

REPORT ON THE STATUS OF
FACULTY SALARIES
AT KANSAS STATE UNIVERSITY

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KSU Salaries Compared to Other Groups

The mission of Kansas State University is to provide high quality education, research, extension and service to the State of Kansas. This mission continues to be undermined by low salaries for faculty and unclassified professionals.

KSU salaries for FY 07 were not competitive when compared to those of other relevant university groups, including the KSU peer institutions designated by the Board of Regents; the Big Twelve institutions; the National Association of State Universities and Land Grant Colleges (NASULGC); and 50 major land-grant universities.

For Tables 1-3 and Table 5, the data are retrieved from an annual salary report, ACADEME, sponsored by AAUP (American Association of University Professors). Only faculty who have 50% or more instructional appointments were included in this report.

Although the extent of KSU salary deficiencies differs with each comparison group, the conclusion is the same: Despite slight increases due to faculty salary enhancements, KSU remains in an extremely weak competitive position for attracting and retaining quality faculty.

Peer Institutions

The Kansas Board of Regents has designated five universities, selected because of similarities in size, programs, and mission, as KSU peer institutions — Colorado State, Iowa State, North Carolina State, Oklahoma State, and Oregon State. Comparisons of salaries at KSU with these five universities are found in Table 1.

It should be noted that these institutions do not have especially high salaries compared to all the land-grant institutions. In fact, in FY 07 the average of their salaries was only slightly above the average for the land-grant institutions that provided data. Only two of the peer institutions, North Carolina State and Colorado State, were ranked among the top 25 land-grant institutions (Table 5).

KSU's rank adjusted salary deficit relative to its peers has been below 10% since 2001. To equal the average salary of the peer universities this year, KSU would need to increase average salaries 6.4%. To equal salaries at the peer university with the highest salaries, KSU would need to increase salaries by 30.9% (Table 1).

Big Twelve Universities

Because KSU is a member of the Big 12 Athletic Conference, it is appropriate to compare KSU to other conference members. KSU salaries ranked last in the Big 12, 8.5% below the average of the other Big 12 universities, and 44.6% below the top-ranking university (Table 2).

National Association of State Universities and Land Grant Colleges

KSU faculty salaries are significantly deficient when compared to the average faculty salaries of member institutions of the National Association of State Universities and Land Grant Colleges (NASULGC). These data are compiled using the Oklahoma State University Salary Study. All faculty members are included in the comparison except those with 100% service appointments.

KSU is in direct competition with these universities for the recruitment and retention of faculty. When salaries are compared according to academic rank, KSU salary deficits become more pronounced at higher ranks. In FY 07, instructors' average salaries were 3.1% lower than the NASULGC average. Average KSU salaries for assistant professors and associate professors were at a 12.5% and 7.9% deficit, respectively. For KSU full professors the deficit was 16.9% compared to the NASULGC average, a decline of 0.3% from last year (Table 3). With these pronounced deficits, retaining senior faculty at KSU is at risk. Overall, using the rank-adjusted calculation, KSU's percent deficit stands at 13.4%. This is slightly lower than the FY 2005 deficit, erasing the gains of FY 2006.

Essentially, 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 KSU. This hypothetical average salary is calculated by multiplying the proportion of KSU'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, however, that the rank adjusted average salary for comparison is consistently lower than the corresponding all ranks average. This is because KSU has significantly fewer faculty members in the highest rank and more faculty members in the lower ranks than the NASULGC institutions. The differences in faculty rank percentages at KSU and its comparison institutions are directly related to differences in salary structures. Younger faculty leave KSU for higher salaries at other institutions before promotion to a higher rank, and KSU does not attract faculty at higher ranks due to its lower salaries.

Constant Dollars

Table 4 is included to show KSU salaries in terms of constant dollars over the past 37 years. The constant dollar value is generated using the fiscal average of the monthly Consumer Price Index (CPI). While KSU faculty salaries increased 1.2% compared to FY 06, purchasing power actually dropped 1.3% (Table 4).

50 Land-Grant Institutions

Since KSU 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 5 provides a list of the 50 land grant institutions who submitted data to AAUP (University of New Hampshire did not report). KSU is ranked 43rd, down from 39th last year. This table also provides comparative compensation (salaries and benefits). KSU is ranked 44th, which is unchanged from last year.

The two main factors for the decline in rank are:

1. Kansas State University has always had significantly more instructors and lower instructor salaries in many disciplines compared to other institutions, thus creating a negative impact on the average salary. For FY 2007, a new table (Table 5a) was created to show the effect of excluding instructors from the calculations. KSU's average salary increased dramatically while the other institution's average salary remained virtually unchanged. Without the instructors included, KSU moved up to 39th instead of 43rd in average salary.
2. Sixty full-time faculty members were hired for 2006-07, bringing the total number from 1,198 in 2005-06 to 1,242 this year. The average salary (\$49,983) for the new group was well below last year's average faculty salary (\$65,440), having the impact of a smaller overall percent increase of 1.2% for 2006-07.

Cost of Living Comparisons

This year is the first time cost of living (COL) comparisons have been included. Using the cost of living comparator at CNNMoney.com, the average K-State faculty salary was entered to find the salaries that would be required in the other university communities to allow a standard of living in those communities equivalent to the standard of living in Manhattan, KS for a person earning the average faculty salary.

The actual average salary from *Academe Bulletin* of the American Association of University Professors, Vol. 93, No. 2, March-April 2007 is in the second column. Next is the amount K-State's salary would be equivalent to in the other university community. For example, K-State's average salary of \$66,224 would have the spending power as \$59,438 in Lubbock, TX. The fourth column ranks university community's cost of living, and the last column is the percent difference in cost of living between Manhattan and the other community.

Manhattan is ranked 2nd in cost of living among Big 12 communities, 3rd among the six peers, and 29th among NASULGC communities.

Status of Faculty Salaries at Kansas State University

1. Based on rank adjusted salaries, average K-State faculty salaries for FY 07 need to be increased 6.4% to equal the average salary of the five peer institutions used by the Board of Regents for comparison purposes (Table 1). KSU salaries for FY 07 ranked fifth out of six peer institutions and were 30.9% below salaries at the highest peer institution.
2. K-State faculty salaries in FY 07 were, **for the seventeenth consecutive year**, the lowest in the Big Twelve (Table 2). An increase of 8.5% is needed for KSU to reach the average salary of the other Big Twelve universities, but 44.6% is needed to equal the average salary of the top Big Twelve university.
3. When compared to other land-grant and state universities in FY 07 (Table 3), the following percentage increases in salaries are needed at K-State to reach the NASULGC average: 16.9% for full professors, 7.9% for associate professors, and 12.5% for assistant professors.
4. Using the Consumer Price Index (CPI), KSU faculty salaries have lost 1.3% in purchasing power since last year (Table 4).
5. Average K-State faculty salaries ranked 43rd out of 49 reporting land-grant universities in FY 07 (Table 5). KSU ranks 44th out of 49 when salaries and fringe benefits (compensation) are considered together. Despite the gains made in professor salaries and the efforts to provide more salary enhancements for ranked faculty, K-State decreased in rank from last year, remaining in the bottom third of land-grant universities. The benefits package still ranks very poorly among the 49 land-grants, remaining at 44th for the second consecutive year.
6. In accordance with SB 345, Kansas State University was awarded additional funding for faculty salary enhancements (excluding ranked faculty librarians and unclassified professionals) to address deficient salaries for ranked faculty. For this final year of the enhancements, the funding amounted to an additional 1% increase for ranked faculty.
7. Kansas State University is in its second year of targeted salary enhancements for ranked faculty. Using tuition dollars, the University set aside about \$500,000 to increase the salaries of qualified recipients by a minimum of \$2,500. The ultimate goal is to increase the salaries of full-professors and to provide incentives to retain high-performing faculty. In its first year, the effect of the additional dollars was very positive, decreasing the deficit significantly. Unfortunately, the same did not hold true for FY 2007, when the deficits increased slightly. Hopefully, with the professorial awards in effect for 2007-08 salaries, K-State may see a decrease in full professor deficits. But overall, other universities continue to implement similar initiatives to retain and recruit faculty. The only way for K-State to make significant improvements in this area is to allocate a larger percentage of funding to support and increase faculty salaries.

Table 1

Faculty Salaries at KSU Compared to Regent Peer Institutions^a

All Ranks Average ^b					Rank Adjusted ^c Average Salary		
Year	KSU Salary	Comparison Institutions Salary	KSU Rank Out of 6	KSU Increment Needed to Tie Highest Salary	Comparison Institutions Salary	KSU Increment Needed to Reach Average Rank Adjusted Salary	
1984-85	\$30,690	\$31,387					
1985-86	\$32,074	\$34,376					
1986-87	\$32,994	\$36,015					
1987-88	\$32,818	\$38,597					
1988-89	\$36,365	\$41,256					
1989-90	\$39,135	\$44,471	6	20.0%	\$41,627	6.4%	
1990-91	\$40,889	\$47,016	5	20.7%	\$44,220	8.1%	
1991-92	\$41,515	\$47,804	6	23.1%	\$46,070	11.0%	
1992-93	\$42,544	\$49,361	6	19.5%	\$47,254	11.1%	
1993-94	\$43,989	\$50,724	5	20.0%	\$48,741	10.8%	
1994-95	\$45,968	\$53,232	5	18.5%	\$50,243	9.3%	
1995-96	\$47,645	\$55,654	6	16.9%	\$52,305	9.8%	
1996-97	\$48,693	\$57,775	6	23.7%	\$54,843	12.6%	
1997-98	\$50,042	\$59,481	5	26.1%	\$56,837	13.6%	
1998-99	\$51,341	\$61,692	6	33.3%	\$61,117	19.0%	
1999-00	\$53,586	\$63,417	6	32.1%	\$62,732	17.1%	
2000-01	\$56,517	\$66,297	6	33.9%	\$61,782	9.3%	
2001-02	\$58,894	\$68,027	5	30.6%	\$62,816	6.7%	
2002-03	\$58,790	\$69,571	6	32.5%	\$63,964	8.8%	
2003-04	\$61,710	\$70,157	5	24.1%	\$66,019	7.0%	
2004-05	\$63,273	\$71,953	5	25.9%	\$66,120	4.5%	
2005-06	\$65,441	\$74,234	5	24.9%	\$68,399	4.5%	
2006-07	\$66,224	\$76,202	5	30.9%	\$70,477	6.4%	
Institution	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
North Carolina State University	1	1	1	1	1	1	1
Colorado State University	3	2	2	3	2	2	2
Iowa State University	2	3	3	2	3	3	3
Oklahoma State University	4	4	4	4	4	4	4
Kansas State University	6	5	6	5	5	5	5
Oregon State University	5	6	5	6	6	6	6

^a This table provides a comparison of average faculty salaries at KSU and its peer institutions including: Iowa State University, Colorado State University, North Carolina State, Oklahoma State University, and Oregon State University. Comparisons are made between the composite and KSU salaries based on average salary and rank by rank average salary (Board of Regents 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 KSU faculty by rank; these values estimate what the comparison institutions' average salaries would be if their distribution by professorial rank were identical to KSU.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2007.

Table 2

Faculty Salaries at KSU Compared to Big Twelve Institutions[§]

Year	All Ranks Average ^b				Rank Adjusted ^c Average Salary		
	KSU Salary	Big 12 Institutions Salary	KSU Rank Out of 12	KSU Increment Needed to Tie Highest Salary	Big 12 Institutions Salary	KSU Increment Needed to Reach Average Rank Adjusted Salary	
1990-91	\$40,889	\$47,797	12	24.2%	\$44,775	9.5%	
1991-92	\$41,515	\$48,891	12	21.9%	\$46,048	10.9%	
1992-93	\$42,544	\$50,438	12	21.8%	\$46,850	10.1%	
1993-94	\$43,989	\$52,050	11	23.4%	\$48,474	10.2%	
1994-95	\$45,698	\$53,684	11	19.9%	\$48,629	6.4%	
1995-96	\$47,645	\$56,273	11	18.4%	\$51,857	8.8%	
1996-97	\$48,693	\$57,805	11	22.3%	\$53,517	9.9%	
1997-98	\$50,042	\$59,226	12	30.4%	\$56,774	13.5%	
1998-99	\$51,341	\$61,376	12	36.3%	\$56,358	9.8%	
1999-00	\$53,586	\$63,898	12	38.4%	\$56,590	5.6%	
2000-01	\$56,517	\$66,625	12	38.5%	\$61,031	8.0%	
2001-02	\$58,894	\$69,397	12	38.4%	\$63,911	8.5%	
2002-03	\$58,790	\$70,492	12	44.0%	\$64,899	10.4%	
2003-04	\$61,710	\$71,827	12	36.8%	\$66,991	8.6%	
2004-05	\$63,273	\$74,578	12	41.8%	\$67,482	6.7%	
2005-06	\$65,441	\$77,536	12	44.6%	\$69,442	6.1%	
2006-07	\$66,224	\$80,765	12	44.6%	\$71,841	8.5%	
Institution	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
University of Texas	1	1	1	1	1	1	1
Texas A&M University	2	2	3	2	2	2	2
University of Nebraska	4	3	2	3	3	3	3
University of Colorado	5	5	4	4	4	4	6
Iowa State University	3	4	5	5	5	5	5
University of Kansas	7	6	7	7	6	6	4
Baylor University	6	7	6	6	7	7	7
University of Missouri	8	8	8	8	8	8	9
Oklahoma State University	9	10	9	9	9	10	10
University of Oklahoma	11	11	10	10	10	9	8
Texas Tech	10	9	11	11	11	11	11
Kansas State University	12	12	12	12	12	12	12

^a This Table provides a comparison of average faculty salaries at KSU and the other Big Twelve schools including: Baylor, Iowa State, Oklahoma State, Texas A & M, Texas Tech, University of Colorado - Boulder, University of Kansas - Lawrence, University of Missouri - Columbia, University of Nebraska - Lincoln, University of Oklahoma - Norman, University of Texas - Austin. Comparisons are made between the Big Twelve composite and KSU salaries based on average salary and rank by rank 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 KSU faculty by rank; these values estimate what the comparison institutions' average salaries would be if their distribution by professorial rank were identical to KSU.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2007.

Table 3
Faculty Salaries at KSU Compared to NASULGC Institutions^a

Funding Unit		Professor		Associate		Assistant		Instructor		All Ranks	NASULGC	Rank
		\$ ^b	%dfct ^c	\$ ^b	%dfct ^c	\$ ^b	%dfct ^c	\$ ^b	%dfct ^c	Average	Rank Adjusted	Adjusted
All University (Including Veterinary Medicine)												
1986-87	KSU	\$38,819	16.9	\$30,368	12.5	\$27,482	6.9	\$21,202	3.9	\$32,469	\$37,445	13.3
	Other	\$46,692		\$34,691		\$29,533		\$22,051		\$38,118		
1987-88	KSU	\$39,631	20.3	\$30,560	16.7	\$28,296	9.7	\$21,767	2.8	\$32,904	\$39,409	16.5
	Other	\$49,740		\$36,685		\$31,346		\$22,403		\$40,658		
1988-89	KSU	\$42,983	20.0	\$33,617	13.6	\$30,464	8.8	\$23,454	1.0	\$35,667	\$42,064	15.2
	Other	\$53,709		\$38,913		\$33,420		\$23,686		\$43,642		
1989-90	KSU	\$47,654	16.3	\$36,782	10.6	\$32,707	7.5	\$25,140	-1.5	\$38,819	\$44,172	12.1
	Other	\$56,946		\$41,140		\$35,341		\$24,771		\$46,261		
1990-91	KSU	\$48,394	19.7	\$38,625	11.5	\$34,876	6.3	\$25,745	4.9	\$40,402	\$46,897	13.8
	Other	\$60,297		\$43,656		\$37,205		\$27,074		\$49,042		
1991-92	KSU	\$50,085	17.0	\$39,498	10.6	\$35,545	6.3	\$27,321	-0.7	\$41,529	\$47,293	12.2
	Other	\$60,322		\$44,165		\$37,932		\$27,136		\$49,162		
1992-93	KSU	\$51,433	18.6	\$39,940	11.6	\$36,552	5.7	\$28,025	1.4	\$42,332	\$48,652	13.0
	Other	\$63,211		\$45,195		\$38,764		\$28,434		\$51,038		
1993-94	KSU	\$51,630	18.7	\$41,525	10.4	\$37,417	5.9	\$29,835	-6.0	\$43,725	\$49,490	11.6
	Other	\$63,506		\$46,322		\$39,755		\$28,137		\$51,799		
1994-95	KSU	\$54,672	18.0	\$43,616	9.8	\$38,388	7.4	\$29,195	-0.5	\$45,198	\$51,177	11.7
	Other	\$66,711		\$48,363		\$41,442		\$29,051		\$54,475		
1995-96	KSU	\$57,309	16.9	\$45,020	9.9	\$40,063	6.1	\$30,290	-2.4	\$47,039	\$53,348	11.8
	Other	\$68,966		\$49,949		\$42,657		\$29,580		\$56,415		
1996-97	KSU	\$57,648	19.6	\$45,293	12.6	\$40,852	7.4	\$30,939	-0.3	\$47,645	\$55,615	14.3
	Other	\$71,661		\$51,819		\$44,100		\$30,860		\$58,590		
1997-98	KSU	\$60,339	18.4	\$47,362	11.1	\$42,040	7.4	\$31,843	-1.2	\$49,335	\$56,820	13.2
	Other	\$73,919		\$53,290		\$45,385		\$31,464		\$60,139		
1998-99	KSU	\$62,553	19.6	\$49,057	12.1	\$43,544	8.4	\$33,049	-1.9	\$50,496	\$58,681	13.9
	Other	\$77,841		\$55,831		\$47,562		\$32,426		\$63,035		
1999-00	KSU	\$65,102	19.6	\$51,491	10.9	\$45,728	6.6	\$31,843	5.6	\$52,980	\$61,438	13.8
	Other	\$80,995		\$57,791		\$48,939		\$33,746		\$65,071		
2000-01	KSU	\$68,727	17.5	\$54,590	9.0	\$48,425	5.3	\$35,571	0.0	\$56,051	\$63,368	11.5
	Other	\$83,292		\$59,972		\$51,113		\$35,569		\$67,210		
2001-02	KSU	\$72,503	17.7	\$57,441	8.3	\$51,484	4.4	\$37,100	-0.1	\$59,006	\$66,464	11.2
	Other	\$88,097		\$62,644		\$53,856		\$37,048		\$70,683		
2002-03	KSU	\$72,432	20.2	\$58,295	9.5	\$51,811	6.5	\$35,816	4.8	\$59,052	\$68,219	13.4
	Other	\$90,782		\$64,391		\$55,433		\$37,640		\$72,755		
2003-04	KSU	\$74,569	19.8	\$60,353	8.4	\$52,081	8.6	\$39,646	-4.7	\$61,665	\$71,083	13.2
	Other	\$93,017		\$65,891		\$56,965		\$37,883		\$74,399		
2004-05	KSU	\$78,267	19.9	\$62,535	8.7	\$54,143	9.6	\$40,057	0.9	\$63,219	\$73,083	13.5
	Other	\$97,692		\$68,521		\$59,877		\$40,419		\$77,954		
2005-06	KSU	\$84,784	16.6	\$66,085	7.1	\$55,559	10.5	\$40,780	2.1	\$67,402	\$76,594	12.0
	Other	\$101,610		\$71,151		\$62,050		\$41,671		\$80,433		
2006-07	KSU	\$88,696	16.9	\$67,978	7.9	\$56,818	12.5	\$41,643	3.1	\$69,136	\$79,191	13.4
	Other	\$106,737		\$73,769		\$64,942		\$42,996		\$83,485		

^a This table contains a comparison of KSU faculty salaries with salaries at other members of the National Association of State Universities and Land Grant Colleges (NASULGC) by rank, all ranks, and rank-by-rank. Beginning with 1993-94, the data includes College of Salina, in addition to KSU Main Campus and the College of Veterinary Medicine.

^b Nine-month salaries are reported. "Other" refers to the average at the NASULGC institutions.

^c Refers to the percent that KSU salaries are below the average of NASULGC institutions. Beginning in 1999-00, deficits were re-calculated using a methodology in compliance with the Kansas Board of Regents.

Table 4**Average Faculty Salaries at KSU 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

^aThis table provides a record of average salaries at KSU since 1969-70. It shows actual percentage increase in dollars, adjusts the 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.

Source: Data taken from Academe Bulletin of the American Association of University Professors, Vol 93, No. 2, March-April 2007.

^bAverage 9-month equivalent salary excluding fringe benefits.

^cFiscal (July 1 to June 30) average of monthly Consumer Price Index values reported in the CPI Detailed Report published by the U.S. Department of Labor Bureau of Labor Statistics. Effective January, 1989, the U.S. Bureau of Labor Statistics changed the base year to the average during 1982-1984.

^dConstant Dollar Series = (Current Dollar Salary/Consumer Price Index) X 100.

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

Table 5
Average Salary and Compensation Comparisons
Fifty Land Grant Institutions ³
2006-2007

Rank	University ¹	Salary	% Diff ²	Rank	Compensation	%Diff ²
1	CORNELL	\$118,133	-61.4%	1	\$146,912	43.9%
2	MARYLAND-COLLEGE PARK	\$100,174	-36.8%	5	\$124,403	21.8%
3	RUTGERS-NEW BRUNSWICK	\$97,528	-33.2%	4	\$124,931	22.4%
4	CALIFORNIA-DAVIS	\$97,111	-32.6%	2	\$127,747	25.1%
5	ILLINOIS-URBANA	\$95,432	-30.3%	7	\$117,252	14.8%
6	MINNESOTA-TWIN CITIES	\$95,083	-29.9%	3	\$127,465	24.8%
7	CONNECTICUT-STORRS	\$94,139	-28.6%	6	\$121,015	18.5%
8	OHIO STATE-COLUMBUS	\$92,523	-26.4%	8	\$116,619	14.2%
9	MASSACHUSETTS-AMHERST	\$92,100	-25.8%	14	\$112,163	9.9%
10	PENN STATE	\$90,297	-23.3%	15	\$111,342	9.1%
11	WISCONSIN-MADISON	\$88,857	-21.4%	10	\$114,896	12.5%
12	TEXAS A&M	\$88,801	-21.3%	20	\$105,336	3.2%
13	ARIZONA	\$88,710	-21.2%	13	\$112,188	9.9%
14	DELAWARE	\$88,180	-20.4%	9	\$116,615	14.2%
15	NEVADA-RENO	\$86,883	-18.7%	28	\$97,996	-4.0%
16	NC STATE-RALEIGH	\$86,698	-18.4%	18	\$106,780	4.6%
17	PURDUE-WEST LAFAYETTE	\$85,780	-17.2%	12	\$112,404	10.1%
18	FLORIDA-GAINESVILLE	\$84,376	-15.2%	17	\$106,942	4.7%
19	VIRGINIA TECH	\$84,274	-15.1%	19	\$106,096	3.9%
20	NEBRASKA-LINCOLN	\$84,100	-14.9%	22	\$104,641	2.5%
21	MICHIGAN STATE	\$83,927	-14.6%	11	\$113,384	11.1%
22	RHODE ISLAND	\$82,472	-12.6%	16	\$110,043	7.8%
23	IOWA STATE	\$82,132	-12.2%	21	\$105,082	2.9%
24	COLORADO STATE	\$81,261	-11.0%	29	\$97,885	-4.1%
25	GEORGIA	\$81,028	-10.7%	26	\$100,978	-1.1%
26	CLEMSON	\$81,021	-10.7%	24	\$101,853	-0.2%
27	AUBURN	\$80,101	-9.4%	27	\$99,200	-2.8%
28	TENNESSEE-KNOXVILLE	\$78,821	-7.7%	23	\$102,519	0.4%
29	KENTUCKY	\$77,950	-6.5%	32	\$96,408	-5.6%
30	HAWAII-MANOA	\$77,530	-5.9%	25	\$101,095	-1.0%
31	VERMONT	\$74,580	-1.9%	31	\$96,538	-5.4%
32	MISSOURI-COLUMBIA	\$74,549	-1.8%	34	\$94,167	-7.8%
33	OKLAHOMA STATE	\$73,749	-0.7%	30	\$96,964	-5.0%
34	ARKANSAS-FAYETTEVILLE	\$73,509	-0.4%	40	\$90,955	-10.9%
35	LOUISIANA STATE UNIV A & M	\$73,108	0.1%	37	\$91,362	-10.5%
36	WYOMING	\$72,995	0.3%	33	\$94,700	-7.2%
37	WASHINGTON STATE	\$71,875	1.8%	39	\$90,993	-10.9%
38	MISSISSIPPI STATE	\$70,213	4.1%	47	\$77,707	-23.9%
39	UNIV. OF IDAHO	\$68,323	6.7%	41	\$89,547	-12.3%
40	WEST VIRGINIA	\$67,771	7.4%	43	\$83,487	-18.2%
41	MAINE-ORONO	\$67,524	7.8%	42	\$88,482	-13.3%
42	UTAH STATE	\$67,479	7.8%	36	\$92,152	-9.7%
43	KANSAS STATE	\$66,224	9.5%	44	\$81,776	-19.9%
44	NORTH DAKOTA STATE	\$64,429	12.0%	45	\$81,698	-20.0%
45	OREGON STATE	\$64,023	12.6%	38	\$91,246	-10.6%
46	ALASKA-FAIRBANKS	\$62,538	14.6%	35	\$93,505	-8.4%
47	NM STATE-LAS CRUCES	\$60,939	16.8%	48	\$74,206	-27.3%
48	MONTANA STATE	\$60,587	17.2%	46	\$77,782	-23.8%
49	SOUTH DAKOTA STATE	\$59,527	18.7%	49	\$73,292	-28.2%
	Average	\$73,214			\$102,097	

¹ Big Twelve and Peer institutions are shaded (Note, some Big 12 institutions are not land grant institutions).

² Percent difference from the average salary (in the third column) and average compensation (in sixth column) of these 49 institutions.

³ There is no FY 2007 data available for the University of New Hampshire.

Source: Data taken from Academe Bulletin of the American Association of University Professors, Vol 93, No. 2, March-April 2007.

Table 5a
Average Salary and Compensation Comparisons Without Instructors
Fifty Land Grant Institutions ³
2006-2007

Rank	University ¹	Salary
1	CORNELL	\$118,422
2	RUTGERS-NEW BRUNSWICK	\$101,776
3	MARYLAND-COLLEGE PARK	\$100,947
4	CALIFORNIA-DAVIS	\$97,111
5	PENN STATE	\$95,676
6	CONNECTICUT-STORRS	\$95,656
7	ILLINOIS-URBANA	\$95,639
8	MINNESOTA-TWIN CITIES	\$95,375
9	OHIO STATE-COLUMBUS	\$92,640
10	DELAWARE	\$92,311
11	MASSACHUSETTS-AMHERST	\$92,253
12	VIRGINIA TECH	\$89,314
13	WISCONSIN-MADISON	\$89,297
14	TEXAS A&M	\$88,801
15	ARIZONA	\$88,710
16	NEVADA-RENO	\$87,900
17	MICHIGAN STATE	\$87,559
18	NC STATE-RALEIGH	\$86,787
19	PURDUE-WEST LAFAYETTE	\$86,240
20	FLORIDA-GAINESVILLE	\$84,376
21	NEBRASKA-LINCOLN	\$84,161
22	AUBURN	\$83,023
23	RHODE ISLAND	\$82,472
24	IOWA STATE	\$82,314
25	GEORGIA	\$82,091
26	LOUISIANA STATE UNIV A & M	\$81,452
27	COLORADO STATE	\$81,261
28	CLEMSON	\$81,119
29	HAWAII-MANOA	\$80,891
30	TENNESSEE-KNOXVILLE	\$79,926
31	ARKANSAS-FAYETTEVILLE	\$79,176
32	KENTUCKY	\$78,252
33	WASHINGTON STATE	\$75,477
34	MISSISSIPPI STATE	\$74,925
35	VERMONT	\$74,746
36	MISSOURI-COLUMBIA	\$74,549
37	OKLAHOMA STATE	\$73,895
38	WYOMING	\$73,034
39	KANSAS STATE	\$71,248
40	OREGON STATE	\$69,811
41	UNIV. OF IDAHO	\$69,584
42	WEST VIRGINIA	\$68,936
43	MAINE-ORONO	\$68,740
44	UTAH STATE	\$67,768
45	ALASKA-FAIRBANKS	\$65,173
46	NORTH DAKOTA STATE	\$64,798
47	SOUTH DAKOTA STATE	\$64,083
48	MONTANA STATE	\$63,209
49	NM STATE-LAS CRUCES	\$61,756
Average		\$73,214

¹ Big Twelve and Peer institutions are shaded (Note, some Big 12 institutions are not land grant institutions).

³ There is no FY 2007 data available for the University of New Hampshire.

Source: Data taken from Academe Bulletin of the American Association of University Professors, Vol 93, No. 2, March-April 2007.

Table 5b
Average Salary and Compensation Comparisons
Land Grant Institutions without Medical Schools
2006-2007

Rank	University	Salary	% Diff¹	Rank	Compensation	%Diff¹
1	RUTGERS-NEW BRUNSWICK	\$97,528	18.0%	1	\$124,931	28.8%
3	DELAWARE	\$88,180	6.7%	2	\$116,615	20.2%
5	PURDUE-WEST LAFAYETTE	\$85,780	3.8%	3	\$112,404	15.9%
2	MASSACHUSETTS-AMHERST	\$92,100	11.4%	4	\$112,163	15.6%
7	RHODE ISLAND	\$82,472	-0.2%	5	\$110,043	13.5%
4	NC STATE-RALEIGH	\$86,698	4.9%	6	\$106,780	10.1%
6	VIRGINIA TECH	\$84,274	1.9%	7	\$106,096	9.4%
8	IOWA STATE	\$82,132	-0.7%	8	\$105,082	8.3%
11	CLEMSON	\$81,021	-2.0%	9	\$101,853	5.0%
10	GEORGIA	\$81,028	-2.0%	10	\$100,978	4.1%
12	AUBURN	\$80,101	-3.1%	11	\$99,200	2.3%
9	COLORADO STATE	\$81,261	-1.7%	12	\$97,885	0.9%
13	OKLAHOMA STATE	\$73,749	-10.8%	13	\$96,964	0.0%
14	WYOMING	\$72,995	-11.7%	14	\$94,700	-2.4%
23	ALASKA-FAIRBANKS	\$62,538	-24.4%	15	\$93,505	-3.6%
19	UTAH STATE	\$67,479	-18.4%	16	\$92,152	-5.0%
22	OREGON STATE	\$64,023	-22.6%	17	\$91,246	-5.9%
15	WASHINGTON STATE	\$71,875	-13.1%	18	\$90,993	-6.2%
17	UNIV. OF IDAHO	\$68,323	-17.4%	19	\$89,547	-7.7%
18	MAINE-ORONO	\$67,524	-18.3%	20	\$88,482	-8.8%
20	KANSAS STATE	\$66,224	-19.9%	21	\$81,776	-15.7%
21	NORTH DAKOTA STATE	\$64,429	-22.1%	22	\$81,698	-15.8%
25	MONTANA STATE	\$60,587	-26.7%	23	\$77,782	-19.8%
16	MISSISSIPPI STATE	\$70,213	-15.1%	24	\$77,707	-19.9%
24	NM STATE-LAS CRUCES	\$60,939	-26.3%	25	\$74,206	-23.5%
	Average	\$82,670			\$96,992	

¹ Percent difference from the average salary (in the third column) and average compensation (in sixth column) of these 49 institutions.

² There is no FY 2007 data available for the University of New Hampshire.

Source: Data taken from Academe Bulletin of the American Association of University Professors, Vol 93, No. 2, March-April 2007.

Table 6a
Cost of Living Comparisons¹
2006-2007

Big 12 Comparisons

Salary Rank	University/Location	Average Salary ²	K-State Average Salary Equivalent ³	Cost of Living Rank ⁴	Cost of Living Difference ⁵
1	University of Texas - Austin, TX	\$99,147	\$66,134	3	-0.14%
2	Texas A&M - College Station, TX	\$88,801	\$61,498	9	-7.14%
3	University of Nebraska - Lincoln, NE	\$84,100	\$61,182	10	-7.61%
4	University of Kansas - Lawrence, KS	\$82,139	\$64,239	5	-3.00%
5	Iowa State University - Ames, IA	\$82,132	\$66,038	4	-0.28%
6	University of Colorado - Boulder, CO	\$79,364	\$70,530	1	6.50%
7	Baylor University - Waco, TX	\$78,825	\$61,000	11	-7.89%
8	University of Oklahoma - Norman, OK	\$77,348	\$62,604	7	-5.47%
9	University of Missouri - Columbia, MO	\$74,549	\$62,817	6	-5.14%
10	Oklahoma State University - Stillwater, OK	\$73,749	\$61,917	8	-6.50%
11	Texas Tech University - Lubbock, TX	\$68,261	\$59,438	12	-10.25%
12	Kansas State University - Manhattan, KS	\$66,224	\$66,224	2	0.00%

Table 6b
Peer Comparisons

Salary Rank	University/Location	Average Salary ²	Salary Equivalent to K-State's ³	Cost of Living Rank ⁴	Cost of Living Difference ⁵
1	North Carolina State University - Raleigh, NC	\$86,698	\$66,169	4	-0.08%
2	Iowa State University - Ames, IA	\$82,132	\$66,038	5	-0.28%
3	Colorado State University - Ft. Collins, CO	\$81,261	\$70,805	2	6.92%
4	Oklahoma State University - Stillwater, OK	\$73,749	\$61,917	6	-6.50%
5	Kansas State University - Manhattan, KS	\$66,624	\$66,224	3	0.00%
6	Oregon State University - Corvallis, OR	\$64,023	\$74,472	1	12.45%

¹From CNNMoney.com

²Source: Data taken from Academe Bulletin of the American Association of University Professors, Vol 93, No. 2, March-April 2007.

³Amount K-State's average salary would be equivalent to in the other university community.

⁴Rank according to average salary equivalent

⁵Percentage difference in cost of living between Manhattan and the other university location.

⁶Average salary converted to the amount it would be equivalent to in Manhattan

Table 6c
NASULGC Comparison Using Cost of Living Calculator¹
2006-2007

Average Salary Rank	University/Location	Average Salary ²	Salary Equivalent to K-State's ³	Cost of Living Rank ⁴	Cost of Living Difference ⁵
1	Cornell University - Ithaca, NY	\$118,133	\$75,482	10	13.98%
2	University of Maryland College Park - College Park, MD	\$103,329	\$91,801	2	38.62%
3	Rutgers University - New Brunswick, NJ	\$97,528	\$81,059	7	22.40%
4	University of California Davis - Davis, CA	\$97,111	\$86,449	4	30.54%
5	University of Illinois Urbana - Urbana, IL	\$95,432	\$66,107	31	-0.18%
6	University of Minnesota Twin Cities - Minneapolis, MI	\$95,083	\$69,177	19	4.46%
7	University of Connecticut Storrs - Storrs, CT	\$94,139	\$81,059	7	22.40%
8	Pennsylvania State University - University Park, PA	\$92,921	\$65,963	33	-0.39%
9	Ohio State University - Columbus, OH	\$92,523	\$70,104	17	5.86%
10	University of Massachusetts Amherst - Amherst, MA	\$92,100	\$79,527	9	20.09%
11	University of Wisconsin Madison - Madison, WI	\$88,977	\$69,129	20	4.39%
12	Texas A&M - College Station, TX	\$88,801	\$61,498	46	-7.14%
13	University of Arizona - Tucson, AZ	\$88,710	\$68,223	25	3.02%
14	University of Delaware - Newark, DE	\$88,180	\$68,648	23	3.66%
15	University of Nevada Reno - Reno, NV	\$86,883	\$74,520	11	12.53%
16	North Carolina State University - Raleigh, NC	\$86,698	\$66,169	30	-0.08%
17	Purdue University - West Lafayette, IN	\$85,780	\$64,431	37	-2.71%
18	University of Florida Gainesville - Gainesville, FL	\$84,376	\$65,387	34	-1.26%
19	Virginia Tech University - Blacksburg, VA	\$84,274	\$68,428	24	3.33%
20	University of Nebraska - Lincoln, NE	\$84,100	\$61,182	47	-7.61%
21	Michigan State University - East Lansing, MI	\$83,927	\$72,117	13	8.90%
22	University of Rhode Island - Kingston, RI	\$82,472	\$85,778	5	29.53%
23	Iowa State University - Ames, IA	\$82,132	\$66,038	32	-0.28%
24	Colorado State University - Ft. Collins, CO	\$81,261	\$70,805	14	6.92%
25	University of Georgia - Athens, GA	\$81,028	\$60,571	49	-8.54%
26	Clemson University - Clemson, SC	\$81,021	\$63,882	39	-3.54%
27	Auburn University - Auburn, AL	\$80,101	\$65,214	35	-1.53%
28	University of Tennessee Knoxville - Knoxville, TN	\$78,821	\$60,702	48	-8.34%
29	University of Kentucky - Lexington, KY	\$77,950	\$66,553	28	0.50%
30	University of Hawaii Manda, Manda, HI	\$77,530	\$111,692	1	68.66%
31	University of Vermont - Burlington, VT	\$74,746	\$82,165	6	24.07%
32	University of Missouri - Columbia, MO	\$74,549	\$62,817	43	-5.14%
33	Oklahoma State University - Stillwater, OK	\$73,749	\$61,917	45	-6.50%
34	University of Arkansas - Fayetteville, AR	\$73,509	\$62,460	44	-5.68%
35	Louisiana State University A&M - Baton Rouge, LA	\$73,108	\$65,104	36	-1.69%
36	University of Wyoming - Laramie, WY	\$72,995	\$70,743	15	6.82%
37	Washington State University - Pullman, WA	\$71,875	\$67,082	26	1.30%
38	Mississippi State University - Mississippi State, MS	\$70,213	\$63,016	42	-4.84%
39	University of Idaho - Moscow, ID	\$68,323	\$66,986	27	1.15%
40	West Virginia University - Morgantown, WV	\$67,771	\$69,067	21	4.29%
41	University of Maine Orono - Orono, ME	\$67,524	\$70,681	16	6.73%
42	Utah State University - Logan, UT	\$67,479	\$63,092	41	-4.73%
43	Kansas State University - Manhattan, KS	\$66,224	\$66,224	29	0.00%
44	North Dakota State University - Fargo, ND	\$64,429	\$64,403	38	-2.75%
45	Oregon State University - Corvallis, OR	\$64,023	\$74,472	12	12.45%
46	University of Alaska - Fairbanks, AK	\$62,538	\$86,492	3	30.61%
47	New Mexico State Las Cruces - Las Cruces, NM	\$60,950	\$68,923	22	4.08%
48	Montana State University - Bozeman, MT	\$60,587	\$69,788	18	5.38%
49	South Dakota State University - Brookings, SD	\$59,527	\$63,181	40	-4.60%

¹From CNNMoney.com

²Source: Data taken from Academe Bulletin of AAUP, Vol 93, No. 2, March-April 2007.

³Amount K-State's average salary would be equivalent to in the other university community.

⁴Rank according to average salary equivalent

⁵Percentage difference in cost of living between Manhattan and the other university location's salary equivalent - column 3.