To: General Richard Myers, President  
April C. Mason, Provost and Senior Vice President  
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From: Brian Niehoff, Associate Provost for Institutional Effectiveness

RE: K-State Salary Comparisons with APLU

Date: September 7, 2017

First published in 1974, the Faculty Salary Survey by Discipline is a project directed by Oklahoma State University’s Office of Institutional Research and Information Management. The survey report provided to us by Oklahoma State University (OSU) is a compilation of data from institutions belonging to the Association of Public and Land-grant Universities (APLU), and is used to create the enclosed FY 2017 APLU faculty salary comparison tables for K-State. As in previous years, OSU’s salary data are standardized among institutions and provide detailed salary information by academic discipline and rank. The data submitted for this report are from the November 1, 2016 payroll in HRIS.

Two methods, all ranks and rank-by-rank, were used to compute the percent difference between K-State average salaries and the APLU average salaries. The all ranks method is the difference between the actual average salaries with all ranks combined. The rank-by-rank method considers the distribution of the number of faculty in each rank. Due to the differences in the distribution of faculty by rank between K-State and other APLU institutions, the two methods often produce very different results.

This year’s report reflects the impacts of targeted faculty salary enhancements, professorial performance awards, and greater increases for promotions in rank. There were no merit or cost of living increases for FY 2017.

When reading this information, it is important to consider that there may be differences in which institutions report salary data from one year to the next. In addition, due to small numbers in some of K-State’s ranks within disciplines, minor salary or staff changes may have greater impacts on the comparison numbers than in other ranks and disciplines. It is therefore essential to look at the trends over time rather than annual changes when evaluating the progress in K-State faculty salaries.

**Table 1 Summary**

Table 1 provides a summary of the overall university average salaries by rank for the past nine years. This year there was an increase in the total university rank-by-rank Percent Deficit at K-State (from 12.9% last year to 15.0% this year). The overall average annual faculty salary for K-State increased by $406 in FY 2017.

In comparing FY 2017 to FY 2016, faculty salary Percent Deficit at the professor rank increased from 16.3 to 19.0%. As the table shows, the overall Percent Deficit in FY 2015 was narrowed to 14.5%, equaling the lowest deficit in the past 9 years. It appears, however, that the gains made due to merit increases, professorial promotion raises, and the Professorial Performance Awards, have been offset by the lack of merit increases in the past two years.
At the associate professor level, overall salary Percent Deficit increased this year from 9.7 to 11.9%. The FY 2016 deficit had been the lowest in the past nine years. The increased deficit is in spite of the combination of hiring assistant professors at higher salaries and the increase in the raises given for promotions to associate professor, as well as faculty salary enhancements.

The overall assistant professor salary Percent Deficit increased from 10.2 to 11.3%. Again, the FY 2016 deficit was the lowest in many years. While there are increases in initial salaries offered by colleges that more closely match those of the other institutions in this study, the absence of raises is apparent in the average salaries at this rank.

**Table 2 Summary**

Tables 2a-i provide summaries of the K-State average salaries by rank and college for the past five years. Seven of the nine colleges experienced overall rank-by-rank increases in the Percent Deficit, with Veterinary Medicine showing a decrease in surplus, and Agriculture showing a slight decrease in its deficit. The increased deficits for Education, Human Ecology, and K-State Polytechnic were very slight, but increases nonetheless. All colleges except Business, Engineering, and Veterinary Medicine showed increases in their overall average salaries.

For full professors, all colleges except Agriculture showed an increase in the Percent Deficit from FY 2016 to FY 2017. The College of Business Administration had the largest Percent Deficit in FY 2017 at the professor rank (35.9%). K-State Polytechnic followed with 31.7%, and the College of Arts and Sciences was third with 20.8%. The College of Veterinary Medicine had a -8.6% Percent Deficit (surplus), the lowest at the professor rank.

Six of the nine colleges showed increases in the Percent Deficit from FY 2016 to FY 2017 at the associate professor level, with Human Ecology showing an increased surplus over peers, Engineering showing a decrease, and Education remaining the same. The College of Business Administration had the largest Percent Deficit in FY 2017 at (18.8%) while the College of Human Ecology showed a surplus of 4.2%.

At the assistant professor level, four of the nine colleges showed decreases in the Percent Deficit from FY 2016 to FY 2017. The College of Business Administration had the largest Percent Deficit at the assistant professor level (16.6%) while the College of Human Ecology showed a surplus of 3.0%.

**Table 3 Summary**

Table 3 provides a summary of FY 2017 salaries for each college and Tables 3a-3i provide salary comparisons by rank and discipline. Approximately 18.2 percent (12) of the 66 disciplines have a rank-by-rank Percent Deficit less than or equal to 3%. The Colleges of Agriculture and Human Ecology each have four of these disciplines, with the Colleges of Arts and Sciences, Education, Engineering, and Veterinary Medicine each having one.

Of the disciplines with a deficit less than or equal to 3%, eight (12.1%) have a surplus in the rank-by-rank comparisons. Four of these are in the College of Agriculture, the College of Human Ecology has three, and the College of Veterinary Medicine has one.

On the other hand, approximately 56.1% (37) of the disciplines have a rank-by-rank Percent Deficit greater than or equal to 10%, with 20 of those having a rank-by-rank Percent Deficit that exceeds 15%. Twelve of the disciplines with a Percent Deficit of 15% or greater occur in the College of Arts & Sciences.
Appendix A

The purpose of Appendix A is to provide a summary of the changes within colleges and across colleges from FY 2015 to FY 2017. At the Full Professor level, six of the nine colleges showed steady increases in the deficits over the three years. The College of Agriculture showed an increase from FY 2015 to FY 2016, then a decrease from FY 2016 to FY 2017. The College of Veterinary Medicine and K-State Polytechnic showed decreases in the first year, followed by increases in the deficit from FY 2016 to FY 2017. For Associate Professors, seven of the colleges showed slight increases in the deficits from FY 2015 to FY 2017. The College of Education and K-State Polytechnic showed slight decreases in the deficits over the same period. For Assistant Professors, four colleges showed smaller deficits from FY 2015 to FY 2017, and four showed larger deficits over the same timeframe.

What is most notable in the above table is that K-State is much closer to the APLU peers in Assistant Professor average salaries compared to the other ranks. Only Business Administration and Engineering showed a deficit of 10% or more. For Associate Professor average salaries, four colleges showed deficits under 10%, while Professors showed only two under 10%. Some of the deficits are growing, as merit and cost-of-living raises have fallen off over the past two years.

The Rank-By-Rank Percent Deficit table shows the same trends for each college. Seven of the colleges showed an increase in the Percent Deficit over the three years, with the College of Agriculture showing a slight decrease and K-State Polytechnic showing a larger decrease. The College of Veterinary Medicine is the only college showing a surplus over the peer average.

Appendix B

The bar charts in Appendix B are a visual representation of rank-by-rank salary deficits by college for the past five years. This chart clearly shows the impact of efforts to increase faculty salaries in some years compared with the absence of funding for increases in others. For FY 2014, there was 1.5% mid-year increase from the previous year combined with an increase in raises for promotions and a five-year backfill for promotions. FY 2015 shows the impact of a 2.0% mid-year increase from FY 2014 combined with a 2.0% increase at the beginning of FY 2015. Professorial Performance Awards have been contributing to salary increases since FY 2007, while Targeted Faculty Salary Enhancements have been contributing since FY 2014.

It should be noted that the APLU universities in the comparison group have averaged 2.3% increases per year for the years shown in the charts. The charts also shows the increasing deficits for many of the colleges for FY 2017. Since K-State provided 2.0% increases for FY 2018, it will be interesting to see if the deficits decrease slightly for next year.

I hope you will find this report helpful when making salary-related decisions. Please let me know if you have any questions.