Kansas State University Special Faculty Senate Meeting May 14, 2012
Topic: Faculty and Unclassified Salary Alignment with the 2025 Plan

Consideration Points

1. The 2025 Plan requires the retention and recruitment of high quality faculty members and the existing pay structure prevents this from occurring.
2. Achieving a *Top 50 Land Grant Research Institution* status will require faculty and unclassified staff salaries at a level commensurate with that of other Top 50 universities.
3. Failed searches are very costly, both in monetary terms and in terms of faculty and staff time. Many of these searches fail, in part, because of monetary reasons.
4. The number of administrative positions at KSU has grown 50% since 2008, while faculty positions have remained steady.
5. The policy of relying on state funding increases to support salary increases is not working.
6. The current policy of employees seeking external offers to get raises to stay at KSU is divisive and damaging to the KSU culture. This culture is a key reason why KSU has performed at such a high level with minimal funding.
7. Tuition rate increases have not been going toward faculty salary increases.

KSU Faculty Salaries in Comparative Perspective 2011 Fact Sheet

The KSU Office of Planning and Analysis published its annual "The Report on the Status of Faculty Salaries at Kansas State University" in June 2011. To view the entire report, go to http://www.k-state.edu/pa/statinfo/reports/faculty/salary11/report.pdf.

Comparisons with Land-grant Institutions (All 50 of the original 50 land-grant institutions reporting):

- The average salary of K-State faculty 18.7% *below* the average for this group.
- K-State's salaries ranked 46th.
- K-State's total compensation ranked 46th.

Comparisons with Big Twelve Institutions:

- The average K-State faculty salary ranked *last* in the Big Twelve, a position held for seventeen of the past twenty-one years.
- The average K-State salary was 6.0% *below* the average of the Big Twelve universities and 55.0% *below* the top-ranking university in the Big Twelve.
- The cost of living in Manhattan, KS is the fourth *highest* among Big Twelve communities.

Comparisons with Regent Peer Institutions – Colorado State, Iowa State, Oklahoma State, Oregon State, and North Carolina State

- K-State's average salary ranked *below* the five peers.
- K-State's average faculty salary has been 5th or 6th in this comparison group since FY 1990.
- An increase of 5.7% would be needed for K-State salaries to reach the peer average.

K-STATE SALARY BENCHMARKS – Approved by Faculty Senate May 8, 2012

By 2015, salaries of K-State faculty and unclassified staff will be equal to or exceed 85% of the median salary level of faculty (according to rank and academic discipline) and unclassified staff (according to title) at *land grant institutions ranked among the top 50 public research institutions.*

By 2018, salaries of K-State faculty and unclassified staff will be equal to or exceed 90% of the median salary level of faculty (according to rank and academic discipline) and unclassified staff (according to title) at *land grant institutions ranked among the top 50 public research institutions.*

By 2021, salaries of K-State faculty and unclassified staff will be equal to or exceed 95% of the median salary level of faculty (according to rank and academic discipline) and unclassified staff (according to title) at *land grant institutions ranked among the top 50 public research institutions.*

By 2025, salaries of K-State faculty and unclassified staff will be equal to or exceed the median salary level of faculty (according to rank and academic discipline) and unclassified staff (according to title) at *land grant institutions ranked among the top 50 public research institutions*.

**K-State salaries, on average, are currently at 77.5% of the median for faculty and unclassified staff *at land grant institutions ranked among the top 50 research institutions*.

Benchmarking Principles:

1. **Purpose**. Compensation benchmarks are standards by which progress toward salary goals can be judged. These salary benchmarks are based on the overall goal of K-State 2025—that K-State becomes a top 50 public research university by 2025. Many of the themes, activities, and outcomes of K-State 2025 depend upon retaining and recruiting a "highly talented, diverse workforce."[1] This set of benchmarks is focused on this purpose; not on other issues related to compensation (e.g., merit, compression, equity).

2. **Clear, Measurable, and Flexible**. Compensation benchmarks should be clear and measurable. This set of benchmarks compares the total compensation of like groups (e.g., assistant professors of history) using data from objective sources (i.e., AAUP and CUPA-HR). How additional resources are distributed among those groups (e.g., across the board, merit, or some other way) will be decided when additional resources become available.

3. **Reasonable and Graduated**. Salary benchmarks should be reasonable and realistic given the current status of salaries and the goals, themes, activities, and outcomes of K-State 2025. FSLC believes these salary benchmarks are reasonable and graduated given our current context.

4. **Comparison Groups and Data Sources**. This set of salary benchmarks is based on the median salaries of like groups at land grant institutions—the institutions that most closely resemble Kansas State University and its mission. AAUP data will be used to compare faculty salaries. CUPA-HR data will be used to compare unclassified salaries where appropriate.

[1] K-State 2025, Theme 5: Faculty and Staff Strategic Action Plan.