

**Faculty Salary Model - Fall 2025  
(Fiscal Year 2025-2026)**

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

**Individuals with a Doctorate or Approved Equivalent (LL = 90% of Index, UL = 105% of Index)**

Rank	Index Values							New Hires		
	Fall 19	Fall 20	Fall 21	Fall 22	Fall 23	Fall 24	Rolling Avg	Faculty with Doctorate or Equivalent		
								Fall 25 Index	Lower Limit	Upper Limit
Professor	\$88,436	\$90,313	\$87,635	\$90,043	\$92,817	\$97,318	1.97%	\$99,232.25	\$89,309	\$104,194
Associate Professor	\$73,766	\$75,682	\$73,790	\$75,300	\$77,945	\$80,479	1.78%	\$81,912.72	\$73,721	\$86,008
Assistant Professor	\$63,076	\$65,178	\$64,541	\$65,528	\$67,658	\$69,985	2.11%	\$71,465.08	\$64,319	\$75,038
Senior Instructor								\$68,888.77	\$65,609	\$72,333
Associate Instructor								\$65,608.35	\$60,734	\$68,889
Assistant Instructor	\$49,345	\$51,292	\$51,374	\$53,762	\$55,771	\$60,060	4.04%	\$62,484.15	\$56,236	\$65,608

**Calculations**

**Rolling 5-Year Average Increase:** The percentage increases for the most recent five years are calculated and then averaged: the salary for the previous year is subtracted from the current year and divided by the previous year to yield a percentage. These percentages are added together and divided by 5.

**FY Index:** The salary estimate for the upcoming year is derived by multiplying the most recent salary for each rank by its rolling five-year average increase.

**Upper and lower limits:** The upper and lower limits of the salary range for each rank are computed by multiplying the estimate for each rank by 105% and 90%, respectively. Associate Instructor index is calculated at 105% of the Instructor index. 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 is equivalent to the salary ranges for doctoral qualified faculty multiplied by 85%. This model is used for individuals who hold degrees less than a doctorate or a recognized equivalent.

Faculty with Less than a Doctorate (85% of Doctoral Limits)		
Rank	Lower Limit	Upper Limit
Professor	\$75,913	\$88,565
Associate	\$62,663	\$73,107
Assistant Prof	\$54,671	\$63,783
Senior Inst	\$55,767	\$61,483
Assoc Inst	\$51,624	\$58,555
Asst Inst	\$47,800	\$55,767

*Associate Professor & above required to have terminal.*

**FY 2025-26 Fringe Benefit Rates**

An Employee Class is a two letter code within Banner. The Employee Class determines the fringe benefit rate and leave categories as well as the status (full-time/part-time) of an employee. Valid Employee Class Codes, their descriptions, and FY 2023 fringe benefit rates are listed below:

Code	Employee Class	Fringe Rate	Code	Employee Class	Fringe Rate
BU	Bargaining Unit	43.50%	PF	Exempt Staff Full Time	43.50%
FC	Faculty Department Chair	43.50%	PT	Exempt Staff Part Time	22.00%
FD	Faculty Asst/Assoc Dean	43.50%	RT	Retiree of UCM	8.50%
FF	Faculty Full Time	43.50%	SF	Non-Exempt Staff Full Time	43.50%
FL	Faculty Librarian	43.50%	SO	Non-Ex Staff FT Public Safety	43.50%
FP	Faculty Part Time - Adjunct Temp	22.00%	SP	Non-Exempt Staff Part Time	22.00%
FS	Faculty Part Time - Summer Temp	22.00%	SS	Student Semi-Monthly Payments	0.00%
FV	Faculty 12 Month	43.50%	SU	Student University Worker	0.00%
GA	Graduate Assistants	100.00%	SW	Student Work Study	0.00%
GI	Graduate Professional Intern	0.00%	TH	Temporary Hourly	8.00%
OP	One Time Payment	22.00%	TM	Temporary Monthly	22.00%