

**Faculty Salary Model - Fall 2026
(Fiscal Year 2026-2027)**

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 20	Fall 21	Fall 22	Fall 23	Fall 24	Fall 25	Rolling Avg	Faculty with Doctorate or Equivalent		
								Fall 26 Index	Lower Limit	Upper Limit
Professor	\$90,313	\$87,635	\$90,043	\$92,817	\$97,318	\$99,178	1.92%	\$101,086.95	\$90,978	\$106,141
Associate Professor	\$75,682	\$73,790	\$75,300	\$77,945	\$80,479	\$82,947	1.88%	\$84,502.53	\$76,052	\$88,728
Assistant Professor	\$65,178	\$64,541	\$65,528	\$67,658	\$69,985	\$71,215	1.80%	\$72,496.77	\$65,247	\$76,122
Senior Instructor								\$70,720.74	\$63,649	\$74,257
Associate Instructor								\$66,897.99	\$60,208	\$70,243
Assistant Instructor	\$51,292	\$51,374	\$53,762	\$55,771	\$60,060	\$61,436	3.71%	\$63,712.38	\$57,341	\$66,898

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
<i>Professor</i>		
<i>Associate</i>		
Assistant Prof	\$55,460	\$64,703
Senior Inst	\$54,101	\$63,118
Assoc Inst	\$51,177	\$59,706
Asst Inst	\$48,740	\$56,863

Associate Professor & above required to have terminal.