

UCM 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

Index Values and Rolling Average for Previous Years

Rank	Fall 20	Fall 21	Fall 22	Fall 23	Fall 24	Fall 25	Rolling Avg
Professor	\$90,313	\$87,635	\$90,043	\$92,817	\$97,318	\$99,178	1.92%
Associate Professor	\$75,682	\$73,790	\$75,300	\$77,945	\$80,479	\$82,947	1.88%
Assistant Professor	\$65,178	\$64,541	\$65,528	\$67,658	\$69,985	\$71,215	1.80%
Assistant Instructor	\$51,292	\$51,374	\$53,762	\$55,771	\$60,060	\$61,436	3.71%

Salary Upper and Lower Limits by Rank

With Doctorate or Approved Equivalent

Without Doctorate or Approved Equivalent

Rank	Fall 26	Lower Limit	Upper Limit	Rank	Lower Limit	Upper Limit
Professor	\$101,087	\$90,978	\$106,141			
Associate Professor	\$84,503	\$76,052	\$88,728			
Assistant Professor	\$72,497	\$65,247	\$76,122	Assistant Professor	\$55,460	\$64,703
Senior Instructor	\$70,721	\$63,649	\$74,257	Senior Instructor	\$54,101	\$63,118
Associate Instructor	\$66,898	\$60,208	\$70,243	Associate Instructor	\$51,177	\$59,706
Assistant Instructor	\$63,712	\$57,341	\$66,898	Assistant Instructor	\$48,740	\$56,863

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.