

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 2018

1. Data reported are from K-State's Human Resources Information System (HRIS) on November 1, 2017. In addition to a 2.5% cost-of-living increase at the beginning of FY 2018, changes in salaries are due to the Professorial Performance Award¹, Targeted Faculty Salary Enhancements², equity increases, 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 land grant institutions, please refer to <http://www.k-state.edu/pa/faculty/salary/facsalcomp/>.
4. It should be noted that the groups of peers, as well as Big 12 institutions have changed over the past few years.

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 \$3,128 above the FY 2017 average salary.
- The average salary of K-State's faculty was 14.2% below other APLU institutions compared with 14.9% in FY 2017.
- The K-State salary deficit increased for full professors and decreased for associate professors and assistant professors.

Comparisons Using Data from AAUP:

- **Comparisons with Land-grant Institutions (46 of the original 50 land-grant institutions reporting):**
 - K-State's salaries ranked 38th (up from 42th in FY 2017).
 - K-State's total compensation ranked 42nd (up from 44th in FY 2017).
- **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 9.7% below the average of the Big Twelve universities (compared to 12.2% in FY 2017).
- **Comparisons with Peer Institutions**
 - Compared to ten peer institutions, K-State's average salary ranked second from the lowest.
 - The average overall salary of K-State faculty was 10.0% below that of the average for peer institutions compared with 11.6% in FY 2017.
- **Constant Dollars (Including Instructors)**
 - FY 2018 salaries increased by 4.7% over FY 2017.
 - There is a 5.3% increase in purchasing power for FY 2018 salaries compared to FY 1970.

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, 2017. 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, 2017-2018 from *Academe Bulletin of the American Association of University Professors, March-April 2018*, published by the American Association of University Professors (AAUP). Salary data was based on November 1, 2017 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.