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Charles S. Taber, Provost and Executive Vice President
Cindy Bontrager, Vice President of Administration and Finance
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From: Brian Niehoff, Associate Provost for Institutional Effectiveness



RE: K-State Salary Comparisons with APLU

Date: August 31, 2018

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 2018 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 we submitted for this report are from the November 1, 2017 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.

The K-State salary data include a 2.5% cost of living increase for FY 2018. In addition, this year's reports reflects the impacts of targeted faculty salary enhancements, professorial performance awards, and increases for promotions in rank.

This report tries to be cognizant of the impact of small numbers in some of K-State's ranks within disciplines. Minor salary or staff changes may greatly impact average salary differentials with the comparison group. In the report, we have also tried to examine the differentials in the context of the trends over time rather than focusing only on the one-year change from 2017 to 2018. The context of the trends provides a more meaningful view of 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 a decrease in the total university rank-by-rank Percent Deficit at K-State (from 15.0% last year to 14.2% this year). The overall average annual faculty salary for K-State increased by \$3,128 in FY 2018, while the average salaries for the other APLU institutions increased by \$3,174.

In comparing FY 2018 to FY 2017, faculty salary Percent Deficit at the professor rank increased from 18.9 to 20.0%. As the table shows, the overall Percent Deficit for professors narrowed to 14.5% in FY 2015, equaling the lowest deficit in the past ten years. It appears, however, that the gains made due to merit increases, professorial promotion raises, and the Professorial Performance Awards, have not been enough to keep pace with increases at other APLU universities.

At the associate professor level, the overall salary Percent Deficit decreased this year from 11.9% to 9.8%. This is the second lowest deficit in the past ten years. The factors affecting the comparisons at the associate professor level are hiring assistant professors at higher salaries, an increase in the raises given for promotions to associate professor, faculty salary enhancements, and the 2.5% cost of living increase in FY 2018.

The overall assistant professor salary Percent Deficit decreased from 11.3% to 9.1%. This is the lowest deficit in many years. Colleges appear to be offering initial salaries that more closely match those of the other institutions in this study. The 2.5% increase for FY 2018 was also a likely factor in narrowing the deficit.

Table 2 Summary

Tables 2a-i provide summaries of the K-State average salaries by rank and college for the past seven years. Five of the nine colleges experienced overall rank-by-rank decreases in the Percent Deficit from 2017, with Veterinary Medicine now showing a deficit. For seven of the nine colleges, the 2018 deficit is slightly above or below the average deficit over the seven years. The 2018 deficit for the College of Agriculture is at its lowest in seven years, and the 2018 College of Business deficit is at its second highest in the seven years, slightly down from the highest deficit in 2017.

For full professors, four colleges showed a decrease in the Percent Deficit from FY 2017 to FY 2018, and the College of Agriculture remained unchanged. K-State Polytechnic had the largest Percent Deficit in FY 2018 at the professor rank (33.9%). The College of Business Administration followed with 32.4%, and the College of Arts and Sciences was third with 22.3%. For all colleges except Agriculture and Veterinary Medicine, the full professor rank continues to show the largest salary deficits, compared to deficits for associate and assistant professors. This pattern suggests a need to examine compensation for full professors.

For the Associate Professor rank, seven of the nine colleges showed a decreased Percent Deficit from 2017 to 2018. The College of Agriculture showed an increase in the Percent Deficit at the Associate Professor level, the College of Human Ecology had a decrease in surplus (-4.2% to -2.4%). The College of Business Administration had the largest Percent Deficit in FY 2018 at (16.1%) with the College of Arts and Sciences second at 11.7%. The College of Engineering and K-State Polytechnic showed their lowest deficits for this rank in seven years, and two other colleges (Architecture, Planning, and Design, and Education) showed their lowest deficits in six years.

At the assistant professor level, four of the nine colleges showed decreases in the Percent Deficit from FY 2017 to FY 2018. K-State Polytechnic had the largest Percent Deficit at the assistant professor level (23.7%) with the College of Business Administration second at 19.2%. Three colleges (Agriculture, Education, and Engineering) showed their lowest deficits for this rank in seven years.

Table 3 Summary

Table 3 provides a summary of FY 2018 salaries for each college and Tables 3a-3i provide salary comparisons by rank and discipline. Eleven of the 66 disciplines with comparisons (17%) have a rank-by-rank Percent Deficit less than 4%. The College of Human Ecology has five of these disciplines, the College of Agriculture has three, and the Colleges of Education, Engineering, and Veterinary Medicine each have one.

On the other hand, approximately 58% (38 of 66) 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%. Eleven of the disciplines with a Percent Deficit of 15% or greater occur in the College of Arts & Sciences. Most of those are in humanities and social science fields. Three of four disciplines in the College of Business Administration have deficits of 18% or greater.

Appendix A

The purpose of Appendix A is to provide a summary of the changes by rank across colleges from FY 2014 to FY 2018.

At the Full Professor level, four of the nine colleges showed overall decreases in deficits over the past five years. K-State Polytechnic had the largest decrease (-7.1%). The Colleges of Agriculture, Architecture, Planning and Design, and Human Ecology also showed deficit decreases, with Human Ecology having the greatest improvement (-4.1%). The College of Veterinary Medicine showed a decreased surplus (from -3.5% to -1.8%), with the remaining four colleges showing increased deficits. The College of Business Administration showed the greatest deficit increase (6.8%), with Human Ecology second (5.5%). Overall, there was an average increased deficit of 1.4% at the Full Professor level.

At the Associate Professor level, every college showed a decreased deficit over the five years. K-State Polytechnic showed the greatest decrease (-14.9%). The College of Architecture, Planning and Design (-5.4%) and the College of Education (-4.8%) showed the next greatest deficits. The overall change at the Associate Professor level was a decreased deficit of 2.8%.

The five-year summary at the Assistant Professor level shows five colleges with decreased deficits. The College of Agriculture had the greatest decrease (-17.3%), with the College of Veterinary Medicine (-12.2%) also showing a significant decrease. K-State Polytechnic increased in deficit (12.8%) at the Assistant Professor level, with Architecture, Planning and Design showing the second highest increase (4.4%). K-State overall showed a decreased deficit of 9.0% at the Assistant Professor level.

Overall, the salary deficits for K-State have been trending downward for Associate and Assistant Professors. For Full Professors, the deficits narrowed for FY 2014, but have been trending back up since. The data show that there are colleges and disciplines that have made progress, but on average, K-State is still 9-10% below the average APLU salary for Assistant and Associate Professors, and 20% below the average for Full Professors.

Appendix B

The Rank-By-Rank Percent Deficit table shows the trends for each college. Eight of the colleges showed a decrease in the Percent Deficit over the five years, with the College of Business Administration as the only college showing increased deficits over that time frame.

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. Also, while K-State provided 2.5% increases for FY 2018. In comparison, the APLU universities have averaged 2.3% increases per year for the years shown in the charts.

In addition, Professorial Performance Awards have been contributing to salary increases since FY 2007, while Targeted Faculty Salary Enhancements and increased raises for promotions have been in place since FY 2014.

I hope you find this report helpful in salary-related decisions. If there is anything else you would like to see, or you have any questions, please let me know.

Table 1
University Summary
Average Salaries by Rank FY 2009 - FY 2018
For K-State and 109 Other APLU Members FY 2018

Fiscal Year		Professor		Associate		Assistant		ALL RANKS		Rank by Rank
		N	\$	N	\$	N	\$	N	\$	
2009	K-State	389	\$98,517	296	\$73,730	306	\$61,505	991	\$79,685	13.8%
	Other	25,746	\$114,915	17,616	\$80,062	15,669	\$70,031	59,031	\$92,600	
	% Deficit		16.6%		8.6%		13.9%		16.2%	
2010	K-State	396	\$99,858	297	\$72,693	288	\$61,421	981	\$80,350	14.9%
	Other	25,592	\$116,553	17,587	\$80,738	15,035	\$71,060	58,214	\$93,984	
	% Deficit		16.7%		11.1%		15.7%		17.0%	
2011	K-State	377	\$100,125	305	\$72,115	273	\$61,210	955	\$80,055	15.6%
	Other	25,665	\$116,736	18,345	\$80,786	14,191	\$72,317	58,201	\$94,574	
	% Deficit		16.6%		12.0%		18.1%		18.1%	
2012	K-State	372	\$104,383	321	\$73,669	280	\$64,421	973	\$82,751	13.8%
	Other	24,590	\$119,487	17,820	\$82,455	13,617	\$73,853	56,027	\$96,617	
	% Deficit		14.5%		11.9%		14.6%		16.8%	
2013	K-State	381	\$104,610	323	\$74,592	327	\$63,706	1,031	\$82,233	16.9%
	Other	24,039	\$123,346	17,758	\$84,483	13,584	\$75,868	55,381	\$99,239	
	% Deficit		17.9%		13.3%		19.1%		20.7%	
2014	K-State	394	\$105,633	331	\$76,360	337	\$65,220	1,062	\$83,685	16.7%
	Other	25,161	\$125,431	19,230	\$86,083	14,773	\$77,053	59,164	\$100,562	
	% Deficit		18.7%		12.7%		18.1%		20.2%	
2015	K-State	390	\$113,221	330	\$80,472	298	\$71,076	1,018	\$90,268	12.6%
	Other	25,094	\$129,616	19,216	\$88,902	15,289	\$79,186	59,599	\$103,552	
	% Deficit		14.5%		10.5%		11.4%		14.7%	
2016	K-State	384	\$113,379	324	\$82,483	325	\$73,166	1,033	\$91,037	12.9%
	Other	24,232	\$131,913	18,478	\$90,501	15,190	\$80,659	57,900	\$105,251	
	% Deficit		16.3%		9.7%		10.2%		15.6%	
2017	K-State	382	\$113,453	317	\$83,144	338	\$74,401	1,037	\$91,459	14.9%
	Other	24,419	\$134,900	18,546	\$93,042	16,168	\$82,821	59,133	\$107,533	
	% Deficit		18.9%		11.9%		11.3%		17.6%	
2018	K-State	375	\$116,060	334	\$87,113	328	\$77,649	1,037	\$94,587	14.2%
	Other	25,106	\$139,311	18,570	\$95,636	16,883	\$84,748	60,559	\$110,707	
	% Deficit		20.0%		9.8%		9.1%		17.0%	

**Table 2a - College of Agriculture
Average Salaries by Rank within College - 2012 to 2018
K-State Compared with 109 Other APLU Members 2018**

Fiscal Year	Institutions	Professor		Associate		Assistant		All Ranks		Rank by Rank
		\$	% Deficit	\$	% Deficit	\$	% Deficit	\$	% Deficit	% Deficit
2012	K-State	100,266	1.6%	71,942	6.5%	63,921	6.2%	84,551	4.2%	3.5%
	Other	101,849		76,651		67,866		88,061		
2013	K-State	100,804	3.6%	74,178	7.6%	60,592	15.6%	84,205	7.8%	6.5%
	Other	104,412		79,801		70,021		90,797		
2014	K-State	100,344	6.0%	74,624	7.9%	61,077	17.7%	84,049	9.8%	8.6%
	Other	106,389		80,547		71,860		92,327		
2015	K-State	107,777	3.5%	80,502	4.5%	68,122	10.1%	91,303	5.3%	4.8%
	Other	111,552		84,089		74,977		96,106		
2016	K-State	107,839	5.5%	82,887	3.9%	73,046	3.9%	92,275	6.0%	4.8%
	Other	113,777		86,147		75,871		97,771		
2017	K-State	109,290	4.7%	83,072	4.8%	73,845	3.7%	93,456	4.4%	4.5%
	Other	114,466		87,064		76,606		97,562		
2018	K-State	112,543	4.7%	84,893	5.4%	76,364	0.4%	96,543	3.5%	4.0%
	Other	117,875		89,503		76,633		99,875		

**Table 2b - College of Architecture, Planning and Design
Average Salaries by Rank within College - 2012 to 2018
K-State Compared with 109 Other APLU Members 2018**

Fiscal Year	Institutions	Professor		Associate		Assistant		All Ranks		Rank by Rank
		\$	% Deficit	\$	% Deficit	\$	% Deficit	\$	% Deficit	% Deficit
2012	K-State	88,829	18.3%	70,861	8.5%	59,529	6.0%	72,377	11.5%	11.7%
	Other	105,106		76,879		63,126		80,708		
2013	K-State	92,293	17.6%	67,647	17.2%	58,416	10.5%	70,674	17.2%	14.9%
	Other	108,522		79,253		64,543		82,805		
2014	K-State	90,260	23.3%	69,413	15.6%	60,794	7.3%	71,873	17.0%	15.5%
	Other	111,334		80,258		65,212		84,122		
2015	K-State	99,297	15.7%	74,461	10.7%	62,702	6.9%	77,172	12.9%	11.4%
	Other	114,841		82,412		67,001		87,158		
2016	K-State	99,750	16.8%	75,198	11.1%	64,255	5.9%	78,825	12.7%	11.8%
	Other	116,506		83,552		68,032		88,847		
2017	K-State	99,225	20.2%	75,604	11.6%	64,138	7.6%	79,007	14.2%	13.7%
	Other	119,278		84,386		69,020		90,229		
2018	K-State	102,099	19.4%	79,780	9.3%	63,446	11.6%	81,336	14.6%	13.1%
	Other	121,952		87,185		70,818		93,225		

**Table 2c - College of Arts and Sciences
Average Salaries by Rank within College - 2012 to 2018
K-State Compared with 109 Other APLU Members 2018**

Fiscal Year	Institutions	Professor		Associate		Assistant		All Ranks		Rank by Rank
		\$	% Deficit	\$	% Deficit	\$	% Deficit	\$	% Deficit	% Deficit
2012	K-State	96,419	18.6%	65,990	14.3%	58,117	11.8%	73,331	23.2%	15.5%
	Other	114,334		75,435		64,954		90,328		
2013	K-State	96,105	22.0%	67,227	14.3%	57,789	14.4%	73,424	25.2%	17.6%
	Other	117,213		76,838		66,096		91,954		
2014	K-State	97,981	21.8%	69,126	13.6%	58,781	14.3%	75,094	24.5%	17.2%
	Other	119,293		78,507		67,167		93,477		
2015	K-State	105,181	17.0%	73,085	10.9%	64,213	7.5%	80,761	19.1%	12.7%
	Other	123,065		81,078		69,024		96,157		
2016	K-State	104,770	19.3%	74,614	10.6%	66,639	5.4%	81,954	19.0%	12.9%
	Other	125,032		82,491		70,265		97,531		
2017	K-State	105,287	20.8%	75,125	12.2%	67,525	6.4%	82,572	20.3%	14.3%
	Other	127,234		84,316		71,862		99,350		
2018	K-State	107,546	22.3%	77,695	11.7%	69,809	5.7%	85,402	19.9%	14.7%
	Other	131,498		86,811		73,767		102,389		

**Table 2d - College of Business Administration
Average Salaries by Rank within College - 2012 to 2018
K-State Compared with 109 Other APLU Members 2018**

Fiscal Year	Institutions	Professor		Associate		Assistant		All Ranks		Rank by Rank
		\$	% Deficit	\$	% Deficit	\$	% Deficit	\$	% Deficit	% Deficit
2012	K-State	149,294	14.6%	116,504	14.6%	113,783	19.2%	131,320	13.0%	15.6%
	Other	171,022		133,518		135,622		148,438		
2013	K-State	148,112	20.9%	116,243	18.9%	114,309	22.4%	129,051	19.3%	20.8%
	Other	179,069		138,228		139,916		153,997		
2014	K-State	145,937	25.6%	121,261	18.2%	123,169	16.1%	132,499	19.0%	21.1%
	Other	183,278		143,276		142,942		157,694		
2015	K-State	154,774	24.7%	128,062	16.7%	128,637	14.8%	140,506	17.0%	20.2%
	Other	192,960		149,468		147,660		164,416		
2016	K-State	153,926	29.3%	133,479	15.1%	133,109	14.7%	141,658	19.7%	21.3%
	Other	199,067		153,645		152,709		169,569		
2017	K-State	152,202	35.9%	134,474	18.8%	133,350	16.6%	140,334	24.7%	24.6%
	Other	206,838		159,807		155,467		174,934		
2018	K-State	162,244	32.4%	141,580	16.1%	134,412	19.2%	145,464	23.9%	22.9%
	Other	214,751		164,399		160,157		180,216		

**Table 2e - College of Education
Average Salaries by Rank within College - 2012 to 2018
K-State Compared with 109 Other APLU Members 2018**

Fiscal Year	Institutions	Professor		Associate		Assistant		All Ranks		Rank by Rank
		\$	% Deficit	\$	% Deficit	\$	% Deficit	\$	% Deficit	% Deficit
2012	K-State	99,446	4.6%	69,096	6.3%	57,914	4.8%	72,424	9.4%	5.4%
	Other	104,053		73,445		60,687		79,240		
2013	K-State	101,891	5.5%	68,321	9.4%	58,450	5.3%	70,113	15.2%	7.2%
	Other	107,455		74,767		61,575		80,736		
2014	K-State	95,035	13.0%	69,778	9.0%	58,830	7.8%	69,328	16.1%	9.4%
	Other	107,392		76,070		63,409		80,512		
2015	K-State	101,600	8.2%	73,560	6.9%	60,674	6.7%	71,615	15.0%	7.1%
	Other	109,931		78,639		64,755		82,328		
2016	K-State	96,874	16.8%	75,700	5.1%	61,365	7.1%	72,527	15.1%	8.6%
	Other	113,119		79,576		65,701		83,469		
2017	K-State	98,588	19.4%	77,837	5.1%	62,774	6.6%	73,949	15.6%	8.7%
	Other	117,705		81,793		66,895		85,502		
2018	K-State	102,203	15.6%	79,901	4.2%	64,135	5.0%	77,126	11.9%	6.8%
	Other	118,119		83,290		67,358		86,270		

**Table 2f - College of Engineering
Average Salaries by Rank within College - 2012 to 2018
K-State Compared with 109 Other APLU Members 2018**

Fiscal Year	Institutions	Professor		Associate		Assistant		All Ranks		Rank by Rank
		\$	% Deficit	\$	% Deficit	\$	% Deficit	\$	% Deficit	% Deficit
2012	K-State	119,903	11.0%	88,630	7.4%	74,882	10.4%	100,141	10.5%	9.8%
	Other	133,043		95,199		82,663		110,627		
2013	K-State	121,697	13.0%	90,483	7.5%	70,630	19.3%	99,750	14.2%	12.1%
	Other	137,541		97,290		84,281		113,964		
2014	K-State	123,205	14.4%	92,514	7.2%	75,436	14.1%	102,131	14.0%	12.2%
	Other	140,944		99,190		86,062		116,391		
2015	K-State	127,017	14.5%	96,359	5.9%	80,341	9.7%	107,817	10.8%	11.7%
	Other	145,397		102,088		88,164		119,413		
2016	K-State	128,031	15.4%	95,315	9.2%	81,754	9.3%	106,011	14.4%	12.5%
	Other	147,746		104,043		89,334		121,236		
2017	K-State	127,754	17.8%	98,236	7.8%	82,392	10.7%	105,391	16.3%	13.6%
	Other	150,508		105,889		91,221		122,553		
2018	K-State	130,061	19.9%	104,753	3.2%	86,893	7.0%	108,247	16.8%	11.8%
	Other	155,910		108,108		93,009		126,447		

**Table 2g - College of Human Ecology
Average Salaries by Rank within College - 2012 to 2018
K-State Compared with 109 Other APLU Members 2018**

Fiscal Year	Institutions	Professor		Associate		Assistant		All Ranks		Rank by Rank
		\$	% Deficit	\$	% Deficit	\$	% Deficit	\$	% Deficit	% Deficit
2012	K-State	96,100	12.4%	71,848	6.2%	65,248	-1.8%	76,302	7.8%	6.1%
	Other	107,987		76,336		64,097		82,287		
2013	K-State	94,707	26.9%	73,108	11.0%	67,400	5.4%	75,213	20.1%	13.1%
	Other	120,143		81,180		71,034		90,366		
2014	K-State	101,388	15.5%	80,462	-0.9%	70,535	-2.3%	82,037	6.0%	4.3%
	Other	117,067		79,760		68,906		86,921		
2015	K-State	108,205	8.9%	87,843	-8.2%	73,284	-5.0%	89,552	-1.6%	-0.5%
	Other	117,812		80,683		69,593		88,085		
2016	K-State	108,441	9.7%	85,556	-3.6%	71,290	-0.6%	88,040	1.1%	2.2%
	Other	118,915		82,481		70,850		88,978		
2017	K-State	109,830	11.3%	88,941	-4.6%	73,897	-3.0%	90,314	0.4%	1.7%
	Other	122,232		84,827		71,687		90,657		
2018	K-State	112,433	11.4%	89,324	-2.4%	72,398	0.9%	90,092	3.2%	3.5%
	Other	125,232		87,207		73,023		92,977		

**Table 2h - K-State Polytechnic
Average Salaries by Rank within College - 2012 to 2018
K-State Compared with 109 Other APLU Members 2018**

Fiscal Year	Institutions	Professor		Associate		Assistant		All Ranks		Rank by Rank
		\$	% Deficit	\$	% Deficit	\$	% Deficit	\$	% Deficit	% Deficit
2012	K-State	80,980	29.0%	64,803	21.6%	57,720	17.7%	67,379	20.8%	23.1%
	Other	104,446		78,773		67,948		81,427		
2013	K-State	79,951	39.9%	64,326	23.2%	64,835	4.6%	69,642	21.2%	25.9%
	Other	111,887		79,228		67,834		84,372		
2014	K-State	81,458	41.0%	65,913	26.5%	62,788	10.8%	70,756	24.5%	29.5%
	Other	114,868		83,379		69,589		88,056		
2015	K-State	85,712	38.4%	70,235	20.8%	67,531	7.8%	75,758	20.1%	26.2%
	Other	118,642		84,837		72,812		90,952		
2016	K-State	86,683	30.6%	73,639	15.8%	66,878	9.2%	77,546	15.0%	21.5%
	Other	113,189		85,246		73,062		89,195		
2017	K-State	87,542	31.7%	74,346	16.5%	70,298	7.4%	78,822	15.1%	21.6%
	Other	115,278		86,586		75,529		90,712		
2018	K-State	89,292	33.9%	79,627	11.6%	62,333	23.7%	83,402	10.6%	26.4%
	Other	119,554		88,843		77,079		92,204		

**Table 2i - College of Veterinary Medicine
Average Salaries by Rank within College - 2012 to 2018
K-State Compared with 109 Other APLU Members 2018**

Fiscal Year	Institutions	Professor		Associate		Assistant		All Ranks		Rank by Rank
		\$	% Deficit	\$	% Deficit	\$	% Deficit	\$	% Deficit	% Deficit
2012	K-State	112,969	1.0%	88,179	1.7%	76,883	0.5%	94,983	-0.1%	1.2%
	Other	114,063		89,679		77,259		94,922		
2013	K-State	118,082	-0.2%	86,931	7.8%	74,068	8.4%	96,867	3.8%	3.6%
	Other	117,843		93,731		80,295		100,555		
2014	K-State	121,688	-3.5%	88,588	4.8%	70,914	15.2%	95,973	3.0%	3.2%
	Other	117,450		92,804		81,694		98,818		
2015	K-State	130,709	-7.4%	95,926	0.0%	85,974	-3.5%	109,042	-7.7%	-4.9%
	Other	120,981		95,910		83,005		100,619		
2016	K-State	134,898	-9.8%	97,355	-0.4%	85,759	-1.5%	109,931	-7.4%	-5.7%
	Other	121,707		96,975		84,502		101,815		
2017	K-State	136,208	-8.6%	96,273	3.4%	85,222	2.0%	109,336	-5.1%	-3.3%
	Other	124,513		99,583		86,954		103,788		
2018	K-State	138,312	-1.8%	101,863	1.9%	88,461	3.0%	110,168	0.9%	0.5%
	Other	135,785		103,793		91,158		111,124		

Table 3
College Summary
K-State Compared with 109 Other APLU Members 2018

Dept/Program		Professor		Associate		Assistant		All Ranks		Rank by Rank
		N	\$	N	\$	N	\$	N	\$	
College of Agriculture	K-State	85	112,543	44	84,893	42	76,364	171	96,543	4.0%
	Other	1,636	117,875	773	89,503	922	76,633	3,331	99,875	
	% Deficit		4.7%		5.4%		0.4%		3.5%	
College of Architecture Planning & Design	K-State	13	102,099	24	79,780	13	63,446	50	81,337	13.1%
	Other	442	121,952	559	87,185	416	70,818	1,417	93,225	
	% Deficit		19.4%		9.3%		11.6%		14.6%	
College of Arts & Sciences	K-State	135	107,546	135	77,695	125	69,809	395	85,402	14.7%
	Other	15,569	131,498	11,672	86,811	9,481	73,767	36,722	102,389	
	% Deficit		22.3%		11.7%		5.7%		19.9%	
College of Business Administration	K-State	12	162,244	12	141,580	14	134,412	38	145,464	22.9%
	Other	1,515	214,751	1,360	164,399	1,536	160,157	4,411	180,216	
	% Deficit		32.4%		16.1%		19.2%		23.9%	
College of Education	K-State	7	102,203	21	79,901	18	64,135	46	77,126	6.8%
	Other	476	118,119	651	83,290	699	67,358	1,826	86,270	
	% Deficit		15.6%		4.2%		5.0%		11.9%	
College of Engineering	K-State	49	130,061	37	104,753	44	86,893	130	108,247	11.8%
	Other	4,336	155,910	2,426	108,108	2,490	93,009	9,252	126,447	
	% Deficit		19.9%		3.2%		7.0%		16.8%	
College of Human Ecology	Other	24	112,433	30	89,324	29	72,398	83	90,092	3.5%
	Other	532	125,232	553	87,207	700	73,023	1,785	92,977	
	% Deficit		11.4%		-2.4%		0.9%		3.2%	
Main Campus	K-State	325	114,295	303	86,044	285	76,201	913	93,028	15.9%
	Other	24,506	139,487	17,994	95,559	16,244	84,664	58,744	110,871	
	% Deficit		22.0%		11.1%		11.1%		19.2%	
College of Veterinary Medicine	K-State	39	138,312	25	101,863	41	88,461	105	110,168	0.5%
	Other	465	135,785	355	103,793	444	91,158	1,264	111,124	
	% Deficit		-1.8%		1.9%		3.0%		0.9%	
K-State Polytechnic	K-State	11	89,292	6	79,627	2	62,333	19	83,402	26.4%
	Other	135	119,554	221	88,843	195	77,079	551	92,204	
	% Deficit		33.9%	0.0%	11.6%	0.0%	23.7%	0.0%	10.6%	
Total University	K-State	375	116,060	334	87,113	328	77,649	1,037	94,587	14.2%
	Other	25,106	139,311	18,570	95,636	16,883	84,748	60,559	110,707	
	% Deficit		20.0%		9.8%		9.1%		17.0%	

**Table 3a - College of Agriculture
Average Salaries by Rank within CIP Code
K-State Compared with 109 Other APLU Members 2018**

Dept/Program		Professor		Associate		Assistant		All Ranks		Rank by Rank
		N	\$	N	\$	N	\$	N	\$	
Agricultural Economics	K-State	10	144,820	6	109,960	10	92,337	26	116,590	-5.1%
	Other	283	136,317	134	103,694	151	89,248	568	116,108	
	% Deficit		-5.9%		-5.7%		-3.3%		-0.4%	
Agronomy	K-State	19	104,195	7	76,577	8	71,397	34	90,792	4.6%
	Other	328	108,167	144	84,531	147	72,725	619	94,252	
	% Deficit		3.8%		10.4%		1.9%		3.8%	
Animal Sciences and Industry	K-State	21	105,669	10	76,985	13	70,063	44	88,630	10.9%
	Other	394	117,882	235	88,433	281	74,131	910	96,767	
	% Deficit		11.6%		14.9%		5.8%		9.2%	
Agricultural Communications	K-State	0	0	3	86,170	0	0	3	86,170	5.1%
	Other	9	120,840	6	90,577	4	69,191	19	100,410	
	% Deficit		0.0%		5.1%		0.0%		16.5%	
Agricultural Education	K-State	0	0	1	88,068	1	75,487	2	81,778	-9.0%
	Other	49	106,758	39	79,558	58	69,335	146	84,626	
	% Deficit		0.0%		-9.7%		-8.2%		3.5%	
Entomology	K-State	10	106,599	3	82,160	1	75,477	14	99,139	7.5%
	Other	251	115,098	97	87,899	111	76,828	459	100,095	
	% Deficit		8.0%		7.0%		1.8%		1.0%	
Grain Science and Industry¹	K-State	6	135,832	2	114,812	2	79,438	10	120,349	N/A
	Other	0	0	0	0	0	0	0	0	
	% Deficit		0.0%		0.0%		0.0%		0.0%	
Horticulture and Natural Resources	K-State	10	95,083	8	75,891	5	67,566	23	82,425	16.6%
	Other	177	115,068	72	85,831	102	74,618	351	97,316	
	% Deficit		21.0%		13.1%		10.4%		18.1%	
Plant Pathology	K-State	9	120,822	4	84,963	2	77,138	15	105,435	-1.8%
	Other	151	116,434	48	87,786	70	76,849	269	101,021	
	% Deficit		-3.6%		3.3%		-0.4%		-4.2%	
College of Agriculture	K-State	85	112,543	44	84,893	42	76,364	171	96,543	4.0%
	Other	1,636	117,875	773	89,503	922	76,633	3,331	99,875	
	% Deficit		4.7%		5.4%		0.4%		3.5%	

¹No comparable data available.

**Table 3b - College of Architecture, Planning & Design
Average Salaries by Rank within CIP Code
K-State Compared with 109 Other APLU Members 2018**

Dept/Program		Professor		Associate		Assistant		All Ranks		Rank by Rank
		N	\$	N	\$	N	\$	N	\$	
Architecture	K-State	9	102,356	6	82,008	8	63,014	23	83,364	12.4%
	Other	287	119,815	398	86,353	263	69,917	948	91,923	
	% Deficit		17.1%		5.3%		11.0%		10.3%	
Interior Architecture & Product Design	K-State	0	0	7	76,540	2	57,018	9	72,202	7.2%
	Other	3	94,375	13	81,904	8	61,522	24	76,669	
	% Deficit		0.0%		7.0%		7.9%		6.2%	
Landscape Architecture	K-State	3	102,440	9	78,663	1	69,000	13	83,407	11.3%
	Other	52	113,315	62	88,515	58	70,156	172	89,822	
	% Deficit		10.6%		12.5%		1.7%		7.7%	
Regional and Community Planning	K-State	1	98,763	2	89,467	2	68,823	5	83,069	11.9%
	Other	100	133,404	86	90,877	87	74,840	273	101,344	
	% Deficit		35.1%		1.6%		8.7%		22.0%	
College of Architecture Planning & Design	K-State	13	102,099	24	79,780	13	63,446	50	81,337	13.1%
	Other	442	121,952	559	87,185	416	70,818	1,417	93,225	
	% Deficit		19.4%		9.3%		11.6%		14.6%	

**Table 3c - College of Arts and Sciences
Average Salaries by Rank within CIP Code
K-State Compared with 109 Other APLU Members 2018**

Dept/Program		Professor		Associate		Assistant		All Ranks		Rank by Rank
		N	\$	N	\$	N	\$	N	\$	
Art	K-State	3	89,088	8	67,239	4	56,879	15	68,846	10.3%
	Other	318	96,404	392	75,203	258	62,036	968	78,659	
	% Deficit		8.2%		11.8%		9.1%		14.3%	
Biochemistry and Molecular Biophysics	K-State	8	121,423	2	93,187	2	81,058	12	109,990	12.1%
	Other	264	142,847	128	92,105	129	76,272	521	113,897	
	% Deficit		17.6%		-1.2%		-5.9%		3.6%	
Biology	K-State	19	120,113	7	85,376	12	72,343	38	98,629	6.8%
	Other	853	130,345	661	88,471	567	75,429	2,081	102,082	
	% Deficit		8.5%		3.6%		4.3%		3.5%	
Chemistry	K-State	9	120,732	4	84,634	4	76,288	17	101,781	15.5%
	Other	1,222	146,875	526	91,466	579	77,743	2,327	117,149	
	% Deficit		21.7%		8.1%		1.9%		15.1%	
Economics	K-State	5	133,541	2	130,128	8	106,653	15	118,746	21.6%
	Other	615	194,244	393	132,991	423	116,154	1,431	154,339	
	% Deficit		45.5%		2.2%		8.9%		30.0%	
English	K-State	11	90,521	14	70,694	8	59,590	33	74,611	19.0%
	Other	1,227	116,584	1,167	80,625	677	64,703	3,071	91,482	
	% Deficit		28.8%		14.0%		8.6%		22.6%	
Geography	K-State	6	103,422	4	84,770	2	70,185	12	91,665	13.7%
	Other	293	126,969	238	85,197	190	73,853	721	99,183	
	% Deficit		22.8%		0.5%		5.2%		8.2%	
Geology	K-State	3	101,561	3	75,134	6	68,087	12	78,217	20.9%
	Other	677	132,791	344	91,204	348	77,166	1,369	108,201	
	% Deficit		30.7%		21.4%		13.3%		38.3%	
History	K-State	7	105,376	8	70,965	4	58,639	19	81,048	17.6%
	Other	865	124,335	885	83,927	443	67,384	2,193	96,524	
	% Deficit		18.0%		18.3%		14.9%		19.1%	
Journalism and Mass Communications	K-State	3	93,124	5	79,672	4	63,211	12	77,548	12.6%
	Other	232	117,435	278	84,054	228	68,923	738	89,874	
	% Deficit		26.1%		5.5%		9.0%		15.9%	
Mathematics	K-State	15	106,626	10	81,419	12	73,527	37	89,079	13.5%
	Other	1,587	129,999	747	88,533	768	75,473	3,102	106,514	
	% Deficit		21.9%		8.7%		2.6%		19.6%	
Modern Languages	K-State	3	87,606	6	71,023	7	57,683	16	68,296	7.7%
	Other	284	101,635	508	74,436	310	60,761	1,102	77,598	
	% Deficit		16.0%		4.8%		5.3%		13.6%	
Music	K-State	11	87,434	12	65,035	3	51,767	26	72,980	16.4%
	Other	857	103,124	726	74,275	511	60,701	2,094	82,769	
	% Deficit		17.9%		14.2%		17.3%		13.4%	
Theatre	K-State	1	90,603	6	69,178	3	51,017	10	65,872	12.8%
	Other	320	107,196	328	75,609	302	60,690	950	81,506	
	% Deficit		18.3%		9.3%		19.0%		23.7%	

**Table 3c - College of Arts and Sciences
Average Salaries by Rank within CIP Code
K-State Compared with 109 Other APLU Members 2018**

Dept/Program		Professor		Associate		Assistant		All Ranks		Rank by Rank
		N	\$	N	\$	N	\$	N	\$	
Dance	K-State	0	0	1	64,968	2	51,250	3	55,823	22.1%
	Other	61	99,305	59	75,422	53	64,525	173	80,505	
	% Deficit		0.0%		16.1%		25.9%		44.2%	
Philosophy	K-State	2	94,636	1	69,147	5	59,314	8	69,374	21.3%
	Other	484	129,003	339	81,184	226	66,845	1,049	100,158	
	% Deficit		36.3%		17.4%		12.7%		44.4%	
Physics	K-State	12	116,746	9	87,348	5	74,999	26	98,541	12.2%
	Other	1,513	137,040	528	91,135	503	81,824	2,544	116,595	
	% Deficit		17.4%		4.3%		9.1%		18.3%	
Political Science	K-State	3	122,645	8	86,024	7	71,148	18	86,343	9.0%
	Other	647	140,913	627	92,895	460	75,435	1,734	106,180	
	% Deficit		14.9%		8.0%		6.0%		23.0%	
Psychological Sciences	K-State	8	97,799	1	72,935	5	72,688	14	87,055	31.1%
	Other	1,199	140,739	751	90,920	655	76,203	2,605	110,149	
	% Deficit		43.9%		24.7%		4.8%		26.5%	
Sociology	K-State	2	99,825	9	74,950	2	67,766	13	77,671	19.3%
	Other	599	136,795	493	87,414	448	72,066	1,540	102,157	
	% Deficit		37.0%		16.6%		6.3%		31.5%	
Anthropology	K-State	1	83,304	3	85,856	1	65,000	5	81,174	12.2%
	Other	459	126,403	416	85,568	258	72,419	1,133	99,117	
	% Deficit		51.7%		-0.3%		11.4%		22.1%	
Social Work	K-State	0	0	2	74,792	2	66,625	4	70,709	8.1%
	Other	249	121,955	346	83,473	421	69,350	1,016	87,052	
	% Deficit		0.0%		9.8%		12.6%		33.6%	
Communication Studies	K-State	0	0	3	74,354	5	61,727	8	66,462	11.4%
	Other	199	116,452	211	81,653	208	69,497	618	88,767	
	% Deficit		0.0%		9.8%		12.6%		33.6%	
Statistics	K-State	2	115,487	4	101,535	7	88,235	13	96,520	6.5%
	Other	253	150,042	164	101,061	202	90,240	619	117,549	
	% Deficit		29.9%		-0.5%		2.3%		21.8%	
Gender, Women and Sexuality Studies	K-State	0	0	1	77,154	3	55,662	4	61,035	25.4%
	Other	63	124,534	84	89,902	61	72,062	208	95,159	
	% Deficit		0.0%		16.5%		29.5%		55.9%	
American Ethnic Studies	K-State	1	136,664	2	71,323	2	69,985	5	83,856	12.5%
	Other	230	135,136	335	94,564	255	73,797	820	99,486	
	% Deficit		-1.1%		32.8%		5.5%		18.8%	
College of Arts & Sciences	K-State	135	107,546	135	77,695	125	69,809	395	85,402	14.7%
	Other	15,569	131,498	11,672	86,811	9,481	73,767	36,722	102,389	
	% Deficit		22.3%		11.7%		5.7%		19.9%	

**Table 3d - College of Business Administration
Average Salaries by Rank within CIP Code
K-State Compared with 109 Other APLU Members 2018**

Dept/Program		Professor		Associate		Assistant		All Ranks		Rank by Rank
		N	\$	N	\$	N	\$	N	\$	
Accounting	K-State	2	161,684	5	151,965	2	154,438	9	154,674	18.0%
	Other	297	209,414	315	174,534	416	175,679	1,028	185,074	
	% Deficit		29.5%		14.9%		13.8%		19.7%	
Finance	K-State	1	166,434	1	169,195	4	139,298	6	148,803	27.3%
	Other	296	224,764	220	181,749	268	182,604	784	198,282	
	% Deficit		35.0%		7.4%		31.1%		33.3%	
Management	K-State	7	158,134	3	121,200	5	125,545	15	139,884	31.0%
	Other	663	218,979	605	159,428	617	147,689	1,885	176,531	
	% Deficit		38.5%		31.5%		17.6%		26.2%	
Marketing	K-State	2	175,094	3	135,445	3	129,326	8	143,063	9.7%
	Other	259	198,604	220	146,207	235	139,817	714	163,111	
	% Deficit		13.4%		7.9%		8.1%		14.0%	
College of Business Administration	K-State	12	162,244	12	141,580	14	134,412	38	145,464	22.9%
	Other	1,515	214,751	1,360	164,399	1,536	160,157	4,411	180,216	
	% Deficit		32.4%		16.1%		19.2%		23.9%	

**Table 3e - College of Education
Average Salaries by Rank within CIP Code
K-State Compared with 109 Other APLU Members 2018**

Dept/Program		Professor		Associate		Assistant		All Ranks		Rank by Rank
		N	\$	N	\$	N	\$	N	\$	
Educational Leadership	K-State	4	99,188	5	76,915	5	66,629	14	79,606	14.7%
	Other	260	124,764	296	86,262	302	69,658	858	92,085	
	% Deficit		25.8%		12.2%		4.5%		15.7%	
Curriculum and Instruction	K-State	1	99,189	10	81,056	8	62,518	19	74,205	0.6%
	Other	131	108,666	253	79,802	283	64,033	667	78,780	
	% Deficit		9.6%		-1.5%		2.4%		6.2%	
Special Education Counseling and Student Affairs	K-State	2	109,739	6	80,463	5	64,229	13	78,723	4.8%
	Other	85	112,364	102	83,313	114	69,516	301	86,292	
	% Deficit		2.4%		3.5%		8.2%		9.6%	
College of Education	K-State	7	102,203	21	79,901	18	64,135	46	77,126	6.8%
	Other	476	118,119	651	83,290	699	67,358	1,826	86,270	
	% Deficit		15.6%		4.2%		5.0%		11.9%	

**Table 3f - College of Engineering
Average Salaries by Rank within CIP Code
K-State Compared with 109 Other APLU Members 2018**

Dept/Program		Professor		Associate		Assistant		All Ranks		Rank by Rank
		N	\$	N	\$	N	\$	N	\$	
Biological and Agricultural Engineering	K-State	6	122,918	0	0	8	82,850	14	100,022	4.4%
	Other	186	132,623	102	99,367	84	83,325	372	112,373	
	% Deficit		7.9%		0.0%		0.6%		12.3%	
Architectural Engineering	K-State	3	107,855	4	92,022	1	71,589	8	95,405	NA
	Other	0	0	0	0	0	0	0	0	
	% Deficit		0.0%		0.0%		0.0%		0.0%	
Construction Science	K-State	1	110,068	2	77,000	2	69,791	5	80,730	22.8%
	Other	11	134,756	30	97,252	17	83,178	58	100,240	
	% Deficit		22.4%		26.3%		19.2%		24.2%	
Chemical Engineering	K-State	3	153,703	2	108,620	5	92,115	10	113,893	3.9%
	Other	531	167,326	267	110,243	310	92,170	1,108	132,543	
	% Deficit		8.9%		1.5%		0.1%		16.4%	
Civil Engineering	K-State	9	123,360	2	86,182	5	84,503	16	106,570	15.3%
	Other	781	144,897	438	105,319	446	90,396	1,665	119,887	
	% Deficit		17.5%		22.2%		7.0%		12.5%	
Computer Science	K-State	7	137,718	7	117,615	2	98,163	16	123,979	9.6%
	Other	395	163,856	251	117,220	273	103,665	919	133,238	
	% Deficit		19.0%		-0.3%		5.6%		7.5%	
Electrical Engineering	K-State	5	135,170	6	108,771	6	90,084	17	109,940	7.8%
	Other	1,226	158,567	623	109,028	533	94,476	2,382	131,269	
	% Deficit		17.3%		0.2%		4.9%		19.4%	
Industrial Engineering	K-State	5	135,170	6	108,771	6	90,084	17	109,940	4.2%
	Other	203	153,218	150	105,995	175	90,772	528	119,105	
	% Deficit		13.4%		-2.6%		0.8%		8.3%	
Mechanical Engineering	K-State	10	131,477	8	104,453	9	87,655	27	108,863	10.6%
	Other	1,003	157,159	565	106,912	652	91,638	2,220	125,128	
	% Deficit		19.5%		2.4%		4.5%		14.9%	
College of Engineering	K-State	49	130,061	37	104,753	44	86,893	130	108,247	11.8%
	Other	4,336	155,910	2,426	108,108	2,490	93,009	9,252	126,447	
	% Deficit		19.9%		3.2%		7.0%		16.8%	

**Table 3g - College of Human Ecology
Average Salaries by Rank within CIP Code
K-State Compared with 109 Other APLU Members 2018**

Dept/Program		Professor		Associate		Assistant		All Ranks		Rank by Rank
		N	\$	N	\$	N	\$	N	\$	
Apparel & Textiles	K-State	2	95,558	2	81,778	2	71,750	6	83,029	11.2%
	Other	43	120,617	40	83,078	58	73,357	141	90,527	
	% Deficit		26.2%		1.6%		2.2%		9.0%	
Interior Design	K-State	2	112,801	3	81,268	1	77,778	6	91,197	-2.9%
	Other	11	101,836	21	86,754	24	67,264	56	81,364	
	% Deficit		-9.7%		6.8%		-13.5%		-10.8%	
Hospitality Management	K-State	0	0	2	100,982	2	73,493	4	87,237	11.9%
	Other	45	145,910	53	107,831	52	87,459	150	112,193	
	% Deficit		0.0%		6.8%		19.0%		28.6%	
Nutrition Sciences	K-State	4	116,886	3	89,548	5	80,013	12	94,688	7.3%
	Other	76	141,293	39	96,836	82	72,765	197	103,968	
	% Deficit		20.9%		8.1%	0.0%	-9.1%		9.8%	
Athletic Training	K-State	0	0	1	87,125	2	77,688	3	80,833	-10.4%
	Other	1	100,840	9	83,503	14	66,839	24	74,505	
	% Deficit		0.0%		-4.2%		-14.0%		-7.8%	
Dietetics	K-State	0	0	1	102,606	0	0	1	102,606	-18.4%
	Other	11	113,839	8	83,712	19	76,657	38	88,905	
	% Deficit		0.0%		-18.4%		0.0%		-13.4%	
Family Studies & Human Services	K-State	7	111,123	14	86,437	7	69,700	28	88,424	3.1%
	Other	99	124,782	128	83,651	130	72,700	357	91,070	
	% Deficit		12.3%		-3.2%		4.3%		3.0%	
Pers. Financial Planning	K-State	1	112,392	2	111,802	1	91,850	4	106,962	NA
	Other	0	0	0	0	0	0	0	0	
	% Deficit		0.0%		0.0%		0.0%		0.0%	
Communication Disorders	K-State	2	96,991	1	89,467	4	60,066	7	74,816	18.2%
	Other	62	122,789	74	82,775	85	72,688	221	90,121	
	% Deficit		26.6%		-7.5%		21.0%		20.5%	
Kinesiology	K-State	6	121,648	1	88,843	5	71,165	12	97,880	-2.5%
	Other	184	117,793	187	84,547	241	70,774	612	89,119	
	% Deficit		-3.2%		-4.8%		-0.5%		-9.0%	
College of Human Ecology	K-State	24	112,433	30	89,324	29	72,398	83	90,092	3.5%
	Other	532	125,232	553	87,207	700	73,023	1,785	92,977	
	Other		11.4%		-2.4%		0.9%		3.2%	

* Kinesiology was moved to the College of Human Ecology in January 2013

**Table 3h - K-State Polytechnic
Average Salaries by Rank within CIP Code
K-State Compared with 109 Other APLU Members 2018**

Dept/Program		Professor		Associate		Assistant		All Ranks		Rank by Rank
		N	\$	N	\$	N	\$	N	\$	
Engineering Technology	K-State	5	91,030	4	77,659	0	0	9	85,088	27.4%
	Other	92	120,106	134	93,778	136	80,218	362	95,375	
	% Deficit		31.9%		20.8%		0.0%		12.1%	
Arts, Science & Business	K-State	5	90,985	2	83,657	1	58,041	8	89,236	19.0%
	Other	34	123,546	58	80,863	34	69,825	126	70,120	
	% Deficit		14.9%		-10.1%		-15.7%		27.5%	
Aeronautics/Aviation	K-State	3	83,037	2	83,563	1	66,625	6	80,477	9.8%
	Other	9	98,838	29	82,002	25	69,867	63	79,592	
	% Deficit		19.0%		-1.9%		4.9%		-1.1%	
K-State Polytechnic	K-State	11	89,292	6	79,627	2	62,333	19	83,402	26.4%
	Other	135	119,554	221	88,843	195	77,079	551	92,204	
	% Deficit		33.9%		11.6%		23.7%		10.6%	

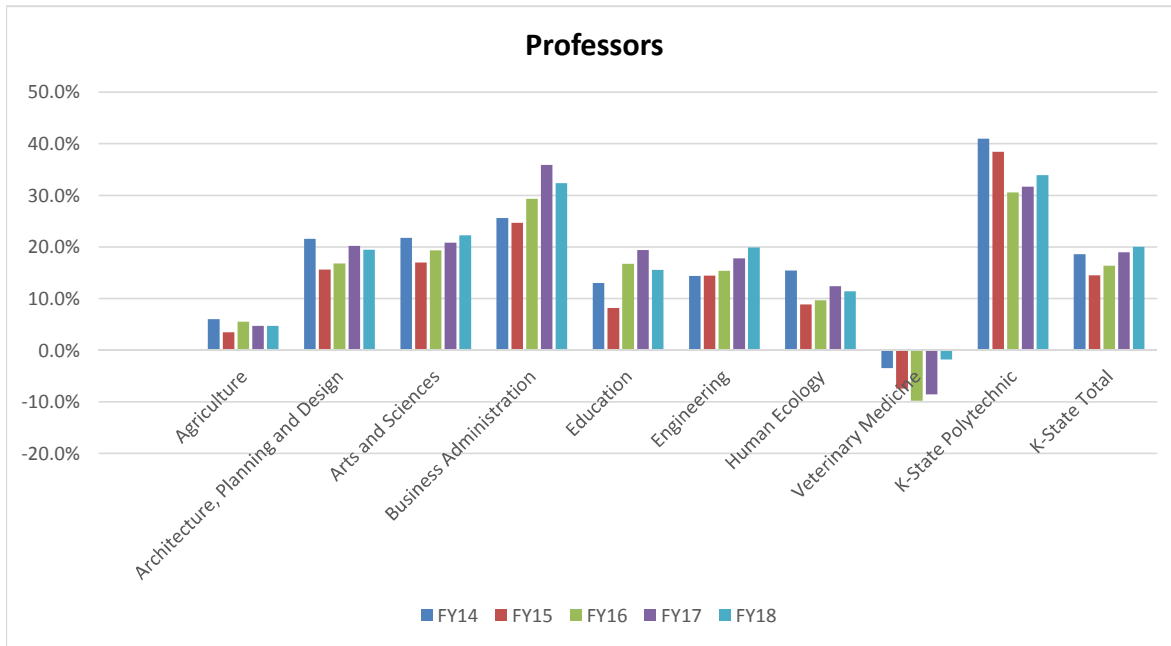
**Table 3i - College of Veterinary Medicine
Average Salaries by Rank within CIP Code
K-State Compared with 109 Other APLU Members 2018**

Dept/Program		Professor		Associate		Assistant		All Ranks		Rank by Rank
		N	\$	N	\$	N	\$	N	\$	
College of Veterinary Medicine	K-State	39	138,312	25	101,863	41	88,461	105	110,168	
	Other	465	135,785	355	103,793	444	91,158	1,264	111,124	
	% Deficit		-1.8%		1.9%		3.0%		0.9%	0.5%

Appendix A
College Deficit Comparison by Academic Rank

Professor

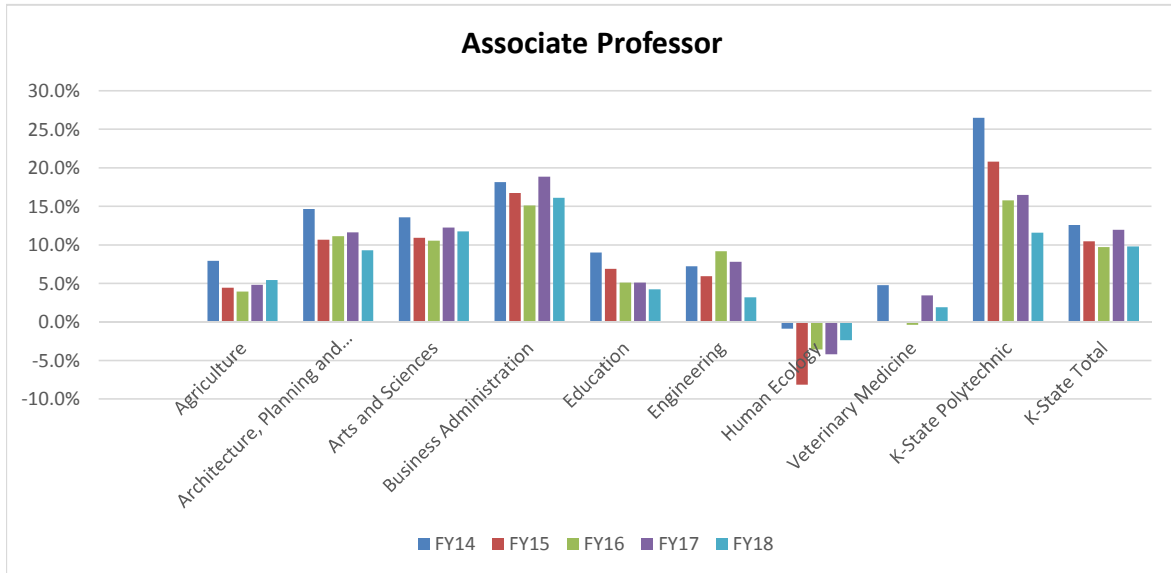
College	FY14	FY15	FY16	FY17	FY18	5-Year Change
Agriculture	6.0%	3.5%	5.5%	4.7%	4.7%	-1.3%
Architecture, Planning and Design	21.6%	15.7%	16.8%	20.2%	19.4%	-2.1%
Arts and Sciences	21.8%	17.0%	19.3%	20.8%	22.3%	0.5%
Business Administration	25.6%	24.7%	29.3%	35.9%	32.4%	6.8%
Education	13.0%	8.2%	16.8%	19.4%	15.6%	2.6%
Engineering	14.4%	14.5%	15.4%	17.8%	19.9%	5.5%
Human Ecology	15.5%	8.9%	9.7%	12.4%	11.4%	-4.1%
Veterinary Medicine	-3.5%	-7.4%	-9.8%	-8.6%	-1.8%	1.7%
K-State Polytechnic	41.0%	38.4%	30.6%	31.7%	33.9%	-7.1%
K-State Total	18.6%	14.5%	16.3%	19.0%	20.0%	1.4%



Appendix A
College Deficit Comparison by Academic Rank

Associate Professor

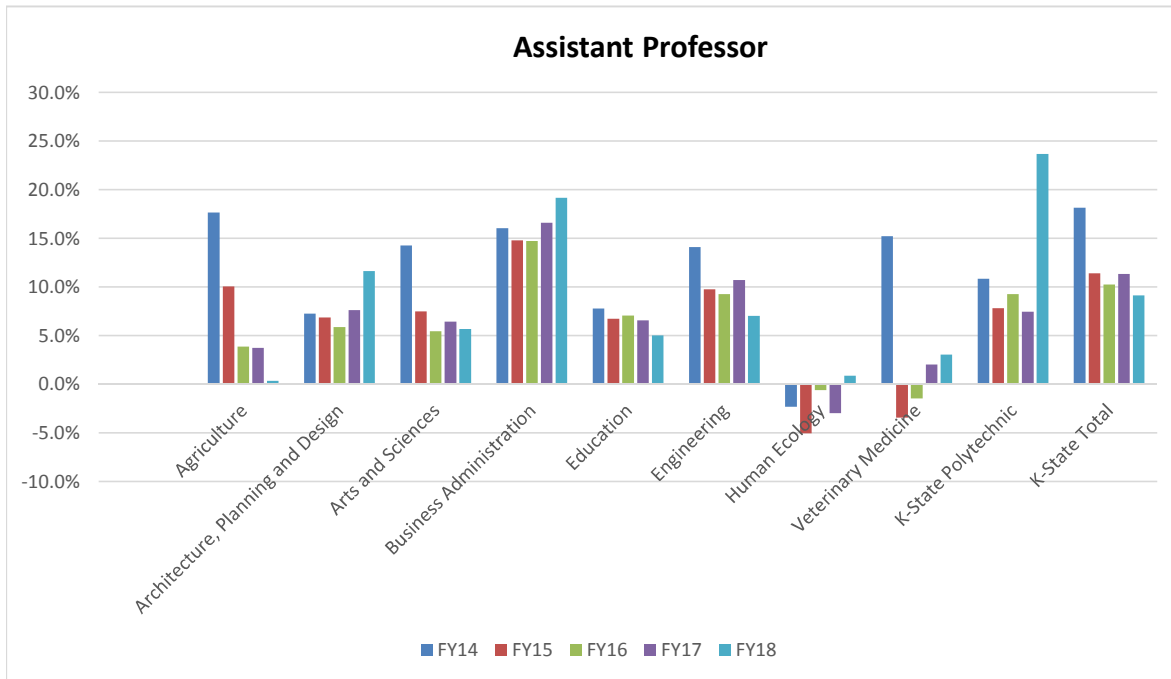
College	FY14	FY15	FY16	FY17	FY18	5-Year Change
Agriculture	7.9%	4.5%	3.9%	4.8%	5.4%	-2.5%
Architecture, Planning and Design	14.7%	10.7%	11.1%	11.6%	9.3%	-5.4%
Arts and Sciences	13.6%	10.9%	10.6%	12.2%	11.7%	-1.8%
Business Administration	18.2%	16.7%	15.1%	18.8%	16.1%	-2.0%
Education	9.0%	6.9%	5.1%	5.1%	4.2%	-4.8%
Engineering	7.2%	5.9%	9.2%	7.8%	3.2%	-4.0%
Human Ecology	-0.9%	-8.2%	-3.6%	-4.2%	-2.4%	-1.5%
Veterinary Medicine	4.8%	0.0%	-0.4%	3.4%	1.9%	-2.9%
K-State Polytechnic	26.5%	20.8%	15.8%	16.5%	11.6%	-14.9%
K-State Total	12.6%	10.5%	9.7%	11.9%	9.8%	-2.8%



Appendix A
College Deficit Comparison by Academic Rank

Assistant Professor

College	FY14	FY15	FY16	FY17	FY18	5-Year Change
Agriculture	17.7%	10.1%	3.9%	3.7%	0.4%	-17.3%
Architecture, Planning and Design	7.3%	6.9%	5.9%	7.6%	11.6%	4.4%
Arts and Sciences	14.3%	7.5%	5.4%	6.4%	5.7%	-8.6%
Business Administration	16.1%	14.8%	14.7%	16.6%	19.2%	3.1%
Education	7.8%	6.7%	7.1%	6.6%	5.0%	-2.8%
Engineering	14.1%	9.7%	9.3%	10.7%	7.0%	-7.0%
Human Ecology	-2.3%	-5.0%	-0.6%	-3.0%	0.9%	3.2%
Veterinary Medicine	15.2%	-3.5%	-1.5%	2.0%	3.0%	-12.2%
K-State Polytechnic	10.8%	7.8%	9.2%	7.4%	23.7%	12.8%
K-State Total	18.1%	11.4%	10.2%	11.3%	9.1%	-9.0%



Appendix B

Rank-By-Rank Deficit

College	% Deficit					5-Year Change
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	
Agriculture	8.6%	4.8%	4.8%	4.5%	4.0%	-4.5%
Architecture, Planning and Design	15.5%	11.4%	11.8%	13.7%	13.1%	-2.4%
Arts and Sciences	17.2%	12.7%	12.9%	14.3%	14.7%	-2.5%
Business Administration	21.1%	20.2%	21.3%	24.6%	22.9%	1.8%
Education	9.4%	7.1%	8.6%	8.7%	6.8%	-2.7%
Engineering	12.2%	11.7%	12.5%	13.6%	11.8%	-0.4%
Human Ecology	4.3%	-0.5%	2.2%	2.4%	3.5%	-0.8%
Veterinary Medicine	3.2%	-4.9%	-5.7%	-3.3%	0.5%	-2.7%
K-State Polytechnic	29.5%	26.2%	21.5%	21.6%	26.4%	-3.2%
K-State Total	16.9%	12.6%	12.9%	15.0%	14.2%	-2.7%

Appendix B 5-Year College Rank-By-Rank Deficits

