

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 2011 were not competitive.

The Professorial Performance Awards for 2010-11 salaries contributed to a 0.1% decrease in full professor deficits. However, the average salary for all other ranks fell during FY 2011, leaving the total average salary \$379 below the FY 2010 average.

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.

In FY 2010, there were increases in the numbers of faculty at lower ranks and decreases in the number of faculty at higher ranks. This shift in faculty numbers by rank had the effect of making K-State's rank-by-rank salaries appear more competitive in comparison. For FY 2011, the opposite is true, with increases in the numbers of faculty at higher ranks, decreases in the numbers of faculty at lower ranks, and K-State rank-by-rank salaries appearing less competitive in comparison.

Executive Summary

Comparisons with APLU Members:

- The average salary of K-State's faculty was 16.5% below other APLU institutions compared with 14.3% in FY 2010.
- Professor salaries improved from a 16.7% deficit to 16.6%. The deficit increased for all other ranks.

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

- K-State's salaries ranked 46th (down from 44th in FY 2010).
- K-State's total compensation ranked 46th (down from 45th in FY 2010).

Comparisons with Big Twelve Institutions:

- The average K-State faculty salary ranked last in the Big Twelve, a position held for seventeen of the past twenty-one years.
- The average K-State salary was 6.0% below the average of the Big Twelve universities (up from 4.7% in FY 2010).
- The cost of living in Manhattan, KS remained the fourth highest among Big Twelve communities.

Comparisons with Regent Peer Institutions

- Of the six peer institutions, K-State's average salary ranked last.
- K-State's average faculty salary has been 5th or 6th in this comparison group since FY 1990.
- An increase of 5.7% would be needed for K-State salaries to reach the peer average (up from 4.3% in FY 2010).

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, 2010. 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. Comparing salaries according to academic rank, K-State salary deficits are most pronounced at the assistant professor level (18.1%). Instructors' average salaries were 7.5% lower than the APLU average, while salaries for associate professors were at a 12.0% deficit in FY 2011. For K-State full professors, the deficit was 16.6% 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 16.5%. This is a 2.2% increase over the FY 2010 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. Faculty at the lower ranks leave K-State for higher salaries at other institutions before promotion to a higher rank. 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, 2010-2011 from *Academe Magazine Vol. 97, No. 3, March-April 2011*, published by the American Association of University Professors (AAUP). Salary data was based on November 1, 2010 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 50 land grant institutions who submitted data to AAUP. K-State is ranked 46th, down from 44th last year. This table also provides comparative compensation (salaries and benefits), for which K-State is ranked 46th, which is down from 45th 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-one consecutive years**. The average salary is 6.0% below the average of the other Big 12 universities, and 55.0% below the top-ranking university. The gap between the top-ranking university average salary and K-State's average salary has more than doubled over the past twenty years.

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 **21 consecutive years**. K-State would need to increase average salaries 5.7% 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 33.3%.

It should be noted that these institutions do not have especially high salaries compared to all the land-grant institutions. In fact, in FY 2011 the average of their salaries was below 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. The salaries for the two recently added comparison universities, Clemson and Auburn, are ranked at 29th and 36th respectively.

Constant Dollars

Table 5 is included to show K-State salaries in terms of constant dollars over the past 41 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 2011 salary compared to the purchasing power of the FY 1970 salary. There is a 3% decrease in purchasing power when salaries are compared to FY 1970. In FY 2011, K-State faculty salaries decreased 0.3% compared to FY 2010, while purchasing power decreased 2.3%.

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. The decision to continue using the CNNMoney.com comparator was based on a comparison 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.

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 \$71,851 would have the spending power as \$72,305 in Austin, TX. The fifth column, Rank, shows how the university community's COL 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, fifth among the six peers, and 35th among APLU communities, an improvement among the peers and among the APLU communities over FY 2010.

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

| Funding Unit | Professor | | Associate | | Assistant | | Instructor | | All Ranks Average \$ ^b | APLU Rank Adjusted Avg. Salary | Rank Adjusted %dfct ^c | |
|---|-----------------|--------------------|-----------------|--------------------|-----------------|--------------------|-----------------|--------------------|-----------------------------------|--------------------------------|----------------------------------|------|
| | \$ ^b | %dfct ^c | \$ ^b | %dfct ^c | \$ ^b | %dfct ^c | \$ ^b | %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 | \$44,273 | 6.6 | \$76,238 | \$87,176 | 14.3 |
| | Other | \$116,553 | | \$80,738 | | \$71,060 | | \$47,184 | | \$91,488 | | |
| 2010-11 | KSU | \$100,125 | 16.6 | \$72,115 | 12.0 | \$61,210 | 18.1 | \$44,055 | 7.5 | \$75,859 | \$88,352 | 16.5 |
| | Other | \$116,736 | | \$80,786 | | \$72,317 | | \$47,377 | | \$91,899 | | |

^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: 2010-2011 Faculty Salary Survey by Discipline. Office of Institutional Research, Oklahoma State University.

Table 2
Average Salary and Compensation Comparisons
Fifty Land Grant Institutions
2010-2011

| Rank | University ¹ | Salary | % Diff ² | Rank | Compensation | %Diff ² |
|------|----------------------------|-----------------|---------------------|-----------|------------------|--------------------|
| 1 | CORNELL - NY | \$118,559 | 34.2% | 1 | \$150,754 | 32.7% |
| 2 | RUTGERS-NEW BRUNSWICK, NJ | \$110,544 | 25.1% | 3 | \$142,153 | 25.1% |
| 3 | MARYLAND-COLLEGE PARK | \$110,249 | 24.8% | 4 | \$136,801 | 20.4% |
| 4 | CALIFORNIA - DAVIS | \$107,815 | 22.0% | 2 | \$145,471 | 28.1% |
| 5 | OHIO STATE-COLUMBUS | \$105,441 | 19.3% | 10 | \$130,938 | 15.3% |
| 6 | ILLINOIS-URBANA | \$105,381 | 19.3% | 8 | \$132,228 | 16.4% |
| 7 | CONNECTICUT-STORRS | \$105,059 | 18.9% | 5 | \$135,948 | 19.7% |
| 8 | DELAWARE | \$101,452 | 14.8% | 6 | \$133,928 | 17.9% |
| 9 | PENN STATE | \$100,770 | 14.1% | 12 | \$126,466 | 11.3% |
| 10 | WISCONSIN-MADISON | \$99,093 | 12.2% | 7 | \$132,581 | 16.7% |
| 11 | PURDUE-WEST LAFAYETTE, IN | \$98,961 | 12.0% | 14 | \$126,040 | 11.0% |
| 12 | MASSACHUSETTS-AMHERST | \$97,305 | 10.1% | 20 | \$117,941 | 3.8% |
| 13 | NEW HAMPSHIRE | \$96,884 | 9.7% | 11 | \$130,748 | 15.1% |
| 14 | NC STATE-RALEIGH | \$95,745 | 8.4% | 18 | \$120,081 | 5.7% |
| 15 | MINNESOTA-TWIN CITIES | \$95,427 | 8.0% | 9 | \$131,702 | 15.9% |
| 16 | TEXAS A&M | \$94,653 | 7.1% | 25 | \$112,496 | -1.0% |
| 17 | MICHIGAN STATE | \$94,510 | 7.0% | 13 | \$126,241 | 11.1% |
| 18 | NEVADA-RENO | \$93,833 | 6.2% | 24 | \$114,854 | 1.1% |
| 19 | ARIZONA | \$93,641 | 6.0% | 16 | \$121,100 | 6.6% |
| 20 | FLORIDA-GAINESVILLE | \$92,860 | 5.1% | 17 | \$120,228 | 5.8% |
| 21 | IOWA STATE | \$92,099 | 4.2% | 19 | \$119,578 | 5.3% |
| 22 | NEBRASKA-LINCOLN | \$92,003 | 4.1% | 22 | \$117,020 | 3.0% |
| 23 | VERMONT | \$90,583 | 2.5% | 21 | \$117,707 | 3.6% |
| 24 | RHODE ISLAND | \$89,759 | 1.6% | 15 | \$123,851 | 9.0% |
| 25 | COLORADO STATE | \$88,883 | 0.6% | 26 | \$112,101 | -1.3% |
| 26 | GEORGIA | \$88,346 | 0.0% | 28 | \$110,855 | -2.4% |
| 27 | HAWAII-MANOA | \$87,553 | -0.9% | 23 | \$114,993 | 1.2% |
| 28 | VIRGINIA TECH | \$86,346 | -2.3% | 29 | \$110,349 | -2.9% |
| 29 | CLEMSON - SC | \$85,582 | -3.1% | 30 | \$109,544 | -3.6% |
| 30 | KENTUCKY | \$84,957 | -3.8% | 32 | \$107,607 | -5.3% |
| 31 | WYOMING | \$84,452 | -4.4% | 27 | \$111,895 | -1.5% |
| 32 | TENNESSEE-KNOXVILLE | \$83,190 | -5.8% | 31 | \$108,654 | -4.3% |
| 33 | LOUISIANA STATE UNIV A & M | \$81,467 | -7.8% | 34 | \$105,196 | -7.4% |
| 34 | MISSOURI-COLUMBIA | \$81,324 | -8.0% | 41 | \$99,995 | -12.0% |
| 35 | ARKANSAS-FAYETTEVILLE | \$80,977 | -8.3% | 44 | \$95,296 | -16.1% |
| 36 | AUBURN - AL | \$80,788 | -8.6% | 36 | \$103,296 | -9.1% |
| 37 | MAINE-ORONO | \$79,468 | -10.1% | 33 | \$105,777 | -6.9% |
| 38 | OKLAHOMA STATE | \$79,245 | -10.3% | 35 | \$104,706 | -7.8% |
| 39 | WASHINGTON STATE | \$78,809 | -10.8% | 39 | \$101,717 | -10.5% |
| 40 | NORTH DAKOTA STATE | \$77,631 | -12.1% | 42 | \$99,891 | -12.1% |
| 41 | WEST VIRGINIA | \$76,093 | -13.9% | 45 | \$93,132 | -18.0% |
| 42 | UTAH STATE | \$73,920 | -16.3% | 37 | \$101,960 | -10.2% |
| 43 | IDAHO-MOSCOW | \$73,611 | -16.7% | 40 | \$101,183 | -10.9% |
| 44 | ALASKA-FAIRBANKS | \$72,926 | -17.5% | 43 | \$96,250 | -15.3% |
| 45 | OREGON STATE | \$72,063 | -18.4% | 38 | \$101,890 | -10.3% |
| 46 | KANSAS STATE | \$71,851 | -18.7% | 46 | \$88,118 | -22.4% |
| 47 | MISSISSIPPI STATE | \$68,557 | -22.4% | 49 | \$78,437 | -30.9% |
| 48 | NM STATE-LAS CRUCES | \$67,797 | -23.3% | 47 | \$87,170 | -23.3% |
| 49 | MONTANA STATE | \$65,862 | -25.5% | 48 | \$84,088 | -26.0% |
| 50 | SOUTH DAKOTA STATE | \$63,271 | -28.4% | 50 | \$78,431 | -31.0% |
| | Average | \$88,352 | | | \$113,588 | |

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 50 institutions.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2011.

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% | |
| 2010-11 | \$71,851 | \$86,506 | 12 | 55.0% | \$76,127 | 6.0% | |
| Institution | 2004-05 | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-2010 | 2010-2011 |
| 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 | 4 | 5 | 3 | 3 |
| University of Kansas | 6 | 6 | 4 | 5 | 3 | 4 | 4 |
| Iowa State University | 5 | 5 | 5 | 3 | 4 | 5 | 5 |
| University of Colorado | 4 | 4 | 6 | 6 | 6 | 7 | 6 |
| Baylor University | 7 | 7 | 7 | 7 | 8 | 6 | 7 |
| University of Missouri | 8 | 8 | 9 | 9 | 9 | 8 | 8 |
| University of Oklahoma | 10 | 9 | 8 | 8 | 7 | 9 | 9 |
| Oklahoma State University | 9 | 10 | 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 2011.

Table 4

Faculty Salaries at KSU Compared to Regent Peer Institutions^a

| Year | All Ranks Average ^b | | | | Rank Adjusted ^c Average Salary | | |
|---------------------------------|--------------------------------|--------------------------------|-------------------|--|---|--|-----------|
| | 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% | |
| 2010-2011 | \$71,851 | \$84,416 | 6 | 33.3% | \$75,964 | 5.7% | |
| Institution | 2004-05 | 2005-06 | 2006-07 | 2007-08 | 2008-09 | 2009-2010 | 2010-2011 |
| North Carolina State University | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Iowa State University | 3 | 3 | 3 | 2 | 2 | 2 | 2 |
| Colorado State University | 2 | 2 | 2 | 3 | 3 | 3 | 3 |
| Oklahoma State University | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| Oregon State University | 6 | 6 | 6 | 6 | 6 | 5 | 5 |
| Kansas State University | 5 | 5 | 5 | 5 | 5 | 6 | 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 2011.

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 |
| 2010-11 | \$71,851 | -0.3 | 220.6 | 2.0 | \$32,566 | -2.3 | 101.7 |

^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 2011.

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 | \$86,157 | \$72,305 | 3 | 0.63% |
| Texas A&M - College Station, TX | 2 | \$76,870 | \$67,913 | 10 | -5.48% |
| University of Nebraska - Lincoln, NE | 3 | \$72,237 | \$69,428 | 7 | -3.37% |
| University of Kansas - Lawrence, KS | 4 | \$73,919 | \$71,548 | 5 | -0.42% |
| Iowa State University - Ames, IA | 5 | \$80,250 | \$73,213 | 2 | 1.90% |
| University of Colorado - Boulder, CO | 6 | \$86,769 | \$78,059 | 1 | 8.64% |
| Baylor University - Waco, TX | 7 | \$75,374 | \$67,308 | 12 | -6.32% |
| University of Missouri - Columbia, MO | 8 | \$68,936 | \$69,428 | 7 | -3.37% |
| University of Oklahoma - Norman, OK | 9 | \$75,789 | \$71,472 | 6 | -0.53% |
| Oklahoma State University - Stillwater, OK | 10 | \$65,819 | \$68,216 | 9 | -5.06% |
| Texas Tech University - Lubbock, TX | 11 | \$75,279 | \$67,393 | 11 | -6.20% |
| Kansas State University - Manhattan, KS | 12 | \$71,851 | \$71,851 | 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 | \$86,049 | \$74,273 | 3 | 3.37% |
| Iowa State University - Ames, IA | 2 | \$80,250 | \$73,213 | 4 | 1.90% |
| Colorado State University - Ft. Collins, CO | 3 | \$72,321 | \$78,059 | 2 | 8.64% |
| Oklahoma State University - Stillwater, OK | 4 | \$65,819 | \$68,216 | 6 | -5.06% |
| Oregon State University - Corvallis, OR | 5 | \$75,383 | \$83,056 | 1 | 15.59% |
| Kansas State University - Manhattan, KS | 6 | \$71,851 | \$71,851 | 5 | 0.00% |

¹From CNNMoney.com on June 20, 2011

²Source: Data taken from Academe Bulletin of AAUP March-April 2011.

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.

Table 6c

2010-2011

| Average Salary Rank | University/Location | Average Salary ² | Salary Equivalent to K-State's ³ | Cost of Living Rank | Cost of Living Rank ⁴ | Cost of Living Difference ⁵ |
|---------------------|---|-----------------------------|---|---------------------|----------------------------------|--|
| 1 | Cornell University - Ithaca, NY | \$118,559 | \$77,832 | 17 | 17 | -25.13% |
| 2 | Rutgers University - New Brunswick, NJ ⁶ | \$110,544 | \$94,413 | 4 | 4 | -9.18% |
| 3 | University of Maryland College Park - College Park, MD ⁶ | \$110,249 | \$98,728 | 3 | 3 | -5.03% |
| 4 | University of California - Davis, CA ⁶ | \$107,815 | \$87,902 | 11 | 11 | -15.44% |
| 5 | Ohio State University - Columbus, OH | \$105,441 | \$69,579 | 42 | 42 | -33.07% |
| 6 | University of Illinois Urbana - Urbana, IL | \$105,381 | \$73,289 | 28 | 28 | -29.50% |
| 7 | University of Connecticut Storrs - Storrs, CT ⁶ | \$105,059 | \$92,141 | 6 | 6 | -11.36% |
| 8 | University of Delaware - Newark, DE ⁶ | \$101,452 | \$79,573 | 14 | 14 | -23.45% |
| 9 | Pennsylvania State University -State College, PA ⁶ | \$100,770 | \$70,639 | 37 | 37 | -32.05% |
| 10 | University of Wisconsin - Madison, WI ⁶ | \$99,093 | \$72,759 | 31 | 31 | -30.01% |
| 11 | Purdue University - West Lafayette, IN ⁶ | \$98,961 | \$74,273 | 24 | 24 | -28.55% |
| 12 | University of Massachusetts Amherst - Amherst, MA ⁶ | \$97,305 | \$78,135 | 15 | 15 | -24.84% |
| 13 | University of New Hampshire - Durham, NH | \$96,884 | \$88,356 | 9 | 9 | -15.00% |
| 14 | North Carolina State University - Raleigh, NC | \$95,745 | \$74,273 | 24 | 24 | -28.55% |
| 15 | University of Minnesota Twin Cities - Minneapolis, MI | \$95,427 | \$83,964 | 12 | 12 | -19.23% |
| 16 | Texas A&M - College Station, TX ⁶ | \$94,653 | \$67,913 | 48 | 48 | -34.67% |
| 17 | Michigan State University - East Lansing, MI ⁶ | \$94,510 | \$69,049 | 46 | 46 | -33.58% |
| 18 | University of Nevada Reno - Reno, NV | \$93,833 | \$76,469 | 19 | 19 | -26.44% |
| 19 | University of Arizona - Tucson, AZ | \$93,641 | \$72,986 | 30 | 30 | -29.79% |
| 20 | University of Florida Gainesville - Gainesville, FL | \$92,860 | \$75,485 | 22 | 22 | -27.39% |
| 21 | Iowa State University - Ames, IA | \$92,099 | \$73,213 | 29 | 29 | -29.57% |
| 22 | University of Nebraska - Lincoln, NE ⁶ | \$92,003 | \$69,428 | 43 | 43 | -33.21% |
| 23 | University of Vermont - Burlington, VT | \$90,583 | \$91,157 | 7 | 7 | -12.31% |
| 24 | University of Rhode Island - Kingston, RI ⁶ | \$89,759 | \$93,277 | 5 | 5 | -10.27% |
| 25 | Colorado State University - Ft. Collins, CO ⁶ | \$88,883 | \$78,059 | 16 | 16 | -24.91% |
| 26 | University of Georgia - Athens, GA ⁶ | \$88,346 | \$72,305 | 34 | 34 | -30.44% |
| 27 | University of Hawaii - Manoa, HI ⁶ | \$87,553 | \$125,379 | 1 | 1 | 20.61% |
| 28 | Virginia Tech University - Blacksburg, VA | \$86,346 | \$91,157 | 7 | 7 | -12.31% |
| 29 | Clemson University - Clemson, SC ⁶ | \$85,582 | \$69,428 | 43 | 43 | -33.21% |
| 30 | University of Kentucky - Lexington, KY | \$84,957 | \$70,261 | 38 | 38 | -32.41% |
| 31 | University of Wyoming - Laramie, WY | \$84,452 | \$73,365 | 27 | 27 | -29.42% |
| 32 | University of Tennessee Knoxville - Knoxville, TN | \$83,190 | \$67,686 | 49 | 49 | -34.89% |
| 33 | Louisiana State University A& M - Baton Rouge, LA | \$81,467 | \$72,683 | 32 | 32 | -30.08% |
| 34 | University of Missouri - Columbia, MO | \$81,324 | \$69,428 | 43 | 43 | -33.21% |
| 35 | University of Arkansas - Fayetteville, AR | \$80,977 | \$69,731 | 41 | 41 | -32.92% |
| 36 | Auburn University - Auburn, AL | \$80,788 | \$74,803 | 23 | 23 | -28.04% |
| 37 | University of Maine - Orono, ME ⁶ | \$79,468 | \$88,129 | 10 | 10 | -15.22% |
| 38 | Oklahoma State University - Stillwater, OK | \$79,245 | \$68,216 | 47 | 47 | -34.38% |
| 39 | Washington State University - Pullman, WA ⁶ | \$78,809 | \$70,033 | 40 | 40 | -32.63% |
| 40 | North Dakota State University - Fargo, ND | \$77,631 | \$70,109 | 39 | 39 | -32.56% |
| 41 | West Virginia University - Morgantown, WV | \$76,093 | \$76,090 | 20 | 20 | -26.80% |
| 42 | Utah State University - Logan, UT | \$73,920 | \$72,380 | 33 | 33 | -30.37% |
| 43 | University of Idaho - Moscow, ID ⁶ | \$73,611 | \$73,516 | 26 | 26 | -29.28% |
| 44 | University of Alaska - Fairbanks, AK | \$72,926 | \$103,953 | 2 | 2 | 0.00% |
| 45 | Oregon State University - Corvallis, OR ⁶ | \$72,063 | \$83,056 | 13 | 13 | -20.10% |
| 46 | Kansas State University - Manhattan, KS | \$71,851 | \$71,851 | 35 | 35 | -30.88% |
| 47 | Mississippi State University - Starkville, MS ⁶ | \$68,557 | \$66,702 | 50 | 50 | -35.83% |
| 48 | New Mexico State Las Cruces - Las Cruces, NM | \$67,797 | \$76,090 | 20 | 20 | -26.80% |
| 49 | Montana State University - Bozeman, MT | \$65,862 | \$77,150 | 18 | 18 | -25.78% |
| 50 | South Dakota State University - Brookings, SD ⁶ | \$63,271 | \$71,245 | 36 | 36 | -31.46% |

¹From CNNMoney.com²Source: Data taken from Academe Bulletin of AAUP March-April 2011.³Amount necessary in the other university to be equivalent to K-State's average salary.⁴Rank according to average salary equivalent⁵Percentage 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.