

# IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

## **Faculty Salary Comparisons Carnegie Very High Research Universities**

**2019-2020 through 2023-2024**

July 2024

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# Iowa State University Carnegie Very High Research (VHR) Universities Faculty Salary Comparisons 2019-2020 through 2023-2024

## INTRODUCTION

This report compares Iowa State University's average nine-month tenure-track faculty salaries to those of Carnegie Very High Research Institutions that contribute data to the *National Faculty Salary Survey by Discipline*, administered by Oklahoma State University, for the academic years 2019-2020 through 2023-2024.

This report is organized into three sections: summary data for the colleges; departmental data within each college (with the College of Liberal Arts and Sciences broken down into three divisions); and footnotes.

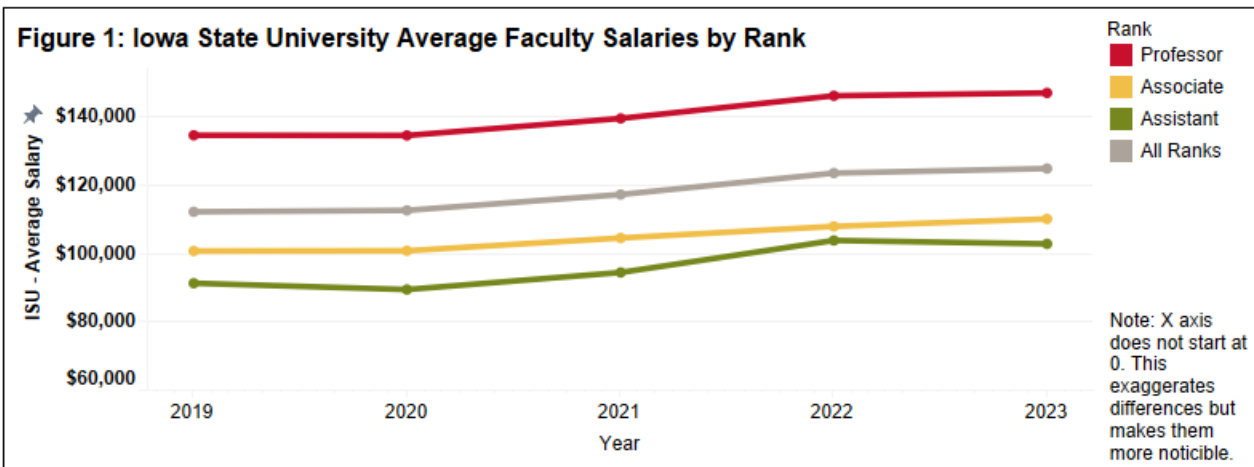
All twelve-month salaries have been converted to nine-month equivalents for comparison purposes. The complete methodology used in the comparisons is described on page 5.

## DISCUSSION

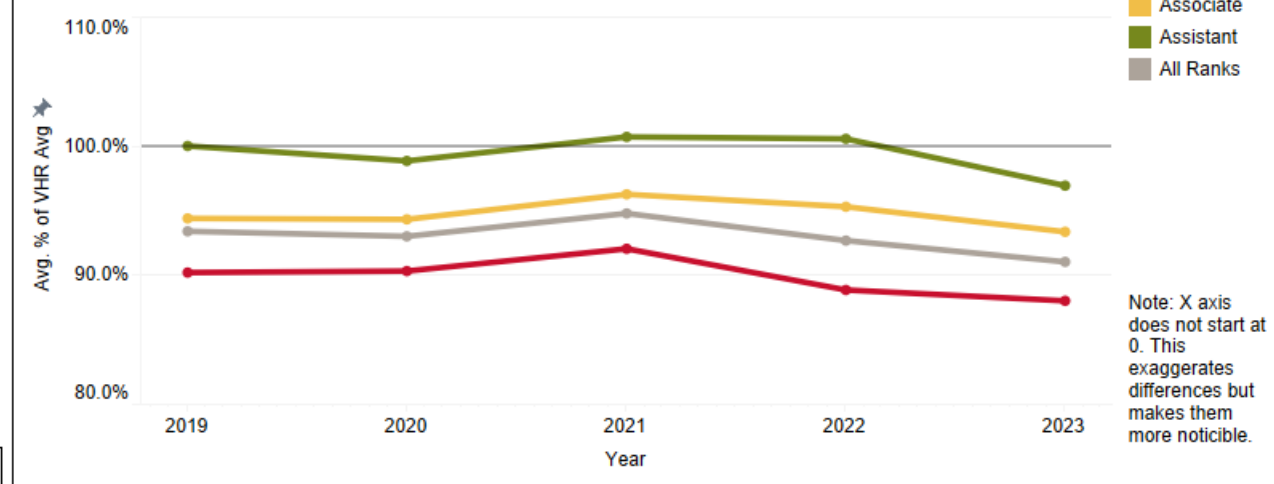
The 2023-2024 average nine-month Iowa State salaries and the percentage of that salary compared to the VHR average salary by faculty rank for the total university are:

Rank	ISU - Average Salary	% of VHR Avg
Professor	\$147,134	88.0%
Associate	\$110,201	93.4%
Assistant	\$102,887	96.9%
All Ranks	\$124,967	91.0%

Figure 1 and Figure 2 display the total university average salaries and indices by rank from 2019-2020 through 2023-2024.



**Figure 2: Index of Average ISU Faculty Salaries Compared with Carnegie VHR Institutions**



From 2019-2020 through 2023-2024 the '% of VHR Avg' for all ranks combined range from 91% in 2023-2024 to 94.8% in 2021-2022.

During this time the average percent increases in salaries for continuing faculty range from 0.0% in 2020 - 2021 to 4.1% in 2022 - 2023.

The following table presents for each year the comparative percentage to the VHR average salary and the average percent increase in salaries for continuing faculty at Iowa State University.

Table 1:	% of VHR Avg	Salary Increase
2019-2020	93.4%	2.2%
2020-2021	93.0%	0.0%
2021-2022	94.8%	3.5%
2022-2023	92.7%	4.1%
2023-2024	91.0%	1.2% *

\* Raises given in January will appear in the 2024-2025 report

## Iowa State University Carnegie Very High Research (VHR) Universities Faculty Salary Comparisons 2019-2020 through 2023-2024

By college, in 2023-2024 the Professor rank salary compared to the VHR average for Professors range from 79.6% in LIBERAL ARTS & SCIENCES to 95.8% in ENGINEERING.

Associate Professors salary comparisons range from 89.3% in LIBERAL ARTS & SCIENCES to 97.3% in BUSINESS.

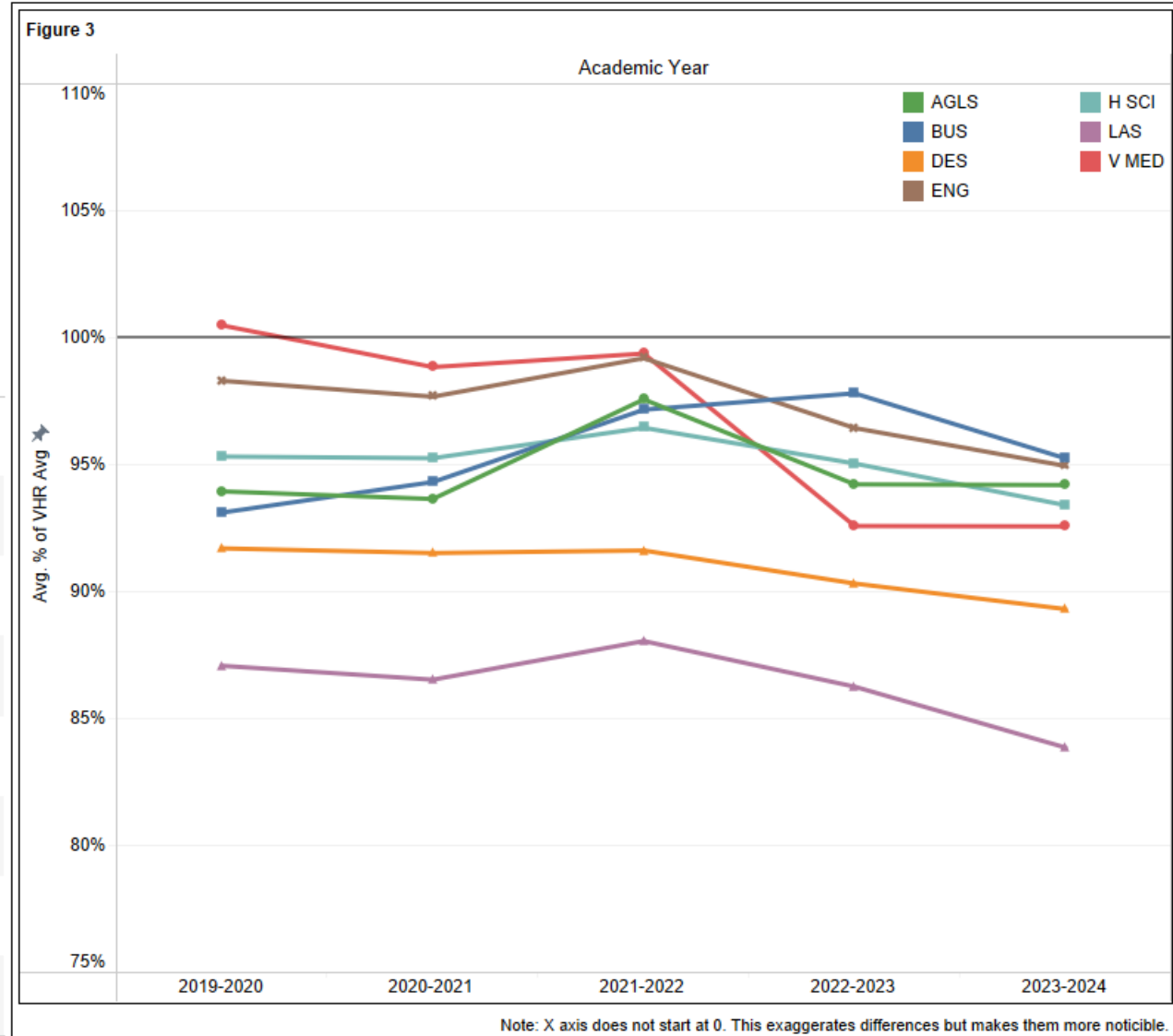
Assistant Professor salary comparisons range from 92.9% in DESIGN to 102.5% in AGRICULTURE & LIFE SCIENCES.

The 2023-2024 average nine-month salaries and the '% of VHR Avg' for each college are outlined in Table 2, below.

Table 2:

College	Professor	Associate	Assistant	All Ranks
AGRICULTURE & LIFE SCIENCES	\$141,119 92.0%	\$103,519 96.0%	\$93,081 102.5%	\$122,035 94.2%
BUSINESS	\$216,807 87.0%	\$192,819 97.3%	\$169,388 100.9%	\$191,519 95.2%
DESIGN	\$111,781 82.4%	\$91,065 92.9%	\$69,864 92.9%	\$92,041 89.3%
ENGINEERING	\$177,546 95.8%	\$116,906 94.0%	\$100,251 93.6%	\$139,463 95.0%
HUMAN SCIENCES	\$130,121 93.2%	\$93,547 92.5%	\$81,103 99.7%	\$103,525 93.4%
LIBERAL ARTS & SCIENCES	\$133,294 79.6%	\$94,681 89.3%	\$91,415 94.4%	\$113,313 83.9%
VETERINARY MEDICINE	\$152,187 91.6%	\$118,010 92.5%	\$106,988 95.2%	\$130,810 92.6%
ISU Overall	\$147,134 88.0%	\$110,201 93.4%	\$102,887 96.9%	\$124,967 91.0%

Figure 3 shows the comparison percentage over time for all ranks combined by ISU College compared with other Carnegie VHR institutions.



**Iowa State University**  
**Carnegie Very High Research (VHR) Universities Faculty Salary Comparisons**  
**2019-2020 through 2023-2024**

## Methodology

The salary source data for this comparative report is from the Faculty Salary Survey by Discipline report, which has been conducted since 1974 by Oklahoma State University. The “Oklahoma State” survey compiles peer comparative salary data, historically from members of the Association of Public and Land-Grant Universities (APLU). This Iowa State report compares Iowa State salaries against the average salaries of all Carnegie Very High Research (R1) institutions that submitted data to Oklahoma State. The Very High Research group for 2023-24 includes nine of Iowa State University’s ten Board of Regents peers and 26 of its 29 IPEDS peers. Salaries for all institutions are as of their fall census date (October 31/November 1). The list of participating institutions for 2023-2024 is available at: <https://ira.okstate.edu/surveys.html>.

In the Faculty Salary Survey by Disciplines report, the disciplines are identified by a set of codes (Classification of Instruction - CIP codes) developed by the National Center for Education Statistics to provide a standard means of describing instructional programs. The university providing the data determines the best code for their faculty by discipline.

With the exception of Economics (which has different CIP codes for CALS faculty and LAS Faculty), all departments at Iowa State are assigned to a single CIP code. This report compares data for Iowa State’s salaries to the average salaries of the Very High Research group based on the CIP code. There are a few instances where Iowa State uses a weighted average of two different CIP codes for matching (based on what is the predominant CIP code used for that discipline) within the Faculty Salary Survey by Disciplines report. See the end notes on the last page of this report for details.

Faculty included are full-time equivalent (FTE=1), tenured and tenure-eligible faculty, holding the traditional three faculty ranks. Excluded are faculty on leave-without-pay and non tenure-eligible faculty members. Faculty with appointments of Assistant Dean or higher are also excluded. Department chairs are included. Twelve-month salaries for Iowa State University and the peers have been converted to nine-month equivalents using a 9/11 conversion factor.

Prior to 2019-2020, the salary reported included all salary components included in the Iowa State University Budget Book. Starting in 2019-2020, the salary reported includes annual base salary and administrative increments as provided in Workday HCM; additional pay for named professorships or other non-base salary increments are excluded from the salary comparisons.

The primary academic appointment department determines where the salary is counted even though some faculty may have appointments in more than one department. The total full-time salary dollars are summed and divided by the headcount to calculate the average. Salaries are not reported for non-academic departments since these are not departments of rank. The Iowa State University All Ranks salary average is the sum of the Iowa State University dollars for all ranks divided by the sum of the total headcount for all ranks.

The comparison percentage for each rank evaluates the average salary for that rank within Iowa State University against the average salary for the same rank at participating VHR universities. For example, an average salary of \$75,000 for Iowa State University divide by a \$78,000 average for the Very High Research universities yields a comparison value of .96. Which would indicate that those ISU faculty make 96% of what is made by comparable faculty at other institutions.