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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.