

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. The year K-State first submitted data to this study is not known.

Changes and Considerations for FY 2015

1. Data reported are from K-State's Human Resources Information System (HRIS) on November 1, 2014. The 2.0% mid-year increase given to all faculty in FY 2014 and the 2.0% increase given to all faculty at the beginning of FY 2015 are included in this report.
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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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 \$6,583 above the FY 2014 average salary.
- The average salary of K-State's faculty was 12.6% below other APLU institutions compared with 16.7% in FY 2014.
- The K-State salary deficit decreased for all ranks.

Comparisons Using Data from AAUP:

- **Comparisons with Land-grant Institutions (49 of the original 50 land-grant institutions reporting):**
 - K-State's salaries ranked 39th (up from 41st in FY 2014).
 - K-State's total compensation ranked 42nd (up from 44th in FY 2014).
- **Comparisons with Big Twelve Institutions:**
 - The average K-State faculty salary ranked 9th of the ten universities reporting in the Big Twelve. K-State salaries moved ahead of West Virginia University in these rankings for FY 2015.
 - The average K-State salary was 9.0% below the average of the Big Twelve universities (down from 13.8% in FY 2014).
- **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 10.4% below that of the average for peer institutions compared with 11.5% in FY 2014.
- **Constant Dollars**
 - FY 2015 salaries increased by 4.7%.
 - Purchasing power of FY 2015 salaries is 0.7% less than FY 1970 salaries.
 - There was a 3.6% increase in purchasing power for FY 2015 compared to FY 2014 salaries.

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, 2014. 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, 2014-2015 from *Academe Bulletin of the American Association of University Professors, March-April 2015*, published by the American Association of University Professors (AAUP). Salary data was based on November 1, 2014 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.

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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 2015. (South Dakota State and Rutgers University did not submit data for FY 2015.)

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 45 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.

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Table 1
Faculty Salaries at K-State Compared to APLU Institutions^a

Year	Institution	Professor		Associate		Assistant		All Ranks	APLU	Rank
		\$ ^b	%dfct ^c	\$ ^b	%dfct ^c	\$ ^b	%dfct ^c	Average \$ ^b	Rank Adjusted Avg. Salary	Adjusted %dfct ^c
All University (Including Veterinary Medicine)										
2008-09	K-State	\$98,517	16.6%	\$73,730	8.6%	\$61,505	13.9%	\$79,685		13.8%
	APLU ^d	\$114,915		\$80,062		\$70,031		\$92,600	\$90,645	
2009-10	K-State	\$99,858	16.7%	\$72,693	11.1%	\$61,421	15.7%	\$80,350		14.9%
	APLU ^d	\$116,553		\$80,738		\$71,060		\$93,984	\$92,354	
2010-11	K-State	\$100,125	16.6%	\$72,115	12.0%	\$61,210	18.1%	\$80,055		15.6%
	APLU ^d	\$116,736		\$80,786		\$72,317		\$94,574	\$92,557	
2011-12	K-State	\$104,825	14.0%	\$73,790	11.7%	\$64,283	14.9%	\$82,736		13.5%
	APLU ^d	\$119,476		\$82,450		\$73,858		\$96,615	\$93,932	
2012-13	K-State	\$104,610	17.9%	\$74,592	13.3%	\$63,706	19.1%	\$82,233		16.9%
	APLU ^d	\$123,346		\$84,483		\$75,866		\$99,239	\$96,112	
2013-14	K-State	\$105,633	18.6%	\$76,360	12.7%	\$65,220	18.1%	\$83,685		16.7%
	APLU ^d	\$125,288		\$86,083		\$77,053		\$100,562	\$97,670	
2014-15	K-State	\$113,221	14.5%	\$80,472	10.5%	\$71,076	11.4%	\$90,268		12.6%
	APLU ^d	\$129,616		\$88,902		\$79,186		\$103,552	\$101,656	

^a This table contains a comparison of K-State faculty salaries with salaries at other members of the Association of Public and Land-grant Universities (APLU) by rank, all ranks, and rank adjusted.

^b Nine-month salaries are reported.

^c Refers to the percent K-State salaries are below the average of APLU institutions.

^d "APLU" refers to the average at the APLU member institutions, excluding K-State salaries.

Source: 2014-2015 Faculty Salary Survey by Discipline. Office of Institutional Research, Oklahoma State University.

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Table 2
Average Instructional Faculty Salary and Compensation Comparisons
50 Land Grant Institutions
2014-2015

Rank	University ^a	Salary	% Diff ^b	Rank	Compensation	%Diff ^b
1	CORNELL - NY	\$141,559	-29.4%	1	\$179,281	-29.2%
2	MARYLAND-COLLEGE PARK	\$125,559	-20.4%	3	\$154,755	-17.9%
3	CALIFORNIA - DAVIS	\$124,550	-19.7%	2	\$170,107	-25.3%
4	ILLINOIS-URBANA	\$119,518	-16.3%	5	\$154,190	-17.6%
5	PENN STATE	\$119,395	-16.2%	6	\$151,470	-16.1%
6	DELAWARE	\$116,600	-14.2%	7	\$151,164	-16.0%
7	OHIO STATE-COLUMBUS	\$113,599	-12.0%	9	\$143,149	-11.3%
8	MASSACHUSETTS-AMHERST	\$112,678	-11.3%	4	\$154,585	-17.8%
9	CONNECTICUT-STORRS	\$110,793	-9.7%	10	\$142,834	-11.1%
10	WISCONSIN-MADISON	\$110,780	-9.7%	12	\$140,814	-9.8%
11	TEXAS A&M	\$109,932	-9.0%	22	\$131,229	-3.2%
12	MINNESOTA-TWIN CITIES	\$108,537	-7.9%	8	\$146,360	-13.2%
13	PURDUE-WEST LAFAYETTE, IN	\$106,377	-6.0%	15	\$135,764	-6.4%
14	MICHIGAN STATE	\$105,995	-5.7%	13	\$139,170	-8.7%
15	NEW HAMPSHIRE	\$105,590	-5.3%	11	\$142,044	-10.6%
16	FLORIDA-GAINESVILLE	\$105,406	-5.1%	20	\$133,824	-5.1%
17	VIRGINIA TECH	\$103,675	-3.5%	16	\$135,478	-6.3%
18	IOWA STATE	\$102,889	-2.8%	17	\$135,022	-5.9%
19	CLEMSON - SC	\$102,733	-2.7%	18	\$134,625	-5.7%
20	TENNESSEE-KNOXVILLE	\$102,653	-2.6%	21	\$131,986	-3.8%
21	HAWAII-MANOA	\$101,987	-1.9%	14	\$138,268	-8.1%
22	NC STATE-RALEIGH	\$101,521	-1.5%	24	\$128,405	-1.1%
23	NEBRASKA-LINCOLN	\$99,958	0.0%	28	\$127,858	-0.7%
24	ARIZONA	\$99,731	0.3%	25	\$128,310	-1.0%
25	COLORADO STATE	\$99,392	0.6%	29	\$124,536	2.0%
26	WASHINGTON STATE	\$99,087	0.9%	31	\$123,295	3.0%
27	ARKANSAS-FAYETTEVILLE	\$98,088	1.9%	32	\$121,754	4.3%
28	GEORGIA	\$97,695	2.4%	30	\$123,736	2.6%
29	VERMONT	\$96,812	3.3%	27	\$127,917	-0.7%
30	LOUISIANA STATE UNIV	\$95,706	4.5%	23	\$130,590	-2.7%
31	OREGON STATE	\$95,665	4.5%	19	\$134,607	-5.6%
32	KENTUCKY	\$95,627	4.6%	38	\$115,630	9.8%
33	RHODE ISLAND	\$95,325	4.9%	26	\$128,242	-1.0%
34	NEVADA-RENO	\$95,082	5.2%	34	\$118,123	7.5%
35	AUBURN - AL	\$92,269	8.4%	35	\$117,729	7.9%
36	MISSOURI-COLUMBIA	\$90,736	10.2%	36	\$116,960	8.6%
37	WYOMING	\$88,804	12.6%	33	\$119,975	5.9%
38	OKLAHOMA STATE	\$88,212	13.4%	37	\$116,340	9.2%
39	KANSAS STATE	\$86,992	15.0%	42	\$109,748	15.7%
40	NORTH DAKOTA STATE	\$85,156	17.4%	40	\$112,510	12.9%
41	WEST VIRGINIA UNIVERSITY	\$84,415	18.5%	44	\$101,105	25.6%
42	MAINE-ORONO	\$82,533	21.2%	41	\$111,479	13.9%
43	MISSISSIPPI STATE	\$82,444	21.3%	47	\$93,709	35.5%
44	ALASKA-FAIRBANKS	\$81,913	22.1%	48	NA	NA
45	UTAH STATE	\$81,347	22.9%	39	\$113,136	12.3%
46	MONTANA STATE - Bozeman	\$79,622	25.6%	45	\$99,750	27.3%
47	IDAHO-MOSCOW	\$78,504	27.4%	43	\$103,029	23.3%
48	NM STATE-LAS CRUCES	\$76,513	30.7%	46	\$94,793	34.0%
Average		\$99,999			\$127,009	

^a Peer institutions are shaded.

^b Percent difference from the average salary (in the third column) and average compensation (in sixth column) of these 50 institutions.

^c South Dakota State and Rutgers did not report in FY 2015.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2015.

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Table 3

Instructional Faculty Salaries at K-State Compared to Big Twelve Institutions^a

Year	All Ranks Average ^b			Rank Adjusted ^c Average Salary	
	K-State Salary	Big 12 Institutions Salary	K-State Rank ^d	Big 12 Institutions Salary	Increment Needed to Reach Average Rank Adjusted
2008-09	\$77,355	\$89,501	12/12	\$87,097	12.6%
2009-10	\$78,478	\$88,631	12/12	\$88,095	12.3%
2010-11	\$77,986	\$90,782	12/12	\$88,669	13.7%
2011-12	\$80,377	\$93,606	10/10	\$89,164	10.9%
2012-13	\$80,247	\$90,782	10/10	\$91,059	13.5%
2013-14	\$83,569	\$94,480	9/9	\$95,097	13.8%
2014-15	\$86,992	\$97,231	9/10	\$94,838	9.0%

Institution	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
University of Texas	1	1	1	1	1
Baylor University	7	4	3	2	3
Iowa State University	5	3	2	3	2
Texas Christian University			4	4	4
University of Kansas	4	5	5	5	5
University of Oklahoma	9	7	6	6	6
Texas Tech University	11	9	7	7	7
Oklahoma State	10	8	9	8	8
Kansas State University	12	10	10	9	9
West Virginia University			8	(No report)	10

^a This Table provides a comparison of average faculty salaries at K-State and the other Big Twelve schools including: Baylor, Iowa State, Oklahoma State, Texas Tech, University of Kansas - Lawrence, Texas Christian, West Virginia University, University of Oklahoma - Norman, University of Texas - Austin.

Comparisons are made between the Big Twelve composite and K-State salaries based on all ranks average salary and rank adjusted average salary (Board of Regents method of calculating average salary for comparison).

^b Average Salary excluding fringe benefits.

^c Rank Adjusted Average Salary is calculated by multiplying the overall average of Big Twelve salaries by rank times the distribution of K-State faculty by rank; these values estimate what the comparison institutions' average salaries would be if their distribution by professorial rank were identical to K-State.

^d Rank is based on the composition of the Big 12 in each year.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2015.

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Table 4

Instructional Faculty Salaries at K-State Compared to Regents Peer Institutions ^a

Year	All Ranks Average ^b			Rank Adjusted ^c Average Salary	
	K-State Salary	Comparison Institutions Salary	K-State Rank ^d	Comparison Institutions Salary	K-State Increment Needed to Reach Average Rank Adjusted Salary
2008-09	\$77,355	\$84,705	5/6	\$84,705	9.5%
2009-10	\$78,478	\$86,929	6/6	\$85,593	9.1%
2010-11	\$77,986	\$87,722	6/6	\$85,955	10.2%
2011-12	\$80,377	\$87,697	8/8	\$84,843	5.6%
2012-13	\$80,247	\$96,090	11/11	\$88,606	10.4%
2013-14	\$83,569	\$97,922	11/11	\$93,205	11.5%
2014-15	\$86,992	\$99,294	11/11	\$96,061	10.4%

Institution	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
Massachusetts-Amherst			1	1	1
Iowa State University	2	4	4	3	2
Clemson University		3	2	2	3
North Carolina State University	1	1	3	4	4
Colorado State University	3	2	5	5	5
Washington State University			9	9	6
Louisiana State University			6	6	7
Auburn University		5	7	8	8
Oregon State University	4	6	8	7	9
Oklahoma State University	5	7	10	10	10
Kansas State University	6	8	11	11	11

^a This table provides a comparison of average faculty salaries at K-State and its peer institutions. Comparisons are made between the composite and K-State salaries based on all ranks average salary and rank adjusted average salary (KBOR method of calculating averages for comparison).

^b Average salary excluding fringe benefits.

^c Rank Adjusted Average Salary is calculated by multiplying the overall average of peer salaries by rank times the distribution of K-State faculty by rank; these values estimate what the comparison institutions' average salaries would be if their distribution by professorial rank were identical to K-State.

^d Auburn and Clemson were added to the comparison group in FY 2012, Massachusetts, Washington State, and Louisiana State were added in FY 2013.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2015.

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Table 5

Average Instructional Faculty Salaries^f at K-State in Constant Dollars^a

Year	Current Dollar		Consumer Price		Constant Dollar Salary		
	Amount ^b	%Inc	Index ^c	%Inc	Amount ^d	%Inc	Index ^e
1969-70	\$12,094	5.1	37.8	5.9	\$32,029	-0.7	100.0
1970-71	\$12,794	5.8	39.7	5.2	\$32,203	0.5	100.5
1971-72	\$12,801	0.1	41.2	3.6	\$31,097	-3.4	97.1
1972-73	\$13,318	4.0	42.8	4.0	\$31,117	0.1	97.2
1973-74	\$14,018	5.3	46.6	9.0	\$30,056	-3.4	93.8
1974-75	\$15,528	10.8	51.8	11.1	\$29,968	-0.3	93.6
1975-76	\$16,956	9.2	55.5	7.1	\$30,559	2.0	95.4
1976-77	\$18,027	6.3	58.7	5.8	\$30,715	0.5	95.9
1977-78	\$19,008	5.4	62.6	6.7	\$30,349	-1.2	94.8
1978-79	\$20,299	6.8	68.5	9.4	\$29,630	-2.4	92.5
1979-80	\$21,641	6.6	77.7	13.4	\$27,868	-5.9	87.0
1980-81	\$23,629	9.2	86.6	11.5	\$27,284	-2.1	85.2
1981-82	\$25,164	6.5	94.1	8.7	\$26,738	-2.0	83.5
1982-83	\$27,261	8.3	98.2	4.3	\$27,764	3.8	86.7
1983-84	\$27,971	2.6	101.8	3.7	\$27,478	-1.0	85.8
1984-85	\$30,690	9.7	105.8	3.9	\$29,017	5.6	90.6
1985-86	\$32,074	4.5	108.8	2.9	\$29,470	1.6	92.0
1986-87	\$32,994	2.9	111.3	2.2	\$29,651	0.6	92.6
1987-88	\$32,818	-0.5	115.8	4.1	\$28,340	-4.4	88.5
1988-89	\$36,365	10.8	121.2	4.7	\$30,004	5.9	93.7
1989-90	\$39,135	7.6	127.0	4.8	\$30,815	2.7	96.2
1990-91	\$40,889	4.5	133.9	5.4	\$30,537	-0.9	95.3
1991-92	\$41,515	1.5	138.3	3.3	\$30,018	-1.7	93.7
1992-93	\$42,529	2.4	140.1	1.3	\$30,356	1.1	94.8
1993-94	\$43,989	3.4	143.7	2.6	\$30,612	0.8	95.6
1994-95	\$45,968	4.5	147.8	2.9	\$31,101	1.6	97.1
1995-96	\$47,645	3.6	151.8	2.7	\$31,387	0.9	98.0
1996-97	\$48,693	2.2	158.9	4.7	\$30,644	-2.4	95.7
1997-98	\$50,042	2.8	161.7	1.8	\$30,947	1.0	96.6
1998-99	\$51,341	2.6	164.5	1.7	\$31,210	0.8	97.4
1999-00	\$53,586	4.4	169.3	2.9	\$31,652	1.4	98.8
2000-01	\$56,517	5.5	175.1	3.4	\$32,277	2.0	100.8
2001-02	\$58,894	4.2	178.2	1.8	\$33,049	2.4	103.2
2002-03	\$58,790	-0.2	182.1	2.2	\$32,285	-2.3	100.8
2003-04	\$61,710	5.0	186.1	2.2	\$33,160	2.7	103.5
2004-05	\$63,273	2.5	191.7	3.0	\$33,006	-0.5	103.1
2005-06	\$65,441	3.4	199.0	3.8	\$32,885	-0.4	102.7
2006-07	\$66,224	1.2	204.1	2.6	\$32,447	-1.3	101.3
2007-08	\$69,297	4.6	211.2	3.5	\$32,811	1.1	102.4
2008-09	\$71,783	3.6	213.2	0.9	\$33,669	2.6	105.1
2009-10	\$72,072	0.4	216.3	1.5	\$33,320	-1.0	104.0
2010-11	\$71,851	-0.3	220.6	2.0	\$32,566	-2.3	101.7
2011-12	\$73,810	2.7	227.1	2.9	\$32,501	-0.2	101.5
2012-13	\$73,294	-0.7	231.4	1.9	\$31,681	-2.5	98.9
2013-14	\$74,756	2.0	235.0	1.6	\$31,811	0.4	99.3
2014-15	\$78,297	4.7	236.7	0.7	\$33,082	4.0	103.3

^a This table provides a record of average salaries at K-State since 1969-70. It shows actual percentage increase in dollars, adjusts the salaries for inflation using the Consumer Price Index and indicates the purchasing power of the current salary when compared to the purchasing power in 1969-1970.

^b Average 9-month equivalent salary excluding fringe benefits.

^c Fiscal (July 1 to June 30) average of monthly Consumer Price Index values reported in the CPI Report published by the U.S. Department of Labor Bureau of Labor Statistics. Effective January, the U.S. Bureau of Labor Statistics changed the base year to the average during 1982-1984.

^d Constant Dollar Salary = (Current Dollar Salary/Consumer Price Index) X 100.

^e Constant Dollar Faculty Salary relative to the Constant Dollar Faculty Salary in 1969-70.

^f K-State salaries in this table include instructors

Source: Data taken from Academe Bulletin of the AAUP, March-April 2015.