REPORT ON THE STATUS OF

FACULTY SALARIES

AT KANSAS STATE UNIVERSITY

Prepared by the Office of Planning & Analysis
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Staff:
Kelli Cox, Director
Nancy Baker, Computer Information Specialist
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History

This report was first compiled and written by the Faculty Affairs Subcommittee on Faculty Salaries in October of 1972. The report used only the salary and compensation data available from The American Association of University Professors (AAUP) Bulletin, 1971 and 1972. Through the years, the subcommittee and various task forces have reviewed the report, added more comprehensive data, and made changes to the tables and comparison groups. For example, the Consumer Price Index (CPI) data was added in 1980, which explains the use of the 1969-1970 year as the baseline for purchasing power comparisons. The Oklahoma State Salary Study, used for Table 1, was first published in 1974. K-State has submitted data every year since the study began.

Changes and Considerations for FY 2016

1. Data reported are from K-State’s Human Resources Information System (HRIS) on November 1, 2015. No merit increases were given for FY 2016, so changes in salaries are due to the Professorial Performance Award, Targeted Faculty Salary Enhancements, and raises due to promotions.

2. It is important to understand the differences in which faculty members are included in the Oklahoma State University Faculty Salary Study compared to those included in the AAUP data. Full explanations of these comparisons are included in the Explanation of Tables on page three.

3. In this report we compare average salaries at the university level. It is important to know that there is considerable variation between departments, with some closer to or exceeding peer averages. For a comparison at the disciplinary level among the 10 peer institutions, please refer to http://www.k-state.edu/2025/progress-reports/faculty-salary-data-analysis/.

4. It should be noted that the groups of peers, as well as Big 12 institutions have changed over the past few years.

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1 Approved by Faculty Senate February 14, 2006, the Professorial Performance Award rewards strong performance at the highest rank with a periodic base salary increase in addition to that provided for by the annual evaluation process.

2 The program was implemented to provide increases to select faculty members’ base pay as a merit driven proactive retention tool.
Summary of Findings

Comparisons with APLU Members Using Data from the Oklahoma State Salary Study:

- Total average salary for K-State increased for all ranks by $2,297 above the FY 2015 average salary.
- The average salary of K-State’s faculty was 12.9% below other APLU institutions compared with 12.6% in FY 2015.
- The K-State salary deficit decreased for associate and assistant professors.

Comparisons Using Data from AAUP:

- **Comparisons with Land-grant Institutions (48 of the original 50 land-grant institutions reporting):**
  - K-State’s salaries ranked 40th (down from 39th in FY 2015).
  - K-State’s total compensation ranked 43rd (down from 42nd in FY 2015).

- **Comparisons with Big Twelve Institutions:**
  - The average K-State faculty salary ranked 9th of the ten universities reporting in the Big Twelve.
  - The average K-State salary was 12.6% below the average of the Big Twelve universities (compared to 9.0% in FY 2015).

- **Comparisons with Peer Institutions**
  - Compared to ten peer institutions, K-State’s average salary ranked the lowest.
  - The average overall salary of K-State faculty was 13.4% below that of the average for peer institutions compared with 10.4% in FY 2015.

- **Constant Dollars (Including Instructors)**
  - FY 2016 salaries increased by 1.6%.
  - Purchasing power of FY 2016 salaries is 1.4% less than FY 1970 salaries.
  - There was a 1.0% increase in purchasing power for FY 2016 salaries compared to FY 2015.
Explanation of Tables

Comparisons with Association of Public and Land-grant Universities Using Data from the Oklahoma State Faculty Salary Study

Table 1 shows K-State faculty salaries compared to the average faculty salaries of member institutions of the Association of Public and Land-grant Universities (APLU). The data are compiled using the Oklahoma State University Salary Study, showing faculty salaries at participating universities as of November 1, 2015. Faculty members included in the comparison are those assigned to an academic department with an associated Classification of Instructional Programs (CIP) code. Examples of the departments excluded would be Leadership Studies, K-State Libraries, and Extension.

Average institutional salaries at the APLU institutions were calculated using two methods. The all ranks method simply averages all salaries across all ranks, regardless of the distribution of faculty in each rank. Alternately, calculating average salary using the rank adjusted method provides an estimate of what the comparison institutions’ average salaries would be if the distribution of faculty by each rank were identical to that of K-State. This hypothetical average salary is calculated by multiplying the proportion of K-State’s faculty at a particular rank by the comparison school’s average salary at the same rank, and adding these values for all ranks. Although these hypothetical compositions of faculty do not actually exist, the rank adjusted average salary provides a valuable measure of comparison by leveling the distribution of faculty among comparison institutions.

It is important to mention that the rank adjusted average salary for the comparison groups is consistently lower than the corresponding all ranks average. This is because K-State has fewer faculty members in the highest rank and more faculty members in the lower ranks when compared to the APLU institutions.

Comparisons Using Data from the American Association of University Professors

For Tables 2-4, the data were retrieved from The Annual Report on the Economic Status of the Profession, 2015-2016 from Academe Bulletin of the American Association of University Professors, March-April 2016, published by the American Association of University Professors (AAUP). Salary data was based on November 1, 2015 data from each participating institution. Only faculty who have 50% or more instructional appointments were included in this report. Faculty with 50% each to instructional and research are counted as instructional faculty, and are therefore included with this data. Examples of those excluded would be Extension faculty, research assistant and research associate professors, and library faculty, along with any other faculty who have 51% or more of their time allocated to research, extension, or a combination of the two.
50 Land-Grant Institutions

Since K-State is a land-grant institution, it is appropriate to compare faculty salaries to institutions with a similar mission and type of faculty (instruction, research, and service). Each state has a university that was formed under the Morrill Act and receives federal and state funds for research and cooperative extension. Table 2 provides a list of 48 of the 50 land grant institutions who submitted data to AAUP in FY 2016. (University of Idaho and Virginia Tech did not submit data for FY 2016.)

Big Twelve Universities

Because K-State is a member of the Big 12 Athletic Conference, it is appropriate to compare K-State to other conference members. This is shown in Table 3.

Peer Institutions

In the fall of 2013, the Kansas Board of Regents asked the K-State administration to review the list of peers and determine which would be the best ten universities to use for comparison purposes. K-State salaries compared with the salaries of these ten universities are found in Table 4.

Constant Dollars

Table 5 is included to show K-State salaries in terms of constant dollars over the past 46 years. The constant dollar value is generated using the fiscal average of the monthly Consumer Price Index (CPI). The Current Dollar is the average K-State salary, and the Constant Dollar Salary shows the purchasing power of the current salary compared to the Constant Dollar Salary in 1969-1970. Even though instructors are not included in any of the other tables due to a reevaluation of the data in FY 2013, they are included in Table 5 to maintain the historical value of the data.