

REPORT ON THE STATUS OF
FACULTY SALARIES
AT KANSAS STATE UNIVERSITY

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Preface

The mission of Kansas State University is to provide high quality education, research, extension and service to the State of Kansas. Overall, this mission continues to be undermined by low salaries for faculty. When compared to salaries of other relevant university groups, including the K-State peer institutions designated by the Board of Regents; the Big Twelve institutions; the Association of Public and Land-grant Universities (APLU); and 50 major land-grant universities, K-State salaries for FY 2010 were not competitive.

In 2006, K-State set aside about \$500,000 in tuition dollars to increase the base salaries of qualified recipients by a minimum of \$2,500. The ultimate goal was to increase the salaries of full-professors and to provide incentives to retain high-performing faculty. Prior to this year, this initiative assisted in improving deficiencies in K-State faculty salaries. As of FY 2009, all funds had been distributed, so this initiative will not continue without additional revenue.

In addition, the Professorial Performance Awards for 2009-10 salaries contributed to a 0.1% decrease in full professor deficits. But overall, other universities continue to increase salaries at a comparative or higher rate than K-State. To make significant improvements in this area, a larger percentage of funding must be allocated or new methods of funding must be found to support and increase faculty salaries.

Although the extent of K-State salary deficiencies differs with the various comparison groups, the conclusion is the same: Despite slight increases due to professorial performance awards, K-State's total compensation package remains in an extremely weak competitive position for attracting and retaining quality faculty.

Furthermore, budget reductions were common for many institutions in FY 2010. This appears to be a factor in the increases in the number of faculty at the lower ranks and decreases in the number of faculty at higher ranks at several of the comparison institutions. The shift in faculty numbers by rank has the effect of making K-State's rank-by-rank salaries appear more competitive in comparison to the other institutions than they would be in years without this shift. This phenomenon is apparent whether K-State's salaries are compared with peers, the Big 12, fifty land-grant institutions, or APLU members.

Faculty and unclassified professionals who have either resigned or retired from their positions at K-State since FY 2004 have had the opportunity to complete an online exit survey to provide information on the major factors in their departures, as well as the positive aspects of their employment. While salaries ranked at the top of the concerns of each group, other factors were equally critical in decisions to leave, according to the aggregated results of the Exit Survey administered to departing faculty and unclassified professionals between July of 2003 and June of 2009. For faculty, operating support for teaching, research, and extension was named as a negative factor as often as non-competitive salaries. Retiring and resigning unclassified professionals listed the no or few opportunities for promotion as a primary reason for leaving. In fact, this ranked the same as low salaries as a factor in their decisions. Finding ways to improve the non-monetary employment factors may be an effective way to improve recruitment and retention efforts.

Executive Summary

Comparisons with APLU Members:

- The average salary of KSU faculty was 14.3% below other APLU institutions compared with 13% in FY 2009.
- Professor salaries remained flat with a 16.7% deficit in FY 2010 and a 16.8% deficit in FY 2009. The deficit increased for all other ranks.

Comparisons with Land-grant Institutions (49 of the original 50 land-grant institutions reporting):

- K-State faculty salaries ranked 44th (down from 41st in FY 2009).
- K-State's total compensation ranked 45th (down from 44th in FY 2009).

Comparisons with Big Twelve Institutions:

- The average K-State faculty salary ranked last in the Big Twelve, a position held for sixteen of the past twenty years.
- The average K-State salary was 4.7% below the average of the Big Twelve universities.
- Manhattan, KS had the fourth highest cost of living among Big Twelve communities.

Comparisons with Regent Peer Institutions

- Of the six peer institutions, K-State's average salary ranked last.
- K-States average faculty salary has been 5th or 6th in this comparison group since FY 1990.
- An increase of 4.3% would be needed for K-State salaries to reach the peer average.

Faculty Salary Comparisons

Association of Public and Land-grant Universities

K-State 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). Table 1 shows the data compiled using the Oklahoma State University Salary Study, showing faculty salaries at participating universities as of November 1, 2009. All faculty members are included in the comparison except those with 100% service appointments.

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 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.

Because of similar missions and research classifications, K-State is in direct competition with these universities for the recruitment and retention of faculty. When salaries are compared according to academic rank, K-State salary deficits are most pronounced at the professor level. In FY 2010, instructors' average salaries were 6.5% lower than the APLU average. Average K-State salaries for assistant professors and associate professors were at a 15.7% and 11.1% deficit, respectively. For K-State full professors, the deficit was 16.7% compared to the APLU average, an improvement of 0.1% from last year. With these pronounced deficits, retaining senior faculty at K-State remains at risk. Overall, using the rank-adjusted calculation, K-State's percent deficit stands at 14.3%. This is a 1.3% increase over the FY 2009 deficit.

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 K-State has significantly fewer faculty members in the highest rank and more faculty members in the lower ranks when compared to the APLU institutions. The differences in faculty rank percentages at K-State and its comparison institutions are directly related to differences in salary structures. Younger faculty leave K-State for higher salaries at other institutions before promotion to a higher rank, according to the Exit Survey, and K-State does not attract faculty at higher ranks due to its lower salaries.

American Association of University Professors

For Tables 2-6, the data were retrieved from The Annual Report on the Economic Status of the Profession, 2009-2010 from *Academe Magazine Vol. 96, No. 2, March-April 2010*, published by the American Association of University Professors (AAUP). Salary data was based on November 1, 2009 data from each participating institution. Only faculty who have 50% or more instructional appointments were included in this report.

50 Land-Grant Institutions

Since K-State 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 2 provides a list of the 49 land grant institutions who submitted data to AAUP. K-State is ranked 44th, down from 41st last year. This table also provides comparative compensation (salaries and benefits), for which K-State is ranked 45th, which is down from 44th last year.

Big Twelve Universities

Because K-State is a member of the Big 12 Athletic Conference, it is appropriate to compare K-State to other conference members. Table 3 shows K-State's salaries ranked 12th in the Big 12. K-State's salaries have been ranked 11th or 12th in the Big 12 for **twenty consecutive years**. The average salary is 4.7% below the average of the other Big 12 universities, and 50.2% below the top-ranking university.

Peer Institutions

The Kansas Board of Regents has designated five universities, selected because of similarities in size, programs, and mission, as K-State peer institutions — Colorado State, Iowa State, North Carolina State, Oklahoma State, and Oregon State. Comparisons of salaries at K-State with these five universities are found in Table 4.

K-State's salaries were 6th among the peer group, and have been 5th or 6th for **20 consecutive years**. K-State would need to increase average salaries 4.3% to equal the average salary of the peer universities this year. To equal salaries at the peer university with the highest salaries, K-State would need to increase salaries by 31.6%.

It should be noted that these institutions do not have especially high salaries compared to all the land-grant institutions. In fact, in FY 2010 the average of their salaries was only slightly above the average for the land-grant institutions that provided data. Only one of the peer institutions, North Carolina State, was ranked among the top 20 land-grant institutions shown in Table 2.

Constant Dollars

Table 5 is included to show K-State salaries in terms of constant dollars over the past 40 years. The constant dollar value is generated using the fiscal average of the monthly Consumer Price Index (CPI). The Current Dollar is the average K-State salary, and the Constant Dollar Salary shows the purchasing power of the current salary compared to the Constant Dollar Salary in 1969-1970. The index indicates the change in purchasing power of the FY 2010 salary compared to the purchasing power of the FY 1970 salary. There is a 4% increase in purchasing power when salaries are compared to FY 1970. In FY 2010, K-State faculty salaries increased 0.4% compared to FY 2009, while purchasing power decreased 1.0%.

Cost of Living Comparisons

This is the fourth year cost of living (COL) comparisons have been included in this report. This information can be found in Tables 6a-c. There are three websites (CNNMoney.com, BankRate.com, and PayScale.com) with cost-of-living-comparators available to use. Questions arose this year about why the CNNMoney.com comparator was chosen over the others, so a comparison was done to determine which comparator would return the most accurate result. All three websites use information from the C2ER database, and therefore the differences in values returned are based solely on when each site updates information. Since the data is basically the same in all three websites, for historical comparison we felt it was best to continue using CNNMoney.com.

The average K-State faculty salary was entered into the comparator to receive the estimated 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. In some cases, data is not available for the comparison community, so another community was used based on size, location, and other characteristics to provide the best available estimation.

The average faculty salary from Academe Magazine is in the third column. Salary Equivalent to K-State's is the amount K-State's salary would be equivalent to in the other university community. For example, K-State's average salary of \$72,072 would have the spending power as \$72,522 in Austin, TX. The fifth column, Rank, shows how the university community's cost of living compares to the others, and COL Difference is the percent difference in cost of living between Manhattan's and that of the other community.

Manhattan has the fourth highest cost of living among Big 12 communities, fourth among the six peers, and 29th among APLU communities, which is an improvement in all three areas over FY 2009.

Attachment 4

Table 1
Faculty Salaries at KSU Compared to APLU Institutions^a

Funding Unit	Professor		Associate		Assistant		Instructor		All Ranks	APLU	Rank	
	\$ ^b	%dfct ^c	\$ ^b	%dfct ^c	\$ ^b	%dfct ^c	\$ ^b	%dfct ^c	Average \$ ^b	Rank Adjusted Avg. Salary	Adjusted %dfct ^c	
All University (Including Veterinary Medicine)												
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		
2009-10	KSU	\$99,858	16.7	\$72,693	11.1	\$61,421	15.7	\$44,292	6.5	\$76,269	\$87,176	14.3
	Other	\$116,553		\$80,738		\$71,060		\$47,182		\$91,487		

^a 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.

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

^c 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.

Source: 2009-2010 Faculty Salary Survey by Discipline. Office of Institutional Research, Oklahoma State University.

Attachment 4

Table 2
Average Salary and Compensation Comparisons
Fifty Land Grant Institutions ³
2009-2010

Rank	University ¹	Salary	% Diff ²	Rank	Compensation	%Diff ²
1	CORNELL - NY	\$130,166	48.5%	1	\$161,998	44.6%
2	MARYLAND-COLLEGE PARK	\$110,154	25.7%	4	\$136,614	22.0%
3	RUTGERS-NEW BRUNSWICK, NJ	\$108,544	23.9%	3	\$138,874	24.0%
4	CALIFORNIA - DAVIS	\$105,978	20.9%	2	\$142,415	27.2%
5	OHIO STATE-COLUMBUS	\$105,170	20.0%	8	\$128,020	14.3%
6	ILLINOIS-URBANA	\$101,887	16.3%	10	\$127,613	13.9%
7	CONNECTICUT-STORRS	\$100,597	14.8%	7	\$129,834	15.9%
8	DELAWARE	\$100,030	14.1%	6	\$130,737	16.7%
9	PENN STATE	\$97,388	11.1%	15	\$121,206	8.2%
10	TEXAS A&M	\$97,170	10.9%	20	\$115,535	3.2%
11	WISCONSIN-MADISON	\$96,102	9.7%	9	\$127,769	14.1%
12	MINNESOTA-TWIN CITIES	\$95,749	9.3%	5	\$131,054	17.0%
13	MASSACHUSETTS-AMHERST	\$95,728	9.2%	19	\$116,003	3.6%
14	NC STATE-RALEIGH	\$94,947	8.3%	17	\$117,806	5.2%
15	NEVADA-RENO	\$94,599	7.9%	22	\$114,772	2.5%
16	ARIZONA	\$94,316	7.6%	16	\$117,853	5.2%
17	HAWAII-MANOA	\$93,581	6.8%	14	\$121,976	8.9%
18	MICHIGAN STATE	\$93,103	6.2%	11	\$125,118	11.7%
19	PURDUE-WEST LAFAYETTE, IN	\$92,982	6.1%	13	\$122,578	9.4%
20	NEBRASKA-LINCOLN	\$91,881	4.8%	18	\$116,119	3.7%
21	IOWA STATE	\$90,398	3.2%	21	\$114,964	2.7%
22	RHODE ISLAND	\$89,638	2.3%	12	\$123,831	10.6%
23	COLORADO STATE	\$89,065	1.6%	27	\$111,432	-0.5%
24	FLORIDA-GAINESVILLE	\$88,365	0.8%	23	\$114,430	2.2%
25	GEORGIA	\$88,309	0.8%	29	\$110,342	-1.5%
26	VIRGINIA TECH	\$87,498	-0.2%	25	\$112,665	0.6%
27	TENNESSEE-KNOXVILLE	\$87,352	-0.3%	24	\$113,590	1.4%
28	VERMONT	\$86,279	-1.5%	26	\$111,732	-0.2%
29	CLEMSON - SC	\$85,040	-3.0%	30	\$108,449	-3.2%
30	WYOMING	\$84,856	-3.2%	28	\$111,137	-0.8%
31	KENTUCKY	\$84,700	-3.3%	31	\$106,936	-4.5%
32	MISSOURI-COLUMBIA	\$81,631	-6.8%	39	\$100,425	-10.3%
33	LOUISIANA STATE UNIV A & M	\$81,301	-7.2%	36	\$101,094	-9.7%
34	AUBURN - AL	\$81,246	-7.3%	34	\$103,629	-7.5%
35	ARKANSAS-FAYETTEVILLE	\$79,378	-9.4%	40	\$99,405	-11.2%
36	OKLAHOMA STATE	\$79,125	-9.7%	32	\$104,094	-7.1%
37	WASHINGTON STATE	\$78,999	-9.9%	38	\$100,645	-10.1%
38	MAINE-ORONO	\$78,511	-10.4%	33	\$103,774	-7.3%
39	WEST VIRGINIA	\$76,051	-13.2%	44	\$92,882	-17.1%
40	NORTH DAKOTA STATE	\$74,440	-15.1%	42	\$96,201	-14.1%
41	UTAH STATE	\$73,897	-15.7%	37	\$100,874	-9.9%
42	OREGON STATE	\$72,656	-17.1%	35	\$101,568	-9.3%
43	IDAHO-MOSCOW	\$72,627	-17.1%	43	\$95,912	-14.4%
44	KANSAS STATE	\$72,072	-17.8%	45	\$87,659	-21.7%
45	ALASKA-FAIRBANKS	\$71,238	-18.7%	41	\$96,796	-13.6%
46	MISSISSIPPI STATE	\$69,190	-21.0%	49	\$79,499	-29.0%
47	MONTANA STATE	\$66,490	-24.1%	46	\$84,660	-24.4%
48	NM STATE-LAS CRUCES	\$63,224	-27.9%	47	\$80,719	-27.9%
49	SOUTH DAKOTA STATE	\$62,834	-28.3%	48	\$80,130	-28.5%
	Average	\$87,633			\$111,996	

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 2010 data available for the the University of New Hampshire.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2010.

Attachment 4

Table 3

Faculty Salaries at KSU Compared to Big Twelve Institutions^a

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	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%	
2009-10	\$72,072	\$86,416	12	50.2%	\$75,477	4.7%	
Institution	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-2010
University of Texas	1	1	1	1	1	1	1
Texas A&M University	2	2	2	2	2	2	2
University of Nebraska	3	3	3	3	4	5	3
University of Kansas	7	6	6	4	5	3	4
Iowa State University	5	5	5	5	3	4	5
Baylor University	6	7	7	7	7	8	6
University of Colorado	4	4	4	6	6	6	7
University of Missouri	8	8	8	9	9	9	8
University of Oklahoma	10	10	9	8	8	7	9
Oklahoma State University	9	9	10	10	10	10	10
Texas Tech	11	11	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 2010.

Attachment 4

Table 4

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%	
2007-08	\$69,297	\$81,387	5	32.3%	\$73,987	6.8%	
2008-09	\$71,783	\$82,525	5	31.9%	\$76,507	6.6%	
2009-10	\$72,072	\$83,869	6	31.6%	\$75,163	4.3%	
Institution	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-2010
North Carolina State University	1	1	1	1	1	1	1
Iowa State University	2	3	3	3	2	2	2
Colorado State University	3	2	2	2	3	3	3
Oklahoma State University	4	4	4	4	4	4	4
Oregon State University	6	6	6	6	6	6	5
Kansas State University	5	5	5	5	5	5	6

^a This table provides a comparison of average faculty salaries at KSU and its peer institutions. Comparisons are made between the composite and KSU salaries based on average salary and rank by rank average salary (KBOR 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 2010.

Table 5

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
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
2007-08	\$69,297	4.6	211.2	3.5	\$32,811	1.1	102.4
2008-09	\$71,783	3.6	213.2	0.9	\$33,669	2.6	105.1
2009-10	\$72,072	0.4	216.3	1.5	\$33,320	-1.0	104.0

^aThis 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.

^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

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2010.

Table 6a

University/Location	Salary Rank	Average Salary ²	Salary Equivalent to K-State's ³	Cost of Living Rank ⁴	Cost of Living Difference ⁵
University of Texas - Austin, TX	1	\$108,233	\$72,522	3	0.62%
Texas A&M - College Station, TX	2	\$97,170	\$69,366	6	-3.75%
University of Nebraska - Lincoln, NE	3	\$91,881	\$67,111	9	-6.88%
University of Kansas - Lawrence, KS	4	\$90,971	\$69,291	7	-3.86%
Iowa State University - Ames, IA	5	\$90,398	\$72,598	2	0.73%
Baylor University - Waco, TX	6	\$89,874	\$66,285	11	-8.03%
University of Colorado - Boulder, CO	7	\$89,830	\$94,167	1	30.66%
University of Missouri - Columbia, MO	8	\$81,631	\$68,464	8	-5.01%
University of Oklahoma - Norman, OK	9	\$80,743	\$70,644	5	-1.98%
Oklahoma State University - Stillwater, OK	10	\$79,125	\$66,285	11	-8.03%
Texas Tech University - Lubbock, TX	11	\$72,533	\$66,585	10	-7.61%
Kansas State University - Manhattan, KS	12	\$72,072	\$72,072	4	0.00%

Table 6b

Peer Cost of Living Comparisons¹

University/Location	Salary Rank	Average Salary ²	Salary Equivalent to	Cost of Living Rank ⁴	Cost of Living
North Carolina State University - Raleigh, NC	1	\$94,947	\$76,130	2	5.63%
Iowa State University - Ames, IA	2	\$90,398	\$72,598	3	0.73%
Colorado State University - Ft. Collins, CO	3	\$89,065	\$69,667	5	-3.34%
Oklahoma State University - Stillwater, OK	4	\$79,125	\$66,285	6	-8.03%
Oregon State University - Corvallis, OR	5	\$72,656	\$83,495	1	15.85%
Kansas State University - Manhattan, KS	6	\$72,072	\$72,072	4	0.00%

¹From CNNMoney.com on May 14, 2010

²Source: Data taken from Academe Bulletin of AAUP March-April 2010.

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

⁴Rank according to average salary equivalent

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

Attachment 4

Table 6c

2009-2010

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	\$130,166	\$77,783	16	7.92%
2	University of Maryland College Park - College Park, MD ⁶	\$110,154	\$91,311	4	26.69%
3	Rutgers University - New Brunswick, NJ ⁶	\$108,544	\$95,670	3	32.74%
4	University of California - Davis, CA ⁶	\$105,978	\$87,177	14	20.96%
5	Ohio State University - Columbus, OH	\$105,170	\$70,493	34	-2.19%
6	University of Illinois Urbana - Urbana, IL	\$101,887	\$73,725	23	2.29%
7	University of Connecticut Storrs - Storrs, CT ⁶	\$100,597	\$90,033	5	24.92%
8	University of Delaware - Newark, DE ⁶	\$100,030	\$79,587	12	10.43%
9	Pennsylvania State University - University Park, PA ⁶	\$97,388	\$77,182	43	7.09%
10	Texas A&M - College Station, TX ⁶	\$97,170	\$69,366	46	-3.75%
11	University of Wisconsin - Madison, WI ⁶	\$96,102	\$72,297	30	0.31%
12	University of Minnesota Twin Cities - Minneapolis, MI	\$95,749	\$84,697	9	17.52%
13	University of Massachusetts Amherst - Amherst, MA ⁶	\$95,728	\$77,933	11	8.13%
14	North Carolina State University - Raleigh, NC	\$94,947	\$76,130	18	5.63%
15	University of Nevada Reno - Reno, NV	\$94,599	\$79,587	12	10.43%
16	University of Arizona - Tucson, AZ	\$94,316	\$74,476	21	3.34%
17	University of Hawaii - Manoa, HI ⁶	\$93,581	\$124,979	1	73.41%
18	Michigan State University - East Lansing, MI ⁶	\$93,103	\$70,719	33	-1.88%
19	Purdue University - West Lafayette, IN ⁶	\$92,982	\$71,245	32	-1.15%
20	University of Nebraska - Lincoln, NE ⁶	\$91,881	\$67,111	41	-6.88%
21	Iowa State University - Ames, IA	\$90,398	\$72,598	27	0.73%
22	University of Rhode Island - Kingston, RI ⁶	\$89,638	\$89,357	7	23.98%
23	Colorado State University - Ft. Collins, CO ⁶	\$89,065	\$69,667	40	-3.34%
24	University of Florida Gainesville - Gainesville, FL	\$88,365	\$75,002	20	4.07%
25	University of Georgia - Athens, GA	\$88,309	\$70,794	41	-1.77%
26	Virginia Tech University - Blacksburg, VA	\$87,498	\$72,522	28	0.62%
27	University of Tennessee Knoxville - Knoxville, TN	\$87,352	\$67,111	47	-6.88%
28	University of Vermont - Burlington, VT	\$86,279	\$89,657	6	24.40%
29	Clemson University - Clemson, SC ⁶	\$85,040	\$68,840	26	-4.48%
30	University of Wyoming - Laramie, WY	\$84,856	\$73,575	24	2.09%
31	University of Kentucky - Lexington, KY	\$84,700	\$70,343	35	-2.40%
32	University of Missouri - Columbia, MO	\$81,631	\$68,464	44	-5.01%
33	Louisiana State University A& M - Baton Rouge, LA	\$81,301	\$69,591	38	-3.44%
34	Auburn University - Auburn, AL	\$81,246	\$73,274	25	1.67%
35	University of Arkansas - Fayetteville, AR	\$79,378	\$68,464	44	-5.01%
36	Oklahoma State University - Stillwater, OK	\$79,125	\$66,285	48	-8.03%
37	Washington State University - Pullman, WA ⁶	\$78,999	\$69,967	36	-2.92%
38	University of Maine - Orono, ME ⁶	\$78,511	\$85,900	8	19.19%
39	West Virginia University - Morgantown, WV	\$76,051	\$75,754	19	5.11%
40	North Dakota State University - Fargo, ND	\$74,440	\$69,441	39	-3.65%
41	Utah State University - Logan, UT	\$73,897	\$73,875	22	2.50%
42	Oregon State University - Corvallis, OR ⁶	\$72,656	\$83,495	10	15.85%
43	University of Idaho - Moscow, ID ⁶	\$72,627	\$71,395	31	-0.94%
44	Kansas State University - Manhattan, KS	\$72,072	\$72,072	29	0.00%
45	University of Alaska - Fairbanks, AK	\$71,238	\$100,855	2	39.94%
46	Mississippi State University - Starkville, MS ⁶	\$69,190	\$69,967	36	-2.92%
47	Montana State University - Bozeman, MT	\$66,490	\$78,460	15	8.86%
48	New Mexico State Las Cruces - Las Cruces, NM	\$63,224	\$76,656	17	6.36%
49	South Dakota State University - Brookings, SD ⁶	\$62,834	\$65,715	49	-8.82%

¹From CNNMoney.com

²Source: Data taken from Academe Bulletin of AAUP March-April 2009.

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

⁴Rank according to average salary equivalent

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

⁶Comparison data for these cities was not specifically available. Some values are based on the most comparable city with data, others are the COL comparison value listed for the entire state.