	0.84	0.88
<b>Veterinary Medicine</b>			
Average Salary	\$141,627	\$111,613	\$103,468
Comparative Index	0.94	0.92	0.99
<b>All Colleges</b>			
Average Salary	\$133,592	\$100,345	\$91,089
Comparative Index	0.88	0.88	0.92

The college indices for all ranks combined are shown below.

Figures 3 and 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

### 2009-2010 through 2019-2020

#### 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 (Classification of Instruction - CIP codes) developed by the National Center for Education Statistics to provide a standard means of describing instructional programs. The university providing the data assigns a code to each discipline. In some cases an institution may use a slightly different CIP code to describe a similar program. In those cases the CIP most closely aligned to the Iowa State codes may be used. In other cases an institution may use more than one code to align with our code. For example, the peer data for Music and Theater may be reported separately by some institutions. In those cases the data for the two CIP codes are averaged to create comparison data for Iowa State's Department of Music and Theater.

Faculty included are full-time equivalent, tenured and tenure-eligible faculty, holding the traditional three faculty ranks. Excluded are faculty on leave-without-pay and term faculty members. Faculty with appointments of Assistant Dean, Associate Dean, Dean or higher are also excluded. Department chairs are included. Twelve-month salaries for Iowa State University and the peers have been converted to nine-month equivalents using a 9/11 conversion factor. Prior to 2019-2020, the salary reported included all salary components included in the Iowa State University Budget Book. Starting in 2019-2020, to align with AAUDE definitions, the salary reported includes annual base salary and administrative increments as provided in Workday HCM; additional pay for named professorships or other non-base salary increments are excluded from the base salary comparisons.

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.

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.

In 2016-2017 Penn State replaced Arizona as a peer institution.

Two institutions did not report their data by the time this report was prepared, so their average salary data were imputed from 2018-2019 data using a 2.0% salary increase. These institutions included Pennsylvania State University and University of California – Davis.

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. No median data is available 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. No median data were imputed for universities with missing data.

The footnotes at the end of the report provide additional details particular to individual departments.

\* \* \*

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

## **College Summary Data**

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2009-2010 through 2019-2020**

											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE SUMMARIES															
AGRICULTURE AND LIFE SCIENCES															
Average Salaries															
Professor	\$106,782	\$107,576	\$108,040	\$112,239	\$116,012	\$118,794	\$119,360	\$123,875	\$125,354	\$123,228	\$125,912	\$122,179	162	\$139,205	\$133,463
Associate Professor	\$80,520	\$81,565	\$80,468	\$83,626	\$86,293	\$87,010	\$88,895	\$90,978	\$93,458	\$94,104	\$95,113	\$95,694	75	\$103,672	\$100,869
Assistant Professor	\$70,545	\$72,899	\$74,854	\$77,262	\$80,228	\$82,229	\$81,577	\$83,223	\$85,200	\$83,834	\$85,675	\$84,338	63	\$91,464	\$88,508
All	\$94,169	\$96,129	\$96,628	\$100,117	\$103,038	\$104,219	\$104,254	\$107,079	\$108,950	\$107,607	\$109,762	\$107,611	300	\$120,296	\$115,874
Index															
Professor	1.01	1.05	1.02	1.00	0.99	0.96	0.94	0.95	0.97	0.90	0.90	0.92			
Associate Professor	1.06	1.09	1.07	1.07	1.02	0.99	0.99	0.95	0.96	0.91	0.92	0.95			
Assistant Professor	1.09	1.10	1.06	1.04	1.04	1.02	0.98	0.98	0.97	0.93	0.94	0.95			
All	1.03	1.06	1.03	1.02	1.00	0.97	0.95	0.96	0.97	0.91	0.91	0.93			
BUSINESS															
Average Salaries															
Professor	\$156,476	\$159,876	\$163,565	\$171,832	\$174,570	\$170,611	\$174,160	\$183,772	\$192,670	\$207,993	\$198,379	\$196,151	14	\$250,729	\$255,339
Associate Professor	\$124,887	\$127,536	\$130,740	\$137,047	\$141,728	\$145,892	\$149,744	\$157,085	\$161,387	\$167,725	\$168,381	\$167,414	36	\$200,575	\$205,465
Assistant Professor	\$121,544	\$123,711	\$128,803	\$132,787	\$136,943	\$144,912	\$147,268	\$154,718	\$152,121	\$155,677	\$162,314	\$161,401	31	\$175,956	\$178,070
All	\$132,226	\$134,626	\$137,349	\$144,126	\$147,389	\$150,190	\$153,424	\$161,459	\$163,915	\$170,768	\$171,244	\$170,079	81	\$199,822	\$203,601
Index															
Professor	0.85	0.87	0.86	0.81	0.82	0.79	0.75	0.80	0.82	0.86	0.79	0.77			
Associate Professor	0.88	0.91	0.93	0.92	0.87	0.88	0.87	0.88	0.89	0.89	0.84	0.81			
Assistant Professor	0.85	0.85	0.84	0.82	0.80	0.84	0.83	0.86	0.87	0.89	0.92	0.91			
All	0.86	0.87	0.87	0.85	0.83	0.84	0.83	0.85	0.87	0.88	0.86	0.84			
DESIGN															
Average Salaries															
Professor	\$95,255	\$94,991	\$95,519	\$98,397	\$98,388	\$98,696	\$101,522	\$97,722	\$97,126	\$102,369	\$106,306	\$108,925	22	\$123,616	\$119,317
Associate Professor	\$68,795	\$69,835	\$69,776	\$70,706	\$73,764	\$77,866	\$78,819	\$80,075	\$82,572	\$85,120	\$85,212	\$84,902	37	\$90,623	\$88,983
Assistant Professor	\$57,176	\$59,200	\$59,454	\$62,032	\$63,712	\$63,761	\$63,720	\$66,000	\$66,605	\$66,303	\$67,566	\$67,045	26	\$77,029	\$75,782
All	\$71,806	\$72,507	\$72,962	\$74,117	\$76,495	\$77,966	\$78,998	\$79,464	\$79,748	\$82,004	\$85,274	\$85,658	85	\$95,004	\$92,796
Index															
Professor	0.93	0.95	0.96	0.91	0.91	0.88	0.91	0.86	0.83	0.86	0.86	0.91			
Associate Professor	0.95	0.96	0.95	0.92	0.94	0.97	0.99	0.98	0.98	0.96	0.94	0.95			
Assistant Professor	0.95	0.98	0.98	0.94	0.96	0.93	0.94	0.93	0.92	0.87	0.88	0.88			
All	0.94	0.96	0.95	0.92	0.93	0.93	0.95	0.92	0.92	0.89	0.90	0.92			



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**2009-2010 through 2019-2020**

											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE SUMMARIES, continued															
ENGINEERING															
Average Salaries															
Professor	\$137,806	\$142,435	\$145,700	\$146,666	\$151,319	\$156,053	\$153,900	\$159,641	\$163,176	\$158,550	\$163,718	\$161,972	95	\$166,987	\$162,184
Associate Professor	\$97,089	\$98,912	\$98,950	\$100,191	\$101,991	\$103,693	\$103,571	\$106,442	\$108,646	\$108,467	\$109,684	\$109,308	69	\$119,108	\$118,585
Assistant Professor	\$82,369	\$84,784	\$85,231	\$86,748	\$87,989	\$88,111	\$87,905	\$90,714	\$91,124	\$91,435	\$94,225	\$93,580	51	\$101,565	\$99,192
All	\$108,656	\$113,424	\$116,186	\$118,111	\$122,161	\$123,663	\$120,715	\$124,570	\$124,611	\$124,007	\$129,892	\$128,847	215	\$136,102	\$133,250
Index															
Professor	1.03	1.05	1.06	1.02	1.04	1.06	1.04	1.03	1.00	0.97	0.98	1.00			
Associate Professor	1.02	1.05	1.01	0.99	0.98	0.99	0.97	0.96	0.96	0.93	0.92	0.92			
Assistant Professor	0.99	1.02	1.00	0.98	0.99	0.97	0.96	0.96	0.94	0.93	0.93	0.94			
All	1.02	1.05	1.04	1.01	1.02	1.03	1.00	1.00	0.98	0.95	0.95	0.97			
HUMAN SCIENCES <sup>3</sup>															
Average Salaries															
Professor	\$99,912	\$102,799	\$104,783	\$107,549	\$112,400	\$113,019	\$115,951	\$119,436	\$123,221	\$118,950	\$117,314	\$126,305	33	\$139,160	\$136,980
Associate Professor	\$71,976	\$73,615	\$76,771	\$77,464	\$80,933	\$85,149	\$85,075	\$86,439	\$87,290	\$87,678	\$88,641	\$85,723	43	\$101,542	\$99,144
Assistant Professor	\$61,712	\$62,005	\$64,033	\$66,212	\$67,646	\$70,096	\$70,358	\$73,244	\$72,279	\$74,355	\$75,594	\$75,537	52	\$83,394	\$81,973
All	\$79,023	\$79,648	\$79,885	\$82,381	\$84,799	\$86,236	\$87,701	\$89,331	\$88,503	\$89,927	\$90,733	\$92,047	128	\$103,868	\$101,923
Index															
Professor	0.91	0.95	0.96	0.96	0.99	0.93	0.94	0.91	0.91	0.86	0.84	0.92			
Associate Professor	0.94	0.97	0.97	0.95	0.98	1.00	0.99	0.95	0.94	0.90	0.87	0.86			
Assistant Professor	0.94	0.94	0.95	0.95	0.93	0.97	0.95	0.93	0.90	0.90	0.91	0.92			
All	0.93	0.96	0.96	0.95	0.97	0.96	0.96	0.93	0.91	0.89	0.87	0.90			
LIBERAL ARTS AND SCIENCES															
HUMANITIES															
Average Salaries															
Professor	\$79,039	\$78,582	\$81,198	\$84,396	\$90,284	\$97,514	\$95,241	\$99,201	\$99,454	\$100,994	\$104,881	\$107,701	39	\$129,422	\$126,080
Associate Professor	\$60,318	\$61,033	\$61,893	\$64,590	\$69,721	\$72,153	\$72,395	\$74,763	\$74,519	\$75,381	\$76,927	\$76,302	63	\$91,059	\$87,039
Assistant Professor	\$52,559	\$52,950	\$53,744	\$55,302	\$58,503	\$60,990	\$61,257	\$64,124	\$63,882	\$65,249	\$67,598	\$67,163	35	\$76,973	\$75,119
All	\$63,605	\$64,096	\$65,030	\$66,431	\$71,104	\$74,945	\$74,057	\$77,813	\$78,022	\$79,195	\$82,502	\$82,906	137	\$98,381	\$95,107
Index															
Professor	0.77	0.77	0.78	0.77	0.82	0.87	0.82	0.82	0.79	0.82	0.81	0.85			
Associate Professor	0.84	0.86	0.85	0.85	0.91	0.92	0.89	0.89	0.87	0.86	0.84	0.88			
Assistant Professor	0.86	0.89	0.89	0.87	0.90	0.90	0.88	0.89	0.86	0.88	0.88	0.89			
All	0.82	0.83	0.83	0.83	0.88	0.90	0.87	0.87	0.84	0.85	0.84	0.87			

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE SUMMARIES, continued															
SCIENCE AND MATHEMATICS															
Average Salaries															
Professor	\$111,080	\$112,959	\$113,549	\$116,076	\$117,180	\$121,879	\$122,841	\$126,524	\$126,238	\$128,617	\$131,372	\$129,662	133	\$154,442	\$150,009
Associate Professor	\$79,532	\$79,952	\$81,925	\$83,606	\$85,483	\$88,443	\$89,266	\$91,713	\$92,870	\$94,329	\$96,020	\$94,908	54	\$110,909	\$109,652
Assistant Professor	\$71,900	\$71,973	\$71,364	\$72,632	\$75,050	\$77,751	\$79,146	\$81,786	\$82,567	\$85,789	\$87,753	\$87,155	59	\$98,427	\$95,798
All	\$95,463	\$96,729	\$97,272	\$99,410	\$101,672	\$104,801	\$104,418	\$107,875	\$108,578	\$110,891	\$113,150	\$111,838	246	\$131,451	\$128,148
Index															
Professor	0.91	0.94	0.92	0.89	0.88	0.89	0.88	0.86	0.85	0.84	0.85	0.86			
Associate Professor	0.92	0.93	0.93	0.90	0.90	0.92	0.90	0.90	0.88	0.89	0.87	0.87			
Assistant Professor	0.97	0.97	0.96	0.93	0.96	0.93	0.92	0.93	0.90	0.90	0.89	0.91			
All	0.92	0.94	0.93	0.90	0.89	0.90	0.89	0.88	0.86	0.86	0.86	0.87			
SOCIAL SCIENCES															
Average Salaries															
Professor	\$115,002	\$117,194	\$116,208	\$121,640	\$121,096	\$120,999	\$123,025	\$124,687	\$127,449	\$125,495	\$125,863	\$117,399	38	\$172,363	\$172,769
Associate Professor	\$79,865	\$79,749	\$80,964	\$81,757	\$80,926	\$83,669	\$84,795	\$87,079	\$85,746	\$87,481	\$89,794	\$88,067	20	\$116,185	\$114,497
Assistant Professor	\$60,400	\$62,003	\$62,399	\$63,946	\$67,155	\$71,912	\$75,237	\$78,270	\$79,945	\$82,460	\$90,378	\$89,300	16	\$104,899	\$103,657
All	\$81,601	\$84,833	\$88,111	\$92,573	\$94,602	\$99,004	\$99,750	\$101,933	\$105,191	\$106,169	\$108,442	\$103,396	74	\$142,593	\$142,077
Index															
Professor	0.87	0.85	0.84	0.83	0.82	0.83	0.79	0.78	0.77	0.76	0.73	0.68			
Associate Professor	0.89	0.89	0.88	0.85	0.83	0.84	0.81	0.79	0.74	0.77	0.77	0.77			
Assistant Professor	0.85	0.87	0.87	0.85	0.85	0.88	0.87	0.88	0.84	0.86	0.86	0.86			
All	0.87	0.87	0.86	0.84	0.83	0.84	0.81	0.80	0.77	0.78	0.76	0.73			
LIBERAL ARTS AND SCIENCES															
Average Salaries															
Professor	\$103,687	\$105,720	\$107,218	\$111,137	\$113,119	\$117,556	\$118,230	\$121,261	\$120,978	\$123,482	\$125,455	\$123,365	210	\$153,038	\$149,683
Associate Professor	\$72,702	\$73,073	\$74,076	\$76,165	\$78,652	\$81,840	\$82,226	\$84,623	\$83,253	\$84,144	\$86,331	\$85,353	137	\$102,551	\$99,961
Assistant Professor	\$61,607	\$62,460	\$62,523	\$63,374	\$66,053	\$69,333	\$71,352	\$74,365	\$74,711	\$78,893	\$81,722	\$81,106	110	\$92,542	\$90,361
All	\$82,804	\$84,579	\$85,727	\$88,046	\$91,057	\$95,041	\$94,718	\$98,085	\$97,825	\$100,588	\$103,200	\$101,798	457	\$123,342	\$120,499
Index															
Professor	0.87	0.89	0.88	0.86	0.86	0.88	0.86	0.84	0.82	0.82	0.82	0.82			
Associate Professor	0.89	0.90	0.89	0.87	0.89	0.90	0.88	0.87	0.85	0.86	0.84	0.85			
Assistant Professor	0.91	0.92	0.91	0.89	0.91	0.91	0.90	0.91	0.88	0.89	0.88	0.90			
All	0.88	0.90	0.89	0.87	0.88	0.89	0.87	0.86	0.84	0.84	0.84	0.84			

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE SUMMARIES, continued															
VETERINARY MEDICINE															
Average Salaries															
Professor	\$120,425	\$122,756	\$121,724	\$126,092	\$127,321	\$128,753	\$132,319	\$136,497	\$136,506	\$140,661	\$141,627	\$133,477	40	\$151,112	\$141,889
Associate Professor	\$93,538	\$93,976	\$94,363	\$95,374	\$96,985	\$99,127	\$100,499	\$106,573	\$107,530	\$110,797	\$111,613	\$110,042	25	\$121,457	\$117,621
Assistant Professor	\$81,890	\$84,321	\$85,450	\$89,904	\$91,762	\$94,080	\$95,704	\$97,744	\$97,743	\$99,008	\$103,468	\$98,019	34	\$104,799	\$103,209
All	\$101,303	\$103,553	\$103,440	\$107,182	\$108,296	\$109,670	\$112,144	\$115,941	\$116,452	\$119,033	\$120,943	\$115,382	99	\$127,718	\$122,477
Index															
Professor	1.05	1.11	1.09	1.04	1.05	1.00	1.01	1.01	0.94	0.94	0.94	0.94			
Associate Professor	1.04	1.07	1.07	0.97	0.99	0.96	0.95	0.98	0.96	0.96	0.92	0.94			
Assistant Professor	1.02	1.09	1.07	1.06	1.10	1.06	1.09	1.07	1.02	1.00	0.99	0.95			
All	1.04	1.09	1.08	1.02	1.04	1.00	1.01	1.02	0.96	0.96	0.95	0.94			

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
UNIVERSITY SUMMARY															
Average Salaries															
Professor	\$111,444	\$113,945	\$115,564	\$119,829	\$122,850	\$125,475	\$125,963	\$129,753	\$131,417	\$131,478	\$133,592	\$131,487	576	\$151,770	\$147,322
Associate Professor	\$82,058	\$82,575	\$83,273	\$85,918	\$88,880	\$91,462	\$92,629	\$96,870	\$98,853	\$100,105	\$100,345	\$99,569	422	\$113,791	\$112,168
Assistant Professor	\$72,086	\$74,943	\$76,761	\$77,801	\$80,302	\$82,819	\$82,865	\$84,437	\$85,588	\$88,009	\$91,089	\$89,958	367	\$99,397	\$97,648
All	\$92,016	\$94,376	\$95,708	\$98,673	\$101,644	\$103,863	\$103,738	\$107,060	\$107,940	\$109,689	\$111,886	\$110,454	1,365	\$125,947	\$123,098
Index															
Professor	0.95	0.98	0.97	0.94	0.95	0.94	0.92	0.92	0.90	0.88	0.88	0.89			
Associate Professor	0.95	0.97	0.97	0.94	0.94	0.95	0.93	0.92	0.91	0.90	0.88	0.89			
Assistant Professor	0.95	0.97	0.95	0.93	0.94	0.94	0.93	0.94	0.92	0.91	0.92	0.92			
All	0.95	0.98	0.97	0.94	0.94	0.94	0.93	0.92	0.91	0.89	0.89	0.90			

## **Department Data within College**

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE OF AGRICULTURE AND LIFE SCIENCE															
AGRICULTURAL AND BIOSYSTEMS ENGINEERING <sup>1,2</sup>															
Average Salaries															
Professor	\$115,797	\$121,862	\$114,768	\$122,108	\$124,379	\$136,185	\$136,513	\$142,246	\$133,366	\$139,583	\$151,981	\$160,024	15	\$146,753	\$139,537
Associate Professor	\$ 87,757	\$87,829	\$88,756	\$90,780	\$95,180	\$95,349	\$96,570	\$99,846	\$97,809	\$96,950	\$99,489	\$108,906	9	\$110,081	\$105,684
Assistant Professor	\$ 77,232	\$78,340	\$82,421	\$84,233	\$83,092	\$84,334	\$83,418	\$85,696	\$84,104	\$86,024	\$88,737	\$88,737	4	\$94,613	\$89,792
All	\$96,842	\$99,496	\$97,833	\$101,616	\$104,503	\$113,379	\$112,208	\$117,875	\$114,573	\$116,316	\$126,074	\$133,409	28	\$127,517	\$121,549
Index															
Professor	1.05	1.13	1.01	1.01	0.99	1.04	1.05	1.02	0.94	0.96	1.04	1.15			
Associate Professor	1.07	1.04	1.03	1.01	1.05	1.01	1.00	0.96	0.91	0.90	0.90	1.03			
Assistant Professor	1.03	1.09	1.11	1.08	1.00	0.99	0.97	1.00	0.94	0.95	0.94	0.99			
All	1.05	1.09	1.03	1.02	1.02	1.02	1.02	1.00	0.93	0.94	0.99	1.10			
AGRICULTURAL EDUCATION AND STUDIES															
Average Salaries															
Professor	\$97,756	\$99,214	\$100,671	\$103,928	\$106,587	\$109,238	\$110,310	\$118,469	\$122,623	\$123,850	\$126,327	\$130,803	3	\$125,641	\$127,322
Associate Professor	\$87,256	\$84,928	\$88,734	\$90,445	\$91,824	\$103,282	\$102,692		\$85,000	\$85,850	\$85,349	\$85,349	2	\$91,598	\$90,295
Assistant Professor	\$73,825	\$75,718	\$75,831	\$81,174	\$78,016	\$81,302	\$77,836	\$73,275	\$69,688	\$70,572	\$69,796	\$69,796	2	\$80,841	\$79,173
All	\$84,787	\$84,609	\$84,951	\$90,782	\$92,142	\$97,273	\$94,184	\$99,100	\$91,453	\$92,461	\$98,467	\$100,385	7	\$103,115	\$102,986
Index															
Professor	0.95	0.99	1.01	0.96	1.00	0.94	0.96	1.00	1.01	0.98	1.01	1.03			
Associate Professor	1.13	1.11	1.20	1.19	1.19	1.26	1.30		0.98	0.97	0.93	0.95			
Assistant Professor	1.17	1.30	1.28	1.25	1.12	1.18	1.08	0.96	0.89	0.88	0.86	0.88			
All	1.07	1.14	1.16	1.12	1.09	1.08	1.07	0.98	0.96	0.94	0.95	0.97			
AGRONOMY															
Average Salaries															
Professor	\$102,214	\$104,656	\$103,667	\$104,648	\$108,605	\$113,637	\$113,807	\$118,806	\$118,363	\$118,363	\$120,081	\$112,891	25	\$128,607	\$127,755
Associate Professor	\$74,079	\$73,349	\$75,379	\$79,279	\$87,346	\$96,530	\$100,120	\$103,448	\$109,021	\$109,021	\$111,204	\$109,455	6	\$99,171	\$99,180
Assistant Professor	\$75,987	\$83,250	\$85,217	\$88,836	\$95,259	\$93,000	\$89,749	\$89,439	\$91,510	\$91,510	\$90,684	\$87,990	4	\$87,000	\$88,677
All	\$94,671	\$97,883	\$98,132	\$100,122	\$103,979	\$108,444	\$108,536	\$112,208	\$112,881	\$113,472	\$115,200	\$109,456	35	\$118,806	\$118,390
Index															
Professor	1.00	1.05	1.00	0.95	0.98	0.96	0.97	1.05	1.02	0.97	0.93	0.88			
Associate Professor	0.99	0.96	0.95	0.97	1.04	1.10	1.13	1.13	1.16	1.14	1.12	1.10			
Assistant Professor	1.17	1.20	1.21	1.20	1.23	1.19	1.13	1.09	1.05	1.10	1.04	0.99			
All	1.01	1.05	1.01	0.97	1.01	1.00	1.01	1.06	1.04	1.00	0.97	0.92			

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												2019-2020				
												ISU			PEER	
												AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019						
COLLEGE OF AGRICULTURE & LIFE SCIENCES, continued																
ANIMAL SCIENCE																
Average Salaries																
Professor	\$102,549	\$104,603	\$105,270	\$111,631	\$112,009	\$116,091	\$116,307	\$122,025	\$118,075	\$117,893	\$121,332	\$123,662	23	\$129,744	\$117,310	
Associate Professor	\$79,187	\$75,336	\$76,354	\$78,580	\$82,550	\$83,009	\$87,457	\$89,579	\$89,579	\$92,240	\$87,831	\$90,861	7	\$98,147	\$96,348	
Assistant Professor	\$69,703	\$72,099	\$75,030	\$78,286	\$78,696	\$80,068	\$81,597	\$83,471	\$85,896	\$85,427	\$86,856	\$84,615	10	\$89,461	\$87,056	
All	\$93,278	\$94,584	\$95,466	\$99,633	\$101,092	\$105,298	\$105,268	\$109,242	\$103,437	\$103,453	\$106,850	\$108,160	40	\$114,144	\$106,078	
Index																
Professor	0.99	1.04	1.02	1.04	1.01	1.02	0.98	1.02	1.00	0.97	0.94	1.05				
Associate Professor	1.02	0.97	0.99	0.99	1.04	1.01	1.00	1.01	0.97	0.89	0.89	0.94				
Assistant Professor	1.08	1.06	1.08	1.05	1.03	1.03	1.04	1.02	1.02	0.92	0.97	0.97				
All	1.00	1.03	1.02	1.03	1.01	1.02	0.99	1.02	1.00	0.94	0.94	1.02				
BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY <sup>1</sup>																
Average Salaries																
Professor	\$113,629	\$115,670	\$117,372	\$122,444	\$126,957	\$129,393	\$130,684	\$137,825	\$145,026	\$138,402	\$141,718	\$134,654	16	\$146,990	\$143,501	
Associate Professor	\$79,749	\$79,749	\$80,945	\$82,766	\$83,759	\$82,082	\$82,902	\$85,257	\$86,897	\$87,771	\$89,703	\$89,359	5	\$101,451	\$102,041	
Assistant Professor	\$69,850	\$69,850	\$70,898	\$72,670	\$74,470	\$73,433	\$75,343	\$77,177	\$78,595	\$77,379	\$78,461	\$78,461	4	\$91,155	\$90,488	
All	\$102,589	\$104,074	\$105,611	\$109,787	\$113,487	\$112,869	\$114,184	\$113,720	\$119,422	\$116,930	\$121,194	\$116,604	25	\$128,949	\$126,727	
Index																
Professor	0.89	0.95	0.94	0.90	0.91	0.91	0.85	0.89	0.98	0.86	0.96	0.94				
Associate Professor	0.98	1.03	0.97	0.94	0.92	0.92	0.87	0.83	0.89	0.90	0.88	0.88				
Assistant Professor	1.01		0.99	1.00	0.99	0.92	0.88	0.87	0.90	0.89	0.86	0.87				
All	0.91	0.96	0.95	0.91	0.92	0.91	0.85	0.88	0.95	0.87	0.94	0.92				
ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY <sup>1</sup>																
Average Salaries																
Professor	\$89,113	\$89,113	\$90,450	\$92,614	\$94,592	\$102,214	\$102,380	\$106,141	\$109,184	\$112,833	\$116,913	\$116,737	11	\$146,990	\$131,061	
Associate Professor			\$76,834	\$79,139	\$82,496	\$85,532	\$85,742	\$88,369	\$90,480	\$91,097	\$92,588	\$94,515	7	\$99,073	\$98,121	
Assistant Professor	\$71,660	\$71,660		\$71,723	\$74,144	\$76,708	\$76,782	\$79,671	\$75,000	\$80,604	\$83,953	\$81,652	5	\$90,812	\$87,201	
All	\$86,204	\$86,204	\$88,181	\$87,705	\$89,943	\$93,833	\$92,378	\$96,266	\$94,866	\$99,342	\$102,344	\$102,346	23	\$120,194	\$111,501	
Index																
Professor	0.78	0.80	0.77	0.75	0.75	0.81	0.80	0.74	0.81	0.81	0.80	0.89				
Associate Professor			0.98	0.96	0.97	0.98	0.96	0.83	0.94	1.00	0.93	0.96				
Assistant Professor	1.09	1.04		0.98	1.01	1.01	0.96	0.90	0.86	0.81	0.92	0.94				
All	0.81	0.82	0.79	0.79	0.80	0.88	0.86	0.78	0.87	0.85	0.85	0.92				

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												2019-2020				
												ISU			PEER	
												AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019						
COLLEGE OF AGRICULTURE & LIFE SCIENCES, continued																
ECONOMICS																
Average Salaries																
Professor	\$131,624	\$135,221	\$137,934	\$145,107	\$155,683	\$164,484	\$164,719	\$170,033	\$165,685	\$168,712	\$162,443	\$147,927	8	\$161,314	\$156,439	
Associate Professor	\$121,358	\$122,691	\$110,673	\$113,254	\$116,149	\$119,010	\$112,575	\$116,385	\$120,745	\$122,700	\$126,544	\$127,893	6	\$119,256	\$117,679	
Assistant Professor	\$97,500	\$99,916	\$101,415	\$98,062	\$103,847	\$108,626	\$109,542	\$112,941	\$113,019	\$120,191	\$116,404	\$115,382	5	\$106,891	\$96,660	
All	\$127,815	\$129,242	\$130,800	\$134,816	\$141,511	\$143,049	\$141,125	\$143,338	\$138,363	\$143,044	\$138,991	\$133,036	19	\$133,711	\$128,467	
Index																
Professor	1.11	1.17	1.15	1.14	1.21	1.24	1.16	1.19	1.10	1.09	1.01	0.95				
Associate Professor	1.38	1.38	1.19	1.14	1.17	1.13	1.04	1.02	1.03	0.91	1.06	1.09				
Assistant Professor	1.25	1.25	1.21	1.10	1.15	1.15	1.08	1.12	1.08	1.14	1.09	1.19				
All	1.14	1.20	1.16	1.13	1.20	1.21	1.13	1.15	1.08	1.04	1.04	1.04				
ENTOMOLOGY																
Average Salaries																
Professor	\$92,771	\$88,157	\$95,920	\$97,584	\$101,471	\$99,213	\$101,031	\$113,985	\$99,527	\$100,523	\$86,677	\$86,064	4	\$135,464	\$130,781	
Associate Professor	\$72,038	\$67,314	\$71,490	\$78,629	\$79,152	\$74,547	\$75,292	\$77,815	\$77,140	\$77,912	\$83,852	\$83,852	2	\$100,584	\$95,677	
Assistant Professor	\$60,605	\$63,765	\$60,700	\$65,345	\$67,843		\$70,000	\$71,609	\$71,609	\$72,325	\$73,771	\$73,771	1	\$87,996	\$86,029	
All	\$80,321	\$77,715	\$82,854	\$87,472	\$90,298	\$88,250	\$87,633	\$95,279	\$87,642	\$88,519	\$84,026	\$83,676	7	\$118,717	\$114,358	
Index																
Professor	0.85	0.85	0.88	0.87	0.90	0.85	0.84	0.94	0.79	0.77	0.64	0.66				
Associate Professor	1.00	0.94	0.95	0.98	0.95	0.86	0.86	0.83	0.79	0.80	0.83	0.88				
Assistant Professor	0.91	0.97	0.89	0.88	0.88		0.86	0.85	0.83	0.83	0.84	0.86				
All	0.88	0.89	0.89	0.90	0.91	0.86	0.85	0.89	0.79	0.79	0.71	0.73				
FOOD SCIENCE AND HUMAN NUTRITION - AG <sup>1</sup>																
Average Salaries																
Professor	\$123,380	\$116,524	\$118,749	\$122,501	\$125,213	\$109,875	\$111,659	\$115,663	\$142,652	\$109,759	\$101,436	\$101,436	6	\$140,019	\$142,825	
Associate Professor	\$78,843	\$81,517	\$82,739	\$84,926	\$87,012	\$89,129	\$88,253	\$90,284	\$92,357	\$92,204	\$94,898	\$88,641	12	\$107,076	\$101,747	
Assistant Professor	\$74,523	\$73,000	\$73,422	\$72,446	\$75,052	\$77,151	\$77,313	\$81,470	\$86,731	\$83,196	\$84,146	\$81,113	10	\$90,672	\$88,383	
All	\$98,402	\$100,304	\$97,059	\$101,039	\$101,650	\$92,170	\$92,446	\$97,015	\$111,350	\$94,768	\$92,459	\$88,694	28	\$108,277	\$105,777	
Index																
Professor	1.16	1.10	1.06	1.05	1.05	0.93	0.90	0.91	1.08	0.78	0.72	0.71				
Associate Professor	1.05	1.04	1.01	1.02	1.05	1.04	1.06	0.99	0.98	0.95	0.89	0.87				
Assistant Professor	1.08	1.02	1.01	0.95	1.02	0.97	0.96	0.97	0.99	0.94	0.93	0.92				
All	1.11	1.08	1.04	1.03	1.05	0.98	0.99	0.95	1.03	0.88	0.85	0.84				



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											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE OF AGRICULTURE & LIFE SCIENCES, continued															
GENETICS, DEVELOPMENT, AND CELL BIOLOGY <sup>1</sup>															
Average Salaries															
Professor	\$124,984	\$125,484	\$121,717	\$126,329	\$134,607	\$128,741	\$127,861	\$132,267	\$134,195	\$133,903	\$135,835	\$131,087	13	\$147,342	\$136,806
Associate Professor	\$88,097	\$86,355	\$83,274	\$85,422	\$87,486	\$93,027	\$94,312	\$97,926	\$102,542	\$94,147	\$87,333	\$85,283	3	\$107,920	\$103,416
Assistant Professor	\$74,247	\$74,637		\$71,750	\$73,475	\$75,201	\$78,045	\$80,544	\$81,900	\$84,458	\$87,452	\$87,115	7	\$95,380	\$91,221
All	\$99,875	\$101,142	\$104,631	\$104,508	\$109,645	\$106,262	\$106,248	\$108,038	\$118,932	\$116,240	\$114,783	\$111,730	23	\$126,385	\$118,577
Index															
Professor	1.12	1.10	1.04	1.04	1.06	0.93	1.01	0.93	0.91	0.89	0.92	0.96			
Associate Professor	1.11	1.08	1.05	1.04	1.04	1.07	1.00	1.06	1.02	0.89	0.81	0.82			
Assistant Professor	1.10			0.95	0.93	0.90	0.90	0.97	0.90	0.91	0.92	0.95			
All	1.11	1.09	1.05	1.03	1.04	0.96	0.98	0.96	0.93	0.89	0.91	0.94			
HORTICULTURE															
Average Salaries															
Professor	\$90,667	\$89,279	\$93,078	\$95,676	\$98,642	\$104,828	\$105,876	\$112,161	\$109,775	\$107,190	\$109,334	\$102,043	8	\$123,162	\$126,518
Associate Professor	\$66,453	\$67,583	\$68,843	\$73,258	\$71,586	\$73,019	\$73,748	\$75,592	\$75,626	\$77,104	\$80,206	\$80,986	3	\$96,486	\$96,802
Assistant Professor	\$57,273	\$60,136	\$61,364	\$63,320	\$67,619	\$67,321	\$67,995	\$68,023	\$66,829	\$69,561	\$69,859	\$69,859	2	\$89,283	\$88,035
All	\$81,013	\$80,999	\$83,889	\$88,014	\$89,707	\$91,279	\$92,192	\$94,326	\$91,984	\$92,141	\$96,539	\$92,232	13	\$111,794	\$113,740
Index															
Professor	0.90	0.89	0.88	0.89	0.89	0.94	0.94	0.97	0.93	0.89	0.89	0.81			
Associate Professor	0.89	0.90	0.90	0.94	0.88	0.90	0.85	0.87	0.86	0.85	0.83	0.84			
Assistant Professor	0.87	0.92	0.90	0.93	0.90	0.90	0.85	0.85	0.81	0.80	0.78	0.79			
All	0.90	0.90	0.89	0.90	0.89	0.92	0.91	0.93	0.89	0.87	0.86	0.81			
NATURAL RESOURCE ECOLOGY AND MANAGEMENT															
Average Salaries															
Professor	\$94,967	\$90,870	\$91,905	\$95,265	\$96,342	\$99,469	\$104,077	\$108,571	\$109,385	\$110,886	\$123,859	\$112,253	7	\$132,829	\$130,614
Associate Professor	\$75,052	\$79,082	\$77,300	\$78,158	\$77,345	\$80,528	\$80,468	\$78,540	\$78,539	\$83,338	\$83,974	\$84,279	6	\$97,528	\$93,123
Assistant Professor	\$64,560	\$61,577	\$64,554	\$65,788	\$68,338	\$73,251	\$72,047	\$72,359	\$71,687	\$69,662	\$62,953	\$64,985	3	\$87,328	\$85,406
All	\$74,874	\$76,390	\$76,097	\$78,597	\$80,009	\$86,694	\$89,801	\$90,133	\$89,225	\$91,971	\$97,482	\$92,900	16	\$111,060	\$108,078
Index															
Professor	0.89	0.89	0.88	0.85	0.87	0.87	0.86	0.87	0.86	0.85	0.93	0.86			
Associate Professor	1.00	1.10	1.05	1.00	0.96	0.95	0.92	0.86	0.81	0.78	0.86	0.91			
Assistant Professor	1.01	0.95	0.87	0.93	0.94	0.96	0.91	0.87	0.85	0.81	0.72	0.76			
All	0.97	0.99	0.93	0.93	0.93	0.91	0.88	0.87	0.84	0.82	0.88	0.86			

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE OF AGRICULTURE AND LIFE SCIENCES, continued															
PLANT PATHOLOGY AND MICROBIOLOGY <sup>7</sup>															
Average Salaries															
Professor	\$97,684	\$99,311	\$100,887	\$105,113	\$110,649	\$116,203	\$117,365	\$122,500	\$121,434	\$124,115	\$129,781	\$124,052	10	\$139,846	\$130,332
Associate Professor	\$83,830	\$84,171	\$75,131	\$73,744	\$75,588	\$78,125	\$77,227	\$86,938	\$96,637	\$98,949	\$100,928	\$102,717	3	\$102,488	\$96,902
Assistant Professor	\$64,662	\$62,846	\$63,248	\$71,284	\$73,066	\$78,947	\$81,775	\$85,527	\$86,438	\$89,597	\$90,283	\$88,072	3	\$89,078	\$86,299
All	\$88,029	\$91,914	\$93,705	\$97,117	\$101,726	\$104,406	\$105,675	\$106,302	\$109,525	\$115,082	\$116,965	\$113,305	16	\$123,322	\$115,808
Index															
Professor	0.96	1.03	0.98	0.95	0.97	0.94	0.95	0.97	0.93	0.95	0.93	0.95			
Associate Professor	1.17	1.20	1.03	0.96	0.92	0.91	0.89	0.96	1.00	1.04	0.98	1.06			
Assistant Professor	0.98	0.98	0.97	1.00	0.96	1.00	1.04	1.05	1.03	1.04	1.01	1.02			
All	1.01	1.05	0.99	0.96	0.96	0.94	0.96	0.99	0.95	0.97	0.95	0.98			
SOCIOLOGY <sup>1</sup>															
Average Salaries															
Professor	\$92,738	\$94,175	\$89,466	\$97,318	\$99,348	\$96,660	\$101,764	\$101,273	\$114,365	\$99,882	\$102,512	\$93,235	13	\$146,425	\$144,339
Associate Professor	\$65,533				\$79,625	\$75,105	\$77,569	\$80,617	\$96,847	\$78,252	\$78,423	\$78,423	4	\$102,795	\$99,592
Assistant Professor	\$59,296	\$62,174	\$65,033	\$67,080	\$67,823	\$63,429	\$66,042	\$71,474	\$69,637	\$71,670	\$76,410	\$76,000	3	\$85,396	\$84,132
All	\$77,264	\$83,508	\$81,322	\$85,979	\$87,126	\$84,821	\$89,194	\$90,131	\$100,015	\$91,653	\$93,779	\$87,687	20	\$128,545	\$126,359
Index															
Professor	0.76	0.78	0.73	0.75	0.77	0.76	0.74	0.72	0.81	0.69	0.70	0.65			
Associate Professor	0.83				0.91	0.85	0.83	0.84	0.97	0.77	0.76	0.79			
Assistant Professor	0.89	0.93	0.95	0.95	0.93	0.86	0.85	0.92	0.86	0.87	0.89	0.90			
All	0.80	0.81	0.78	0.80	0.82	0.79	0.77	0.77	0.89	0.72	0.73	0.69			
AGRICULTURE AND LIFE SCIENCES SUMMARY															
Average Salaries															
Professor	\$106,782	\$107,576	\$108,040	\$112,239	\$116,012	\$118,794	\$119,360	\$123,875	\$125,354	\$123,228	\$125,912	\$122,179	162	\$139,205	\$133,463
Associate Professor	\$80,520	\$81,565	\$80,468	\$83,626	\$86,293	\$87,010	\$88,895	\$90,978	\$93,458	\$94,104	\$95,113	\$95,694	75	\$103,672	\$100,869
Assistant Professor	\$70,545	\$72,899	\$74,854	\$77,262	\$80,228	\$82,229	\$81,577	\$83,223	\$85,200	\$83,834	\$85,675	\$84,338	63	\$91,464	\$88,508
All	\$94,169	\$96,129	\$96,628	\$100,117	\$103,038	\$104,219	\$104,254	\$107,079	\$108,950	\$107,607	\$109,762	\$107,611	300	\$120,296	\$115,874
Index															
Professor	1.01	1.05	1.02	1.00	0.99	0.96	0.94	0.95	0.97	0.90	0.90	0.92			
Associate Professor	1.06	1.09	1.07	1.07	1.02	0.99	0.99	0.95	0.96	0.91	0.92	0.95			
Assistant Professor	1.09	1.10	1.06	1.04	1.04	1.02	0.98	0.98	0.97	0.93	0.94	0.95			
All	1.03	1.06	1.03	1.02	1.00	0.97	0.95	0.96	0.97	0.91	0.91	0.93			

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
<b>-COLLEGE OF BUSINESS-</b>															
<b>ACCOUNTING</b>															
Average Salaries															
Professor	\$157,936	\$161,686	\$164,000	\$211,763	\$210,675	\$177,100	\$173,780	\$183,825	\$181,650	\$197,287	\$189,548	\$189,548	1	\$269,301	\$279,324
Associate Professor	\$131,803	\$137,295	\$147,823	\$150,916	\$156,612	\$160,842	\$162,263	\$166,646	\$171,762	\$176,794	\$177,217	\$170,203	7	\$219,575	\$240,075
Assistant Professor	\$129,125	\$131,250	\$138,068	\$143,953	\$147,838	\$155,694	\$157,251	\$170,186	\$165,238	\$172,877	\$179,109	\$178,108	4	\$217,389	\$221,946
All	\$133,205	\$137,318	\$143,588	\$155,132	\$159,322	\$158,925	\$160,951	\$170,870	\$72,800	\$176,859	\$178,875	\$174,450	12	\$222,990	\$237,303
Index															
Professor	0.84	0.89	0.89	1.00	0.98	0.80	0.65	0.75	0.72	0.78	0.70	0.68			
Associate Professor	0.88	0.90	0.95	0.89	0.91	0.88	0.82	0.85	0.84	0.83	0.81	0.71			
Assistant Professor	0.79	0.77	0.79	0.79	0.77	0.81	0.78	0.83	0.80	0.80	0.82	0.80			
All	0.84	0.84	0.84	0.84	0.84	0.83	0.76	0.82	0.81	0.81	0.80	0.74			
<b>FINANCE</b>															
Average Salaries															
Professor	\$159,962	\$162,712	\$157,637	\$168,932	\$171,556	\$168,650	\$170,337	\$176,146	\$176,070	\$225,774	\$221,442	\$218,198	4	\$290,147	\$297,501
Associate Professor	\$135,020	\$141,396	\$145,075	\$153,983	\$160,890	\$165,060	\$168,085	\$172,145	\$175,035	\$180,225	\$170,900	\$175,357	7	\$229,984	\$228,926
Assistant Professor	\$136,240	\$138,457	\$141,496	\$143,672	\$147,800	\$158,183	\$159,896	\$167,296	\$171,325	\$187,143	\$194,286	\$181,933	3	\$229,370	\$228,749
All	\$143,842	\$146,017	\$146,047	\$153,835	\$157,310	\$161,413	\$164,272	\$171,130	\$174,302	\$190,063	\$190,352	\$189,006	14	\$247,042	\$248,481
Index															
Professor	0.80	0.77	0.71	0.69	0.73	0.69	0.68	0.68	0.67	0.79	0.76	0.73			
Associate Professor	0.78	0.79	0.82	0.82	0.81	0.79	0.76	0.78	0.85	0.87	0.74	0.77			
Assistant Professor	0.83	0.78	0.78	0.76	0.78	0.79	0.78	0.79	0.79	0.85	0.85	0.80			
All	0.80	0.78	0.77	0.75	0.77	0.78	0.76	0.77	0.79	0.85	0.77	0.76			
<b>INFORMATION SYSTEMS AND BUSINESS ANALYTICS<sup>13</sup></b>															
Average Salaries															
Professor											\$166,820	\$166,820	2	\$189,190	\$174,146
Associate Professor											\$154,482	\$148,403	5	\$139,996	\$148,028
Assistant Professor											\$144,904	\$145,000	5	\$123,425	\$132,331
All											\$152,548	\$150,055	12	\$141,291	\$145,841
Index															
Professor											0.88	0.96			
Associate Professor											1.10	1.00			
Assistant Professor											1.17	1.10			
All											1.08	1.03			

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												2019-2020				
												ISU			PEER	
												AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019						
COLLEGE OF BUSINESS, continued																
MANAGEMENT																
Average Salaries																
Professor	\$156,685	\$159,714	\$162,325	\$163,055	\$159,152	\$166,974	\$173,978	\$182,739	\$185,349	\$193,812	\$194,316	\$194,316	2	\$250,335	\$256,101	
Associate Professor	\$108,634	\$112,547	\$118,239	\$123,463	\$129,104	\$139,786	\$140,739	\$146,717	\$153,977	\$157,127	\$154,226	\$152,591	6	\$192,360	\$197,659	
Assistant Professor	\$114,439	\$117,464	\$121,547	\$122,643	\$126,312	\$130,094	\$133,344	\$138,529	\$146,036	\$150,895	\$154,491	\$154,530	9	\$173,072	\$167,878	
All	\$130,886	\$134,166	\$137,842	\$143,142	\$137,705	\$143,078	\$145,749	\$151,738	\$156,385	\$160,889	\$159,083	\$158,526	17	\$188,969	\$188,768	
Index																
Professor	0.87	0.92	0.88	0.80	0.77	0.77	0.74	0.77	0.76	0.78	0.78	0.76				
Associate Professor	0.79	0.84	0.87	0.81	0.81	0.81	0.80	0.82	0.82	0.83	0.80	0.77				
Assistant Professor	0.90	0.92	0.92	0.87	0.88	0.87	0.85	0.87	0.88	0.90	0.89	0.92				
All	0.86	0.90	0.88	0.81	0.81	0.82	0.80	0.82	0.83	0.85	0.84	0.84				
MARKETING																
Average Salaries																
Professor	\$159,368	\$161,793	\$155,524	\$163,287	\$167,853	\$172,513	\$175,321	\$181,936	\$196,152	\$207,460	\$195,944	\$192,300	5	\$240,254	\$248,986	
Associate Professor	\$128,029	\$129,729	\$133,679	\$136,218	\$139,769	\$143,937	\$145,376	\$158,712	\$157,387	\$169,505	\$162,315	\$167,571	6	\$186,981	\$183,268	
Assistant Professor	\$117,476	\$119,192	\$123,671	\$123,020	\$128,683	\$136,473	\$140,808	\$149,726	\$153,703	\$158,576	\$161,314	\$161,600	4	\$173,286	\$178,356	
All	\$133,199	\$135,149	\$134,178	\$140,062	\$144,942	\$148,710	\$152,130	\$162,709	\$164,632	\$173,735	\$173,258	\$174,222	15	\$201,087	\$203,864	
Index																
Professor	0.86	0.93	0.85	0.83	0.84	0.81	0.78	0.83	0.86	0.87	0.82	0.77				
Associate Professor	0.99	1.07	1.09	0.97	0.90	0.82	0.83	0.93	0.86	0.91	0.87	0.91				
Assistant Professor	0.91	0.94	0.93	0.86	0.84	0.90	0.88	0.95	0.94	0.95	0.93	0.91				
All	0.90	0.96	0.93	0.87	0.85	0.85	0.84	0.90	0.89	0.91	0.86	0.85				
SUPPLY CHAIN MANAGEMENT <sup>5, 13</sup>																
Average Salaries																
Professor											\$190,647	\$189,000	5	\$219,552	\$217,605	
Associate Professor											\$162,038	\$163,836	6	\$171,509	\$176,691	
Assistant Professor											\$147,204	\$146,880	5	\$149,542	\$148,430	
All											\$166,343	\$166,401	16	\$179,658	\$180,645	
Index																
Professor											0.87	0.87				
Associate Professor											0.94	0.93				
Assistant Professor											0.98	0.99				
All											0.93	0.92				

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE OF BUSINESS, continued															
SUPPLY CHAIN & INFORMATION MANAGEMENT <sup>5,13</sup>															
Average Salaries															
Professor	\$147,068	\$153,257	\$188,024	\$199,188	\$183,028	\$170,794	\$175,238	\$190,171	\$207,136	\$208,245					
Associate Professor	\$123,690	\$124,406	\$126,560	\$133,070	\$136,589	\$136,299	\$143,911	\$148,987	\$153,080	\$155,784					
Assistant Professor	\$108,800	\$112,100	\$115,677	\$118,975	\$121,123	\$127,444	\$131,272	\$134,356	\$133,904	\$140,014					
All	\$124,277	\$124,429	\$129,157	\$131,262	\$139,851	\$141,231	\$146,734	\$154,045	\$159,050	\$161,200					
Index															
Professor	0.87	0.89	1.07	1.04	0.86	0.85	0.84	0.90	0.97	0.96					
Associate Professor	0.92	0.97	0.96	1.04	0.92	1.00	1.02	1.02	1.00	0.97					
Assistant Professor	0.84	0.88	0.89	0.94	0.83	0.94	0.95	0.93	0.92	0.93					
All	0.90	0.92	0.95	1.00	0.89	0.94	0.96	0.97	0.98	0.96					
BUSINESS SUMMARY															
Average Salaries															
Professor	\$156,476	\$159,876	\$163,565	\$171,832	\$174,570	\$170,611	\$174,160	\$183,772	\$192,670	\$207,993	\$198,379	\$196,151	14	\$250,729	\$255,339
Associate Professor	\$124,887	\$127,536	\$130,740	\$137,047	\$141,728	\$145,892	\$149,744	\$157,085	\$161,387	\$167,725	\$168,381	\$167,414	36	\$200,575	\$205,465
Assistant Professor	\$121,544	\$123,711	\$128,803	\$132,787	\$136,943	\$144,912	\$147,268	\$154,718	\$152,121	\$155,677	\$162,314	\$161,401	31	\$175,956	\$178,070
All	\$132,226	\$134,626	\$137,349	\$144,126	\$147,389	\$150,190	\$153,424	\$161,459	\$163,915	\$170,768	\$171,244	\$170,079	81	\$199,822	\$203,601
Index															
Professor	0.85	0.87	0.86	0.81	0.82	0.79	0.75	0.80	0.82	0.86	0.79	0.77			
Associate Professor	0.88	0.91	0.93	0.92	0.87	0.88	0.87	0.88	0.89	0.89	0.84	0.81			
Assistant Professor	0.85	0.85	0.84	0.82	0.80	0.84	0.83	0.86	0.87	0.89	0.92	0.91			
All	0.86	0.87	0.87	0.85	0.83	0.84	0.83	0.85	0.87	0.88	0.86	0.84			

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											2019-2020														
											ISU			PEER											
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY										
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019															
-COLLEGE OF DESIGN-																									
ARCHITECTURE																									
Average Salaries																									
Professor	\$95,371	\$96,896	\$96,476	\$99,031	\$103,488	\$107,593	\$107,450	\$108,808	\$107,000	\$107,884	\$108,371	\$118,769	6	\$129,786	\$126,309										
Associate Professor	\$77,550	\$79,090	\$77,451	\$79,533	\$83,540	\$84,550	\$84,088	\$86,112	\$87,264	\$85,857	\$86,568	\$86,700	7	\$93,474	\$94,593										
Assistant Professor	\$60,724	\$61,951	\$65,305	\$67,016	\$67,008	\$67,510	\$68,126	\$70,266	\$70,170	\$70,778	\$72,510	\$72,506	5	\$78,537	\$79,346										
All											\$79,396	\$79,272	\$83,182	\$83,648	\$87,040	\$88,655	\$88,372	\$89,634	\$84,199	\$85,304	\$89,931	\$93,447	18	\$101,429	\$100,930
Index																									
Professor	0.87	0.94	0.93	0.86	0.90	0.92	0.87	0.88	0.87	0.85	0.83	0.94													
Associate Professor	0.97	1.03	1.01	0.99	1.00	1.01	1.00	0.99	1.00	0.94	0.93	0.92													
Assistant Professor	0.98	1.01	1.02	0.97	0.97	0.98	0.94	0.96	0.98	0.94	0.92	0.91													
All											0.93	1.00	0.97	0.93	0.96	0.96	0.92	0.92	0.94	0.91	0.89	0.93			
COMMUNITY AND REGIONAL PLANNING																									
Average Salaries																									
Professor	\$118,778	\$118,778	\$118,778	\$91,088	\$97,588	\$101,053	\$109,552	\$113,538	\$113,538	\$116,193	\$123,768	\$124,482	3	\$129,671	\$132,392										
Associate Professor	\$74,083	\$74,640	\$76,946	\$76,346	\$81,787	\$85,765	\$88,743	\$91,546	\$94,772	\$87,369	\$87,840	\$88,861	5	\$93,823	\$92,938										
Assistant Professor	\$58,366	\$63,179	\$60,149	\$62,268	\$65,799	\$65,283	\$65,080	\$67,308	\$66,433	\$66,545	\$68,995	\$69,480	3	\$77,848	\$77,913										
All											\$70,694	\$74,450	\$74,410	\$71,801	\$77,743	\$81,906	\$79,619	\$82,324	\$84,356	\$83,144	\$92,499	\$93,290	11	\$99,243	\$99,600
Index																									
Professor	1.10	1.16	1.16	0.81	0.84	0.88	0.87	0.94	0.95	0.94	0.95	0.94													
Associate Professor	0.95	1.05	1.06	0.96	1.01	1.06	1.06	1.04	1.10	0.96	0.94	0.96													
Assistant Professor	0.89	1.00	0.99	0.95	0.98	0.95	0.93	0.91	0.88	0.88	0.89	0.89													
All											0.95	1.05	1.05	0.91	0.94	0.97	0.95	0.95	0.97	0.93	0.93	0.94			
GRAPHIC DESIGN, INDUSTRIAL DESIGN, INTERIOR DESIGN & ART AND VISUAL CULTURE <sup>8</sup>																									
Average Salaries																									
Professor	\$86,444	\$83,607	\$ 84,792	\$93,271	\$89,949	\$88,578	\$92,684	\$84,553	\$86,971	\$97,670	\$100,756	\$100,156	10	\$117,985	\$110,467										
Associate Professor	\$61,886	\$62,707	\$ 63,279	\$65,040	\$67,765	\$73,156	\$73,670	\$74,008	\$77,245	\$78,843	\$81,527	\$80,143	19	\$89,521	\$85,979										
Assistant Professor	\$53,792	\$55,298	\$ 55,934	\$57,739	\$59,660	\$61,229	\$60,852	\$63,106	\$64,504	\$63,841	\$65,618	\$64,865	14	\$76,914	\$74,266										
All											\$63,185	\$63,444	\$64,774	\$67,223	\$69,404	\$72,338	\$72,778	\$72,508	\$74,891	\$78,331	\$80,819	\$79,823	43	\$92,036	\$87,860
Index																									
Professor	0.98	0.93	0.94	0.99	0.93	0.84	0.96	0.81	0.77	0.85	0.85	0.91													
Associate Professor	0.90	0.89	0.87	0.87	0.89	0.92	0.96	0.93	0.93	0.91	0.91	0.93													
Assistant Professor	0.97	0.96	0.92	0.94	0.96	0.91	0.95	0.92	0.90	0.87	0.85	0.87													
All											0.93	0.91	0.89	0.89	0.91	0.90	0.96	0.89	0.88	0.87	0.88	0.91			

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE OF DESIGN, continued															
LANDSCAPE ARCHITECTURE															
Average Salaries															
Professor	\$97,983	\$97,056	\$101,993	\$113,739	\$102,438	\$93,638	\$101,954	\$97,819	\$100,193	\$101,195	\$103,219	\$102,912	3	\$123,991	\$121,761
Associate Professor	\$73,991	\$77,415	\$78,438	\$80,255	\$83,394	\$87,715	\$88,142	\$94,258	\$92,807	\$93,735	\$93,106	\$94,577	6	\$88,118	\$88,657
Assistant Professor		\$58,000	\$61,015	\$62,117	\$64,407	\$64,425	\$64,726	\$67,086	\$66,706	\$66,280	\$67,135	\$66,025	4	\$74,933	\$75,036
All	\$82,715	\$84,578	\$79,801	\$79,747	\$79,952	\$77,667	\$83,790	\$85,348	\$87,703	\$86,448	\$87,449	\$87,715	13	\$92,339	\$92,105
Index															
Professor	0.97	0.92	0.99	1.06	0.92	0.87	0.96	0.91	0.89	0.86	0.83	0.85			
Associate Professor	1.03	1.03	1.08	1.00	1.01	1.10	1.09	1.14	1.07	1.07	1.06	1.07			
Assistant Professor		0.95	1.02	0.91	0.94	0.89	0.92	0.93	0.92	0.76	0.90	0.88			
All	1.00	0.96	1.04	0.99	0.97	0.99	1.00	1.00	0.97	0.91	0.95	0.95			
DESIGN SUMMARY															
Average Salaries															
Professor	\$95,255	\$94,991	\$95,519	\$98,397	\$98,388	\$98,696	\$101,522	\$97,722	\$97,126	\$102,369	\$106,306	\$108,925	22	\$123,616	\$119,317
Associate Professor	\$68,795	\$69,835	\$69,776	\$70,706	\$73,764	\$77,866	\$78,819	\$80,075	\$82,572	\$85,120	\$85,212	\$84,902	37	\$90,623	\$88,983
Assistant Professor	\$57,176	\$59,200	\$59,454	\$62,032	\$63,712	\$63,761	\$63,720	\$66,000	\$66,605	\$66,303	\$67,566	\$67,045	26	\$77,029	\$75,782
All	\$71,806	\$72,507	\$72,962	\$74,117	\$76,495	\$77,966	\$78,998	\$79,464	\$79,748	\$82,004	\$85,274	\$85,658	85	\$95,004	\$92,796
Index															
Professor	0.93	0.95	0.96	0.91	0.91	0.88	0.91	0.86	0.83	0.86	0.86	0.91			
Associate Professor	0.95	0.96	0.95	0.92	0.94	0.97	0.99	0.98	0.98	0.96	0.94	0.95			
Assistant Professor	0.95	0.98	0.98	0.94	0.96	0.93	0.94	0.93	0.92	0.87	0.88	0.88			
All	0.94	0.96	0.95	0.92	0.93	0.93	0.95	0.92	0.92	0.89	0.90	0.92			

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
<b>-COLLEGE OF ENGINEERING-</b>															
<b>AEROSPACE ENGINEERING</b>															
Average Salaries															
Professor	\$128,372	\$130,545	\$136,308	\$143,329	\$145,075	\$155,837	\$153,369	\$161,220	\$156,392	\$158,782	\$161,466	\$171,085	10	\$175,062	\$167,793
Associate Professor	\$91,792	\$96,090	\$92,113	\$95,361	\$95,415	\$97,552	\$98,370	\$103,490	\$103,490	\$105,803	\$108,998	\$103,255	6	\$121,462	\$116,884
Assistant Professor	\$80,704	\$81,704	\$85,019	\$85,657	\$87,522	\$89,611	\$89,113	\$93,075	\$93,563	\$92,195	\$96,662	\$93,950	8	\$101,966	\$100,996
All	\$107,627	\$112,083	\$119,270	\$119,853	\$123,089	\$127,104	\$123,021	\$125,676	\$124,841	\$123,342	\$126,748	\$128,416	24	\$137,296	\$132,800
Index															
Professor	0.98	1.00	1.02	1.01	0.99	1.00	1.00	1.01	0.95	0.95	0.92	1.02			
Associate Professor	0.96	1.07	0.98	0.98	0.94	0.93	0.91	0.92	0.89	0.89	0.90	0.88			
Assistant Professor	0.99	1.00	1.03	0.98	1.01	0.95	0.97	0.98	0.95	0.92	0.95	0.93			
All	0.98	1.02	1.02	1.00	0.99	0.98	0.98	0.99	0.94	0.93	0.92	0.97			
<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	\$200,000	\$139,583	\$151,981	\$160,024	15	\$146,753	\$139,537
Associate Professor						\$95,349	\$96,570	\$99,846	\$105,330	\$96,950	\$99,489	\$108,906	9	\$110,081	\$105,684
Assistant Professor	\$76,660	\$85,000	\$88,000	\$90,640	\$93,586	\$84,334	\$83,418	\$85,696	\$87,055	\$86,024	\$88,737	\$88,737	4	\$94,613	\$89,792
All	\$95,294	\$99,464	\$119,000	\$122,195	\$130,975	\$113,379	\$112,208	\$117,875	\$113,299	\$116,316	\$126,074	\$133,409	28	\$127,517	\$121,549
Index															
Professor	1.03	1.06	1.31	1.27	1.35	1.04	1.05	1.02	1.41	0.96	1.04	1.15			
Associate Professor						1.01	1.00	0.96	0.98	0.90	0.90	1.03			
Assistant Professor	1.03	1.18	1.18	1.16	1.13	0.99	0.97	1.00	0.98	0.95	0.94	0.99			
All	1.03	1.11	1.26	1.22	1.26	1.02	1.02	1.00	1.10	0.94	0.99	1.10			
<b>CHEMICAL &amp; BIOLOGICAL ENGINEERING</b>															
Average Salaries															
Professor	\$142,195	\$151,916	\$151,873	\$152,315	\$165,773	\$175,583	\$172,591	\$179,318	\$180,339	\$171,942	\$178,162	\$181,955	8	\$180,541	\$180,978
Associate Professor	\$104,684	\$99,735	\$101,235	\$103,256	\$104,996	\$109,493	\$110,516	\$112,493	\$111,195	\$111,582	\$113,916	\$111,376	8	\$120,603	\$122,666
Assistant Professor	\$ 85,220	\$86,715	\$88,295	\$90,401	\$90,720	\$91,834	\$92,202	\$94,002	\$94,002	\$93,623	\$98,092	\$98,574	4	\$102,461	\$100,523
All	\$116,141	\$125,018	\$127,216	\$126,835	\$137,388	\$134,942	\$135,100	\$137,942	\$134,555	\$131,236	\$136,449	\$137,047	20	\$140,950	\$141,562
Index															
Professor	1.00	1.05	1.04	1.01	1.09	1.10	1.05	1.05	1.03	0.97	0.99	1.01			
Associate Professor	1.12	1.05	1.03	1.03	1.05	1.06	1.04	1.03	0.99	0.95	0.94	0.91			
Assistant Professor	1.05	1.08	1.07	1.04	1.03	1.01	0.98	0.96	0.96	0.94	0.96	0.98			
All	1.03	1.06	1.05	1.02	1.07	1.07	1.03	1.03	1.01	0.96	0.97	0.97			



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												ISU			PEER	
												AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019						
COLLEGE OF ENGINEERING, continued																
CIVIL, CONSTRUCTION, AND ENVIRONMENTAL ENGINEERING																
Average Salaries																
Professor	\$127,681	\$128,931	\$133,183	\$132,312	\$137,645	\$144,367	\$142,072	\$152,861	\$154,802	\$160,766	\$165,764	\$150,185	10	\$153,910	\$149,036	
Associate Professor	\$94,421	\$94,760	\$97,779	\$95,554	\$98,780	\$102,652	\$103,751	\$106,768	\$108,768	\$109,648	\$114,846	\$114,491	9	\$116,128	\$115,083	
Assistant Professor	\$79,415	\$85,325	\$85,411	\$86,220	\$87,202	\$89,270	\$89,727	\$91,991	\$91,923	\$94,800	\$97,890	\$96,973	10	\$99,822	\$97,452	
All	\$104,808	\$108,057	\$113,103	\$114,247	\$118,656	\$119,443	\$115,759	\$118,833	\$115,182	\$119,289	\$126,557	\$120,759	29	\$123,534	\$120,711	
Index																
Professor	1.03	1.04	1.04	0.99	1.03	1.07	1.04	1.08	1.07	1.08	1.08	1.01				
Associate Professor	1.03	1.05	1.03	0.98	1.00	1.01	1.01	1.01	1.00	0.97	0.99	0.99				
Assistant Professor	1.00	1.08	1.01	1.00	0.99	1.00	1.00	1.00	0.97	0.98	0.98	1.00				
All	1.03	1.05	1.03	0.99	1.01	1.04	1.02	1.04	1.02	1.02	1.02	1.00				
ELECTRICAL AND COMPUTER ENGINEERING																
Average Salaries																
Professor	\$141,114	\$146,026	\$145,807	\$148,645	\$146,477	\$149,300	\$147,195	\$149,134	\$150,551	\$153,445	\$155,048	\$151,852	26	\$171,726	\$169,168	
Associate Professor	\$102,248	\$102,931	\$102,149	\$100,862	\$102,491	\$106,321	\$103,723	\$104,927	\$106,361	\$109,146	\$108,110	\$104,464	14	\$122,509	\$121,470	
Assistant Professor	\$84,187	\$86,400	\$86,065	\$87,057	\$87,211	\$83,870	\$83,383	\$85,837	\$91,000	\$94,140	\$98,052	\$97,920	6	\$105,856	\$102,554	
All	\$104,630	\$109,652	\$110,370	\$115,091	\$116,726	\$121,906	\$119,468	\$124,629	\$126,965	\$129,012	\$133,328	\$130,395	46	\$148,155	\$145,962	
Index																
Professor	1.05	1.06	1.04	1.02	0.99	1.01	0.94	0.93	0.92	0.92	0.90	0.90				
Associate Professor	1.05	1.05	1.02	0.98	0.97	0.97	0.93	0.92	0.92	0.94	0.88	0.86				
Assistant Professor	0.96	1.00	0.98	0.94	0.96	0.90	0.89	0.88	0.92	0.94	0.93	0.95				
All	1.02	1.04	1.01	0.99	0.97	0.99	0.93	0.93	0.92	0.93	0.90	0.89				
INDUSTRIAL AND MANUFACTURING SYSTEMS ENGINEERING																
Average Salaries																
Professor	\$120,927	\$124,027	\$132,242	\$130,276	\$133,364	\$141,836	\$137,340	\$171,295	\$181,763	\$184,581	\$181,637	\$186,010	4	\$173,483	\$176,530	
Associate Professor	\$93,676	\$95,434	\$97,209	\$104,403	\$104,767	\$106,062	\$108,167	\$112,003	\$113,101	\$116,673	\$119,708	\$119,844	9	\$121,297	\$127,514	
Assistant Professor	\$71,799	\$73,602	\$74,468	\$84,797	\$89,229	\$91,727	\$91,035	\$96,550	\$97,853	\$85,645	\$87,357	\$86,108	4	\$101,731	\$102,542	
All	\$96,843	\$98,944	\$100,046	\$105,970	\$109,003	\$109,186	\$104,401	\$115,551	\$123,116	\$121,356	\$126,668	\$127,475	17	\$128,972	\$133,171	
Index																
Professor	0.87	0.91	0.94	0.89	0.91	0.93	0.91	1.07	1.10	1.09	1.05	1.05				
Associate Professor	0.93	0.96	0.96	0.97	0.95	0.97	0.96	0.96	0.98	0.95	0.99	0.94				
Assistant Professor	0.85	0.90	0.90	0.96	1.00	1.03	1.00	1.01	0.99	0.85	0.86	0.84				
All	0.90	0.93	0.94	0.94	0.94	0.97	0.96	0.99	1.01	0.96	0.98	0.96				

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE OF ENGINEERING, continued															
MATERIALS SCIENCE AND ENGINEERING															
Average Salaries															
Professor	\$152,402	\$158,391	\$161,125	\$158,689	\$161,430	\$170,822	\$177,216	\$184,654	\$195,047	\$184,264	\$187,017	\$186,557	9	\$178,773	\$162,258
Associate Professor	\$97,461	\$101,041	\$96,289	\$99,424		\$97,556	\$119,850	\$124,289	\$125,761	\$139,337	\$154,655	\$154,655	1	\$123,042	\$120,216
Assistant Professor	\$82,121	\$80,000	\$84,325	\$86,708	\$88,918	\$92,975	\$93,905	\$94,448	\$93,655	\$95,843	\$99,167	\$98,856	4	\$101,722	\$99,964
All	\$126,847	\$134,399	\$138,183	\$136,815	\$149,345	\$155,481	\$158,023	\$154,565	\$157,075	\$152,583	\$159,605	\$159,221	14	\$152,778	\$141,457
Index															
Professor	1.07	1.10	1.10	1.04	1.06	1.12	1.19	1.12	1.12	1.04	1.05	1.15			
Associate Professor	1.01	1.05	0.96	0.98	#DIV/0!	0.93	1.10	1.11	1.09	1.18	1.26	1.29			
Assistant Professor	1.00	0.99	1.01	0.97	1.00	1.01	1.03	1.01	0.99	0.99	0.97	0.99			
All	1.05	1.08	1.07	1.02	1.05	1.10	1.16	1.10	1.09	1.05	1.04	1.13			
MECHANICAL ENGINEERING															
Average Salaries															
Professor	\$142,622	\$149,068	\$155,945	\$155,491	\$165,427	\$171,872	\$157,583	\$156,464	\$156,464	\$156,230	\$164,224	\$149,800	13	\$166,202	\$164,114
Associate Professor	\$98,090	\$100,812	\$99,916	\$101,144	\$103,164	\$104,941	\$102,248	\$102,808	\$103,677	\$99,887	\$102,177	\$101,955	13	\$119,935	\$118,803
Assistant Professor	\$82,095	\$84,598	\$85,637	\$85,965	\$87,034	\$85,691	\$85,906	\$88,196	\$88,144	\$88,663	\$88,322	\$88,603	11	\$102,600	\$99,066
All	\$108,853	\$111,065	\$112,286	\$115,082	\$114,962	\$118,131	\$112,470	\$113,200	\$112,909	\$115,220	\$119,858	\$114,796	37	\$131,038	\$128,856
Index															
Professor	1.08	1.13	1.16	1.10	1.14	1.16	1.03	1.02	1.00	0.96	0.99	0.91			
Associate Professor	1.04	1.08	1.06	1.01	1.03	1.01	0.95	0.93	0.91	0.86	0.85	0.86			
Assistant Professor	1.01	1.03	1.02	0.98	0.98	0.94	0.92	0.92	0.90	0.90	0.86	0.89			
All	1.05	1.09	1.09	1.04	1.06	1.05	0.97	0.96	0.95	0.92	0.91	0.89			
ENGINEERING SUMMARY															
Average Salaries															
Professor	\$137,806	\$142,435	\$145,700	\$146,666	\$151,319	\$156,053	\$153,900	\$159,641	\$163,176	\$158,550	\$163,718	\$161,972	95	\$166,987	\$162,184
Associate Professor	\$97,089	\$98,912	\$98,950	\$100,191	\$101,991	\$103,693	\$103,571	\$106,442	\$108,646	\$108,467	\$109,684	\$109,308	69	\$119,108	\$118,585
Assistant Professor	\$82,369	\$84,784	\$85,231	\$86,748	\$87,989	\$88,111	\$87,905	\$90,714	\$91,124	\$91,435	\$94,225	\$93,580	51	\$101,565	\$99,192
All	\$108,656	\$113,424	\$116,186	\$118,111	\$122,161	\$123,663	\$120,715	\$124,570	\$124,611	\$124,007	\$129,892	\$128,847	215	\$136,102	\$133,250
Index															
Professor	1.03	1.05	1.06	1.02	1.04	1.06	1.04	1.03	1.00	0.97	0.98	1.00			
Associate Professor	1.02	1.05	1.01	0.99	0.98	0.99	0.97	0.96	0.96	0.93	0.92	0.92			
Assistant Professor	0.99	1.02	1.00	0.98	0.99	0.97	0.96	0.96	0.94	0.93	0.93	0.94			
All	1.02	1.05	1.04	1.01	1.02	1.03	1.00	1.00	0.98	0.95	0.95	0.97			

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											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
<b>-COLLEGE OF HUMAN SCIENCES-</b>															
<b>APPAREL, EVENTS, AND HOSPITALITY MANAGEMENT<sup>9</sup></b>															
Average Salaries															
Professor	\$99,486	\$106,818	\$111,256	\$116,265	\$120,765	\$125,508	\$121,506	\$118,655	\$135,244	\$125,744	\$123,318	\$138,494	6	\$151,950	\$148,491
Associate Professor	\$72,894	\$74,991	\$72,251	\$74,647	\$80,605	\$85,672	\$85,016	\$83,029	\$87,977	\$87,478	\$88,315	\$85,697	10	\$108,557	\$107,969
Assistant Professor	\$62,069	\$63,028	\$65,645	\$66,797	\$68,036	\$70,872	\$70,883	\$73,614	\$73,872	\$75,722	\$78,293	\$78,803	9	\$87,462	\$87,063
All	\$72,188	\$75,443	\$77,249	\$80,444	\$82,231	\$86,188	\$87,318	\$85,535	\$93,115	\$91,959	\$93,108	\$95,886	25	\$111,377	\$110,168
Index															
Professor	0.90	0.94	0.96	1.01	1.02	0.98	0.90	0.84	0.90	0.85	0.81	0.93			
Associate Professor	0.92	0.95	0.85	0.85	0.88	0.96	0.95	0.84	0.86	0.81	0.81	0.79			
Assistant Professor	0.93	0.92	0.91	0.90	0.84	0.93	0.88	0.87	0.83	0.85	0.90	0.91			
All	0.92	0.93	0.91	0.92	0.90	0.95	0.91	0.85	0.86	0.84	0.84	0.87			
<b>CURRICULUM AND INSTRUCTION <sup>10</sup></b>															
Average Salaries															
Professor	\$92,026	\$98,057	\$96,767												
Associate Professor	\$68,365	\$68,593	\$71,626												
Assistant Professor	\$58,258	\$58,606	\$62,773												
All	\$73,958	\$74,359	\$73,266												
Index															
Professor	0.89	0.99	0.93												
Associate Professor	0.90	0.94	0.96												
Assistant Professor	0.94	0.97	1.00												
All	0.90	0.96	0.96												
<b>EDUCATIONAL LEADERSHIP AND POLICY STUDIES <sup>10</sup></b>															
Average Salaries															
Professor	\$114,676	\$107,770	\$110,800												
Associate Professor	\$77,323	\$78,611	\$93,210												
Assistant Professor	\$60,496	\$58,142	\$65,000												
All	\$89,250	\$83,452	\$86,146												
Index															
Professor	0.97	0.93	0.99												
Associate Professor	0.96	0.99	1.17												
Assistant Professor	0.94	0.91	1.02												
All	0.96	0.94	1.05												

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE OF HUMAN SCIENCES, continued															
FOOD SCIENCE AND HUMAN NUTRITION --H SCI <sup>1</sup>															
Average Salaries															
Professor	\$91,501	\$93,704	\$95,355	\$96,023	\$95,650	\$109,875	\$111,659	\$115,663	\$108,103	\$109,759	\$101,436	\$101,436	6	\$140,019	\$142,825
Associate Professor	\$76,241	\$76,786	\$80,486	\$82,492	\$85,833	\$89,129	\$88,253	\$90,284	\$92,740	\$92,204	\$94,898	\$88,641	12	\$107,076	\$101,747
Assistant Professor	\$69,419	\$71,956	\$66,900	\$73,817	\$75,625	\$77,151	\$77,313	\$81,470	\$82,048	\$83,196	\$84,146	\$81,113	10	\$90,672	\$88,383
All	\$78,036	\$80,239	\$81,939	\$84,653	\$85,735	\$92,170	\$92,446	\$97,015	\$94,868	\$94,768	\$92,459	\$88,694	28	\$108,277	\$105,777
Index															
Professor	0.86	0.88	0.85	0.82	0.81	0.93	0.90	0.91	0.82	0.78	0.72	0.71			
Associate Professor	1.02	0.97	0.98	0.99	1.03	1.04	1.06	0.99	0.98	0.95	0.89	0.87			
Assistant Professor	1.00	1.00	0.92	0.97	1.03	0.97	0.96	0.97	0.93	0.94	0.93	0.92			
All	0.96	0.95	0.93	0.92	0.96	0.98	0.99	0.95	0.91	0.88	0.85	0.84			
HUMAN DEVELOPMENT AND FAMILY STUDIES															
Average Salaries															
Professor	\$100,166	\$109,786	\$119,626	\$118,451	\$121,293	\$124,848	\$130,293	\$131,636	\$127,859	\$129,138	\$124,229	\$117,304	8	\$139,399	\$136,964
Associate Professor	\$70,503	\$71,306	\$73,800	\$75,442	\$79,013	\$82,802	\$84,482	\$85,201	\$85,014	\$85,959	\$84,452	83310	7	\$98,025	\$96,786
Assistant Professor	\$64,329	\$65,178	\$65,622	\$66,760	\$67,884	\$69,766	\$70,379	\$72,250	\$71,330	\$71,923	\$73,370	72877.23	7	\$83,455	\$81,395
All	\$84,717	\$86,430	\$83,840	\$84,977	\$85,131	\$87,226	\$89,688	\$92,269	\$89,453	\$91,731	\$95,390	\$92,352	22	\$108,434	\$106,499
Index															
Professor	0.89	0.98	1.03	1.00	1.05	1.01	1.05	0.95	0.93	0.93	0.89	0.86			
Associate Professor	0.90	0.91	0.90	0.90	0.95	0.96	0.96	0.98	0.93	0.88	0.86	0.86			
Assistant Professor	0.99	0.99	0.98	0.95	0.96	0.98	0.96	0.94	0.91	0.79	0.88	0.90			
All	0.90	0.95	0.96	0.95	0.99	0.98	0.99	0.95	0.92	0.86	0.88	0.87			
KINESIOLOGY <sup>4</sup>															
Average Salaries															
Professor	\$95,469	\$96,806	\$96,640	\$99,019	\$103,192	\$107,263	\$109,458	\$114,439	\$116,606	\$112,369	\$114,442	\$136,851	8	\$131,341	\$125,797
Associate Professor	\$70,174	\$78,712	\$77,696	\$74,801	\$79,288	\$81,415	\$82,229	\$84,696	\$85,397	\$87,642	\$89,369	\$85,435	4	\$90,572	\$89,118
Assistant Professor	\$54,753	\$55,320	\$58,493	\$60,958	\$62,718	\$66,304	\$67,217	\$71,483	\$73,225	\$73,958	\$75,054	\$76,749	5	\$77,567	\$76,688
All	\$75,903	\$80,162	\$79,983	\$84,026	\$84,920	\$84,751	\$86,146	\$91,502	\$94,053	\$94,313	\$96,958	\$107,076	17	\$105,932	\$102,723
Index															
Professor	0.95	0.99	0.96	0.97	0.94	0.93	0.92	0.87	0.89	0.90	0.87	1.09			
Associate Professor	0.97	1.11	1.07	0.97	1.01	1.03	1.03	0.99	0.99	1.02	0.99	0.96			
Assistant Professor	0.86	0.88	0.91	0.95	0.94	0.96	0.99	0.96	0.98	1.01	0.97	1.00			
All	0.94	1.01	0.97	0.97	0.95	0.96	0.96	0.92	0.93	0.95	0.92	1.04			

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE OF HUMAN SCIENCES, continued															
SCHOOL OF EDUCATION <sup>10</sup>															
Average Salaries															
Professor				\$109,355	\$115,557	\$108,168	\$112,857	\$118,602	\$132,735	\$138,986	\$122,692	\$139,047	5	\$134,912	\$134,068
Associate Professor				\$78,003	\$80,210	\$82,939	\$82,577	\$86,102	\$85,742	\$84,916	\$84,100	\$84,051	10	\$94,734	\$92,856
Assistant Professor				\$65,427	\$67,017	\$68,773	\$69,225	\$71,053	\$70,080	\$70,545	\$71,235	\$72,079	21	\$79,553	\$78,192
All				\$80,795	\$86,029	\$82,204	\$84,381	\$82,999	\$79,869	\$80,488	\$81,956	\$84,706	36	\$91,459	\$90,026
Index															
Professor				0.97	1.06	0.87	0.94	0.96	1.04	0.98	0.91	1.04			
Associate Professor				0.98	1.01	1.00	0.96	0.98	0.96	0.91	0.89	0.91			
Assistant Professor				0.99	1.00	0.98	0.96	0.94	0.92	0.92	0.90	0.92			
All				0.98	1.02	0.95	0.96	0.96	0.94	0.92	0.90	0.94			
HUMAN SCIENCES SUMMARY															
Average Salaries															
Professor	\$99,912	\$102,799	\$104,783	\$107,549	\$112,400	\$113,019	\$115,951	\$119,436	\$123,221	\$118,950	\$117,314	\$126,305	33	\$139,160	\$136,980
Associate Professor	\$71,976	\$73,615	\$76,771	\$77,464	\$80,933	\$85,149	\$85,075	\$86,439	\$87,290	\$87,678	\$88,641	\$85,723	43	\$101,542	\$99,144
Assistant Professor	\$61,712	\$62,005	\$64,033	\$66,212	\$67,646	\$70,096	\$70,358	\$73,244	\$72,279	\$74,355	\$75,594	\$75,537	52	\$83,394	\$81,973
All	\$79,023	\$79,648	\$79,885	\$82,381	\$84,799	\$86,236	\$87,701	\$89,331	\$88,503	\$89,927	\$90,733	\$92,047	128	\$103,868	\$101,923
Index															
Professor	0.91	0.95	0.96	0.96	0.99	0.93	0.94	0.91	0.91	0.86	0.84	0.92			
Associate Professor	0.94	0.97	0.97	0.95	0.98	1.00	0.99	0.95	0.94	0.90	0.87	0.86			
Assistant Professor	0.94	0.94	0.95	0.95	0.93	0.97	0.95	0.93	0.90	0.90	0.91	0.92			
All	0.93	0.96	0.96	0.95	0.97	0.96	0.96	0.93	0.91	0.89	0.87	0.90			

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
-COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES															
ENGLISH															
Average Salaries															
Professor	\$78,668	\$79,365	\$88,284	\$90,863	\$98,218	\$98,471	\$101,123	\$103,226	\$101,838	\$102,830	\$109,292	\$102,000	11	\$127,845	\$126,002
Associate Professor	\$61,910	\$61,912	\$63,533	\$66,827	\$69,804	\$71,375	\$71,773	\$74,242	\$72,895	\$73,520	\$75,671	\$75,000	17	\$90,538	\$85,262
Assistant Professor	\$53,958	\$55,800	\$56,919	\$58,587	\$60,483	\$61,943	\$62,556	\$64,102	\$64,264	\$64,573	\$66,805	\$65,416	9	\$76,854	\$75,280
All	\$65,059	\$64,737	\$66,829	\$68,219	\$71,938	\$75,236	\$75,784	\$78,896	\$78,341	\$80,239	\$83,510	\$80,696	37	\$98,301	\$94,946
Index															
Professor	0.75	0.78	0.85	0.84	0.89	0.89	0.88	0.86	0.83	0.82	0.85	0.81			
Associate Professor	0.86	0.89	0.90	0.90	0.93	0.93	0.89	0.90	0.86	0.84	0.84	0.88			
Assistant Professor	0.90	0.95	0.95	0.93	0.94	0.93	0.92	0.91	0.89	0.86	0.87	0.87			
All	0.82	0.86	0.90	0.89	0.92	0.92	0.89	0.89	0.85	0.84	0.85	0.85			
GREENLEE SCHOOL OF JOURNALISM AND COMMUNICATION															
Average Salaries															
Professor	\$89,127	\$89,877	\$87,929	\$93,364	\$102,389	\$110,333	\$111,436	\$116,069	\$120,470	\$121,676	\$113,225	\$114,662	5	\$141,911	\$139,712
Associate Professor	\$68,218	\$66,991	\$64,730	\$70,236	\$81,378	\$82,680	\$80,127	\$82,490	\$83,053	\$85,307	\$88,480	\$89,760	5	\$99,931	\$96,407
Assistant Professor	\$55,173	\$53,343	\$53,389	\$55,334	\$60,422	\$64,001	\$62,307	\$65,033	\$65,533	\$69,561	\$75,076	\$76,460	5	\$84,089	\$81,229
All	\$65,754	\$68,448	\$67,695	\$71,361	\$78,167	\$78,313	\$77,174	\$79,984	\$83,528	\$87,332	\$92,260	\$93,627	15	\$108,644	\$105,783
Index															
Professor	0.78	0.77	0.75	0.73	0.83	0.85	0.88	0.82	0.82	0.84	0.80	0.82			
Associate Professor	0.87	0.85	0.79	0.82	0.98	0.96	0.88	0.87	0.82	0.86	0.89	0.93			
Assistant Professor	0.84	0.81	0.79	0.79	0.84	0.87	0.84	0.85	0.82	0.86	0.89	0.94			
All	0.83	0.81	0.78	0.78	0.89	0.90	0.86	0.85	0.82	0.85	0.85	0.89			
HISTORY															
Average Salaries															
Professor	\$88,409	\$79,439	\$80,630	\$82,308	\$88,108	\$89,214	\$91,196	\$100,493	\$97,292	\$95,576	\$100,628	\$113,610	9	\$134,371	\$131,157
Associate Professor	\$57,908	\$57,855	\$59,520	\$62,311	\$69,711	\$74,854	\$75,455	\$77,735	\$77,114	\$78,195	\$79,093	\$78,048	6	\$93,236	\$91,603
Assistant Professor	\$49,203	\$49,605	\$51,464	\$52,742	\$57,070	\$60,630	\$62,039	\$65,715	\$65,270	\$65,923	\$67,908	\$67,174	6	\$78,488	\$76,355
All	\$63,294	\$64,204	\$64,596	\$65,429	\$72,660	\$74,057	\$74,811	\$82,398	\$81,417	\$80,597	\$85,127	\$90,182	21	\$106,651	\$104,198
Index															
Professor	0.82	0.75	0.75	0.73	0.77	0.76	0.76	0.82	0.76	0.76	0.75	0.87			
Associate Professor	0.78	0.78	0.79	0.79	0.87	0.93	0.88	0.90	0.86	0.88	0.85	0.85			
Assistant Professor	0.78	0.82	0.84	0.82	0.86	0.90	0.88	0.93	0.87	0.89	0.87	0.88			
All	0.80	0.77	0.78	0.77	0.82	0.86	0.83	0.87	0.82	0.83	0.80	0.87			

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued															
MUSIC AND THEATRE <sup>6</sup>															
Average Salaries															
Professor	\$68,212	\$68,503	\$70,532	\$70,940	\$75,689	\$86,184	\$81,996	\$83,325	\$84,612	\$90,077	\$89,758	\$93,668	7	\$117,757	\$114,293
Associate Professor	\$54,957	\$56,038	\$57,439	\$57,900	\$61,970	\$65,763	\$66,406	\$68,660	\$68,922	\$70,516	\$71,358	\$70,828	9	\$88,721	\$83,651
Assistant Professor	\$49,207	\$51,457	\$51,426	\$52,234	\$56,138	\$59,645	\$58,690	\$60,520	\$60,520	\$61,078	\$63,417	\$63,137	6	\$71,593	\$70,727
All	\$59,937	\$60,508	\$62,003	\$60,915	\$65,490	\$71,075	\$69,262	\$71,223	\$71,752	\$73,858	\$75,047	\$75,998	22	\$93,288	\$89,876
Index															
Professor	0.75	0.76	0.77	0.75	0.79	0.83	0.78	0.77	0.75	0.90	0.76	0.82			
Associate Professor	0.81	0.81	0.83	0.81	0.84	0.86	0.88	0.87	0.85	0.89	0.80	0.85			
Assistant Professor	0.85	0.90	0.88	0.84	0.89	0.91	0.88	0.84	0.86	0.91	0.89	0.89			
All	0.79	0.80	0.80	0.79	0.83	0.86	0.84	0.82	0.81	0.90	0.80	0.85			
PHILOSOPHY AND RELIGIOUS STUDIES															
Average Salaries															
Professor	\$85,580	\$85,278	\$84,672	\$93,519	\$98,379	\$99,980	\$100,980	\$104,520	\$104,520	\$103,066	\$110,309	\$118,065	5	\$130,211	\$123,695
Associate Professor	\$60,627	\$61,853	\$62,734	\$64,253	\$71,157	\$72,161	\$73,114	\$75,262	\$74,322	\$75,496	\$76,508	\$76,120	8	\$92,760	\$90,290
Assistant Professor	\$54,182	\$53,546	\$54,196	\$56,565	\$58,689	\$60,503	\$61,158	\$65,703	\$65,676	\$67,595	\$69,203	\$69,867	4	\$76,322	\$75,068
All	\$69,385	\$67,354	\$66,966	\$69,122	\$72,295	\$74,856	\$75,185	\$79,980	\$82,038	\$80,124	\$84,731	\$86,985	17	\$99,907	\$96,534
Index															
Professor	0.80	0.80	0.75	0.81	0.83	0.85	0.82	0.82	0.79	0.76	0.85	0.95			
Associate Professor	0.84	0.88	0.86	0.84	0.92	0.88	0.84	0.85	0.81	0.80	0.82	0.84			
Assistant Professor	0.93	0.92	0.89	0.92	0.91	0.88	0.88	0.91	0.90	0.90	0.91	0.93			
All	0.83	0.85	0.82	0.85	0.88	0.87	0.84	0.86	0.82	0.81	0.85	0.90			
WORLD LANGUAGES & CULTURES <sup>11</sup>															
Average Salaries															
Professor	\$74,256	\$76,267	\$77,411	\$79,388	\$81,937	\$114,978	\$92,350	\$96,163	\$99,163	\$105,300	\$118,265	\$118,265	2	\$123,464	\$116,800
Associate Professor	\$57,937	\$59,201	\$60,066	\$61,706	\$68,168	\$71,021	\$71,088	\$73,113	\$74,423	\$74,820	\$77,152	\$76,030	18	\$88,775	\$84,841
Assistant Professor	\$51,169	\$51,078	\$51,844	\$52,195	\$53,013	\$57,631	\$58,388	\$62,667	\$62,317	\$63,639	\$64,912	\$63,666	5	\$75,231	\$72,544
All	\$57,823	\$59,801	\$60,688	\$62,425	\$67,032	\$77,070	\$71,104	\$73,959	\$74,047	\$76,045	\$77,993	\$76,936	25	\$88,841	\$84,938
Index															
Professor	0.73	0.78	0.77	0.76	0.77	1.06	0.84	0.85	0.79	0.86	0.96	1.01			
Associate Professor	0.85	0.86	0.85	0.84	0.91	0.95	0.95	0.94	0.94	0.87	0.87	0.90			
Assistant Professor	0.88	0.90	0.89	0.85	0.85	0.90	0.85	0.88	0.83	0.86	0.86	0.88			
All	0.83	0.85	0.84	0.82	0.86	0.97	0.90	0.91	0.89	0.87	0.88	0.91			

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE OF LIBERAL ARTS AND SCIENCES- HUMANITIES, continued															
HUMANITIES SUMMARY															
Average Salaries															
Professor	\$79,039	\$78,582	\$81,198	\$84,396	\$90,284	\$97,514	\$95,241	\$99,201	\$99,454	\$100,994	\$104,881	\$107,701	39	\$129,422	\$126,080
Associate Professor	\$60,318	\$61,033	\$61,893	\$64,590	\$69,721	\$72,153	\$72,395	\$74,763	\$74,519	\$75,381	\$76,927	\$76,302	63	\$91,059	\$87,039
Assistant Professor	\$52,559	\$52,950	\$53,744	\$55,302	\$58,503	\$60,990	\$61,257	\$64,124	\$63,882	\$65,249	\$67,598	\$67,163	35	\$76,973	\$75,119
All	\$63,605	\$64,096	\$65,030	\$66,431	\$71,104	\$74,945	\$74,057	\$77,813	\$78,022	\$79,195	\$82,502	\$82,906	137	\$98,381	\$95,107
Index															
Professor	0.77	0.77	0.78	0.77	0.82	0.87	0.82	0.82	0.79	0.82	0.81	0.85			
Associate Professor	0.84	0.86	0.85	0.85	0.91	0.92	0.89	0.89	0.87	0.86	0.84	0.88			
Assistant Professor	0.86	0.89	0.89	0.87	0.90	0.90	0.88	0.89	0.86	0.88	0.88	0.89			
All	0.82	0.83	0.83	0.83	0.88	0.90	0.87	0.87	0.84	0.85	0.84	0.87			



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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
<b>-COLLEGE OF LIBERAL ARTS AND SCIENCES- SCIENCE AND MATHEMATICS</b>															
<b>BIOCHEMISTRY, BIOPHYSICS, AND MOLECULAR BIOLOGY<sup>1</sup></b>															
Average Salaries															
Professor	\$110,626	\$111,801	\$112,056	\$117,274	\$120,536	\$129,393	\$130,684	\$137,825	\$149,802	\$138,402	\$141,718	\$134,654	16	\$146,990	\$143,501
Associate Professor	\$94,361	\$94,361	\$75,786	\$77,114	\$79,157	\$82,082	\$82,902	\$85,257	\$85,032	\$87,771	\$89,703	\$89,359	5	\$101,451	\$102,041
Assistant Professor	\$69,156	\$69,156	\$67,207		\$71,710	\$73,433	\$75,343	\$77,177	\$75,292	\$77,379	\$78,461	\$78,461	4	\$91,155	\$90,488
All	\$98,903	\$99,687	\$102,274	\$109,242	\$108,574	\$112,869	\$114,184	\$113,720	\$119,956	\$116,930	\$121,194	\$116,604	25	\$128,949	\$126,727
Index															
Professor	0.87	0.92	0.89	0.86	0.87	0.91	0.85	0.89	1.01	0.86	0.96	0.94			
Associate Professor	1.16	1.22	0.91	0.88	0.87	0.92	0.87	0.83	0.87	0.90	0.88	0.88			
Assistant Professor	1.00	0.98	0.94	0.00	0.95	0.92	0.88	0.87	0.86	0.89	0.86	0.87			
All	0.90	0.95	0.90	0.86	0.87	0.91	0.85	0.88	0.97	0.87	0.94	0.92			
<b>CHEMISTRY</b>															
Average Salaries															
Professor	\$118,873	\$117,778	\$120,642	\$124,904	\$124,556	\$122,257	\$123,251	\$125,094	\$124,008	\$126,101	\$127,910	\$146,728	17	\$169,426	\$171,578
Associate Professor	\$80,155	\$77,310	\$79,682	\$84,439	\$87,225	\$87,605	\$87,651	\$90,447	\$94,212	\$95,468	\$98,244	\$93,703	3	\$106,831	\$103,470
Assistant Professor	\$70,310	\$72,238	\$72,307	\$73,775	\$77,477	\$78,655	\$78,769	\$83,219	\$82,163	\$82,484	\$84,600	\$84,168	8	\$94,724	\$92,672
All	\$103,415	\$104,472	\$102,619	\$104,503	\$106,158	\$103,764	\$103,059	\$108,851	\$107,641	\$109,601	\$112,357	\$123,173	28	\$141,376	\$141,736
Index															
Professor	0.91	0.93	0.92	0.90	0.88	0.84	0.82	0.81	0.78	0.78	0.75	0.86			
Associate Professor	0.96	0.92	0.94	0.96	0.99	0.97	0.94	0.94	0.94	0.93	0.92	0.91			
Assistant Professor	0.99	1.01	1.01	0.97	1.05	0.99	0.94	0.96	0.92	0.90	0.89	0.91			
All	0.93	0.94	0.94	0.92	0.92	0.89	0.86	0.85	0.83	0.82	0.79	0.87			
<b>COMPUTER SCIENCE</b>															
Average Salaries															
Professor	\$131,027	\$132,191	\$134,174	\$137,233	\$137,382	\$140,763	\$140,837	\$134,612	\$135,148	\$139,084	\$142,219	\$137,971	14	\$179,541	\$182,238
Associate Professor	\$91,835	\$91,647	\$92,922	\$94,545	\$96,639	\$99,073	\$101,280	\$102,283	\$102,561	\$103,587	\$106,206	\$104,292	8	\$138,457	\$133,979
Assistant Professor	\$83,672	\$83,331	\$83,389	\$84,599	\$90,000	\$92,417	\$93,341	\$96,561	\$97,214	\$98,415	\$100,393	\$100,000	7	\$122,196	\$112,890
All	\$103,518	\$105,465	\$107,010	\$111,222	\$111,041	\$114,738	\$115,049	\$119,031	\$117,900	\$118,945	\$122,188	\$119,515	29	\$154,365	\$152,186
Index															
Professor	0.93	0.95	0.92	0.88	0.88	0.90	0.89	0.80	0.79	0.80	0.79	0.76			
Associate Professor	0.88	0.89	0.88	0.86	0.87	0.87	0.86	0.84	0.83	0.82	0.77	0.78			
Assistant Professor	0.93	0.92	0.90	0.88	0.92	0.95	0.94	0.93	0.90	0.89	0.82	0.89			
All	0.91	0.92	0.90	0.87	0.87	0.89	0.88	0.83	0.82	0.82	0.79	0.79			

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											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued															
ECOLOGY, EVOLUTION, AND ORGANISMAL BIOLOGY <sup>1</sup>															
Average Salaries															
Professor	\$96,737	\$96,971	\$98,426	\$100,849	\$102,266	\$102,214	\$102,380	\$106,141	\$110,556	\$112,833	\$116,913	\$116,737	11	\$146,990	\$131,061
Associate Professor	\$79,035	\$78,095	\$79,266	\$81,974	\$83,340	\$85,532	\$85,742	\$88,369	\$87,325	\$91,097	\$92,588	\$94,515	7	\$99,073	\$98,121
Assistant Professor	\$66,000	\$65,862	\$66,850	\$69,075	\$73,739	\$76,708	\$76,782	\$79,671	\$80,471	\$80,604	\$83,953	\$81,652	5	\$90,812	\$87,201
All	\$81,440	\$82,057	\$83,288	\$86,944	\$90,789	\$93,833	\$92,378	\$96,266	\$98,389	\$99,342	\$102,344	\$102,346	23	\$120,194	\$111,501
Index															
Professor	0.85	0.87	0.84	0.81	0.81	0.81	0.80	0.74	0.82	0.81	0.80	0.89			
Associate Professor	1.01	1.01	1.01	0.99	0.98	0.98	0.96	0.83	0.91	1.00	0.93	0.96			
Assistant Professor	1.00	0.96	0.93	0.94	1.01	1.01	0.96	0.90	0.93	0.81	0.92	0.94			
All	0.93	0.94	0.92	0.89	0.88	0.88	0.86	0.78	0.86	0.85	0.85	0.92			
GENETICS, DEVELOPMENT, AND CELL BIOLOGY <sup>1</sup>															
Average Salaries															
Professor	\$112,855	\$117,180	\$115,953	\$113,715	\$117,027	\$128,741	\$127,861	\$132,267	\$126,962	\$133,903	\$135,835	\$131,087	13	\$147,342	\$136,806
Associate Professor	\$66,884	\$64,915	\$80,462	\$79,757	\$83,125	\$93,027	\$94,312	\$97,926	\$88,925	\$94,147	\$87,333	\$85,283	3	\$107,920	\$103,416
Assistant Professor	\$72,362	\$71,022	\$72,087	\$73,946	\$73,755	\$75,201	\$78,045	\$80,544	\$81,304	\$84,458	\$87,452	\$87,115	7	\$95,380	\$91,221
All	\$95,890	\$97,096	\$97,157	\$96,254	\$97,399	\$106,262	\$106,248	\$108,038	\$106,671	\$116,240	\$114,783	\$111,730	23	\$126,385	\$118,577
Index															
Professor	1.01	1.03	1.00	0.94	0.92	0.93	1.01	0.93	0.86	0.89	0.92	0.96			
Associate Professor	0.84	0.81	1.02	0.97	0.99	1.07	1.00	1.06	0.89	0.89	0.81	0.82			
Assistant Professor	1.07	1.03	1.02	0.98	0.94	0.90	0.90	0.97	0.89	0.91	0.92	0.95			
All	0.99	1.00	1.00	0.95	0.94	0.96	0.98	0.96	0.87	0.89	0.91	0.94			
GEOLOGICAL AND ATMOSPHERIC SCIENCES															
Average Salaries															
Professor	\$88,818	\$89,728	\$90,209	\$92,386	\$94,751	\$104,013	\$104,631	\$107,003	\$107,669	\$108,688	\$110,924	\$107,791	9	\$148,991	\$132,976
Associate Professor	\$72,533	\$69,794	\$69,276	\$73,284	\$74,397	\$79,924	\$81,754	\$84,454	\$84,454	\$86,039	\$87,293	\$90,091	3	\$100,523	\$97,288
Assistant Professor	\$63,569	\$63,569	\$64,523	\$67,340	\$68,835	\$74,531	\$73,542	\$76,038	\$76,038	\$76,665	\$77,139	\$76,414	4	\$88,552	\$85,787
All	\$80,558	\$82,637	\$84,647	\$84,830	\$86,854	\$94,905	\$91,450	\$93,099	\$94,269	\$93,389	\$98,047	\$96,628	16	\$124,793	\$114,487
Index															
Professor	0.82	0.85	0.82	0.78	0.79	0.83	0.82	0.80	0.77	0.75	0.74	0.81			
Associate Professor	0.90	0.88	0.87	0.85	0.86	0.89	0.94	0.94	0.91	0.88	0.87	0.93			
Assistant Professor	0.95	0.95	0.95	0.93	0.93	0.96	0.95	0.93	0.91	0.88	0.87	0.89			
All	0.85	0.86	0.83	0.81	0.82	0.85	0.86	0.85	0.82	0.80	0.79	0.84			

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												ISU			PEER	
												AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019						
COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued																
MATHEMATICS																
Average Salaries																
Professor	\$91,283	\$94,037	\$91,693	\$95,361	\$98,148	\$106,129	\$107,882	\$112,162	\$112,903	\$114,671	\$116,838	\$115,777	13	\$146,471	\$135,120	
Associate Professor	\$67,063	\$70,709	\$70,605	\$71,802	\$73,359	\$76,418	\$77,764	\$81,254	\$84,653	\$88,273	\$93,358	\$91,800	12	\$105,042	\$105,183	
Assistant Professor	\$63,876	\$63,978	\$64,958	\$67,871	\$70,019	\$71,848	\$73,673	\$75,201	\$77,030	\$87,602	\$86,860	\$85,425	10	\$97,197	\$96,182	
All	\$81,421	\$82,921	\$80,793	\$82,413	\$85,457	\$89,325	\$89,848	\$92,716	\$95,184	\$98,602	\$100,223	\$98,884	35	\$118,188	\$113,731	
Index																
Professor	0.78	0.82	0.77	0.77	0.77	0.82	0.82	0.82	0.80	0.80	0.80	0.86				
Associate Professor	0.83	0.88	0.86	0.84	0.84	0.84	0.83	0.85	0.85	0.87	0.89	0.87				
Assistant Professor	0.88	0.86	0.85	0.84	0.87	0.84	0.84	0.84	0.84	0.93	0.89	0.89				
All	0.80	0.84	0.81	0.80	0.80	0.83	0.83	0.83	0.82	0.85	0.85	0.87				
PHYSICS AND ASTRONOMY																
Average Salaries																
Professor	\$118,004	\$118,428	\$120,439	\$120,990	\$120,544	\$119,595	\$122,498	\$125,599	\$123,689	\$125,955	\$127,359	\$123,782	25	\$146,696	\$144,153	
Associate Professor	\$76,548	\$77,351	\$78,999	\$77,842	\$77,068	\$78,389	\$79,402	\$88,591	\$89,686	\$85,481	\$89,103	\$90,393	4	\$104,898	\$105,867	
Assistant Professor	\$67,708	\$68,000	\$69,020	\$71,665	\$72,460	\$73,208	\$79,407	\$84,458	\$84,350	\$85,194	\$88,136	\$87,568	7	\$94,729	\$93,667	
All	\$101,544	\$102,032	\$104,028	\$106,763	\$108,618	\$107,018	\$108,133	\$112,286	\$112,558	\$116,663	\$115,481	\$113,031	36	\$131,947	\$130,082	
Index																
Professor	0.99	1.00	1.01	0.96	0.94	0.92	0.94	0.90	0.86	0.86	0.87	0.86				
Associate Professor	0.93	0.94	0.94	0.88	0.84	0.84	0.83	0.88	0.88	0.83	0.85	0.85				
Assistant Professor	0.92	0.91	0.94	0.89	0.92	0.89	0.95	0.96	0.93	0.91	0.93	0.93				
All	0.97	0.98	0.99	0.94	0.92	0.90	0.92	0.90	0.87	0.86	0.88	0.87				
STATISTICS																
Average Salaries																
Professor	\$124,303	\$131,507	\$132,041	\$134,782	\$135,715	\$142,645	\$142,780	\$148,800	\$148,942	\$148,376	\$152,424	\$140,443	15	\$156,688	\$160,646	
Associate Professor	\$87,223	\$87,740	\$87,364	\$89,349	\$91,681	\$94,872	\$93,938	\$97,575	\$99,210	\$101,959	\$104,831	\$101,319	9	\$117,197	\$117,129	
Assistant Professor	\$81,142	\$82,314	\$82,143	\$84,539	\$86,235	\$88,720	\$90,372	\$92,990	\$92,025	\$92,532	\$94,004	\$94,860	7	\$102,628	\$103,333	
All	\$103,792	\$107,080	\$108,832	\$110,619	\$114,393	\$116,304	\$115,382	\$120,026	\$121,221	\$121,421	\$125,415	\$118,791	31	\$133,016	\$135,071	
Index																
Professor	0.94	1.03	1.02	0.96	0.97	1.01	0.99	1.01	1.00	0.98	0.97	0.87				
Associate Professor	0.99	1.00	0.99	0.97	0.95	0.95	0.92	0.94	0.91	0.91	0.89	0.87				
Assistant Professor	1.04	1.05	1.08	1.00	1.02	1.02	1.00	1.00	0.96	0.93	0.92	0.92				
All	0.97	1.02	1.02	0.97	0.97	0.99	0.97	0.99	0.97	0.95	0.94	0.88				

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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE OF LIBERAL ARTS AND SCIENCES - SCIENCE AND MATHEMATICS, continued															
SCIENCE AND MATHEMATICS SUMMARY															
Average Salaries															
Professor	\$111,080	\$112,959	\$113,549	\$116,076	\$117,180	\$121,879	\$122,841	\$126,524	\$126,238	\$128,617	\$131,372	\$129,662	133	\$154,442	\$150,009
Associate Professor	\$79,532	\$79,952	\$81,925	\$83,606	\$85,483	\$88,443	\$89,266	\$91,713	\$92,870	\$94,329	\$96,020	\$94,908	54	\$110,909	\$109,652
Assistant Professor	\$71,900	\$71,973	\$71,364	\$72,632	\$75,050	\$77,751	\$79,146	\$81,786	\$82,567	\$85,789	\$87,753	\$87,155	59	\$98,427	\$95,798
All	\$95,463	\$96,729	\$97,272	\$99,410	\$101,672	\$104,801	\$104,418	\$107,875	\$108,578	\$110,891	\$113,150	\$111,838	246	\$131,451	\$128,148
Index															
Professor	0.91	0.94	0.92	0.89	0.88	0.89	0.88	0.86	0.85	0.84	0.85	0.86			
Associate Professor	0.92	0.93	0.93	0.90	0.90	0.92	0.90	0.90	0.88	0.89	0.87	0.87			
Assistant Professor	0.97	0.97	0.96	0.93	0.96	0.93	0.92	0.93	0.90	0.90	0.89	0.91			
All	0.92	0.94	0.93	0.90	0.89	0.90	0.89	0.88	0.86	0.86	0.86	0.87			

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											ISU			PEER	
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COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
<b>-COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES</b>															
<b>ANTHROPOLOGY<sup>12</sup></b>															
Average Salaries															
Professor			\$91,402	\$100,542	\$105,555	\$125,000	\$126,250	\$129,050							
Associate Professor	\$69,540	\$72,340	\$60,349	\$63,933	\$66,532	\$68,805	\$71,380	\$74,565							
Assistant Professor	\$50,973	\$51,973	\$53,402	\$55,169	\$57,022	\$61,292	\$64,691	\$66,288							
All	\$58,930	\$58,762	\$59,823	\$62,158	\$66,672	\$74,414	\$77,307	\$79,984							
Index															
Professor			0.86	0.92	0.95	1.08	1.04	1.04							
Associate Professor	0.97	1.01	0.82	0.83	0.84	0.85	0.87	0.86							
Assistant Professor	0.82	0.85	0.86	0.85	0.85	0.90	0.92	0.89							
All	0.89	0.91	0.86	0.86	0.87	0.93	0.92	0.90							
<b>ECONOMICS</b>															
Average Salaries															
Professor	\$143,367	\$142,446	\$147,779	\$171,016	\$163,627	\$169,262	\$169,235	\$176,028	\$174,327	\$176,070	\$179,591	\$170,099	7	\$247,388	\$254,183
Associate Professor	\$114,018	\$116,160	\$114,715	\$119,032	\$116,088	\$118,027	\$119,207	\$123,643	\$116,282	\$135,336	\$138,042	\$124,440	3	\$181,279	\$183,305
Assistant Professor	\$97,500	\$99,875	\$101,373	\$105,225	\$107,704	\$108,457	\$109,694	\$112,710	\$113,034	\$116,707	\$119,425	\$120,000	5	\$139,017	\$139,941
All	\$118,250	\$124,503	\$126,979	\$141,450	\$138,660	\$140,661	\$139,310	\$142,410	\$144,608	\$152,971	\$151,226	\$144,268	15	\$198,043	\$201,927
Index															
Professor	0.87	0.85	0.84	0.90	0.84	0.84	0.79	0.79	0.76	0.76	0.73	0.67			
Associate Professor	0.92	0.96	0.93	0.89	0.83	0.81	0.81	0.72	0.68	0.79	0.76	0.68			
Assistant Professor	0.96	0.96	0.96	0.92	0.92	0.90	0.88	0.89	0.86	0.88	0.86	0.86			
All	0.91	0.90	0.88	0.90	0.85	0.84	0.81	0.78	0.75	0.79	0.76	0.71			
<b>POLITICAL SCIENCE</b>															
Average Salaries															
Professor	\$115,620	\$106,319	\$108,249	\$107,239	\$110,097	\$118,874	\$120,063	\$123,716	\$123,555	\$124,953	\$120,888	\$117,717	7	\$166,029	\$170,985
Associate Professor	\$63,744	\$63,889	\$83,244	\$65,497	\$67,227	\$77,907	\$78,686	\$81,082	\$83,248	\$81,526	\$88,364	\$88,364	2	\$116,155	\$113,981
Assistant Professor	\$56,375	\$61,575	\$58,998	\$59,775	\$61,393	\$68,391	\$69,711	\$72,249	\$72,156	\$75,835	\$79,175	\$74,718	4	\$92,690	\$91,401
All	\$77,096	\$80,167	\$90,605	\$90,155	\$89,099	\$96,792	\$91,932	\$94,937	\$91,305	\$96,620	\$103,049	\$99,970	13	\$135,790	\$137,728
Index															
Professor	0.88	0.82	0.81	0.76	0.77	0.82	0.80	0.80	0.79	0.78	0.73	0.69			
Associate Professor	0.74	0.74	0.93	0.70	0.71	0.79	0.78	0.78	0.76	0.72	0.76	0.78			
Assistant Professor	0.78	0.85	0.80	0.76	0.78	0.86	0.84	0.85	0.82	0.84	0.85	0.82			
All	0.81	0.80	0.82	0.76	0.77	0.83	0.82	0.82	0.80	0.79	0.76	0.73			

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COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
COLLEGE OF LIBERAL ARTS AND SCIENCES- SOCIAL SCIENCES, continued															
PSYCHOLOGY															
Average Salaries															
Professor	\$118,744	\$119,458	\$116,806	\$117,632	\$118,000	\$116,278	\$118,543	\$120,915	\$123,810	\$124,013	\$122,436	\$112,218	11	\$159,303	\$155,695
Associate Professor	\$72,193	\$72,748	\$72,352	\$74,043	\$75,442	\$74,310	\$75,182	\$75,268	\$77,019	\$77,536	\$81,030	\$81,600	11	\$103,308	\$101,245
Assistant Professor	\$59,944	\$60,187	\$61,117	\$63,168	\$64,971	\$69,368	\$71,236	\$72,663	\$72,663	\$74,179	\$75,747	\$75,480	4	\$89,088	\$85,202
All	\$79,271	\$81,459	\$84,715	\$86,965	\$90,066	\$93,785	\$94,588	\$97,791	\$98,956	\$99,174	\$97,735	\$93,612	26	\$124,811	\$121,813
Index															
Professor	0.95	0.95	0.92	0.87	0.88	0.86	0.83	0.81	0.81	0.82	0.77	0.72			
Associate Professor	0.91	0.90	0.88	0.88	0.88	0.85	0.79	0.79	0.79	0.78	0.78	0.81			
Assistant Professor	0.86	0.86	0.86	0.86	0.87	0.89	0.88	0.89	0.85	0.87	0.85	0.89			
All	0.91	0.91	0.89	0.87	0.88	0.86	0.82	0.81	0.81	0.82	0.78	0.77			
SOCIOLOGY¹															
Average Salaries															
Professor	\$86,717	\$75,909	\$81,667	\$86,231	\$88,906	\$96,660	\$101,764	\$101,273	\$98,002	\$99,882	\$102,512	\$93,235	13	\$146,425	\$144,339
Associate Professor	\$68,993	\$68,203	\$68,708	\$67,141	\$68,932	\$75,105	\$77,569	\$80,617	\$69,558	\$78,252	\$78,423	\$78,423	4	\$102,795	\$99,592
Assistant Professor	\$55,551	\$57,051	\$56,672	\$56,276	\$59,160	\$63,429	\$66,042	\$71,474	\$72,392	\$71,670	\$76,410	\$76,000	3	\$85,396	\$84,132
All	\$69,945	\$66,939	\$69,757	\$73,328	\$76,794	\$84,821	\$89,194	\$90,131	\$89,686	\$91,653	\$93,779	\$87,687	20	\$128,545	\$126,359
Index															
Professor	0.71	0.63	0.67	0.66	0.69	0.76	0.74	0.72	0.70	0.69	0.70	0.65			
Associate Professor	0.88	0.85	0.84	0.79	0.79	0.85	0.83	0.84	0.70	0.77	0.76	0.79			
Assistant Professor	0.83	0.86	0.83	0.80	0.81	0.86	0.85	0.92	0.90	0.87	0.89	0.90			
All	0.82	0.80	0.78	0.73	0.73	0.79	0.77	0.77	0.72	0.72	0.73	0.69			
SOCIAL SCIENCES SUMMARY															
Average Salaries															
Professor	\$115,002	\$117,194	\$116,208	\$121,640	\$121,096	\$120,999	\$123,025	\$124,687	\$127,449	\$125,495	\$125,863	\$117,399	38	\$172,363	\$172,769
Associate Professor	\$79,865	\$79,749	\$80,964	\$81,757	\$80,926	\$83,669	\$84,795	\$87,079	\$85,746	\$87,481	\$89,794	\$88,067	20	\$116,185	\$114,497
Assistant Professor	\$60,400	\$62,003	\$62,399	\$63,946	\$67,155	\$71,912	\$75,237	\$78,270	\$79,945	\$82,460	\$90,378	\$89,300	16	\$104,899	\$103,657
All	\$81,601	\$84,833	\$88,111	\$92,573	\$94,602	\$99,004	\$99,750	\$101,933	\$105,191	\$106,169	\$108,442	\$103,396	74	\$142,593	\$142,077
Index															
Professor	0.87	0.85	0.84	0.83	0.82	0.83	0.79	0.78	0.77	0.76	0.73	0.68			
Associate Professor	0.89	0.89	0.88	0.85	0.83	0.84	0.81	0.79	0.74	0.77	0.77	0.77			
Assistant Professor	0.85	0.87	0.87	0.85	0.85	0.88	0.87	0.88	0.84	0.86	0.86	0.86			
All	0.87	0.87	0.86	0.84	0.83	0.84	0.81	0.80	0.77	0.78	0.76	0.73			

**Iowa State University**  
**Peer Land Grant Universities Faculty Salary Comparisons**  
**2009-2010 through 2019-2020**

											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
LIBERAL ARTS AND SCIENCES SUMMARY															
Average Salaries															
Professor	\$103,687	\$105,720	\$107,218	\$111,137	\$113,119	\$117,556	\$118,230	\$121,261	\$120,978	\$123,482	\$125,455	\$123,365	210	\$153,038	\$149,683
Associate Professor	\$72,702	\$73,073	\$74,076	\$76,165	\$78,652	\$81,840	\$82,226	\$84,623	\$83,253	\$84,144	\$86,331	\$85,353	137	\$102,551	\$99,961
Assistant Professor	\$61,607	\$62,460	\$62,523	\$63,374	\$66,053	\$69,333	\$71,352	\$74,365	\$74,711	\$78,893	\$81,722	\$81,106	110	\$92,542	\$90,361
All	\$82,804	\$84,579	\$85,727	\$88,046	\$91,057	\$95,041	\$94,718	\$98,085	\$97,825	\$100,588	\$103,200	\$101,798	457	\$123,342	\$120,499
Index															
Professor	0.87	0.89	0.88	0.86	0.86	0.88	0.86	0.84	0.82	0.82	0.82	0.82			
Associate Professor	0.89	0.90	0.89	0.87	0.89	0.90	0.88	0.87	0.85	0.86	0.84	0.85			
Assistant Professor	0.91	0.92	0.91	0.89	0.91	0.91	0.90	0.91	0.88	0.89	0.88	0.90			
All	0.88	0.90	0.89	0.87	0.88	0.89	0.87	0.86	0.84	0.84	0.84	0.84			

**Iowa State University**  
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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
-COLLEGE OF VETERINARY MEDICINE-															
Average Salaries															
Professor	\$120,425	\$122,756	\$121,724	\$126,092	\$127,321	\$128,753	\$132,319	\$136,497	\$136,506	\$140,661	\$141,627	\$133,477	40	\$151,112	\$141,889
Associate Professor	\$93,538	\$93,976	\$ 94,363	\$95,374	\$96,985	\$99,127	\$100,499	\$106,573	\$107,530	\$110,797	\$111,613	\$110,042	25	\$121,457	\$117,621
Assistant Professor	\$81,890	\$84,321	\$ 85,450	\$89,904	\$91,762	\$94,080	\$95,704	\$97,744	\$97,743	\$99,008	\$103,468	\$98,019	34	\$104,799	\$103,209
All	\$101,303	\$103,553	\$103,440	\$107,182	\$108,296	\$109,670	\$112,144	\$115,941	\$116,452	\$119,033	\$120,943	\$115,382	99	\$127,718	\$122,477
Index															
Professor	1.05	1.11	1.09	1.04	1.05	1.00	1.01	1.01	0.94	0.94	0.94	0.94			
Associate Professor	1.04	1.07	1.07	0.97	0.99	0.96	0.95	0.98	0.96	0.96	0.92	0.94			
Assistant Professor	1.02	1.09	1.07	1.06	1.10	1.06	1.09	1.07	1.02	1.00	0.99	0.95			
All	1.04	1.09	1.08	1.02	1.04	1.00	1.01	1.02	0.96	0.96	0.95	0.94			



**Iowa State University**  
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											2019-2020				
											ISU			PEER	
											AVERAGE SALARY & INDEX	MEDIAN SALARY & INDEX	COUNT	AVERAGE SALARY	MEDIAN SALARY
COLLEGE/DEPARTMENT	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019					
<b>-UNIVERSITY SUMMARY-</b>															
Average Salaries															
Professor	\$111,444	\$113,945	\$115,564	\$119,829	\$122,850	\$125,475	\$125,963	\$129,753	\$131,417	\$131,478	\$133,592	\$131,487	576	\$151,770	\$147,322
Associate Professor	\$82,058	\$82,575	\$83,273	\$85,918	\$88,880	\$91,462	\$92,629	\$96,870	\$98,853	\$100,105	\$100,345	\$99,569	422	\$113,791	\$112,168
Assistant Professor	\$72,086	\$74,943	\$76,761	\$77,801	\$80,302	\$82,819	\$82,865	\$84,437	\$85,588	\$88,009	\$91,089	\$89,958	367	\$99,397	\$97,648
All	\$92,016	\$94,376	\$95,708	\$98,673	\$101,644	\$103,863	\$103,738	\$107,060	\$107,940	\$109,689	\$111,886	\$110,454	1,365	\$125,947	\$123,098
Index															
Professor	0.95	0.98	0.97	0.94	0.95	0.94	0.92	0.92	0.90	0.88	0.88	0.89			
Associate Professor	0.95	0.97	0.97	0.94	0.94	0.95	0.93	0.92	0.91	0.90	0.88	0.89			
Assistant Professor	0.95	0.97	0.95	0.93	0.94	0.94	0.93	0.94	0.92	0.91	0.92	0.92			
All	0.95	0.98	0.97	0.94	0.94	0.94	0.93	0.92	0.91	0.89	0.89	0.90			

## Footnotes

**Iowa State University  
Peer Land Grant Universities Faculty Salary Comparisons  
2009-2010 through 2019-2020**

**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.
- <sup>12</sup> Beginning July 1, 2016, Anthropology was moved to the department of World Languages and Cultures.
- <sup>13</sup> Beginning July 1, 2019, Supply Chain and Information Management divided into Information Management and Business Analytics and Supply Chain Management