

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 09 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 (APLU); 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.

Kansas State University is in its fourth 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.

With the professorial awards in effect for 2008-09 salaries, there is a 0.5% 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.

Although the extent of KSU salary deficiencies differs with the various comparison groups, 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 09 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 above 12% since 2001. To equal the average salary of the peer universities this year, KSU would need to increase

average salaries 6.6%. To equal salaries at the peer university with the highest salaries, KSU would need to increase salaries by 31.9% (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 for **the nineteenth consecutive year**. The average salary is 6.8% below the average of the other Big 12 universities, and 50.7% below the top-ranking university (Table 2).

## **Association of Public and Land-grant Universities**

KSU faculty salaries are significantly deficient when compared to the average faculty salaries of member institutions of the Association of Public and Land-grant Universities (APLU). 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 09, instructors' average salaries were 0.1% lower than the APLU average. Average KSU salaries for assistant professors and associate professors were at a 8.7% and 14.1% deficit, respectively. For KSU full professors, the deficit was 16.8% compared to the APLU average, an improvement of 1.6% from last year (Table 3). With these pronounced deficits, retaining senior faculty at KSU remains at risk. Overall, using the rank-adjusted calculation, KSU's percent deficit stands at 13.0%. This is a 0.6% improvement over the FY 2008 deficit.

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 APLU 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 38 years. The constant dollar value is generated using the fiscal average of the monthly Consumer Price Index (CPI). KSU faculty salaries increased 3.6% compared to FY 08, while purchasing power increased 2.6% (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 48 land grant institutions who submitted data to AAUP. KSU is ranked 41<sup>st</sup>, down from 40<sup>th</sup> last year. This table also provides comparative compensation (salaries and benefits). KSU is ranked 44<sup>th</sup>, which is down from 43<sup>rd</sup> last year. In addition, KSU remains in the bottom third of land-grant universities, and the benefits package is very poor in comparison.

## **Cost of Living Comparisons**

This is the third year 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. 95, No. 2, March-April 2009 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 \$71,783 would have the spending power as \$64,438 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 the second highest in cost of living among Big 12 communities, third among the six peers, and 27<sup>th</sup> among APLU communities.

Table 1

Faculty Salaries at KSU Compared to Regent Peer Institutions<sup>a</sup>

All Ranks Average <sup>b</sup>					Rank Adjusted <sup>c</sup> 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%	
2007-08	\$69,297	\$81,387	5	32.3%	\$73,987	6.8%	
2008-09	\$71,783	\$84,674	5	31.9%	\$76,507	6.6%	
Institution	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
North Carolina State University	1	1	1	1	1	1	1
Iowa State University	3	2	3	3	3	2	2
Colorado State University	2	3	2	2	2	3	3
Oklahoma State University	4	4	4	4	4	4	4
<b>Kansas State University</b>	<b>6</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>
Oregon State University	5	6	6	6	6	6	6

<sup>a</sup> 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).

<sup>b</sup> Average salary excluding fringe benefits.

<sup>c</sup> 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 2009.

Table 2

Faculty Salaries at KSU Compared to Big Twelve Institutions<sup>a</sup>

All Ranks Average <sup>b</sup>					Rank Adjusted <sup>c</sup> Average Salary		
Year	KSU Salary	Big 12 Institutions Salary	KSU Rank Out of 12	KSU Increment Needed to Tie Highest Salary	Big 12 Institutions Salary	Increment Needed to Reach Average Rank Adjusted	
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	49.7%	\$71,841	8.5%	
2007-08	\$69,297	\$84,705	12	49.4%	\$74,825	8.0%	
2008-09	\$71,783	\$86,035	12	50.7%	\$76,635	6.8%	
Institution	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
University of Texas	1	1	1	1	1	1	1
Texas A&M University	3	2	2	2	2	2	2
University of Kansas	7	7	6	6	4	5	3
Iowa State University	5	5	5	5	5	3	4
University of Nebraska	2	3	3	3	3	4	5
University of Colorado	4	4	4	4	6	6	6
University of Oklahoma	10	10	10	9	8	8	7
Baylor University	6	6	7	7	7	7	8
University of Missouri	8	8	8	8	9	9	9
Oklahoma State University	9	9	9	10	10	10	10
Texas Tech	11	11	11	11	11	11	11
<b>Kansas State University</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>12</b>

<sup>a</sup> 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).

<sup>b</sup> Average Salary excluding fringe benefits.

<sup>c</sup> 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.



**Table 3**  
**Faculty Salaries at KSU Compared to APLU Institutions<sup>a</sup>**

Funding Unit	Professor		Associate		Assistant		Instructor		All Ranks Average	APLU Rank Adjusted Avg. Salary	Rank Adjusted	
	\$ <sup>b</sup>	%dfct <sup>c</sup>	\$ <sup>b</sup>	%dfct <sup>c</sup>	\$ <sup>b</sup>	%dfct <sup>c</sup>	\$ <sup>b</sup>	%dfct <sup>c</sup>	\$ <sup>b</sup>		%dfct <sup>c</sup>	
<b>All University (Including Veterinary Medicine)</b>												
1986-87	KSU	\$38,819	20.3	\$30,368	14.2	\$27,482	7.5	\$21,202	4.0	\$32,469	\$37,445	15.3
	Other	\$46,692		\$34,691		\$29,533		\$22,051		\$38,118		
1987-88	KSU	\$39,631	25.5	\$30,560	20.0	\$28,296	10.8	\$21,767	2.9	\$32,904	\$39,409	19.8
	Other	\$49,740		\$36,685		\$31,346		\$22,403		\$40,658		
1988-89	KSU	\$42,983	25.0	\$33,617	15.8	\$30,464	9.7	\$23,454	1.0	\$35,667	\$42,064	17.9
	Other	\$53,709		\$38,913		\$33,420		\$23,686		\$43,642		
1989-90	KSU	\$47,654	19.5	\$36,782	11.8	\$32,707	8.1	\$25,140	-1.5	\$38,819	\$44,172	13.8
	Other	\$56,946		\$41,140		\$35,341		\$24,771		\$46,261		
1990-91	KSU	\$48,394	24.6	\$38,625	13.0	\$34,876	6.7	\$25,745	5.2	\$40,402	\$46,897	16.1
	Other	\$60,297		\$43,656		\$37,205		\$27,074		\$49,042		
1991-92	KSU	\$50,085	20.4	\$39,498	11.8	\$35,545	6.7	\$27,321	-0.7	\$41,529	\$47,293	13.9
	Other	\$60,322		\$44,165		\$37,932		\$27,136		\$49,162		
1992-93	KSU	\$51,433	22.9	\$39,940	13.2	\$36,552	6.1	\$28,025	1.5	\$42,332	\$48,652	14.9
	Other	\$63,211		\$45,195		\$38,764		\$28,434		\$51,038		
1993-94	KSU	\$51,630	23.0	\$41,525	11.6	\$37,417	6.2	\$29,835	-5.7	\$43,725	\$49,490	13.2
	Other	\$63,506		\$46,322		\$39,755		\$28,137		\$51,799		
1994-95	KSU	\$54,672	22.0	\$43,616	10.9	\$38,388	8.0	\$29,195	-0.5	\$45,198	\$51,177	13.2
	Other	\$66,711		\$48,363		\$41,442		\$29,051		\$54,475		
1995-96	KSU	\$57,309	20.3	\$45,020	10.9	\$40,063	6.5	\$30,290	-2.3	\$47,039	\$53,348	13.4
	Other	\$68,966		\$49,949		\$42,657		\$29,580		\$56,415		
1996-97	KSU	\$57,648	24.3	\$45,293	14.4	\$40,852	8.0	\$30,939	-0.3	\$47,645	\$55,615	16.7
	Other	\$71,661		\$51,819		\$44,100		\$30,860		\$58,590		
1997-98	KSU	\$60,339	22.5	\$47,362	12.5	\$42,040	8.0	\$31,843	-1.2	\$49,335	\$56,820	15.2
	Other	\$73,919		\$53,290		\$45,385		\$31,464		\$60,139		
1998-99	KSU	\$62,553	24.4	\$49,057	13.8	\$43,544	9.2	\$33,049	-1.9	\$50,496	\$58,681	16.2
	Other	\$77,841		\$55,831		\$47,562		\$32,426		\$63,035		
1999-00	KSU	\$65,102	24.4	\$51,491	12.2	\$45,728	7.0	\$31,843	6.0	\$52,980	\$61,438	16.0
	Other	\$80,995		\$57,791		\$48,939		\$33,746		\$65,071		
2000-01	KSU	\$68,727	21.2	\$54,590	9.9	\$48,425	5.6	\$35,571	0.0	\$56,051	\$63,368	13.1
	Other	\$83,292		\$59,972		\$51,113		\$35,569		\$67,210		
2001-02	KSU	\$72,503	21.5	\$57,441	9.1	\$51,484	4.6	\$37,100	-0.1	\$59,006	\$66,464	12.6
	Other	\$88,097		\$62,644		\$53,856		\$37,048		\$70,683		
2002-03	KSU	\$72,432	25.3	\$58,295	10.5	\$51,811	7.0	\$35,816	5.1	\$59,052	\$68,219	15.5
	Other	\$90,782		\$64,391		\$55,433		\$37,640		\$72,755		
2003-04	KSU	\$74,569	24.7	\$60,353	9.2	\$52,081	9.4	\$39,646	-4.4	\$61,665	\$71,083	15.3
	Other	\$93,017		\$65,891		\$56,965		\$37,883		\$74,399		
2004-05	KSU	\$78,267	24.8	\$62,535	9.6	\$54,143	10.6	\$40,057	0.9	\$63,219	\$73,083	15.6
	Other	\$97,692		\$68,521		\$59,877		\$40,419		\$77,954		
2005-06	KSU	\$84,784	19.8	\$66,085	7.7	\$55,559	11.7	\$40,780	2.2	\$67,402	\$76,594	13.6
	Other	\$101,610		\$71,151		\$62,050		\$41,671		\$80,433		
2006-07	KSU	\$88,696	20.3	\$67,978	8.5	\$56,818	14.3	\$41,643	3.2	\$69,136	\$79,191	14.5
	Other	\$106,737		\$73,769		\$64,942		\$42,996		\$83,485		
2007-08	KSU	\$93,122	18.4	\$70,879	9.2	\$60,518	12.0	\$42,957	4.9	\$72,724	\$82,629	13.6
	Other	\$110,223		\$77,388		\$67,788		\$45,081		\$86,458		
2008-09	KSU	\$98,517	16.8	\$73,730	8.7	\$61,505	14.1	\$45,745	0.1	\$75,802	\$85,639	13.0
	Other	\$115,069		\$80,157		\$70,190		\$45,806		\$90,302		

<sup>a</sup> This table contains a comparison of KSU faculty salaries with salaries at other members of the Association of Public and Land-grant Universities (APLU) 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.

<sup>b</sup> Nine-month salaries are reported. "Other" refers to the average at the APLU member institutions.

<sup>c</sup> Refers to the percent that KSU salaries are below the average of APLU 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<sup>a</sup>**

Year	Current Dollar		Consumer Price		Constant Dollar Salary		
	Amount <sup>b</sup>	%Inc	Index <sup>c</sup>	%Inc	Amount <sup>d</sup>	%Inc	Index <sup>e</sup>
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
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
2007-08	\$69,297	5.9	211.2	6.1	\$32,811	-0.2	102.4
2008-09	\$71,783	3.6	213.2	0.9	\$33,669	2.6	105.1

<sup>a</sup>This table provides a record of average salaries at KSU since 1969-70. It shows actual percentage increase in dollars, adjusts 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.

<sup>b</sup>Average 9-month equivalent salary excluding fringe benefits.

<sup>c</sup>Fiscal (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.

<sup>d</sup>Constant Dollar Series = (Current Dollar Salary/Consumer Price Index) X 100.

<sup>e</sup>Constant Dollar Faculty Salary relative to the Constant Dollar Faculty Salary in 1969-70.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2009.

**Table 5**  
**Average Salary and Compensation Comparisons**  
**Fifty Land Grant Institutions <sup>3</sup>**  
**2009-2009**

Rank	University <sup>1</sup>	Salary	% Diff <sup>2</sup>	Rank	Compensation	%Diff <sup>2</sup>
1	CORNELL - NY	\$128,963	-48.6%	1	\$159,805	-44.8%
2	MARYLAND-COLLEGE PARK	\$109,442	-26.1%	3	\$135,550	-22.8%
3	RUTGERS-NEW BRUNSWICK, NJ	\$107,919	-24.4%	2	\$136,166	-23.4%
4	ILLINOIS-URBANA	\$101,345	-16.8%	7	\$124,962	-13.2%
5	CONNECTICUT-STORRS	\$101,004	-16.4%	4	\$129,969	-17.8%
6	OHIO STATE-COLUMBUS	\$100,439	-15.8%	8	\$124,946	-13.2%
7	PENN STATE	\$97,636	-12.5%	13	\$120,307	-9.0%
8	DELAWARE	\$96,548	-11.3%	5	\$126,556	-14.7%
9	MINNESOTA-TWIN CITIES	\$96,314	-11.0%	24	\$109,861	0.5%
10	MASSACHUSETTS-AMHERST	\$95,955	-10.6%	14	\$117,504	-6.5%
11	NEVADA-RENO	\$95,430	-10.0%	19	\$115,111	-4.3%
12	WISCONSIN-MADISON	\$95,117	-9.6%	7	\$125,305	-13.5%
13	TEXAS A&M	\$94,964	-9.5%	22	\$112,701	-2.1%
14	NC STATE-RALEIGH	\$94,649	-9.1%	16	\$117,083	-6.1%
15	HAWAII-MANOA	\$93,572	-7.9%	13	\$120,876	-9.5%
16	PURDUE-WEST LAFAYETTE, IN	\$92,364	-6.5%	11	\$121,694	-10.3%
17	IOWA STATE	\$91,313	-5.3%	17	\$117,062	-6.1%
18	MICHIGAN STATE	\$90,968	-4.9%	12	\$121,636	-10.2%
19	ARIZONA	\$90,622	-4.5%	20	\$114,918	-4.1%
20	NEBRASKA-LINCOLN	\$90,015	-3.8%	21	\$114,242	-3.5%
21	COLORADO STATE	\$89,066	-2.7%	24	\$110,762	-0.4%
22	VIRGINIA TECH	\$88,128	-1.6%	25	\$110,592	-0.2%
23	FLORIDA-GAINESVILLE	\$88,023	-1.5%	23	\$112,385	-1.8%
24	GEORGIA	\$87,921	-1.3%	26	\$109,810	0.5%
25	RHODE ISLAND	\$86,811	-0.1%	18	\$117,009	-6.0%
26	NEW HAMPSHIRE	\$86,369	0.4%	10	\$122,424	-10.9%
27	CLEMSON - SC	\$84,668	2.4%	28	\$108,005	2.1%
28	KENTUCKY	\$84,012	3.2%	31	\$104,407	5.4%
29	TENNESSEE-KNOXVILLE	\$82,315	5.1%	27	\$109,221	1.0%
30	VERMONT	\$82,262	5.2%	30	\$106,599	3.4%
31	WYOMING	\$81,950	5.5%	29	\$106,910	3.1%
32	MISSOURI-COLUMBIA	\$81,325	6.3%	35	\$100,811	8.7%
33	AUBURN - AL	\$80,747	6.9%	33	\$102,589	7.0%
34	LOUISIANA STATE UNIV A & M	\$80,434	7.3%	37	\$100,191	9.2%
35	ARKANSAS-FAYETTEVILLE	\$80,018	7.8%	39	\$98,748	10.5%
36	OKLAHOMA STATE	\$78,977	9.0%	32	\$103,815	5.9%
37	MAINE-ORONO	\$78,296	9.8%	34	\$101,896	7.7%
38	WASHINGTON STATE	\$77,788	10.3%	40	\$96,891	12.2%
39	WEST VIRGINIA	\$76,225	12.1%	42	\$92,816	15.9%
40	UTAH STATE	\$73,526	15.3%	36	\$100,581	8.9%
41	<b>KANSAS STATE</b>	<b>\$71,783</b>	<b>17.3%</b>	<b>44</b>	<b>\$87,095</b>	<b>21.1%</b>
42	NORTH DAKOTA STATE	\$71,422	17.7%	43	\$90,721	17.8%
43	SOUTH DAKOTA STATE	\$69,631	19.7%	48	\$73,335	33.5%
44	OREGON STATE	\$69,364	20.0%	38	\$99,055	10.2%
45	ALASKA-FAIRBANKS	\$68,641	20.9%	41	\$93,237	15.5%
46	MISSISSIPPI STATE	\$68,616	20.9%	47	\$79,151	28.3%
47	MONTANA STATE	\$66,951	22.8%	45	\$86,002	22.1%
48	NM STATE-LAS CRUCES	\$66,169	23.7%	46	\$85,089	22.9%
	<b>Average</b>	<b>\$86,757</b>			<b>\$110,359</b>	

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

<sup>2</sup> Percent difference from the average salary (in the third column) and average compensation (in sixth column) of these 47 institutions.

<sup>3</sup> There is no FY 2009 data available for the the University of California - Davis or the University of Idaho.

**Table 5b**  
**Average Salary and Compensation Comparisons**  
**Land Grant Institutions without Medical Schools <sup>2</sup>**  
**2008-2009**

Rank	University <sup>2</sup>	Salary	% Diff <sup>1</sup>	Rank	Compensation	%Diff <sup>1</sup>
1	RUTGERS-NEW BRUNSWICK, NJ	\$107,919	-31.5%	1	\$136,166	-29.4%
2	DELAWARE	\$96,548	-17.6%	2	\$126,556	-20.3%
3	MASSACHUSETTS-AMHERST	\$95,955	-16.9%	5	\$117,363	-11.5%
4	NC STATE-RALEIGH	\$94,649	-15.3%	6	\$117,083	-11.3%
5	PURDUE-WEST LAFAYETTE, IN	\$92,364	-12.5%	3	\$121,694	-15.7%
6	IOWA STATE	\$91,313	-11.3%	7	\$117,062	-11.3%
7	COLORADO STATE	\$89,066	-8.5%	9	\$110,762	-5.3%
8	VIRGINIA TECH	\$88,128	-7.4%	10	\$110,592	-5.1%
9	GEORGIA	\$87,921	-7.1%	11	\$109,810	-4.4%
10	RHODE ISLAND	\$86,811	-5.8%	8	\$117,009	-11.2%
11	CLEMSON - SC	\$84,668	-3.2%	12	\$108,005	-2.7%
12	WYOMING	\$81,950	0.1%	13	\$106,910	-1.6%
13	AUBURN - AL	\$80,747	1.6%	16	\$102,589	2.5%
14	OKLAHOMA STATE	\$78,977	3.8%	15	\$103,815	1.3%
15	MAINE-ORONO	\$78,296	4.6%	17	\$101,896	3.2%
16	WASHINGTON STATE	\$77,788	5.2%	20	\$96,891	7.9%
17	UTAH STATE	\$73,526	10.4%	18	\$100,581	4.4%
<b>18</b>	<b>KANSAS STATE</b>	<b>\$71,783</b>	<b>12.5%</b>	<b>23</b>	<b>\$87,095</b>	<b>17.2%</b>
19	NORTH DAKOTA STATE	\$71,422	13.0%	22	\$90,721	13.8%
20	OREGON STATE	\$69,364	15.5%	19	\$99,055	5.9%
21	ALASKA-FAIRBANKS	\$68,641	16.4%	21	\$93,237	11.4%
22	MISSISSIPPI STATE	\$68,616	16.4%	26	\$79,151	24.8%
23	MONTANA STATE	\$66,951	18.4%	24	\$86,002	18.3%
24	NM STATE-LAS CRUCES	\$66,169	19.4%	25	\$85,089	19.1%
	<b>Average</b>	<b>\$82,065</b>			<b>\$105,214</b>	

<sup>1</sup> Percent difference from the average salary (in the third column) and average compensation (in sixth column) of these 47 institutions.

<sup>2</sup> There is no FY 2009 data available for the the University of California - Davis or the University of Idaho.

<sup>3</sup> Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2009.

**Table 6a**

**Big 12 Cost of Living Comparisons**

University/Location	Salary Rank	Average Salary <sup>2</sup>	Salary Equivalent to K-State's <sup>3</sup>	Cost of Living Rank <sup>4</sup>	Cost of Living Difference <sup>5</sup>
University of Texas - Austin, TX	1	\$108,159	\$70,742	3	-1.45%
Texas A&M - College Station, TX	2	\$94,964	\$70,742	3	-1.45%
University of Kansas - Lawrence, KS	3	\$91,329	\$68,815	6	-4.13%
Iowa State University - Ames, IA	4	\$91,313	\$69,376	5	-3.35%
University of Nebraska - Lincoln, NE	5	\$90,015	\$64,512	11	-10.13%
University of Colorado - Boulder, CO	6	\$88,303	\$91,343	1	27.25%
Baylor University - Waco, TX	7	\$87,578	\$65,907	10	-8.19%
University of Missouri - Columbia, MO	8	\$85,973	\$67,103	7	-6.52%
University of Oklahoma - Norman, OK	9	\$81,325	\$66,431	8	-7.46%
Oklahoma State University - Stillwater, OK	10	\$78,977	\$65,922	9	-8.16%
Texas Tech University - Lubbock, TX	11	\$72,047	\$64,438	12	-10.23%
<b>Kansas State University - Manhattan, KS</b>	<b>12</b>	<b>\$71,783</b>	<b>\$71,783</b>	<b>2</b>	<b>0.00%</b>

**Table 6b**

**Peer Cost of Living Comparisons**

University/Location	Salary Rank	Average Salary <sup>2</sup>	Salary Equivalent to K-State's <sup>3</sup>	Cost of Living Rank <sup>4</sup>	Cost of Living Difference <sup>5</sup>
North Carolina State University - Raleigh, NC	1	\$94,649	\$75,303	2	4.90%
Iowa State University - Ames, IA	2	\$91,313	\$69,376	5	-3.35%
Colorado State University - Ft. Collins, CO	3	\$89,066	\$71,768	4	-0.02%
Oklahoma State University - Stillwater, OK	4	\$78,977	\$65,922	6	-8.16%
<b>Kansas State University - Manhattan, KS</b>	<b>5</b>	<b>\$71,783</b>	<b>\$71,783</b>	<b>3</b>	<b>0.00%</b>
Oregon State University - Corvallis, OR	6	\$69,364	\$82,965	1	15.58%

<sup>1</sup>From CNNMoney.com

<sup>1</sup>From CNNMoney.com

<sup>2</sup>Source: Data taken from Academe Bulletin of AAUP March-April 2009.

<sup>3</sup>Amount necessary in the other university to be equivalent to K-State's average salary.

**Table 6c**  
**APLU Comparison Using Cost of Living Calculator<sup>1</sup>**  
**2008-2009**

Average Salary Rank	University/Location	Average Salary <sup>2</sup>	Salary Equivalent to K-State's <sup>3</sup>	Cost of Living Rank <sup>4</sup>	Cost of Living Difference <sup>5</sup>
1	Cornell University - Ithaca, NY	\$128,963	\$76,920	17	4.21%
2	University of Maryland College Park - College Park, MD	\$109,442	\$89,911	6	21.81%
3	Rutgers University - New Brunswick, NJ	\$107,919	\$92,280	5	25.02%
4	University of Illinois Urbana - Urbana, IL	\$101,345	\$71,546	29	-3.07%
5	University of Connecticut Storrs - Storrs, CT	\$101,004	\$86,051	10	16.58%
6	Ohio State University - Columbus, OH	\$100,439	\$70,306	32	-4.75%
7	Pennsylvania State University - University Park, PA	\$97,636	\$74,742	22	1.26%
8	University of Delaware - Newark, DE	\$96,548	\$73,074	25	-1.00%
9	University of Minnesota Twin Cities - Minneapolis, MI	\$96,314	\$82,168	13	11.32%
10	University of Massachusetts Amherst - Amherst, MA	\$95,955	\$97,920	3	32.66%
11	University of Nevada Reno - Reno, NV	\$95,430	\$81,083	14	9.85%
12	University of Wisconsin - Madison, WI	\$95,117	\$69,369	37	-6.02%
13	Texas A&M - College Station, TX	\$94,964	\$94,964	4	28.66%
14	North Carolina State University - Raleigh, NC	\$94,649	\$75,303	19	2.02%
15	University of Hawaii - Manoa, HI	\$93,572	\$120,551	1	63.32%
16	Purdue University - West Lafayette, IN	\$92,364	\$69,022	39	-6.49%
17	Iowa State University - Ames, IA	\$91,313	\$69,376	36	-6.01%
18	Michigan State University - East Lansing, MI	\$90,968	\$71,546	29	-3.07%
19	University of Arizona - Tucson, AZ	\$90,622	\$73,015	26	-1.08%
20	University of Nebraska - Lincoln, NE	\$90,015	\$64,512	48	-12.60%
21	Colorado State University - Ft. Collins, CO	\$89,066	\$71,768	28	-2.77%
22	Virginia Tech University - Blacksburg, VA	\$88,128	\$75,045	21	1.67%
23	University of Florida Gainesville - Gainesville, FL	\$88,023	\$74,418	23	0.82%
24	University of Georgia - Athens, GA	\$87,921	\$66,438	44	-9.99%
25	University of Rhode Island - Kingston, RI	\$86,811	\$89,025	7	20.61%
26	University of New Hampshire - Durham, NH	\$86,369	\$86,966	9	17.82%
27	Clemson University - Clemson, SC	\$84,668	\$69,317	38	-6.09%
28	University of Kentucky - Lexington, KY	\$84,012	\$70,092	33	-5.04%
29	University of Tennessee Knoxville - Knoxville, TN	\$82,315	\$65,914	47	-10.70%
30	University of Vermont - Burlington, VT	\$82,262	\$87,335	8	18.32%
31	University of Wyoming - Laramie, WY	\$81,950	\$75,193	20	1.87%
32	University of Missouri - Columbia, MO	\$81,325	\$67,103	42	-9.09%
33	Auburn University - Auburn, AL	\$80,747	\$71,229	31	-3.50%
34	Louisiana State University A&M - Baton Rouge, LA	\$80,434	\$66,313	45	-10.16%
35	University of Arkansas - Fayetteville, AR	\$80,018	\$66,660	43	-9.69%
36	Oklahoma State University - Stillwater, OK	\$78,977	\$65,922	46	-10.69%
37	University of Maine - Orono, ME	\$78,296	\$83,976	11	13.77%
38	Washington State University - Pullman, WA	\$77,788	\$80,448	15	8.99%
39	West Virginia University - Morgantown, WV	\$76,225	\$73,812	24	0.00%
40	Utah State University - Logan, UT	\$73,526	\$68,734	40	-6.88%
41	<b>Kansas State University - Manhattan, KS</b>	<b>\$71,783</b>	<b>\$71,783</b>	<b>27</b>	<b>-2.75%</b>
42	North Dakota State University - Fargo, ND	\$71,422	\$68,631	41	-7.02%
43	South Dakota State University - Brookings, SD	\$69,631	\$69,428	35	-5.94%
44	Oregon State University - Corvallis, OR	\$69,364	\$82,965	12	12.40%
45	University of Alaska - Fairbanks, AK	\$68,641	\$99,728	2	35.11%
46	Mississippi State University - Mississippi State, MS	\$68,616	\$69,465	34	-5.89%
47	Montana State University - Bozeman, MT	\$66,951	\$79,120	16	7.19%
48	New Mexico State Las Cruces - Las Cruces, NM	\$66,169	\$75,687	18	2.54%

<sup>1</sup>From CNNMoney.com

<sup>2</sup>Source: Data taken from Academe Bulletin of AAUP March-April 2009.

<sup>3</sup>Amount necessary in the other university to be equivalent to K-State's average salary.

<sup>4</sup>Rank according to average salary equivalent

<sup>5</sup>Percentage difference in cost of living between Manhattan and the other university location's salary equivalent