



Midwestern Higher Education Compact

1300 South Second St.
Suite 130
Minneapolis, MN 55454-1079
Phone: (612) 626-8288
Fax: (612) 626-8290
www.mhec.org
mhec@mhec.org



Average Faculty Salaries

A Comparison of Public and Private Institutions by Midwestern State¹

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The successful fulfillment of higher education's tripartite mission of teaching, research, and service is dependent on the quality, dedication, and productivity of faculty. Institutional leaders regularly face the seemingly contradictory tasks of maximizing the quality, effectiveness, and productivity of the faculty while searching for efficiencies in labor and reducing the overall cost of educational delivery. Faculty salary and benefits constitute a significant portion of an institution's operational budget. However, changes in the allocation of institutional resources are affecting faculty compensation. According to research completed by the Delta Project on Postsecondary Education Costs, Productivity, and Accountability, instructional costs, primarily categorized as faculty salaries and benefits, have decreased as a proportion of total spending at both public and private institutions since 1998.² In both public and private institutions, instructional spending grew more slowly than most of the other spending areas measured. Spending in this area ranged from 35 to 44 percent of total spending in 2005. Some of this reduction in growth may be attributable to a shift from full-time, tenured faculty to part-time and non-tenured positions.

The Importance of Competitive Faculty Salaries

Faculty salaries are one measure of the commitment and resources devoted by an institution to the student learning experience. Sutton and Bergerson in their review of the relationship of faculty compensation to the quality of higher education note that "the absolute and relative levels of faculty compensation have an impact on faculty behavior" and "faculty behavior and its relationship to the employing institution's mission can be positive, negative, or neutral, depending on the specific details of the compensation system in use."³ Salary is one of many factors considered by prospective faculty members in weighing offers of employment; many of today's academics are prepared to move among institutions (and private sector industries) for a more favorable compensation package. When top faculty members leave to pursue other opportunities, local and regional economic development can suffer through the associated loss of external

¹ This report was written by Gina Johnson. Chris Rasmussen prepared an earlier version of the report.

² Wellman, J. V., D. M. Desroches & C. M. Lenihan (2008). The growing imbalance: Recent trends in U. S. postsecondary education finance. Accessed online at <http://www.deltacostproject.org/resources/pdf/imbalance20080423.pdf>.

³ Sutton, T.P. & Bergerson, P.J. (2001). Faculty compensation systems: Impact on the quality of higher education. Accessed online at http://www.eric.ed.gov/ERICDocs/data/ericdocs2sql/content_storage_01/0000019b/80/19/4d/be.pdf.



funding, technology transfer and other entrepreneurial activity, and the loss of talented researchers and graduate students brought and attracted by cutting-edge scholars. Generational differences can also play a role in faculty deciding whether to accept a particular position. Salary, overall compensation, and work/life issues are different for baby boomers than they are for members of Generations X and Y. It behooves institutions to understand and accommodate these differences.

This policy brief provides data on faculty salaries at colleges and universities in the MHEC region and at selected peer and comparison institutions in other parts of the United States. The primary data source is the American Association of University Professors (AAUP), which reports annually on the economic status of the professoriate, providing data on faculty salaries, health care, retirement plans, tuition benefits, and other types of cash and in-kind benefits.⁴

According to the AAUP, the average salary increase from 2006-07 to 2007-08 for full-time faculty across all types of institutions and faculty ranks in the United States was 3.8%. This marked the third time in four years that the salary increase has failed to keep pace with inflation. The inflation rate for the comparison period was 4.1%. Faculty salaries across all ranks averaged \$73,191 at public institutions (a 3.8% one-year increase) while faculty at private/independent institutions received an average salary of \$88,190 (up 4.0%). Faculty at the subset of church-related colleges and universities earned on average a much lower salary of \$68,771.

Women continue to lag behind men in pay, with a salary gap of 12.1% at the rank of full professor, 6.8% at both the associate and assistant professor levels, and 2.9% for instructors in 2007-08. These numbers are very similar to those seen in 2006-07. The overall salary gap was 15.6% at church-related institutions (compared to 15.5% in 2006-07), 18.4% at public institutions (up from 17.2% in 2006-07), and 21.1% at private/independent institutions (down considerably from 31.7% in 2006-07). New to the 2007-08 survey was the addition of separate average salaries at each rank for male and female faculty.⁵

Faculty Salaries in Context

While this policy brief contains data on faculty salaries only, total faculty compensation includes wages plus a range of fringe benefits and perquisites. According to the AAUP survey, total expenditures for benefits averaged 27.5% of salary for all faculty members in 2007-08. Direct and indirect pecuniary benefits can include health, life and disability insurance, retirement contributions, tuition reduction or remission for faculty or family members, research funding, travel support, release time for research purposes (through sabbaticals or course load reduction), other paid leave, housing stipends or accommodation in institutionally owned housing, child-care benefits, and assignment of graduate or undergraduate research assistants. Additional perquisites can include recreational or social club memberships, access to tickets for athletic and cultural events, and upgraded teaching, research, and office space and equipment.

⁴ American Association of University Professors (2008). *Annual report on the economic status of the profession, 2007-08*. Accessed online at <http://www.aaup.org/NR/rdonlyres/C98CAC79-4E8A-42B8-B034-BACF37E6DF03/0/zreport.pdf>.

⁵ Persons interested in the differences in salary averages at their particular institution can access the information on the web at <http://chronicle.com/stats/aaup/>.



Faculty salary data presented in tables are in nominal dollars and are not adjusted for inflation. Comparisons to the inflation rate are made in the text that accompanies the tables. According to the Bureau of Labor Statistics, the Consumer Price Index (CPI-U) increase for all items in 2007 was 4.1%. The five-year cumulative increase in inflation from 2002-2007 was 15.2%.⁶ However, faculty salaries must also be examined within the context of sector-specific inflation and the great variation in cost of living from state to state and among communities where colleges and universities are located. Table 1 contains data on the cost of living in the first quarter of 2008 for MHEC states and neighboring states.

Table 1: 2008 First Quarter Cost of Living Indices for Midwestern and Bordering States⁷

State	Composite Score	U.S. Rank	Utilities	Groceries	Health Care	Housing	Misc.	Transportation
OK	87.9	1	92.2	93.7	97.5	74.7	93.2	94.5
TN	88.7	2	87.8	92.7	93.0	75.8	96.5	95.4
NE	89.5	3	92.7	95.0	91.2	79.6	93.4	94.8
MO	90.0	5	94.2	91.9	93.9	78.8	96.3	94.2
KS	90.4	6	93.4	90.5	89.5	83.7	94.1	95.1
SD	91.4	8	95.3	103.8	96.7	77.8	96.1	94.1
AR	91.6	9	103.9	95.6	91.7	79.2	96.1	95.8
KY	92.0	11	104.5	90.1	93.4	81.5	97.7	93.8
IA	92.8	14	101.4	90.7	94.9	85.1	95.7	99.4
OH	93.3	15	104.8	96.9	96.5	79.7	97.9	100.6
IN	93.8	17	96.1	95.6	96.1	86.9	96.9	98.5
WV	94.0	19	87.7	93.8	97.2	92.5	94.4	102.1
ND	94.2	20	103.4	99.2	94.8	84.9	97.8	94.8
WI	96.2	22	104.0	92.5	101.6	90.6	97.1	104.1
MI	96.3	23	101.2	94.9	94.3	97.4	94.1	98.0
IL	96.5	24	107.9	96.9	100.7	89.2	97.1	101.8
WY	101.5	27	104.7	112.6	98.3	106.5	95.2	91.7
PA	101.7	28	107.1	101.1	92.7	102.9	100.7	100.3
CO	103.0	30	92.2	107.6	104.1	107.4	101.7	98.7
MN	103.7	33	104.6	106.7	102.1	102.4	105.1	99.2
MT	103.9	34	101.4	111.5	102.1	105.9	102.9	95.6

The cost of living is highest in the New England states, Alaska, Hawaii, and on the West Coast; it is the least expensive in the Midwest and the South. The cost of living is lowest in Oklahoma, which has a composite index score of 87.9 (meaning the cost of living in Oklahoma is 87.9% of the national average). Nebraska, ranked as the third least expensive state nationally, is the MHEC state with the lowest cost of living. The rankings of the remaining MHEC states range from 5th (Missouri) to 33rd (Minnesota). Minnesota is the only state in the region to have a cost of living score above the national average. Great variation in costs can be seen in major areas of household spending. For example, among MHEC states the cost of housing and transportation is lowest in South Dakota, grocery and health care costs are lowest in

⁶ See <http://ftp.bls.gov/pub/special.requests/cpi/cpi.ai.txt>.

⁷ All figures are in relation to a national average of 100. Missouri Department of Economic Development, with data from AACRA/The Council for Community and Economic Research. See http://www.missourieconomy.org/indicators/cost_of_living/index.stm. Online data includes all 50 states and the District of Columbia. A rank of 1 indicates the lowest cost of living.

Kansas, and utilities are the least expensive in Nebraska. In the Midwest, Minnesota has the highest cost of living in housing, health care, and groceries; Illinois is highest in utilities; and Wisconsin is the most expensive state for transportation. MHEC states vary the least in the cost of transportation, while the largest difference is seen in housing with index scores ranging from 77.8 in South Dakota to 102.4 in Minnesota.

State averages can mask the great differences in salaries needed to be competitive in different regions of a state. In Illinois, for example, an individual earning \$100,000 per year in Peoria would need to make \$106,000 in Champaign, \$107,000 in Rock Island, and \$133,500 in Chicago to maintain a similar standard of living. When comparing cities in the MHEC region where doctoral universities are located, comparable costs of living are seen in Lincoln (NE), Cincinnati (OH), and Champaign (IL); Lansing (MI) and Milwaukee (WI); and in Detroit (MI) and Minneapolis-St. Paul (MN). Large differences can be seen around the country when comparing cities where major research universities are located. For example, if an academic earning \$100,000 in Bloomington, Indiana were to move to Seattle, maintaining a consistent standard of living would require a salary of \$138,000 in the new location. The difference would be even more pronounced in Boulder (\$144,500), Washington, D.C. (\$182,000), and San Francisco (\$192,000).⁸

Structure of this Report

Data in this report are organized by Carnegie Classification (doctoral, master's, and baccalaureate institutions⁹), faculty rank (full professor, associate professor, and assistant professor¹⁰) and form of control (public or private/independent). Data was obtained from the *Chronicle of Higher Education*, which publishes AAUP survey data for public use on its website, <http://chronicle.com/stats/aaup/>. Average salaries are presented in thousands of dollars, rounded to the nearest hundred. Salaries are adjusted to reflect a nine month academic work year.¹¹ Only full-time members of the instructional staff are represented in this data.¹² Data from the AAUP show part-time positions comprising 48 percent of all faculty appointments.¹³ A total of 1,386 institutions reported faculty salary data to the AAUP for its 2007-08 report. This represents approximately one-third of the total degree-granting, not-for-profit colleges and universities in the United States.

⁸ See http://chronicle.salary.com/costoflivingwizard/layoutscripts/coll_start.asp. Data is provided by salary.com.

⁹ The Carnegie Classification of Higher Education Institutions is a useful taxonomy for organizing degree-granting institutions for benchmarking and research purposes. Doctorate-granting universities are classified by the Carnegie Foundation as those institutions that awarded at least 20 doctoral degrees in 2003-04. Master's institutions are those institutions that awarded at least 50 master's degrees but fewer than 20 doctorates in 2003-04. Baccalaureate colleges are those institutions that offered no more than 50 master's degrees and where bachelor's degrees represented at least 50% of all undergraduate degrees awarded in 2003-04. Information on the Carnegie Classification system can be found online at <http://carnegiefoundation.org/classifications/>.

¹⁰ Full-time faculty in tenure-track positions at most four-year degree granting institutions are hired at the rank of assistant professor. Faculty are eligible for promotion to associate professor after a set period of time based on their cumulative record of teaching and scholarship. The particular portfolio of experiences and activity required for promotion varies from institution to institution.

¹¹ At some institutions faculty pay is distributed over twelve months even though the contracted work period is nine months. Faculty members who volunteer to teach during the summer months receive stipends on top of their contractual pay. These stipends are not included in the AAUP data.

¹² The AAUP survey does not include data for faculty members serving in a part-time, adjunct, or contractual basis. Individuals serving in this capacity are generally paid less and receive fewer benefits than tenure-track employees.

¹³ See <http://www.aaup.org/AAUP/issues/contingent/>.



Given the relatively small number of doctoral institutions in the MHEC region, universities in this category are listed individually. Data are also provided for 20 prominent public doctoral universities outside of the MHEC region for comparative purposes. Private doctoral universities have been left out of this report due to the relatively small number of institutions in the region and concomitant limitations on data. Master's and baccalaureate institutions have been combined in this report given the small number of public baccalaureate institutions and the small number of private master's institutions in most states. Data for public and private institutions are aggregated by state in separate tables. Data from selected colleges and universities in bordering states are provided for comparative purposes.¹⁴

Doctoral Institutions

The Carnegie Foundation defines doctoral institutions as those universities that awarded at least 20 doctoral degrees in 2003-04 (not counting professional degrees such as those in law, medicine, and pharmacy).¹⁵ In most cases, doctoral institutions also devote a substantial amount of resources to basic and applied research. This is particularly true of “flagship” institutions and other land-grant universities.

Because of the relatively small number of public doctoral-level institutions in many of the MHEC states, salary data is listed for selected “flagship” and/or land-grant universities along with other institutions in the region with significant profiles in research and doctoral student training. For comparison purposes, data is also provided for other public universities in the Big Ten and Big XII athletic conferences as well as for selected other prominent public doctoral institutions outside of the Midwest with which MHEC institutions are likely to compete for faculty and research funds. This “sample” is not scientific; caution is therefore advised in noting the differences in averages of Midwestern universities and of comparison institutions.

Full Professors. Average salaries for full professors at selected doctoral institutions in the Midwest in 2007-08 ranged from \$80,300 at the University of North Dakota to \$125,700 at the University of Illinois, Urbana-Champaign and \$137,000 at the University of Michigan. The average for all Midwestern institutions in Table 2 was \$108,000. The median salary for all institutions in Table 2 was \$108,600. In comparison, the average salary for full professors at selected peer institutions was \$116,700, with a median of \$116,400. Salaries at peer/comparison institutions ranged from \$92,300 at Oklahoma State University to \$138,500 at the University of North Carolina, Chapel Hill. The average for all public doctoral institutions in the nation that reported data was \$109,569 – approximately \$1,600 higher than the average of the 20 Midwestern institutions included in the table.

¹⁴ Unfortunately, too few two-year colleges respond to the AAUP survey to provide reliable state averages.

¹⁵ For purposes of the AAUP survey, universities were considered doctoral institutions if they awarded at least 30 doctoral degrees.

**Table 2: Average Salary for Full Professors at Selected Public Doctoral Institutions
In the MHEC Region (in thousands of dollars)**

Institution	2007-08	2006-07	2002-03	1-year Change	5-year Change
Iowa State U	106.7	100.6	89.7	6.1%	19.0%
U of Iowa	118.1	109.8	99.4	7.6%	18.8%
U of Illinois at Chicago	115.6	110.7	97.7	4.4%	18.3%
U of Illinois at Urbana-Champaign	125.7	120.9	101.4	4.0%	24.0%
Indiana U at Bloomington	114.0	109.0	96.8	4.6%	17.8%
Purdue U (IN)	111.3	107.6	93.1	3.4%	19.5%
Kansas State U	91.8	87.3	74.5	5.2%	23.2%
U of Kansas	110.5	103.9	84.6	6.4%	30.6%
Michigan State U	116.0	110.2	95.0	5.3%	22.1%
U of Michigan at Ann Arbor	137.0	130.4	114.8	5.1%	19.3%
Wayne State U (MI)	105.6	103.1	90.5	2.4%	16.7%
U of Minnesota - Twin Cities	121.3	116.6	101.3	4.0%	19.7%
U of Missouri at Columbia	102.8	100.7	88.4	2.1%	16.3%
U of North Dakota	80.3	77.1	64.8	4.2%	23.9%
U of Nebraska at Lincoln	105.2	101.1	90.7	4.1%	16.0%
Ohio State U	121.6	117.2	98.2	3.8%	23.8%
U of Cincinnati	98.2	96.3	84.7	2.0%	15.9%
U of South Dakota	83.8	80.7	68.7	3.8%	22.0%
U of Wisconsin at Madison ¹⁶	104.7	103.5	96.4	1.2%	8.6%
U of Wisconsin at Milwaukee	89.7	88.9	83.6	0.9%	7.3%
Midwestern Average	108.0	103.8	90.7	4.1%	19.0%
Standard Deviation	14.3	13.2	11.8		

Full professors at Table 2 institutions saw a 4.1% increase in average salary from 2006-07 to 2007-08, compared to a 5.0% increase for selected peer institutions and the national average of 2.9%. Midwestern doctoral institutions matched the inflation rate of 4.1% while peer institutions exceeded it and the national average fell short. For the five-year period of 2002-03 to 2007-08, salaries for full professors at Midwestern doctoral institutions increased by 19.0%, above the cumulative inflation rate of 15.2% and behind the 22.2% average increase for peer institutions. Full professors at the University of Kansas and the University of Illinois, Urbana-Champaign received the largest five-year increase of 30.6% and 24.0%, respectively. Salary increases have not kept up with inflation at the University of Wisconsin at Madison (8.6%) and the University of Wisconsin at Milwaukee (7.3%).

¹⁶ 2007-08 data for the University of Wisconsin system are preliminary.

Table 3: Average Salary for Full Professors at Selected Public Doctoral Institutions Outside of the MHEC Region (in thousands of dollars)

Institution	2007-08	2006-07	2002-03	1-year Change	5-year Change
U of Arizona	113.1	107.1	90.6	5.6%	24.8%
U of Colorado at Boulder	116.4	106.8	95.7	9.0%	21.6%
U of Florida	109.3	107.7	89.3	1.5%	22.4%
Georgia Institute of Technology	134.7	129.5	115.1	4.0%	17.0%
U of Maryland at College Park	127.5	121.1	106.5	5.3%	19.7%
U of North Carolina at Chapel Hill	138.5	126.8	105.2	9.2%	31.7%
Rutgers U at New Brunswick (NJ)	130.1	123.8	108.5	5.1%	19.9%
State U of New York at Buffalo	119.4	116.6	103.2	2.4%	15.7%
U of Oklahoma at Norman	110.3	104.8	84.8	5.2%	30.1%
Oklahoma State U	92.3	88.7	75.2	4.1%	22.7%
U of Oregon	94.8	88.3	80.3	7.4%	18.1%
Pennsylvania State U at U Park	125.4	120.2	102.7	4.3%	22.1%
U of Pittsburgh main campus	121.9	119.5	102.4	2.0%	19.0%
U of Tennessee at Knoxville	104.4	97.4	83.4	7.2%	25.2%
U of Texas at Austin	126.0	121.2	102.9	4.0%	22.4%
Texas A&M U at College Station	112.3	107.4	91.2	4.6%	23.1%
Texas Tech U	99.9	96.6	87.7	3.4%	13.9%
U of Utah	109.5	103.4	87.2	5.9%	25.6%
U of Virginia	132.7	128.0	107.7	3.7%	23.2%
U of Washington	116.4	108.9	91.2	6.9%	27.6%
Peer/Comparison Average	116.7	111.2	95.5	5.0%	22.2%
Standard Deviation	30.4	28.9	25.0		
Midwestern Average	108.0	103.8	90.7	4.1%	19.0%
National Average	109.6	106.5	92.4	2.9%	18.6%

Associate Professors. Tables 4 and 5 contain data on salaries for faculty at the associate professor rank at selected doctoral institutions in the Midwest and beyond. Average salaries for associate professors in the Midwest in 2007-08 ranged from \$61,300 at the University of South Dakota to \$84,300 at the University of Minnesota, Twin Cities and \$89,100 at the University of Michigan. The average for all Midwestern institutions in Table 4 was \$76,700. The median salary for all institutions in Table 4 was \$77,700. In comparison, the average salary for associate professors at selected peer institutions was \$81,100 with a median of \$80,900. Salaries at peer/comparison institutions ranged from \$67,500 at the University of Oregon to \$90,300 at the Georgia Institute of Technology. The average for all public doctoral institutions in the United States that reported data was \$77,033 – very close to the Midwestern average.

Associate professors at institutions included in Table 4 saw a 3.7% increase in average salary from 2006-07 to 2007-08, compared to a 4.6% increase for selected peer institutions and the national average of 3.9%. Faculty at the University of Iowa received the highest increase at 7.4% while faculty at the University of South Dakota received an increase of only 0.8%. For the five-year period of 2002-03 to 2007-08, salaries for associate professors at Midwestern doctoral institutions increased by 16.9%, above the cumulative inflation rate of 15.2% but below the rate of peer institutions, which increased 20.9% in the same time period. Associate professors at the universities of Iowa and Kansas received the largest five-year salary



increases of 23.1% and 27.0%, respectively. Salary increases have not kept up with inflation at the universities of Michigan (12.9%), Missouri (13.3%), Nebraska (14.3%), Cincinnati (12.4%), Wisconsin at Madison (9.0%) and Wisconsin at Milwaukee (5.5%).

**Table 4: Average Salary for Associate Professors at Selected Public Doctoral Institutions
In the MHEC Region (in thousands of dollars)**

Institution	2007-08	2006-07	2002-03	1-year Change	5-year Change
Iowa State U	77.6	73.7	67.3	5.3%	15.3%
U of Iowa	81.0	75.4	65.8	7.4%	23.1%
U of Illinois at Chicago	82.5	79.3	69.0	4.0%	19.6%
U of Illinois at Urbana-Champaign	82.2	79.5	69.4	3.4%	18.4%
Indiana U at Bloomington	77.8	75.1	66.2	3.6%	17.5%
Purdue U (IN)	77.2	74.8	64.5	3.2%	19.7%
Kansas State U	70.5	68.1	59.0	3.5%	19.5%
U of Kansas	76.1	72.3	59.9	5.3%	27.0%
Michigan State U	82.8	79.2	69.9	4.5%	18.5%
U of Michigan at Ann Arbor	89.1	86.6	78.9	2.9%	12.9%
Wayne State U (MI)	80.4	78.7	69.3	2.2%	16.0%
U of Minnesota - Twin Cities	84.3	80.6	70.9	4.6%	18.9%
U of Missouri at Columbia	70.8	68.5	62.5	3.4%	13.3%
U of North Dakota	66.3	62.8	54.6	5.6%	21.4%
U of Nebraska at Lincoln	74.4	71.7	65.1	3.8%	14.3%
Ohio State U	80.5	76.9	66.3	4.7%	21.4%
U of Cincinnati	70.6	69.9	62.8	1.0%	12.4%
U of South Dakota	61.3	60.8	52.8	0.8%	16.1%
U of Wisconsin at Madison	80.3	78.1	73.7	2.8%	9.0%
U of Wisconsin at Milwaukee	68.9	67.8	65.3	1.6%	5.5%
Midwestern Average	76.7	74.0	65.7	3.7%	16.9%
Standard Deviation	6.9	6.4	6.1		

Table 5: Average Salary for Associate Professors at Selected Public Doctoral Institutions Outside of the MHEC Region (in thousands of dollars)

Institution	2007-08	2006-07	2002-03	1-year Change	5-year Change
U of Arizona	79.0	74.9	64.2	5.5%	23.1%
U of Colorado at Boulder	84.9	78.0	69.8	8.8%	21.6%
U of Florida	73.0	73.3	63.7	-0.4%	14.6%
Georgia Institute of Technology	93.0	89.3	80.1	4.1%	16.1%
U of Maryland at College Park	89.5	84.2	74.5	6.3%	20.1%
U of North Carolina at Chapel Hill	90.9	85.5	73.4	6.3%	23.8%
Rutgers U at New Brunswick (NJ)	89.4	85.0	75.7	5.2%	18.1%
State U of New York at Buffalo	83.3	81.2	73.0	2.6%	14.1%
U of Oklahoma at Norman	74.2	73.2	57.9	1.4%	28.2%
Oklahoma State U	69.9	68.0	58.7	2.8%	19.1%
U of Oregon	67.5	62.1	58.3	8.7%	15.8%
Pennsylvania State U at U Park	85.0	81.4	70.3	4.4%	20.9%
U of Pittsburgh main campus	80.4	78.2	68.0	2.8%	18.2%
U of Tennessee at Knoxville	78.5	73.9	63.5	6.2%	23.6%
U of Texas at Austin	81.3	78.3	66.1	3.8%	23.0%
Texas A&M U at College Station	79.8	76.0	65.5	5.0%	21.8%
Texas Tech U	70.6	68.6	60.2	2.9%	17.3%
U of Utah	77.7	74.6	61.5	4.2%	26.3%
U of Virginia	91.0	87.7	71.3	3.8%	27.6%
U of Washington	83.4	77.2	65.8	8.0%	26.7%
Peer/Comparison Average	81.1	77.5	67.1	4.6%	20.9%
Standard Deviation	7.5	6.9	6.3		
Midwest Average	76.7	74.0	65.7	3.7%	16.9%
National Average	77.0	74.1	64.9	3.9%	18.6%

Assistant Professors. Tables 6 and 7 contain data on salaries for faculty at the assistant professor rank at selected doctoral institutions in the Midwest and beyond. Average salaries for assistant professors in the Midwest in 2007-08 ranged from \$53,100 at the University of South Dakota to \$73,700 at the University of Illinois, Urbana-Champaign and \$79,300 at the University of Michigan. The average for all Midwestern institutions in the table was \$65,900. The median salary for all institutions in Table 6 was \$67,200. In comparison, the average salary for assistant professors at selected peer institutions was \$69,700 and the median was \$69,600. Salaries at peer/comparison institutions ranged from \$58,900 at the University of Oklahoma to \$80,800 at the Georgia Institute of Technology. The average for all public doctoral institutions in the United States that reported data was \$65,416 – very close to the Midwestern average.

**Table 6: Average Salary for Assistant Professors at Selected Public Doctoral Institutions
In the MHEC Region (in thousands of dollars)**

Institution	2007-08	2006-07	2002-03	1-year Change	5-year Change
Iowa State U	67.6	64.5	56.5	4.8%	19.6%
U of Iowa	69.6	65.8	59.3	5.8%	17.4%
U of Illinois at Chicago	71.5	68.4	58.7	4.5%	21.8%
U of Illinois at Urbana-Champaign	73.7	71.7	61.0	2.8%	20.8%
Indiana U at Bloomington	68.4	66.0	58.8	3.6%	16.3%
Purdue U (IN)	69.2	66.8	57.1	3.6%	21.2%
Kansas State U	59.9	56.5	51.7	6.0%	15.9%
U of Kansas	65.0	62.8	50.7	3.5%	28.2%
Michigan State U	64.2	61.8	57.0	3.9%	12.6%
U of Michigan at Ann Arbor	79.3	75.0	65.3	5.7%	21.4%
Wayne State U (MI)	66.8	64.1	56.2	4.2%	18.9%
U of Minnesota - Twin Cities	72.3	69.4	61.9	4.2%	16.8%
U of Missouri at Columbia	58.2	56.6	52.1	2.8%	11.7%
U of North Dakota	56.5	54.8	48.5	3.1%	16.5%
U of Nebraska at Lincoln	65.1	62.9	56.3	3.5%	15.6%
Ohio State U	70.9	69.4	59.1	2.2%	20.0%
U of Cincinnati	58.2	57.8	50.4	0.7%	15.5%
U of South Dakota	53.1	52.4	44.3	1.3%	19.9%
U of Wisconsin at Madison ¹⁷	69.1	66.0	62.0	4.7%	11.5%
U of Wisconsin at Milwaukee	60.0	58.0	56.9	3.4%	5.4%
Midwestern Average	65.9	63.5	56.2	3.8%	17.3%
Standard Deviation	6.6	6.0	5.2		

Assistant professors at institutions listed in Table 6 saw a 3.8% increase in average salary from 2006-07 to 2007-08, compared to a 4.0% increase for selected peer institutions and 3.6% increase for reporting institutions nationwide. Faculty at Kansas State University received the highest increase of 6.0% while faculty at the University of Cincinnati received an increase of only 0.7%. For the five-year period of 2002-03 to 2007-08, salaries for assistant professors at Midwestern doctoral institutions increased by 17.3%, above the cumulative inflation rate of 15.2% but below the 21.0% average increase at peer institutions. Assistant professors at the University of Illinois, Chicago and the University of Kansas received the largest five-year increases of 21.8% and 28.2%, respectively. Salary increases have not kept up with inflation at Michigan State University (12.6%) and the universities of Missouri (11.7%), Wisconsin at Madison (11.5%), and Wisconsin at Milwaukee (5.4%).

¹⁷ 2007-08 data for the University of Wisconsin system are preliminary.

Table 7: Average Salary for Assistant Professors at Selected Public Doctoral Institutions Outside of the MHEC Region (in thousands of dollars)

Institution	2007-08	2006-07	2002-03	1-year Change	5-year Change
U of Arizona	69.7	66.9	56.3	4.2%	23.8%
U of Colorado at Boulder	72.3	67.5	59.9	7.1%	20.7%
U of Florida	62.5	61.9	55.3	1.0%	13.0%
Georgia Institute of Technology	80.8	77.3	70.6	4.5%	14.4%
U of Maryland at College Park	78.8	77.4	69.2	1.8%	13.9%
U of North Carolina at Chapel Hill	76.9	71.8	61.3	7.1%	25.4%
Rutgers U at New Brunswick (NJ)	72.5	68.7	59.5	5.5%	21.8%
State U of New York at Buffalo	66.6	66.6	58.0	0.0%	14.8%
U of Oklahoma at Norman	58.9	58.7	48.5	0.3%	21.4%
Oklahoma State U	63.5	61.9	50.7	2.6%	25.2%
U of Oregon	61.9	60.0	50.0	3.2%	23.8%
Pennsylvania State U at U Park	69.5	68.2	59.5	1.9%	16.8%
U of Pittsburgh main campus	67.7	66.4	59.6	2.0%	13.6%
U of Tennessee at Knoxville	65.8	61.2	52.3	7.5%	25.8%
U of Texas at Austin	77.6	75.1	61.5	3.3%	26.2%
Texas A&M U at College Station	70.5	67.3	56.9	4.8%	23.9%
Texas Tech U	60.9	57.6	51.2	5.7%	18.9%
U of Utah	68.7	64.0	54.1	7.3%	27.0%
U of Virginia	74.5	71.1	57.4	4.8%	29.8%
U of Washington	73.9	70.9	60.2	4.2%	22.8%
Peer/Comparison Average	69.7	67.0	57.6	4.0%	21.0%
Standard Deviation	6.3	5.8	5.8		
Midwestern Average	65.9	63.5	56.2	3.8%	17.3%
National Average	65.4	63.1	55.0	3.6%	18.9%

Public Master’s and Baccalaureate Institutions

Master’s and baccalaureate institutions have been combined in this report given the relatively small number of public baccalaureate-level and private master’s-level institutions in the region. With the exception of certain outliers, faculty salaries do not differ greatly from baccalaureate- to master’s-level institutions. Public and private institutions are listed in separate tables and in aggregate form by MHEC state. For comparison purposes, data is provided for selected public master’s and baccalaureate institutions in states that border the MHEC region and for which 5-year data is available. Given the variance in the number of institutions from state to state, interstate comparisons should be made only with great caution. The data is more useful for comparing a given state to regional and national averages and for consideration of the changes in salaries within a given state over time.

Full Professors at Public Institutions. The average salary of full professors in the Midwest in 2007-08 was below the national averages of both public master’s and public baccalaureate institutions. The average 1-year salary increase of 2.5% in the Midwestern states was lower than the national averages of 4.7% and 4.8% and the 1-year inflation rate of 4.1%. Ohio had the highest 1-year increase at 7.0%, followed by Michigan and South Dakota at 4.5%. Average faculty salaries in Michigan, North Dakota, Ohio, and South



Dakota kept pace with or exceeded the inflation rate. Salaries in Illinois, Indiana, Kansas, Missouri, Nebraska, and Wisconsin failed to maintain pace with the inflation rate. Salaries for full professors actually decreased 1.0% in Minnesota.

Table 8: Average Salary for Full Professors at Public Master’s and Baccalaureate Institutions In the MHEC Region (in thousands of dollars)¹⁸

State	2007-08	2006-07	2002-03	1-year Change	5-year Change
Iowa (1/1/1) ^{19, 20}	84.7	81.7	76.7	3.7%	10.4%
Illinois (7/7/5)	82.6	82.0	72.6	0.7%	13.7%
Indiana (10/10/10)	78.9	77.3	69.1	2.1%	14.2%
Kansas (4/3/4)	78.3	77.9	66.0	0.5%	18.6%
Michigan (6/5/8)	85.1	81.4	73.7	4.5%	15.4%
Minnesota (10/10/10)	76.3	77.1	69.4	-1.0%	9.9%
Missouri (6/7/8)	71.0	69.4	62.3	2.2%	13.9%
North Dakota (3/3/3)	58.7	56.3	48.3	4.3%	21.5%
Nebraska (3/3/5)	74.6	72.5	64.4	2.9%	15.9%
Ohio (7/8/7)	85.9	80.3	71.0	7.0%	21.1%
South Dakota (3/4/5)	76.2	72.9	63.5	4.5%	19.9%
Wisconsin (11/11/11) ²¹	70.2	69.2	67.3	1.4%	4.3%
Midwestern Average²²	77.0	75.1	67.5	2.5%	14.0%
Standard Deviation	8.6	8.3	7.3		
National Ave., Master’s	85.7	81.9	74.5	4.6%	15.0%
National Ave., Baccalaureate	80.4	76.7	67.0	4.8%	20.0%

The Midwest saw an average increase of 14.0% over the 5-year period from 2002-03 to 2007-08, less than the cumulative inflation rate of 15.2%. Faculty salaries at 6 of the 12 Midwestern states rose faster than inflation. Faculty in Illinois, Indiana, Minnesota, Missouri, and Wisconsin saw increases below the inflation rate for the 5-year period, with Wisconsin falling significantly short at 4.3%.

The average salary for full professors in the Midwest is greater than the average of 20 selected comparison institutions in neighboring states (\$77,000 for Midwestern professors compared to \$75,900 for professors at comparison institutions). Significant interstate variation exists among these comparison institutions. For example, average salaries found at selected institutions in Colorado, Montana, Tennessee, and West Virginia are generally lower than those in New York, Kentucky, and Maryland. Faculty at comparison institutions fared better than their Midwestern counterparts in the 1-year change in salary from 2006-07 to 2007-08 (3.8% versus 2.5%) and the 5-year change from 2002-03 to 2007-08 (14.7% versus 14.0%). The

¹⁸ Selected institutions are outliers given their substantially larger faculty salaries compared to similar institutions in a given state. These institutions are Indiana University Purdue University Indianapolis (IUPUI), Washburn University (KS), and South Dakota School of Mines and Technology. Outliers were included in calculations of averages.

¹⁹ Numbers in parentheses indicate the number of institutions reporting data in each of the three academic years listed in the tables, respectively.

²⁰ Too few public master’s and baccalaureate institutions are located in Iowa to allow for valid interstate comparisons.

²¹ University of Wisconsin data are preliminary

²² The Midwestern averages are weighted to reflect differences in the number of institutions in each state.



averages for the Midwestern institutions and for the comparison institutions were both lower than the 1-year inflation rate.

Table 9: Average Salary for Full Professors at Selected Public Master’s and Baccalaureate Institutions Outside of the MHEC Region (in thousands of dollars)

Institution	2007-08	2006-07	2002-03	1-year Change	5-year Change
Arkansas State U	74.9	72.5	64.2	3.3%	16.7%
U of Central Arkansas	76.9	73.2	62.5	5.1%	23.0%
Fort Lewis C (CO)	67.5	64.1	60.5	5.3%	11.6%
Western State C (CO)	65.6	62.9	55.2	4.3%	18.8%
Northern Kentucky U	89.4	78.3	71.1	14.2%	25.7%
Western Kentucky U	81.9	78.9	68.1	3.8%	20.3%
Frostburg State U (MD)	81.7	78.7	71.5	3.8%	14.3%
Montana State U, Billings	65.0	64.3	57.4	1.1%	13.2%
U of Montana Western	53.8	55.0	51.3	-2.2%	4.9%
State U of NY C at Brockport	89.1	87.2	79.9	2.2%	11.5%
State U of NY C at Buffalo	80.6	78.8	69.8	2.3%	15.5%
State U of NY C at Fredonia	79.0	77.1	69.6	2.5%	13.5%
Northeastern State U (OK)	71.2	68.5	59.5	3.9%	19.7%
U of Central Oklahoma	77.6	75.7	61.1	2.5%	27.0%
Clarion U of Pennsylvania	93.7	90.9	86.7	3.1%	8.1%
Edinboro U of Pennsylvania	92.1	89.3	86.1	3.1%	7.0%
U of Pittsburgh, Johnstown	71.5	67.1	63.2	6.6%	13.1%
U of Tennessee, Martin	73.6	69.5	60.6	5.9%	21.5%
Glennville State C (WV)	62.3	62.8	62.3	-0.8%	0.0%
Marshall U (WV)	70.7	67.8	63.2	4.3%	11.9%
Average	75.9	73.1	66.2	3.8%	14.7%

Associate Professors at Public Institutions. The average salary of associate professors in the Midwest is below the national averages of both public master’s and public baccalaureate institutions. The average 1-year salary increase of 2.6% in Midwestern states was also less than the national averages and less than the 1-year inflation rate of 4.1%. Ohio had the highest increase from 2006-07 to 2007-08 at 5.0%, followed by Michigan at 4.4% and Iowa at 4.3%. Ohio and Michigan were the only states where average faculty salaries maintained pace with inflation.

Over a 5-year period the Midwest had a cumulative salary increase of 12.1%, which is below the comparison institution average of 12.9% and the 5-year inflation rate of 15.2%. Only South Dakota (18.4%), Ohio (17.2%), and Illinois (16.6%) had 5-year salary increases that bested inflation. Associate professors in Minnesota (7.2%) and Wisconsin (4.9%) had a lower 5-year increase than other MHEC states. The average salary for associate professors in the Midwest is similar to the average of the 20 selected comparison institutions in neighboring states.

Table 10: Average Salary for Associate Professors at Public Master’s and Baccalaureate Institutions In the MHEC Region (in thousands of dollars)

State	2007-08	2006-07	2002-03	1-year Change	5-year Change
Iowa (1/1/1)	67.5	64.7	59.9	4.3%	12.7%
Illinois (7/7/5)	67.4	65.2	57.9	3.4%	16.6%
Indiana (10/10/10)	62.5	61.1	55.4	2.3%	12.7%
Kansas (4/3/4)	61.6	60.2	54.1	2.3%	13.9%
Michigan (6/5/8)	67.4	64.5	59.6	4.4%	13.1%
Minnesota (10/10/10)	61.6	61.6	57.4	-0.1%	7.2%
Missouri (6/7/8)	56.1	55.0	50.5	1.9%	11.1%
North Dakota (3/3/3)	48.6	48.1	43.6	1.1%	11.5%
Nebraska (3/3/5)	61.9	60.1	54.0	3.0%	14.6%
Ohio (7/8/7)	65.0	61.9	55.4	5.0%	17.2%
South Dakota (3/4/5)	61.8	60.4	52.2	2.4%	18.4%
Wisconsin (11/11/11)	57.6	56.5	54.9	1.9%	4.9%
Midwestern Average	61.6	60.0	54.9	2.6%	12.1%
Standard Deviation	5.7	5.3	4.9		
National Ave., Master’s	68.0	65.1	59.1	4.5%	15.1%
National Ave., Baccalaureate	65.4	62.7	54.7	4.3%	19.6%

Table 11: Average Salary for Associate Professors at Selected Public Master’s and Baccalaureate Institutions Outside of the MHEC Region (in thousands of dollars)

Institution	2007-08	2006-07	2002-03	1-year Change	5-year Change
Arkansas State U	61.5	59.8	54.2	2.8%	13.5%
U of Central Arkansas	63.4	60.6	54.6	4.6%	16.1%
Fort Lewis C (CO)	51.4	51.6	49.6	-0.4%	3.6%
Western State C (CO)	55.0	50.4	44.6	9.1%	23.3%
Northern Kentucky U	70.4	63.3	55.8	11.2%	26.2%
Western Kentucky U	65.4	62.0	54.3	5.5%	20.4%
Frostburg State U (MD)	65.5	61.9	58.6	5.8%	11.8%
Montana State U, Billings	54.6	53.7	46.6	1.7%	17.2%
U of Montana Western	45.9	47.3	43.2	-3.0%	6.2%
State U of NY C at Brockport	67.6	68.4	64.1	-1.2%	5.5%
State U of NY C at Buffalo	66.4	65.3	58.1	1.7%	14.3%
State U of NY C at Fredonia	58.9	57.4	55.2	2.6%	6.7%
Northeastern State U (OK)	58.5	57.4	50.7	1.9%	15.4%
U of Central Oklahoma	66.5	64.1	54.2	3.7%	22.7%
Clarion U of Pennsylvania	73.9	71.6	70.2	3.2%	5.3%
Edinboro U of Pennsylvania	74.0	71.8	68.8	3.1%	7.6%
U of Pittsburgh, Johnstown	60.4	59.0	53.4	2.4%	13.1%
U of Tennessee, Martin	57.7	56.0	49.5	3.0%	16.6%
Glenville State C (WV)	54.0	53.2	50.8	1.5%	6.3%
Marshall U (WV)	56.3	56.6	50.3	-0.5%	11.9%
Average	61.4	59.6	54.3	3.0%	12.9%



Assistant Professors at Public Institutions. Assistant professors at public master’s and baccalaureate institutions in the Midwest earned less in 2007-08 on average than the national averages of both public baccalaureate and public master’s institutions. The 1-year average salary increase of 3.1% was lower than the 1-year inflation rate of 4.1% and the national 1-year increases of 4.4% for master’s and 5.6% for baccalaureate institutions. The highest increases were seen in South Dakota and Ohio, at 5.1% and 4.7%, respectively. All other MHEC states saw 1-year increases below the rate of inflation. North Dakota saw a decrease in average salary of 2.1%. The range of salaries was similar for assistant professors at comparison institutions from 2006-07 and 2007-08, with 1-year average increases ranging from -1.5% at the State University of New York College at Brockport to 13.4% at Western State College in Colorado.

The 5-year cumulative average salary increase in the region of 13.9% did not keep pace with the inflation rate of 15.2% or the average comparison institution rate of 14.4%. The highest 5-year increases were seen in Illinois (21.7%) and Ohio (19.5%) while Wisconsin and North Dakota had the lowest increase at 7.9%. The 5-year changes for comparison institutions ranged from 5.1% at the State University of New York College at Brockport to 23.3% at Arkansas State University.

Table 12: Average Salary for Assistant Professors at Public Master’s and Baccalaureate Institutions In the MHEC Region (in thousands of dollars)

State	2007-08	2006-07	2002-03	1-year Change	5-year Change
Iowa (1/1/1)	55.2	53.8	49.7	2.6%	11.1%
Illinois (7/7/5)	56.9	55.1	46.7	3.3%	21.7%
Indiana (10/10/10)	53.1	51.3	47.0	3.5%	13.1%
Kansas (4/3/4)	50.2	48.9	44.0	2.7%	14.3%
Michigan (6/5/8)	57.7	55.5	50.3	4.0%	14.7%
Minnesota (10/10/10)	54.0	53.2	48.4	1.4%	11.4%
Missouri (6/7/8)	48.8	47.5	42.1	2.8%	15.9%
North Dakota (3/3/3)	41.7	42.6	38.6	-2.1%	7.9%
Nebraska (3/3/5)	51.0	49.4	45.6	3.2%	11.7%
Ohio (7/8/7)	53.8	51.4	45.0	4.7%	19.5%
South Dakota (3/4/5)	54.3	51.7	46.7	5.1%	16.4%
Wisconsin (11/11/11)	51.6	50.2	47.8	2.7%	7.9%
Midwestern Average	52.8	51.2	46.4	3.1%	13.9%
Standard Deviation	4.9	4.6	4.0		
National Ave., Master’s	57.5	55.1	49.1	4.4%	17.1%
National Ave., Baccalaureate	54.8	51.9	45.6	5.6%	20.2%

Table 13: Average Salary for Assistant Professors at Selected Public Master’s and Baccalaureate Institutions Outside of the MHEC Region (in thousands of dollars)

Institution	2007-08	2006-07	2002-03	1-year Change	5-year Change
Arkansas State U	53.0	50.9	43.0	4.1%	23.3%
U of Central Arkansas	53.1	50.6	43.6	4.9%	21.8%
Fort Lewis C (CO)	47.0	47.1	42.2	-0.2%	11.4%
Western State C (CO)	49.1	43.3	40.8	13.4%	20.3%
Northern Kentucky U	59.7	56.4	51.0	5.9%	17.1%
Western Kentucky U	53.3	51.3	45.5	3.9%	17.1%
Frostburg State U (MD)	57.8	55.3	48.0	4.5%	20.4%
Montana State U, Billings	49.6	49.6	44.6	0.0%	11.2%
U of Montana Western	43.5	41.6	39.4	4.6%	10.4%
State U of NY C at Brockport	54.0	54.8	51.4	-1.5%	5.1%
State U of NY C at Buffalo	56.3	55.2	49.8	2.0%	13.1%
State U of NY C at Fredonia	49.7	48.5	45.1	2.5%	10.2%
Northeastern State U (OK)	49.7	48.8	43.3	1.8%	14.8%
U of Central Oklahoma	58.3	56.8	48.2	2.6%	21.0%
Clarion U of Pennsylvania	61.5	58.8	55.2	4.6%	11.4%
Edinboro U of Pennsylvania	61.8	58.2	57.0	6.2%	8.4%
U of Pittsburgh, Johnstown	48.5	46.6	43.1	4.1%	12.5%
U of Tennessee, Martin	52.4	48.7	43.4	7.6%	20.7%
Glenville State C (WV)	42.7	42.9	40.9	-0.5%	4.4%
Marshall U (WV)	47.9	45.0	41.1	6.4%	16.5%
Average	52.4	50.5	45.8	3.8%	14.4%

Private Master’s and Baccalaureate Institutions

As was done with the public institutions, private master’s and baccalaureate institutions have been combined into single tables given the relatively small number of private master’s-level institutions in the region. With the exception of certain outliers, faculty salaries do not differ greatly from baccalaureate- to master’s-level institutions. In many cases there is little that differentiates master’s from baccalaureate institutions other than the provision of graduate education in select programs, usually in fields such as education, nursing, and social work. Significant differences in faculty salaries *can* often be seen when comparing church-related to nonsectarian (independent) colleges. Significant differences may also appear when examining church-related colleges with different denominational and organizational affiliations and when considering institutions’ respective missions, e.g., bible colleges, seminaries, and women’s colleges. Given the variance in the mix of institutional type from state to state, interstate comparisons should be made with these caveats and with caution. The data is more useful for considering salary changes within a given state and within the region over time and then comparing the degree of change to neighboring states and institutions.

For comparison purposes, separate national averages are provided for master’s and baccalaureate institutions and for church-related and independent colleges. Data is also provided for selected institutions in neighboring states. These institutions were selected based on their location, the availability of

longitudinal data, and their diversity of mission and governance. The “sample” is not scientific; caution is therefore advised in noting the differences in averages of Midwestern colleges and of neighboring institutions.

Table 14: Average Salary for Full Professors at Private Master’s and Baccalaureate Institutions In the MHEC Region (in thousands of dollars)²³

State	2007-08	2006-07	2002-03	1-year Change	5-year Change
Iowa (18/19/21)	69.4	67.3	59.1	3.1%	17.5%
Illinois (29/32/28)	72.6	70.3	64.3	3.3%	12.9%
Indiana (23/21/22)	70.5	67.4	61.1	4.6%	15.3%
Kansas (8/7/10)	53.5	51.7	44.8	3.5%	19.4%
Michigan (15/17/15)	72.8	72.4	58.7	0.6%	24.1%
Minnesota (16/15/16)	77.3	75.7	66.1	2.1%	17.0%
Missouri (17/17/15)	63.2	62.1	57.7	1.7%	9.4%
North Dakota (1/1/1) ²⁴	52.4	50.7	46.3	3.4%	13.2%
Nebraska (7/8/6)	69.5	69.7	60.9	-0.2%	14.2%
Ohio (33/34/34)	72.9	70.5	63.1	3.4%	15.5%
South Dakota (2/2/5)	59.2	54.4	49.7	8.7%	19.1%
Wisconsin (15/14/16)	67.4	64.9	59.1	3.9%	14.1%
Midwestern Average²⁵	70.0	68.2	60.3	2.7%	16.1%
Standard Deviation	13.7	13.1	11.1		
National Ave., Master’s Independent	95.2	91.2	80.0	4.4%	19.0%
National Ave., Master’s Church Related	86.2	82.8	74.6	4.1%	15.5%
National Ave., Baccalaureate Independent	94.3	90.4	79.9	4.3%	18.0%
National Ave., Baccalaureate Church Related	72.4	68.9	61.0	5.1%	18.7%

Full Professors at Private Institutions. The average salary for full professors at private master’s and baccalaureate institutions in the Midwest was \$70,000 for the 2007-08 academic year. This number is below the national average of each of the four institutional groups. The 1-year increase in Midwestern faculty salaries was lower than the rate of inflation while the 5-year increase beat the CPI by 0.9%.

²³ A number of institutions are outliers given their substantially larger or smaller salaries compared to similar institutions in a given state. Institutions with substantially larger salaries include: Grinnell, Carleton, Macalester, Oberlin, and Wabash Colleges; Drake, Creighton, Denison and Valparaiso Universities; St. Louis College of Pharmacy; University of Dayton; Rose-Hulman Institute of Technology; and Thomas M. Cooley Law School. Institutions with substantially smaller salaries include Antioch University; MacMurray and Missouri Valley Colleges; and Faith Baptist Bible College and Theological Seminary. Outliers were included in calculations of averages.

²⁴ Too few private colleges are located in North Dakota and South Dakota to allow for valid interstate comparisons.

²⁵ Averages for all three Midwestern private master’s/baccalaureate tables are weighted to reflect differences in the number of reporting institutions among states.



Average salaries ranged from \$53,500 in Kansas to \$72,900 in Ohio and \$77,300 in Minnesota. (North Dakota and South Dakota have too few private colleges to allow for valid comparison.) One-year average increases ranged from 0.6% in Michigan to 4.6% in Indiana. Nebraska saw a decrease of 0.2%. Five-year increases ranged from 9.4% in Missouri to 24.1% in Michigan. South Dakota and Indiana were the only states in the region where average salaries for full professors at private colleges kept pace with the 1-year inflation rate. Illinois, Missouri, Nebraska, and Wisconsin failed to maintain pace with the 5-year rate of inflation.

Table 15: Average Salary for Full Professors at Selected Private Master’s and Baccalaureate Institutions Outside of the MHEC Region (in thousands of dollars)

Institution	2007-08	2006-07	2002-03	1-year Change	5-year Change
Hendrix C (AR)	75.7	71.8	63.3	5.4%	19.6%
Colorado College	111.9	104.8	87.8	6.8%	27.4%
Centre C (KY)	80.6	78.3	70.1	2.9%	15.0%
Georgetown C (KY)	67.0	65.0	58.5	3.1%	14.5%
Transylvania University (KY)	84.6	81.4	68.7	3.9%	23.1%
Canisius College (NY)	82.8	81.6	72.8	1.5%	13.7%
Hobart/William Smith C's (NY)	100.1	96.2	83.1	4.1%	20.5%
St. Bonaventure U (NY)	70.4	68.0	61.8	3.5%	13.9%
Oral Roberts U (OK)	60.7	57.1	55.5	6.3%	9.4%
U of Tulsa (OK)	103.7	99.7	85.6	4.0%	21.1%
Allegheny C (PA)	82.6	79.7	70.3	3.6%	17.5%
Duquesne U (PA)	100.8	97.7	80.4	3.2%	25.4%
Mercyhurst C (PA)	72.5	68.7	60.9	5.5%	19.0%
Washington & Jefferson C (PA)	78.3	75.4	69.6	3.8%	12.5%
Belmont University (TN)	80.3	73.3	63.8	9.5%	25.9%
Rhodes C (TN)	82.1	82.4	76.9	-0.4%	6.8%
Marymount U (VA)	79.4	77.8	66.0	2.1%	20.3%
Walla Walla U (WA)	42.2	40.6	43.8	3.9%	-3.7%
U of Charleston (WV)	64.1	59.8	47.7	7.2%	34.4%
West Virginia Wesleyan C	56.6	56.8	53.5	-0.4%	5.8%
Average	78.8	75.8	67.0	4.0%	17.6%

Although the institutions in Table 15 do not represent a scientific sample, certain data is noteworthy. The average salaries of these comparison institutions increased at a rate approximating inflation for the 1-year period but at a faster rate for the 5-year (17.6%) period. Eight of the twenty institutions experienced 5-year salary growth of over 20% while four saw growth of less than 10% (including one college with negative growth). Faculty salaries at the University of Charleston in West Virginia grew by 34.4% between 2002-03 and 2007-08.

Associate Professors at Private Institutions. The average salary of associate professors at private master’s and baccalaureate institutions in the Midwest was \$57,200 for the 2007-08 academic year. Again, this number is below the national averages for each of the four institutional groups shown at the bottom of Table 16. The 1-year increase in Midwestern faculty salaries of 2.7% was below the inflation rate of 4.1% while the 5-year increase of 15.5% beat the cumulative inflation rate of 15.2%.

Table 16: Average Salary for Associate Professors at Private Master’s and Baccalaureate Institutions in the MHEC Region (in thousands of dollars)

State	2007-08	2006-07	2002-03	1-year Change	5-year Change
Iowa (18/19/21)	56.1	54.5	48.0	3.0%	17.1%
Illinois (29/32/28)	59.8	58.0	53.0	3.1%	12.9%
Indiana (23/21/22)	57.3	54.4	49.5	5.3%	15.7%
Kansas (8/7/10)	44.5	44.5	38.9	0.0%	14.5%
Michigan (15/17/15)	59.3	58.5	49.3	1.4%	20.4%
Minnesota (16/15/16)	61.7	60.4	53.5	2.2%	15.5%
Missouri (17/17/15)	54.0	53.4	49.0	1.1%	10.1%
North Dakota (1/1/1)	47.7	45.4	40.1	5.1%	19.0%
Nebraska (7/8/6)	56.1	54.8	49.5	2.3%	13.2%
Ohio (33/34/34)	58.3	56.8	50.3	2.7%	15.9%
South Dakota (2/2/5)	50.3	48.3	42.9	4.0%	17.1%
Wisconsin (15/14/16)	56.2	54.1	49.3	3.8%	13.8%
Midwestern Average	57.2	55.7	49.5	2.7%	15.5%
Standard Deviation	9.1	8.5	7.1		
National Ave., Master’s Independent	71.9	69.4	61.3	3.6%	17.3%
National Ave., Master’s Church Related	67.3	65.1	57.9	3.4%	16.2%
National Ave., Baccalaureate Independent	69.6	66.9	57.3	4.0%	21.5%
National Ave., Baccalaureate Church Related	58.3	56.1	49.7	3.9%	17.3%

The 20 institutions in Table 17 raised associate professor salaries in one year by an average of 3.7% and in five years by 15.6%. One-year salary growth was led by Colorado College at 9.0%. Belmont University in Tennessee led institutions in 5-year salary growth at 26.0%. Nine of the twenty institutions experienced 5-year salary growth below the rate of inflation, including a *decrease* in salary at Walla Walla College in Washington.

Table 17: Average Salary for Associate Professors at Selected Private Master’s and Baccalaureate Institutions Outside of the MHEC Region (in thousands of dollars)

Institution	2007-08	2006-07	2002-03	1-year Change	5-year Change
Hendrix C (AR)	60.4	57.5	53.4	5.0%	13.1%
Colorado College	76.5	70.2	64.2	9.0%	19.2%
Centre C (KY)	64.0	63.6	57.4	0.6%	11.5%
Georgetown C (KY)	53.5	51.0	46.2	4.9%	15.8%
Transylvania University (KY)	65.8	62.2	56.1	5.8%	17.3%
Canisius College (NY)	69.3	65.6	60.9	5.6%	13.8%
Hobart/William Smith C's (NY)	76.7	74.0	64.7	3.6%	18.5%
St. Bonaventure U (NY)	55.3	54.5	53.2	1.5%	3.9%
Oral Roberts U (OK)	50.6	48.1	45.2	5.2%	11.9%
U of Tulsa (OK)	72.7	70.8	61.2	2.7%	18.8%
Allegheny C (PA)	64.1	62.4	55.0	2.7%	16.5%
Duquesne U (PA)	76.3	74.0	62.8	3.1%	21.5%
Mercyhurst C (PA)	56.3	55.2	51.0	2.0%	10.4%
Washington & Jefferson C (PA)	61.3	60.4	54.4	1.5%	12.7%
Belmont University (TN)	69.3	67.7	55.0	2.4%	26.0%
Rhodes C (TN)	71.4	69.4	58.7	2.9%	21.6%
Marymount U (VA)	63.7	61.9	52.5	2.9%	21.3%
Walla Walla U (WA)	40.8	39.1	41.4	4.3%	-1.4%
U of Charleston (WV)	58.6	55.0	46.8	6.5%	25.2%
West Virginia Wesleyan C	48.7	48.3	45.7	0.8%	6.6%
Average	62.8	60.5	54.3	3.7%	15.6%

Assistant Professors at Private Institutions. The average salary of assistant professors at private master’s and baccalaureate institutions in the Midwest for the 2007-08 academic year was \$48,900, once again below the national averages for each of the four institutional groups shown at the bottom of Table 18. The 1-year increase in Midwestern faculty salaries of 2.5% was below the rate of inflation while the 5-year increase of 15.6% was greater.

Average salaries ranged from \$40,800 in Kansas to \$50,200 in Illinois and \$52,200 in Minnesota. One-year average increases ranged from 1.4% in Michigan and Minnesota to 3.9% in Indiana. (North Dakota and South Dakota have too few private colleges to allow for valid comparison.) Michigan had the highest 5-year increase with 17.3%. Salary increases for assistant professors in Illinois, Indiana, Kansas, Missouri, and Wisconsin failed to maintain pace with inflation over the 5-year period.



Table 18: Average Salary for Assistant Professors at Private Master’s and Baccalaureate Institutions in the MHEC Region (in thousands of dollars)

State	2007-08	2006-07	2002-03	1-year Change	5-year Change
Iowa (18/19/21)	48.4	47.6	41.3	1.6%	17.0%
Illinois (29/32/28)	50.2	48.8	44.0	2.9%	14.1%
Indiana (23/21/22)	49.1	47.3	43.0	3.9%	14.2%
Kansas (8/7/10)	40.8	39.9	35.5	2.3%	15.0%
Michigan (15/17/15)	49.6	48.9	42.3	1.4%	17.3%
Minnesota (16/15/16)	52.2	51.5	44.9	1.4%	16.2%
Missouri (17/17/15)	47.1	45.8	42.5	2.9%	11.0%
North Dakota (1/1/1)	43.1	41.4	37.4	4.1%	15.2%
Nebraska (7/8/6)	48.1	46.4	41.6	3.8%	15.6%
Ohio (33/34/34)	49.7	48.2	42.9	3.1%	15.7%
South Dakota (2/2/5)	47.4	45.4	37.5	4.4%	26.5%
Wisconsin (15/14/16)	47.8	46.4	42.1	3.0%	13.5%
Midwestern Average	48.9	47.7	42.3	2.5%	15.6%
Standard Deviation	6.7	6.2	5.2		
National Ave., Master’s Independent	58.9	56.3	50.0	4.6%	17.8%
National Ave., Master’s Church Related	55.8	53.7	47.2	3.9%	18.2%
National Ave., Baccalaureate Independent	56.6	54.6	47.4	3.7%	19.4%
National Ave., Baccalaureate Church Related	49.2	47.5	42.1	3.6%	16.9%

The 20 institutions in Table 19 raised assistant professor salaries in one year by an average of 3.9% and in five years by 14.9%. One-year salary growth was led by the University of Charleston at 10.5%. Colorado College led institutions in 5-year salary growth at 25.4%. Eleven of the twenty institutions experienced 5-year salary growth below the rate of inflation.

Table 19: Average Salary for Assistant Professors at Selected Private Master’s and Baccalaureate Institutions Outside of the MHEC Region (in thousands of dollars)

Institution	2007-08	2006-07	2002-03	1-year Change	5-year Change
Hendrix C (AR)	51.7	49.6	45.2	4.2%	14.4%
Colorado College	62.2	59.2	49.6	5.1%	25.4%
Centre C (KY)	52.2	51.3	46.0	1.8%	13.5%
Georgetown C (KY)	45.0	43.6	41.1	3.2%	9.5%
Transylvania University (KY)	50.7	48.5	42.1	4.5%	20.4%
Canisius College (NY)	52.5	52.7	47.9	-0.4%	9.6%
Hobart/William Smith C's (NY)	58.6	56.0	47.2	4.6%	24.2%
St. Bonaventure U (NY)	46.0	45.6	44.8	0.9%	2.7%
Oral Roberts U (OK)	43.3	41.2	39.3	5.1%	10.2%
U of Tulsa (OK)	59.4	57.5	53.4	3.3%	11.2%
Allegheny C (PA)	52.5	51.6	44.2	1.7%	18.8%
Duquesne U (PA)	59.5	57.3	51.9	3.8%	14.6%
Mercyhurst C (PA)	48.9	46.9	40.4	4.3%	21.0%
Washington & Jefferson C (PA)	50.7	49.1	40.6	3.3%	24.9%
Belmont University (TN)	57.1	53.6	48.0	6.5%	19.0%
Rhodes C (TN)	51.8	50.8	47.9	2.0%	8.1%
Marymount U (VA)	52.4	50.4	44.7	4.0%	17.2%
Walla Walla U (WA)	40.3	37.2	39.8	8.3%	1.3%
U of Charleston (WV)	49.6	44.9	40.4	10.5%	22.8%
West Virginia Wesleyan C	40.6	39.3	37.3	3.3%	8.8%
Average	51.3	49.3	44.6	3.9%	14.9%

Summary

Compensation of academic staff is highly complex. Institutional leaders strive to provide for the faculty’s personal and professional needs while respecting the college or university’s mission, goals, and available resources. Faculty salaries have evolved over the years in piecemeal fashion in response to institutional circumstances, market factors, and the expectations and behaviors of individual members of the academic staff. While faculty salaries and benefits are costly to institutions, increased turnover of faculty can also be expensive, given the costs of conducting searches and hiring temporary replacements.²⁶ The University of Wisconsin at Madison estimates that it costs an average of \$1.2 million to support a new tenure-track professor. The investment typically does not pay off unless the professor stays at the university at least eight years, the point at which faculty, on average, generate an equivalent amount of research funds.²⁷

A variety of intrinsic and extrinsic factors motivate college and university faculty and are often associated with job satisfaction. It is commonly understood that salary decreases in importance when a job lacks

²⁶ See Harrigan, M. (1997). An analysis of faculty turnover at UW-Madison. Accessed online at <http://apa.wisc.edu/FacultyTurnover/1997facultyturnover%20paper/FacultyTurnover1.htm>.

²⁷ Wilson, R. (2008, April 18). Wisconsin’s flagship is raided for scholars: Public institutions can’t match job offers from private universities. *Chronicle of Higher Education*, 54 (32). Accessed online at <http://chronicle.com/weekly/v54/i32/32a00103.htm>.

challenge or advancement opportunities, requires interaction with difficult people, or must be performed in an unpleasant work environment. Positions within academe are no different. Studies have shown that autonomy, independence, and academic freedom are great sources of satisfaction for faculty, particularly at research institutions. Recognition of achievement and contribution, sufficient time for course development and preparation, and opportunities for promotion (within academic or administrative ranks) are all sources of faculty satisfaction identified by researchers.²⁸

Studies of faculty departure have found that quality of life issues are often as salient if not more powerful than monetary factors in the decision whether to leave an institution. Attractive private sector opportunities, changes in personal and family circumstances, and the fulfillment of related or alternative career aspirations can also motivate faculty departure, as can negative forces such as the lack of support for new programs and innovation, difficult interpersonal relations or departmental dynamics, and disenchantment with institutional policies. In sum, salary alone does not act as a long-term motivator of faculty. However, salaries that are perceived as unfair, non-competitive, or reflective of misplaced priorities within an institution can lead to long-term dissatisfaction and greatly affect both faculty morale and productivity. The AAUP data from 2006-07 reflect an increase in faculty salaries that exceeded the inflation rate for the first time since 2003-04. Data from 2007-08 indicate a return to a pattern of annual salary increases lower than the rate of inflation.

²⁸ For example, see Blackburn, R.T. and J.H. Lawrence (1995). *Faculty at work: Motivation, expectation, satisfaction*. Baltimore, MD: The Johns Hopkins University Press.

Appendix

The following master's and baccalaureate colleges and universities in the Midwest provided faculty salary data to the AAUP for one or more of the academic years included in this report: 2002-03, 2006-07, and 2007-08.

Illinois – Public Institutions

Chicago State U
Eastern Illinois U
Governors State U
Northeastern Illinois U
Southern Illinois U, Edwardsville
U of Illinois, Springfield
Western Illinois U

Illinois – Private Institutions

Aurora U
Benedictine U
Bradley U
Chicago School of Professional
Psychology
Chicago Theological Seminary
Dominican U
Lewis U
National-Louis U
North Central C
North Park U
Olivet Nazarene U
Roosevelt U
Saint Francis Medical Center College of
Nursing
Saint Xavier U
School of the Art Institute of Chicago
Trinity International U
Trinity International U Evangelical
Divinity Sch
U of St Francis
Augustana C
Concordia U
Elmhurst C
Greenville C
Illinois C
Illinois Wesleyan U
Judson C
Knox C
Lake Forest C
MacMurray C
McKendree C
Millikin U
Monmouth C
Principia C
Quincy U
Rockford C
Trinity Christian C
Wheaton C

Indiana – Public Institutions

Indiana U, South Bend
Indiana U-Northwest
Indiana U-Purdue U, Fort Wayne
Indiana U-Purdue U, Indianapolis
Indiana U-Southeast
Purdue U, Calumet

U of Southern Indiana
Indiana U, Kokomo
Indiana U-East
Purdue U North Central

Indiana – Private Institutions

Butler U
Grace C and Seminary
U of Evansville
U of Indianapolis
Valparaiso U
Anderson U
Bethel C
Calumet C of Saint Joseph
DePauw U
Earlham C and Earlham Sch of
Religion
Franklin C of Indiana
Goshen C
Hanover C
Huntington U
Indiana Wesleyan U
Manchester C
Rose-Hulman Inst of Technology
Saint Joseph's C
Saint Mary's C
Saint Mary-of-the-Woods C
Taylor U at Fort Wayne
Taylor U
Tri-State U
Wabash C

Iowa – Public Institutions

U of Northern Iowa

Iowa – Private Institutions

Allen C
Drake U
Palmer College of Chiropractic
Briar Cliff U
Buena Vista U
Central C
Coe C
Cornell C
Dordt C
Faith Baptist Bible C and Theological
Seminary
Graceland U
Grinnell C
Loras C
Luther C
Morningside C
Mount Mercy C
Northwestern C
Simpson C
St Ambrose U
Upper Iowa U

Waldorf C
Wartburg C

Kansas – Public Institutions

Emporia State U
Fort Hays State U
Pittsburg State U
Washburn U

Kansas – Private Institutions

Friends U
Baker U
Bethany C
Bethel C
Kansas Wesleyan U
McPherson C
Ottawa U
Southwestern U
Sterling C
Tabor C

Michigan – Public Institutions

Central Michigan U
Eastern Michigan U
Ferris State U
Grand Valley State U
Northern Michigan U
Oakland U
U of Michigan, Dearborn
U of Michigan, Flint

Michigan – Private Institutions

Kendall C of Art and Design of Ferris
State U
Marygrove C
Oakland U
Siena Heights U
Spring Arbor U
Thomas M Cooley Law Sch
U of Detroit Mercy
Albion C
Alma C
Aquinas C
Baker C of Flint
Baker C of Owosso
Calvin C
Cornerstone U
Davenport U
Hope C
Kalamazoo C
Kettering U
Madonna U
Olivet C

**Minnesota – Public Institutions**

Metropolitan State U
Minnesota State U, Mankato
Minnesota State U, Moorhead
St Cloud State U
U of Minnesota, Duluth
Winona State U
Bemidji State U
Southwest Minnesota State U
U of Minnesota, Crookston
U of Minnesota, Morris

Minnesota – Private Institutions

Bethel U
C of Saint Catherine
Hamline U
Saint Mary's U of Minnesota
United Theological Seminary of the
Twin Cities
Augsburg C
C of Saint Benedict
C of Saint Scholastica
Carleton C
Concordia C, Moorhead
Crown C
Gustavus Adolphus C
Macalester C
Minneapolis C of Art and Design
Northwestern C
Saint John's U
St Olaf C

Missouri – Public Institutions

Lincoln U
Missouri State U
Northwest Missouri State U
Southeast Missouri State U
Truman State U
U of Central Missouri
Missouri Southern State U
Missouri Western State U

Missouri – Private Institutions

Concordia Seminary
Covenant Theological Seminary
Fontbonne U
Maryville U of Saint Louis
Rockhurst U
Webster U
Avila U
C of the Ozarks
Central Methodist U
Columbia C
Cox C of Nursing and Health Sciences
Culver-Stockton C
Drury U
Kansas City Art Inst
Missouri Baptist U
Missouri Valley C
St Louis C of Pharmacy
Westminster C
William Jewell C
William Woods U

Nebraska – Public Institutions

Chadron State C
U of Nebraska, Kearney
U of Nebraska, Omaha
Wayne State C
Peru State C

Nebraska – Private Institutions

Bellevue U
Creighton U
C of Saint Mary
Concordia U
Doane C
Hastings C
Nebraska Wesleyan U

North Dakota – Public Institutions

Minot State U
Dickinson State
Mayville State U
Valley City State U

North Dakota – Private Institutions

Jamestown C

Ohio – Public Institutions

Youngstown State U
Central State U
Ohio State U Agricultural Tech Inst
Ohio State U, Lima
Ohio State U, Mansfield
Ohio State U, Marion
Ohio State U, Newark
Shawnee State U

Ohio – Private Institutions

C of Mount Saint Joseph
Capital U
Franciscan U of Steubenville
John Carroll U
Malone C
Methodist Theological School in Ohio
Mount Vernon Nazarene U
U of Dayton
U of Findlay
Xavier U
Antioch C
Ashland U
Baldwin-Wallace C
Bluffton U
C of Wooster
Cedarville U
Defiance C
Denison U
Heidelberg C
Hiram C
Kenyon C
Lake Erie C
Lourdes C
Marietta C
Mount Union C
Muskingum C
Notre Dame C
Oberlin C
Ohio Dominican U
Ohio Northern U
Ohio Wesleyan U
Otterbein C

Tiffin U
Ursuline C
Walsh U
Wilmington C
Wittenberg U

South Dakota – Public Institutions

Northern State U
South Dakota Sch of Mines and
Technology
South Dakota State U
Black Hills State U
Dakota State U

South Dakota – Private Institutions

Augustana C
Dakota Wesleyan U
Mount Marty C
Presentation C
U of Sioux Falls

Wisconsin – Public Institutions

U of Wisconsin, Eau Claire
U of Wisconsin, Green Bay
U of Wisconsin, La Crosse
U of Wisconsin, Oshkosh
U of Wisconsin, Platteville
U of Wisconsin, River Falls
U of Wisconsin, Stevens Point
U of Wisconsin, Superior
U of Wisconsin, Whitewater
U of Wisconsin-Parkside
U of Wisconsin-Stout

Wisconsin – Private Institutions

Cardinal Stritch U
Edgewood C
Marian C of Fond Du Lac
Viterbo U
Alverno C
Beloit C
Carroll C
Carthage C
Concordia U Wisconsin
Lakeland C
Lawrence U
Milwaukee Sch of Engineering
Mount Mary C
Northland C
Ripon C
Saint Norbert C
Silver Lake C