Average Faculty Salaries by Sector and Institutional Type: A Comparison of the Midwest States

April 2004

Postsecondary-education institutions’ missions are fulfilled primarily through their faculty. Historically, faculty have served philosophically and culturally as the core of learning in these institutions. The salaries earned by faculty serve as one of the largest expenditures in the operating budget for most postsecondary institutions, regardless of sector or institutional type.

Numerous debates have emerged in recent years over faculty salaries. Salary-equity concerns continue to exist at many institutions regardless of sector or type. Inequities may exist by gender and by discipline at both public and private institutions.

Given the current political and economic climate facing postsecondary education, it is imperative to examine the extent to which institutions and states are investing in their faculty. This policy brief provides a snapshot of average faculty salaries by institutional type: Doctoral; Masters; Baccalaureate; and Two-Year. Further, these data are teased out by sector: Public; and Private (Non-profit). A comparison of each Midwestern state for each category of data is provided including a calculation of the actual change in salary, by rank, between 2000 and 2003 in nominal terms. This calculation does not factor the relative rate of change in salary to the rate of increase in consumer prices. The Consumer Price Index (CPI) for all items was 2.3 percent in 2003, 1.6 percent in 2002, 2.8 percent in 2001, and 3.4 percent in 2000 for an overall increase of 10.1 percent (U.S. Bureau of Labor Statistics, 2004).

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1 The public doctoral institutions are presented as either Extensive or Intensive, according to the Carnegie Classification. Doctoral universities classified as Extensive and Intensive offer undergraduate programs and also graduate education through the doctoral degree. Universities classified as “Extensive” award 50 or more doctoral degrees per year in a minimum of 15 disciplines. Universities classified as “Intensive” award a minimum of ten doctoral degrees per year across three or more disciplines with at least 20 least doctoral degrees awarded per year. The private doctoral institutions are presented in one category given the small number of institutions that reported data.

2 Because there is a small sample of two-year institutions reporting data, the faculty-salary data presented for these institutions are based on salary data available for public, two-year institutions in 7 states. Both the independent and church-affiliated institutions are combined in the Private (non-profit) category for this policy brief.
The American Association of University Professors (AAUP, 2003) serves as the source for the average faculty salary data used in this policy brief—as presented in a searchable format on the Chronicle of Higher Education’s website for public use—and prepared by MHEC. Average salaries are presented in thousands of dollars and are rounded to the nearest hundred. The AAUP adjusted the salaries to a 9-month academic work year. Full-time faculty members who are instructional staff are represented in these data; medical school faculty members’ salaries are not included. Not all institutions in each state reported salary data. (See Appendix A for the list of reporting institutions by state and Carnegie Classification.)

**Doctoral Institutions**

Data presented in **Table 1** includes the average faculty salaries for faculty members situated in **private, doctoral institutions**. Six states in the region (Iowa, Kansas, Michigan, Nebraska, North Dakota and South Dakota) do not have universities that are private and offer doctoral-level education. Of the states that do have doctoral-level private institutions (Illinois, Indiana, Minnesota, Missouri, Ohio, and Wisconsin), **Indiana’s** private doctoral institutions are paying their faculty—across the ranks—the highest salaries on average. Overall, **Minnesota’s** private doctoral institutions are paying their faculty the least, on average, at the full, associate, and assistant professor ranks compared to other Midwestern states. **Missouri’s** institutions are paying their instructors the lowest average salary (with **Minnesota** closely following).

The range of average salary difference within a rank is greatest at the rank of full professor with a $32,700 difference in 2003 between the highest paying institutions in **Indiana** and the lowest paying institutions in **Minnesota**. The range of average salary difference within the associate professor rank was $12,800 in 2003, was $13,100 for assistant professors, and $17,000 for instructors. These ranges of differences have decreased over the past three years at the associate, assistant, and instructor ranks with the instructor range decreasing by almost half. The range of differences for average salaries at the full professor rank remained the same between 2000 and 2003.

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* No private, doctoral institutions.
**Unable to calculate because of unavailable data.
In 2003, the equally-weighted average salary\(^3\) for full professors at private doctoral institutions in the Midwest was $98,800. For associate professors it was $70,000, for assistant professors it was $60,400, and for instructors it was $47,500.

Data presented in Table 2 includes the average faculty salaries for faculty members situated in public, doctoral (extensive) institutions. All of the Midwest states have public doctoral institutions categorized as extensive except for North Dakota and South Dakota. In 2003, the institutions in Minnesota paid their faculty—across the ranks—the highest salaries on average. Michigan closely followed at the full professor and associate professor ranks and Wisconsin closely followed at the associate and assistant professor ranks. At the full, associate and assistant ranks, Kansas institutions paid their faculty the least average salary compared to other Midwestern states. Indiana’s institutions paid their instructors, on average, the least in 2003.

The range of average salary difference within a rank is greatest at the rank of full professor with a $21,800 salary gap between average salaries in Minnesota as compared to average salaries in Indiana at this rank. The range of salary difference within the associate professor rank was $11,500, $10,700 for assistant professors, and $11,900 for instructors. The ranges of differences within the full professor and assistant professor ranks have increased over the past three years, while the range of differences within the associate professor rank remained relatively the same and decreased for instructors.

### Table 2: Average Faculty Salary at Public Doctoral (Extensive) Institutions by State (2003 & 2000) (in $Thousands)

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<thead>
<tr>
<th>2003</th>
<th>2000</th>
<th>3 Year Nominal Change</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Full</td>
<td>Associate</td>
</tr>
<tr>
<td>Illinois</td>
<td>88.5</td>
<td>63.9</td>
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<tr>
<td>Indiana</td>
<td>95.0</td>
<td>65.4</td>
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<tr>
<td>Iowa</td>
<td>94.6</td>
<td>66.6</td>
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<tr>
<td>Kansas</td>
<td>79.4</td>
<td>59.9</td>
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<td>Michigan</td>
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<td>65.1</td>
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<td>North Dakota</td>
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<tr>
<td>Wisconsin</td>
<td>90.0</td>
<td>69.5</td>
</tr>
</tbody>
</table>

*No public, doctoral (extensive) institutions.

In 2003, the equally-weighted average salary for full professors at public doctoral (extensive) institutions in the Midwest was $91,100, for associate professors was $65,700, for assistant professors was $56,100, and for instructors was $41,400.

Another useful approach for comparing peer institutions in this Carnegie Classification is by separating out the public institutions situated in the Midwest that participate in the Big Ten and Big 12 conferences. Table 3 compares the average faculty salaries, by rank, for public, doctoral (extensive) Midwestern universities participating in the Big Ten conference. In 2003, the University of Michigan paid its faculty the highest salaries, on average, at all ranks. Purdue

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\(^3\) This calculation is based on the total of average salaries across the states, by rank, divided by the number of states reporting data for that rank. The average salary by rank is not weighted by the number of faculty in that rank for each state.
University paid its faculty the lowest salaries, on average, at all ranks (with Michigan State relatively tied for the lowest average salary for assistant professors).

The range of salary difference within a rank is greatest at the ranks of instructor with a $21,900 difference and full professors with a $21,700 difference in 2003 between the highest and the lowest paying institutions. The range of salary difference within the associate professor rank was approximately $14,400 in 2003 and $8,200 for assistant professors. The range of difference within the full and associate professor ranks increased over the past three years, while the range of difference decreased for the assistant professor ranks and remained relatively the same for the instructors.

<table>
<thead>
<tr>
<th>Institution</th>
<th>2003</th>
<th>2000</th>
<th>3 Year Nominal Change</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Full</td>
<td>Associate</td>
<td>Assistant</td>
</tr>
<tr>
<td>U of Illinois, Urbana-Champaign</td>
<td>101.4</td>
<td>69.4</td>
<td>61.0</td>
</tr>
<tr>
<td>Indiana U, Bloomington</td>
<td>96.8</td>
<td>66.2</td>
<td>58.8</td>
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<tr>
<td>U of Iowa</td>
<td>99.4</td>
<td>65.8</td>
<td>59.3</td>
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<tr>
<td>U of Mich, Ann Arbor</td>
<td>114.9</td>
<td>78.2</td>
<td>66.5</td>
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<td>Mich State U</td>
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<td>69.5</td>
<td>57.0</td>
</tr>
<tr>
<td>U of Minnesota, Twin Cities</td>
<td>101.3</td>
<td>70.9</td>
<td>61.9</td>
</tr>
<tr>
<td>Ohio State U</td>
<td>98.2</td>
<td>66.3</td>
<td>59.1</td>
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<tr>
<td>Purdue U</td>
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<td>57.1</td>
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<tr>
<td>U of Wisconsin, Madison</td>
<td>96.4</td>
<td>73.7</td>
<td>62.0</td>
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</table>

n/a = data not reported  
* = cannot calculate

In 2003, the equally-weighted average salary for full professors at public, doctoral (extensive) institutions in the Midwest participating in the Big Ten was $99,600, for associate professors was $69,500, for assistant professors was $60,200, and for instructors was $46,400.

Data presented in Table 4 compares the average faculty salaries, by rank, for public doctoral (extensive) Midwestern universities participating in the Big 12 Conference. In 2003, the University of Nebraska - Lincoln (closely followed by Iowa State) paid its full professors the highest salaries, on average. Iowa State paid its associate and assistant professors, on average, the highest salaries (with the University of Nebraska - Lincoln closely following at the assistant professor rank). The University of Kansas paid its instructors, on average, the highest salaries. Kansas State paid its faculty at the full professor, associate professor, and instructors the lowest salaries, on average. The University of Kansas paid its assistant professors the lowest salaries, on average, in 2003.

The range of salary difference within a rank is greatest at the rank of full professor with a $16,200 difference in 2003 between the highest paying institution and the lowest paying institution. The range of salary difference within the associate professor rank was approximately $8,300 in 2003, was $5,800 for assistant professors, and $9,300 for instructors. The range of difference within the associate professor rank has decreased over the past three years. The range
of difference within the ranks of assistant professors and instructors has increased (with the increase in the instructor rank almost doubling). The range of difference in the full professor rank remained relatively the same over the three year period.

Table 4: Average Faculty Salary at Public Doctoral (Extensive) Institutions in the Big 12 (2003 & 2000) (in $Thousands)

<table>
<thead>
<tr>
<th></th>
<th>Full</th>
<th>Associate</th>
<th>Assistant</th>
<th>Instructor</th>
<th>Full</th>
<th>Associate</th>
<th>Assistant</th>
<th>Instructor</th>
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<td>56.5</td>
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<td>83.2</td>
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<td>50.7</td>
<td>45.0</td>
<td>74.2</td>
<td>53.6</td>
<td>46.2</td>
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<tr>
<td>Kansas State</td>
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<td>52.3</td>
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<td>59.3</td>
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<tr>
<td>U of Nebraska - Lincoln</td>
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<td>56.2</td>
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<td>78.2</td>
<td>56.6</td>
<td>48.6</td>
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</table>

n/a = data not reported
* = cannot calculate

In 2003, the equally-weighted average salary for full professors at public, doctoral (extensive) institutions in the Midwest participating in the Big 12 was $85,600, for associate professors was $62,800, for assistant professors was $53,500, and for instructors was $39,500.

Data presented in Table 5 includes the average faculty salaries for faculty members situated in public, doctoral (intensive) institutions. All of the Midwest states have public, doctoral institutions categorized as intensive except for Iowa, Minnesota, Nebraska and Wisconsin. In 2003, the institutions in Missouri paid their faculty at the full and associate ranks the highest salaries on average. Michigan paid its assistant faculty the highest average salary in the region. North Dakota paid faculty with the rank of instructors the highest average salary in the region. North Dakota had the lowest average salaries at the full rank in 2003. South Dakota’s associate and assistant professors earned the lowest salaries, on average, in the region. And, Indiana’s instructors earned the lowest average salary in the Midwest.

The range of salary difference within a rank is greatest at the rank of full professor with a $21,200 difference in 2003 between the highest paying institutions in Missouri and the lowest paying institutions in North Dakota. The range of salary difference within the associate professor rank was $10,000 in 2003, was $10,700 for assistant professors, and $11,200 for instructors. The range of difference within the assistant professor ranks has decreased over the past three years. The range of differences within the associate and full professor ranks have remained relatively the same, while the range of difference within the instructor rank has increased.
In 2003, the equally-weighted average salary for full professors at public doctoral (intensive) institutions in the Midwest was $74,900, for associate professors was $57,800, for assistant professors was $49,100, and for instructors was $36,100.

Masters Institutions

Data presented in Table 6 includes the average faculty salaries for faculty members situated in private, masters institutions. Two states in the region (North Dakota and South Dakota) do not have universities classified as private, masters institutions. Of the states that do have private, masters institutions, Nebraska’s institutions paid their full professors the highest average salaries in 2003, with Illinois and Ohio closely following. Institutions in Illinois paid their associate professors and instructors the highest salaries, on average, in 2003. Kansas’ institutions paid the highest average salaries at the assistant professor rank, with Illinois closely following. In 2003, institutions in Kansas paid, on average, the lowest faculty salaries at both the full and associate ranks compared to other Midwestern states. Wisconsin’s institutions paid the lowest average faculty salary at the assistant rank and Nebraska at the instructor rank.

The range of salary difference within a rank is the greatest at the rank of full professor with an approximate $14,800 difference in 2003. The range of salary difference within the associate professor rank was approximately $8,100 in 2003, was approximately $5,200 for assistant professors, and approximately $5,500 for instructors. These ranges of differences have changed over the past three years as the gaps within all ranks have decreased between 2000 and 2003.
Table 6: Average Faculty Salary at Private (Non-Profit) Masters Institutions by State (2003 & 2000) (in $Thousands)

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<td>South Dakota</td>
<td></td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wisconsin</td>
<td>55.8</td>
<td>47.5</td>
<td>40.4</td>
<td>36.1</td>
<td>49.7</td>
<td>43.3</td>
<td>35.9</td>
<td>30.9</td>
<td>6.1</td>
</tr>
</tbody>
</table>

*No private, masters institutions.
**Unable to calculate because of unavailable data.

In 2003, the equally-weighted average salary for full professors at private (non-profit), masters institutions in the Midwest was $62,900. For associate professors it was $51,300, for assistant professors it was $43,600, and for instructors it was $37,300.

Data presented in Table 7 includes the average faculty salaries for faculty members situated in public, masters institutions. All of the Midwest states have public institutions classified as masters institutions. In 2003, the institutions in Minnesota paid their faculty, on average, the highest salaries at the associate and assistant ranks. Institutions in Iowa paid faculty at the full professor rank and instructors the highest average salaries in 2003. At the full, associate and assistant ranks, North Dakota institutions paid their faculty the least, on average, compared to other Midwestern states. Illinois’ institutions paid their instructors the lowest average salary in 2003.

The range of salary differences within a rank is greatest at the rank of full professor with a $18,700 difference in 2003. The range of salary difference within the associate professor rank was $12,700 in 2003, was $8,700 for assistant professors, and $9,700 for instructors. These ranges of differences have increased over the past three years within the associate and assistant professor ranks, while decreasing for instructors and remaining relatively the same at the full professor rank.
In 2003, the equally-weighted average salary for full professors at public, masters institutions in the Midwest was $68,600. For associate professors it was $55,700 for assistant professors it was $46,600, and for instructors it was $37,500.

Baccalaureate Institutions

Data presented in Table 8 includes the average faculty salaries for faculty members situated in private (non-profit), baccalaureate institutions. Minnesota’s institutions paid their faculty at the full professor, assistant professor, and instructor ranks the highest average salaries in 2003. Michigan’s institutions paid their associate professors, on average, the highest salary in 2003 (with Minnesota closely following). In 2003, institutions in Kansas paid, on average, the lowest faculty salaries at all ranks compared to other Midwestern states.

The range of salary difference within a rank is the greatest at the rank of full professor with a $23,200 difference in 2003. The range of salary difference within the associate professor rank was $16,700 in 2003, was $11,200 for assistant professors, and $10,300 for instructors. These ranges of differences have decreased for all ranks between 2000 and 2003.
In 2003, the equally-weighted average salary for full professors at private, baccalaureate institutions in the Midwest was $56,400. For associate professors it was $47,400, for assistant professors it was $40,800, and for instructors it was $34,800.

Data presented in Table 9 includes the average faculty salaries for faculty members situated in public, baccalaureate institutions. Of the states with institutions categorized as public baccalaureate institutions, Ohio’s institutions paid their faculty, on average, the highest salaries at the full professor rank in 2003 as compared to other Midwestern states. Minnesota’s institutions paid their faculty, on average, the highest at the associate, assistant, and instructor ranks. In 2003, institutions in North Dakota paid, on average, the lowest faculty salaries at the full, associate and assistant professor ranks compared to other Midwestern states. Indiana’s instructors were paid the lowest faculty salary, on average, in the region.

The range of salary difference within a rank is the greatest at the rank of full professor with a $27,100 difference in 2003. The range of salary difference within the associate professor rank was $14,300 in 2003, was $10,100 for assistant professors, and $7,100 for instructors. These ranges of differences have increased within the full, associate and assistant professor ranks between 2000 and 2003. The range of difference within the instructor rank has decreased over this three year period.

<table>
<thead>
<tr>
<th>Table 9: Average Faculty Salary at Public Baccalaureate Institutions by State (2003 &amp; 2000) (in $Thousands)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2003</strong></td>
</tr>
<tr>
<td>Illinois</td>
</tr>
<tr>
<td>Full</td>
</tr>
<tr>
<td>Indiana</td>
</tr>
<tr>
<td>Iowa</td>
</tr>
<tr>
<td>Kansas</td>
</tr>
<tr>
<td>Michigan</td>
</tr>
<tr>
<td>Minnesota</td>
</tr>
<tr>
<td>Missouri</td>
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<tr>
<td>Nebraska</td>
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<tr>
<td>North Dakota</td>
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<tr>
<td>Ohio</td>
</tr>
<tr>
<td>South Dakota</td>
</tr>
<tr>
<td>Wisconsin</td>
</tr>
</tbody>
</table>

*No public baccalaureate institutions.
**Unable to calculate because of unavailable data.

In 2003, the equally-weighted average salary for full professors at public, baccalaureate institutions in the Midwest was $61,200. For associate professors it was $49,600 for assistant professors it was $42,900, and for instructors it was $34,900.

Two-Year Institutions

Data presented in Table 10 includes the average faculty salaries for faculty members situated in public two-year institutions. Illinois’ institutions paid their faculty—across the ranks—the highest average salaries in 2003. In 2003, institutions in North Dakota paid, on average, the lowest faculty salaries at all ranks compared to other Midwestern states.
The range of salary difference within a rank is the greatest at the rank of full professor with a $19,800 difference in 2003. The range of salary difference within the associate professor rank was $15,500 in 2003, was $9,800 for assistant professors, and $9,500 for instructors. These ranges of differences have changed over the past three years as the gaps within all ranks have increased, except within the assistant professor ranks, which dramatically decreased between 2000 and 2003.

In 2003, the equally-weighted average salary for full professors at participating public, two-year institutions was $55,300. For associate professors it was $46,700 for assistant professors it was $40,700, and for instructors it was $37,700.

**Average Midwest Faculty Salaries**

Data presented in Table 11 includes an average Midwest faculty salary by institutional type within the private (non-profit) sector. The average faculty salary across all ranks is highest at the doctoral institution. The next highest salaries across all ranks earned, on average, are paid by masters institutions in this sector in the Midwest states. The average salaries for faculty situated in masters and baccalaureate institutions are significantly less than that made, on average, by their peers working at doctoral institutions in the region. This gap in average salaries earned by institutional type is most significant at the full professor rank.

<table>
<thead>
<tr>
<th></th>
<th>Doctoral</th>
<th>Masters</th>
<th>Baccalaureate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full</td>
<td>98.8</td>
<td>62.9</td>
<td>58.7</td>
</tr>
<tr>
<td>Assoc</td>
<td>70.0</td>
<td>51.3</td>
<td>47.4</td>
</tr>
<tr>
<td>Assist</td>
<td>60.4</td>
<td>43.8</td>
<td>40.2</td>
</tr>
<tr>
<td>Instructor</td>
<td>47.5</td>
<td>37.3</td>
<td>34.7</td>
</tr>
</tbody>
</table>

Data presented in Table 12 includes an average Midwest faculty salary by institutional type within the public sector. The average faculty salary across all ranks is highest at the doctoral (extensive) institution. Based on the data analyzed in this brief, instructors’ salaries, on average, closely follow at the masters and two-year institutions. The average salary gap for faculty at the
assistant professor rank at baccalaureate institutions is just slightly more than that made, on average, by their peers working at two-year institutions in the region.

### Table 12: Average Midwest Faculty Salaries by Rank and Institutional Type for the Public Sector (2003)

<table>
<thead>
<tr>
<th>Type of Institution</th>
<th>Full (in $Thousands)</th>
<th>Associate (in $Thousands)</th>
<th>Assistant (in $Thousands)</th>
<th>Instructor (in $Thousands)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctoral (Extensive)</td>
<td>91.1</td>
<td>65.7</td>
<td>56.1</td>
<td>41.4</td>
</tr>
<tr>
<td>Doctoral (Intensive)</td>
<td>74.9</td>
<td>57.8</td>
<td>49.1</td>
<td>36.1</td>
</tr>
<tr>
<td>Masters</td>
<td>68.6</td>
<td>55.7</td>
<td>46.6</td>
<td>37.5</td>
</tr>
<tr>
<td>Baccalaureate</td>
<td>61.2</td>
<td>49.6</td>
<td>42.9</td>
<td>34.9</td>
</tr>
<tr>
<td>Two Year</td>
<td>55.3</td>
<td>46.7</td>
<td>40.7</td>
<td>37.7</td>
</tr>
</tbody>
</table>

### Summary

The data presented in this policy brief reveal some differences in average faculty salaries by sector and institutional type in the Midwest region. Although these data also show a modest nominal increase in faculty salaries across the ranks for some institutional types, these changes have not been adjusted by the CPI for these years.

The largest increases in salaries have occurred primarily in the doctoral institutions; however, some states and institutions have clearly made policy decisions around salary increases for faculty situated in other types of institutions. The gap within ranks, however, is growing between those states that are paying their faculty, on average, more than others. If this trend continues some states may find it difficult to not only recruit talented new faculty, but also retain more experienced senior faculty as they compete with other states in the region. In summer 2004 these data will be available on the Midwest PERL with state-level data compared to both region- and national-level faculty salary averages.

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4 The Midwest PERL is a postsecondary education resource library that will be housed on MHEC’s website at [www.mhec.org](http://www.mhec.org) beginning in the summer of 2004. PERL will serve as both an online factbook for MHEC member states and a searchable database of resources by postsecondary-education policy issue.
Appendix A
Reporting Institutions in AAUP Survey by Sector and State

For more about the AAUP report, visit: http://www.aaup.org/surveys/zrep.htm
Searchable data is available online at The Chronicle of Higher Education’s website at:
www.chronicle.com

ILLINOIS:
Doctoral Institutions
Private:
DePaul U, Loyola U of Chicago, Northwestern U, and U of Chicago
Public Extensive:
Public Intensive:
Illinois State U

Masters Institutions
Private:
Public:

Baccalaureate Institutions
Private:

Two-Year Institutions
Public:
Black Hawk C, John A Logan C, and Joliet JC

INDIANA:
Doctoral Institutions
Private:
U of Notre Dame
Public Extensive:
Indiana U - Bloomington, and Purdue U - Main campus
Public Intensive:
Ball State U, and Indiana State U
**Masters Institutions**
Private:
Butler U, Grace C and Seminary, U of Evansville, U of Indianapolis, and Valparaiso U
Public:
Indiana U - South Bend, Indiana U-Northwest, Indiana U-Purdue U, Fort Wayne, Indiana U-Purdue U - Indianapolis, Indiana U-Southeast, Purdue U-Calumet, and U of Southern Indiana

**Baccalaureate Institutions**
Private:
Public:
U, Kokomo, Indiana U-East, and Purdue U-North Central

**Two-Year Institutions**
Public:
Ivy Tech State C all campuses, and Vincennes U

**IOWA:**
**Doctoral Institutions**
Public Extensive:
Iowa State U, and U of Iowa

**Masters Institutions**
Private:
Drake U, and Palmer C of Chiropractic
Public:
U of Northern Iowa

**Baccalaureate Institutions**
Private:

**Two-Year Institutions**
Public:
Kirkwood CC
**KANSAS:**

**Doctoral Institutions**
Public Extensive:
  - Kansas State U, and U of Kansas - Main campus
Public Intensive:
  - Wichita State U

**Masters Institutions**
Private:
  - Friends U
Public:
  - Emporia State U, Fort Hays State U, Pittsburg State U, and Washburn U of Topeka

**Baccalaureate Institutions**
Private:
  - Baker U, Bethany C, Bethel C, Kansas Wesleyan U, McPherson C, Ottawa U,
    Southwestern C, Sterling C, and Tabor C

**Two-Year Institutions**
Public:
  - Johnson County CC, and Kansas City Kansas CC

**MICHIGAN:**

**Doctoral Institutions**
Public Extensive:
Public Intensive:
  - Michigan Technological U

**Masters Institutions**
Private:
  - Marygrove C, and Siena Heights U
Public:
    and Design, Grand Valley State U, Northern Michigan U, Oakland U, U of Michigan -
    Dearborn, and U of Michigan - Flint

**Baccalaureate Institutions**
Private:
  - Albion C, Alma C, Aquinas C, Baker C of Flint, Baker C of Owosso, Calvin C,
    Cornerstone U, Hope C, Kalamazoo C, Madonna U, Olivet C, and Spring Arbor U

**Two-Year Institutions**
Private:
  - Cleary U
MINNESOTA:
Doctoral Institutions
Private:
   U of Saint Thomas
Public Extensive:
   U of Minnesota-Twin Cities

Masters Institutions
Private:
   C of Saint Catherine, Hamline U, Saint Mary's U of Minnesota, and United Theological
   Seminary of the Twin Cities
Public:
   Metropolitan State U, Minnesota State U, Mankato, St Cloud State U, and U of
   Minnesota -Duluth

Baccalaureate Institutions
Private:
   Augsburg C, Bethel C, C of Saint Benedict, C of Saint Scholastica, Concordia C,
   Moorhead, Carleton C, Gustavus Adolphus C, Macalester C, Minneapolis C of Art
   Design, Northwestern C, Saint John's U, and St Olaf C
Public:
   Bemidji State U, Minnesota State U - Moorhead, Southwest State U, U of Minnesota -
   Crookston, U of Minnesota - Morris, and Winona State U

MISSOURI:
Doctoral Institutions
Private:
   Saint Louis U, and Washington U in St Louis
Public Extensive:
   U of Missouri -Columbia
Public Intensive:
   U of Missouri - Kansas City, U of Missouri- Rolla, and U of Missouri- St Louis

Masters Institutions
Private:
   Concordia Seminary, Covenant Theological Seminary, Fontbonne U, Maryville U of
   Saint Louis, Rockhurst U, and Webster U
Public:
   Central Missouri State U, Lincoln U, Northwest Missouri State U, Southeast Missouri
   State U, Southwest Missouri State U, and Truman State U

Baccalaureate Institutions
Private:
   Avila U, Central Methodist C, Columbia C, Drury U, Kansas City Art Inst, Missouri
   Baptist U, St Louis C of Pharmacy, Westminster C, and William Jewell C
Public:
   Missouri Southern State C, and Missouri Western State C

Two-Year Institutions
Private:
   Cottey C
Public:
   St Charles CC

NEBRASKA:
Doctoral Institutions
Public Extensive:
   U of Nebraska- Lincoln

Masters Institutions
Private:
   Bellevue U, Creighton U, and Doane C
Public:
   Chadron State C, U of Nebraska- Kearney, U of Nebraska - Omaha, and Wayne State C

Baccalaureate Institutions
Private:
   Concordia U, Hastings C, and Nebraska Wesleyan U
Public:
   Peru State C

NORTH DAKOTA:
Doctoral Institutions
Public Intensive:
   North Dakota State U. – Main campus, U of North Dakota – Main campus

Masters Institutions
Public:
   Minot State U

Baccalaureate Institutions
Private:
   Jamestown C (ND)
Public:
   Dickinson State U, and Mayville State U

Two-Year Institutions
Public:
   Lake Region State C, and North Dakota State C of Science
OHIO:
Doctoral Institutions
Private:
    Case Western Reserve U
Public Extensive:
    Kent State U - Main campus, Ohio State U - Main campus, Ohio U - Main campus, U of Cincinnati - Main campus, and U of Toledo
Public Intensive:
    Bowling Green State - Main campus, Cleveland State U, Miami U, Oxford, U of Akron - Main campus, and Wright State U - Main campus

Masters Institutions
Private:
    Capital U, Franciscan U of Steubenville, John Carroll U, Malone C, Methodist Theological Sch in Ohio, U of Dayton, U of Findlay, and Xavier U (Ohio)
Public:
    Youngstown State U

Baccalaureate Institutions
Private:
Public:
    Ohio State U - Agricultural Technical Inst, Ohio State U - Lima, Ohio State U - Mansfield, Ohio State U - Marion, Ohio State U - Newark, and Shawnee State U

Two-Year Institutions
Public:

SOUTH DAKOTA:
Doctoral Institutions
Public Intensive:
    U of South Dakota
Masters Institutions
Public:
   Northern State U, South Dakota Sch of Mines and Technology, and South Dakota State U

Baccalaureate Institutions
Private:
   Augustana C, Dakota Wesleyan U, Mount Marty C, Presentation C, and U of Sioux Falls
Public:
   Black Hills State U, and Dakota State U

WISCONSIN:
Doctoral Institutions
Private:
   Marquette U
Public Extensive:
   U of Wisconsin - Madison, and U of Wisconsin - Milwaukee

Masters Institutions
Private:
   Cardinal Stritch U, Edgewood C, and Viterbo U
Public:

Baccalaureate Institutions
Private:

Two-Year Institutions
Public:
   U of Wisconsin C's