# UCM Faculty Salary Model - Fall 2022 (Fiscal Year 2022-2023)

Average Salary AAUP West North Central Region* (Survey Report Table 4)
This region includes the states of Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota

## Index Values and Rolling Average for Previous Years

| Rank | Fall 16 | Fall 17 | Fall 18 | Fall 19 | Fall 20 | Fall 21 | Rolling Avg |
|---|---|---|---|---|---|---|---|
| Professor | $84,142 | $82,107 | $88,247 | $88,436 | $90,313 | $87,635 | 0.89% |
| Associate Professor | $69,005 | $67,518 | $74,306 | $73,766 | $75,682 | $73,790 | 1.45% |
| Assistant Professor | $59,616 | $58,406 | $62,512 | $65,178 | $65,178 | $64,541 | 1.65% |
| Assistant Instructor | $48,552 | $49,514 | $48,655 | $49,345 | $51,292 | $51,374 | 1.15% |

## Salary Upper and Lower Limits by Rank

With Doctorate or Approved Equivalent

| Rank | Fall 22 | Lower Limit | Upper Limit |
|---|---|---|---|
| Professor | $88,412 | **$79,570** | **$92,232** |
| Associate Professor | $74,863 | **$67,377** | **$78,606** |
| Assistant Professor | $56,607 | **$59,046** | **$68,887** |
| Senior Instructor | $57,293 | **$54,566** | **$60,158** |
| Associate Instructor | $54,565 | **$50,511** | **$57,293** |
| Assistant Instructor | $51,967 | **$46,770** | **$54,565** |

Without Doctorate or Approved Equivalent

| Rank | Lower Limit | Upper Limit |
|---|---|---|
| | | |
| | | |
| Assistant Professor | **$50,189** | **$58,554** |
| Senior Instructor | **$46,381** | **$51,134** |
| Associate Instructor | **$42,935** | **$48,699** |
| Assistant Instructor | **$39,755** | **$46,380** |

## Calculations

- **Rolling 5-Year Average Increase:** The percentage increases over the most recent 5 years are calculated and averaged: the salary for the previous year is subtracted from the current year's salary, then divided by the previous year's salary to yield a percentage. These percentages are added together and divided by 5.
- **FY Index:** The salary estimate for the upcoming year is derived by multiplying each rank's most recent salary by its rolling five-year average increase.
- **Upper and lower limits:** The upper and lower limits of the salary range for each rank are computed by multiplying the estimate for each rank by 105% and 90%, respectively. The Associate Instructor index is calculated at 105% of the Instructor index. The Senior Instructor index is calculated at 110% of the Instructor index.
- **Less than a Doctorate:** The upper and lower limits of the salary range for each rank are equivalent to the salary ranges for doctoral-qualified faculty multiplied by 85%. This model is used for individuals who hold degrees below the doctoral level or a recognized equivalent.