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 2016 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, 2015 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 reports reflects the impacts of targeted faculty salary enhancements, professorial performance awards, and greater increases for promotions in rank. There were no merit increases for FY 2016.

Table 1 Summary

Table 1 provides a summary of the overall university average salaries by rank for the past eight years. This year there was an increase in the total university rank-by-rank Percent Deficit at K-State (from 12.6% last year to 12.9% this year). The overall average annual faculty salary for K-State increased by $769 in FY 2016.

In comparing FY 2016 to FY 2015, faculty salary Percent Deficit at the professor rank increased from 14.5 to 16.3%. The percent deficit for professors increased for most colleges in the past year. It appears the gains made in previous years, due to increased professorial raises and the Professorial Performance Awards, have been offset by the lack of merit increases in the past year.

At the associate professor level, overall salary Percent Deficit is at the smallest deficit since FY 2009, decreasing this year from 10.5 to 9.7%. The reduced deficit is likely due to a combination of hiring assistant professors at higher salaries and an increase in the raises given for promotions to associate professor, as well as faculty salary enhancements.

Average assistant professor salaries are at the smallest deficit in twelve years. The overall assistant professor salary Percent Deficit decreased from 11.4 to 10.2%. The decreased deficit at this level is likely due to the increases in initial salaries offered by colleges that more closely match those of the other institutions in this study.
Table 2 Summary

Table 2 provides a summary of the K-State average salaries by rank and college for the past five years. Six of the nine colleges experienced overall rank-by-rank increases in the Percent Deficit, with Agriculture remaining the same, and Veterinary Medicine and Technology and Aviation showing decreases. All colleges except Engineering and Human Ecology showed increases in their overall average salaries.

For full professors, all colleges except Veterinary Medicine and Technology and Aviation showed an increase in the Percent Deficit from FY 2015 to FY 2016. The College of Technology and Aviation had the largest Percent Deficit in FY 2016 at the professor rank (30.6%). The College of Business Administration followed with 29.3%, and the College of Arts and Sciences was third with 19.3%. The College of Veterinary Medicine had a -9.8% Percent Deficit, the lowest at the professor rank.

Six of the nine colleges showed decreases in the Percent Deficit from FY 2015 to FY 2016 at the associate professor level. The College of Technology and Aviation had the largest Percent Deficit in FY 2016 at the associate professor level (30.6%) while the College of Human Ecology showed the lowest (-3.6%).

At the assistant professor level, five of the nine colleges showed decreases in the Percent Deficit from FY 2015 to FY 2016. The College of Business Administration had the largest Percent Deficit at the assistant professor level (14.7%) while the College of Veterinary Medicine showed the lowest (-1.5%).

Table 3 Summary

Table 3 provides a summary of FY 2016 salaries for each college and Tables 3a-3i provide salary comparisons by rank and discipline. Approximately 18.0 percent (11) of the 63 disciplines have a rank-by-rank Percent Deficit less than or equal to 3%. The College of Human Ecology has four of these disciplines, the College of Agriculture has three, the College of Arts and Sciences has two, the Colleges of Veterinary Medicine and Architecture, Planning and Design each have one.

Of the disciplines with a deficit less than or equal to 3%, seven (11.1%) have a surplus in the rank-by-rank comparisons. Three of these are in the College of Agriculture, with the Colleges of Architecture, Planning and Design, Arts and Sciences, Human Ecology, and Veterinary Medicine each having one.

On the other hand, approximately 49% (31) of the disciplines have a rank-by-rank Percent Deficit greater than or equal to 10%, with 17 of those having a rank-by-rank Percent Deficit that exceeds 15%. Eleven 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 one year to the next. At the Full Professor level, only the Colleges of Veterinary Medicine and Technology and Aviation showed decreases in the Rank-by-Rank Deficits, with the remaining colleges showing increases. For Associate Professors, six colleges are showing smaller deficits, with the Colleges of Architecture, Planning and Design, Engineering, and Human Ecology showing larger deficits. For Assistant Professors, five colleges showed smaller deficits and four are showing larger deficits. In the Rank-By-Rank Percent Deficit table, the College of Veterinary Medicine and Technology and Aviation are showing surpluses, the College of Agriculture remains the same, and the remainder are showing decreases.

I hope you will find this report helpful when making salary-related decisions.

pc: Brian Niehoff, Jeff Morris