

Attachment 7

KSU Faculty Salaries in Comparative Perspective FY 2012 Fact Sheet

The KSU Office of Planning and Analysis recently released comparative data about faculty salaries at Kansas State University. Data used to develop this fact sheet are available at: <http://www.k-state.edu/pa/statinfo/reports/faculty/salary12/index.htm>

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

- The average salary of K-State faculty 17.7% below the average for this group.
- K-State's salaries ranked 43rd.
- K-State's total compensation ranked 46th.

Comparisons of KSU Faculty Salaries 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 16.0% below the average of the Big Twelve universities and 55.5% below the top-ranking university in the Big Twelve.
- The cost of living in Manhattan, KS is the fourth highest among Big Twelve communities.

Comparisons of KSU Faculty Salaries with Regent Peer Institutions:

- K-State's average salary ranked below all seven BOR peers (Auburn and Clemson were added in FY 2012).
- K-States average faculty salaries have been last or next to last in this comparison group since FY 1990.
- An increase of 12% would be needed for K-State salaries to reach the peer average.

Attachment 7

Annual Headcount and Total Salary by Personnel Category From HRIS on November 1 of the fiscal year.

FY	Instructional Faculty		Research/Extension Faculty		Lower Admin*		Deans		Upper Admin**	
	Count	Total Salary	Count	Total Salary	Count	Total Salary	Count	Total Salary	Count	Total Salary
2009	986	\$74,313,368	319	\$28,459,714	968	\$55,676,567	10	\$1,869,732		\$4,211,861
2010	973	\$73,720,959	320	\$28,721,253	984	\$56,658,735	11	\$2,080,779		\$4,222,784
2011	949	\$71,600,757	302	\$27,376,695	977	\$56,974,599	11	\$2,201,525		\$4,905,132
2012	975	\$75,794,120	300	\$28,166,672	992	\$60,158,170	10	\$2,108,758		\$5,178,459
2013	1,001	\$77,062,743	311	\$29,656,335	1,025	\$61,726,190	12	\$2,680,995		\$5,658,541
% increase		4%		4%		11%		43%		34%

*Lower admin includes Library faculty, Housing faculty, and anyone else not included in the other groups following the rules of the DBTF (KBOR) report

**Upper administration includes personnel in the 34 administrative positions in the list below. *Data from Kansas State Budget Office and reflect salary data for pay period March 3 - March 16 with pay date March 29, 2013.*

University President

Provost and Senior Vice President

VP for Communications & Marketing

Vice President for Administration & Finance

Vice President for Research

VP for Student Life & Dean of Students

Chief of Staff & Dir. of Community Relations

Director of Governmental Relations

University General Counsel

University Associate General Counsel

University Assistant General Counsel

Senior Vice Provost of Academic Affairs

Vice Provost for Information Technology Svcs

Vice Provost for Undergraduate Studies

Associate Provost for Diversity

Assoc Provost for Institutional Effectiveness

Associate Provost for International Programs

Asst VP of Communications & Mktg

Assistant Vice President of Financial Services

Associate Vice President for Facilities

Assoc VP for Human Resources & Parking Svcs

Asst VP Univ Police & Environ. Health & Safety

Sr Assoc VP for Rsrch & Pres. KSU Rsrch Found

Assistant Vice President for Preaward Services

Vice President for KSU Research Foundation

Assoc Vice President for Research Compliance

Asst Vice President for Research Compliance

Asst Vice President for Research Compliance

Associate Vice President for Research

Asst VP of Admissions & Student Fin. Assist.

Asst Vice President for New Student Services

Associate Vice President for Student Life

Assistant Vice President for Student Life

Assistant Vice President for Budget Planning

Attachment 7

Kansas State University Faculty Senate Salary Request Dated April 24, 2013

Title	Name		Budgeted FY08 Salary	Budgeted FY09 Salary	% Incr.	Budgeted FY10 Salary	% Incr.	Budgeted FY11 Salary	% Incr.	Budgeted FY12 Salary	% Incr.	Budgeted FY13 Salary	% Incr.	Current Salary*	% Incr.
University President	Kirk Schulz	1)	296,400	308,256	4.0%	350,000	13.5%	350,000	0.0%	350,000	0.0%	400,050	14.3%	400,050	0.0%
Provost and Senior Vice President	April Mason	2)	241,592	272,116	12.6%	225,000	-17.3%	305,000	35.6%	306,200	0.4%	313,855	2.5%	355,000	13.1%
VP for Communications & Marketing	Jeffery Morris	3)	-	-		-		160,000		160,000	0.0%	165,200	3.3%	166,852	1.0%
Vice President for Administration & Finance	Cindy Bontrager	4)	195,858	216,190	10.4%	182,000	-15.8%	196,352	7.9%	210,704	7.3%	210,704	0.0%	205,000	-2.7%
Vice President for Research	R.W. Trewyn	5)	184,377	206,388	11.9%	206,388	0.0%	206,388	0.0%	206,388	0.0%	211,562	2.5%	213,694	1.0%
VP for Student Life & Dean of Students	Pat Bosco	6)	197,028	219,466	11.4%	188,000	-14.3%	188,000	0.0%	189,200	0.6%	193,930	2.5%	195,869	1.0%
Chief of Staff & Dir. of Community Relations	Jackie Hartman	7)	151,892	175,656	15.6%	175,656	0.0%	183,000	4.2%	184,200	0.7%	188,805	2.5%	190,693	1.0%
Director of Governmental Relations	Sue Peterson		145,782	166,426	14.2%	166,426	0.0%	166,426	0.0%	166,426	0.0%	170,587	2.5%	172,292	1.0%
University General Counsel	Cheryl Strecker	8)	87,360	90,428	3.5%	100,490	11.1%	140,530	39.8%	175,006	24.5%	179,381	2.5%	181,175	1.0%
University Associate General Counsel	Peter Paukstelis	9)	63,674	80,000	25.6%	80,002	0.0%	120,042	50.0%	140,010	16.6%	143,510	2.5%	144,945	1.0%
University Assistant General Counsel	Lindsay Chapman	10)	58,396	60,450	3.5%	60,450	0.0%	95,004	57.2%	110,006	15.8%	112,756	2.5%	113,883	1.0%
Senior Vice Provost of Academic Affairs	Ruth Dyer	11)	-	-		-		225,000		225,000	0.0%	230,625	2.5%	232,931	1.0%
Vice Provost for Information Technology Svcs	Ken Stafford	12)	178,432	144,900	-18.8%	144,900	0.0%	144,900	0.0%	250,000	72.5%	256,250	2.5%	258,812	1.0%
Vice Provost for Undergraduate Studies	Steven Dandaneau	13)	-	-		-		-		-		191,200		193,112	1.0%
Associate Provost for Diversity	Myra Gordon		145,047	153,750	6.0%	153,750	0.0%	153,750	0.0%	154,950	0.8%	158,794	2.5%	160,381	1.0%
Assoc Provost for Institutional Effectiveness	Brian Niehoff	14)	145,047	153,750	6.0%	153,750	0.0%	190,000	23.6%	190,000	0.0%	194,750	2.5%	196,697	1.0%
Associate Provost for International Programs	Marcelo Sabates	15)	127,180	127,180	0.0%	127,500	0.3%	127,500	0.0%	127,500	0.0%	139,575	9.5%	140,970	1.0%
Asst VP of Communications & Mktg	Steve Logback	16)	-	-		-		-		-		101,200		102,211	1.0%
Assistant Vice President of Financial Services	Fran Willbrant	17)	118,586	113,880	-4.0%	113,880	0.0%	113,880	0.0%	123,890	8.8%	127,010	2.5%	128,284	1.0%
Associate Vice President for Facilities	Ed Rice		132,548	137,202	3.5%	137,202	0.0%	137,202	0.0%	137,202	0.0%	140,634	2.5%	142,064	1.0%
Assoc VP for Human Resources & Parking Svcs	Gary Leitnaker	18)	115,700	125,113	8.1%	125,113	0.0%	125,113	0.0%	135,122	8.0%	138,502	2.5%	139,906	1.0%
Asst VP Univ Police & Environ. Health & Safety	Ronnie Grice		102,622	113,204	10.3%	113,204	0.0%	113,204	0.0%	113,204	0.0%	117,286	3.6%	118,482	1.0%
Sr Assoc VP for Rsrch & Pres. KSU Rsrch Found	James Guikema		147,264	154,934	5.2%	154,934	0.0%	154,934	0.0%	166,270	7.3%	178,984	7.6%	180,785	1.0%
Assistant Vice President for Preaward Services	Paul Lowe		81,406	84,448	3.7%	85,800	1.6%	85,800	0.0%	85,800	0.0%	89,158	3.9%	90,064	1.0%
Vice President for KSU Research Foundation	Marcia Molina		91,884	95,680	4.1%	99,502	4.0%	99,502	0.0%	102,492	3.0%	105,066	2.5%	106,132	1.0%
Assoc Vice President for Research Compliance	Gerald P. Jaax		135,018	138,398	2.5%	138,398	0.0%	138,398	0.0%	146,432	5.8%	150,098	2.5%	151,606	1.0%
Asst Vice President for Research Compliance	Julie Johnson	19)	87,256	110,084	26.2%	110,084	0.0%	110,084	0.0%	110,084	0.0%	112,840	2.5%	113,984	1.0%
Asst Vice President for Research Compliance	Denver Marlow	20)	130,745	130,745	0.0%	135,018	3.3%	135,018	0.0%	135,018	0.0%	138,398	2.5%	139,802	1.0%
Associate Vice President for Research	Stephen Higgs	21)	115,648	115,648	0.0%	155,232	34.2%	200,000	28.8%	204,000	2.0%	209,222	2.6%	211,328	1.0%
Asst VP of Admissions & Student Fin. Assist.	Larry Moeder		105,367	108,001	2.5%	108,001	0.0%	108,001	0.0%	111,241	3.0%	114,022	2.5%	115,162	1.0%
Asst Vice President for New Student Services	Emily Lehning	22)	64,252	67,464	5.0%	90,000	33.4%	90,000	0.0%	110,000	22.2%	113,650	3.3%	114,786	1.0%
Associate Vice President for Student Life	Mike Lynch	23)	130,687	137,029	4.9%	137,029	0.0%	137,029	0.0%	137,029	0.0%	140,455	2.5%	141,859	1.0%
Assistant Vice President for Student Life	Carla Jones		93,942	96,291	2.5%	96,291	0.0%	96,291	0.0%	96,291	0.0%	98,698	2.5%	99,685	1.0%
Assistant Vice President for Budget Planning	Karen Horton	24)	105,092	108,784	3.5%	108,784	0.0%	108,784	0.0%	118,794	9.2%	121,784	2.5%	105,014	-13.8%

*Current salary is salary for pay period March 3 - March 16 with pay date March 29.

Note: For vacant positions, the prior year salary was entered.

1) In FY08 & FY09 Jon Wefald was in this position.

2) In FY08 - FY10 the title was Provost/Professor. In FY08 & FY09 Duane Nellis was in this position. In FY10 Ruth Dyer was in this position on an interim basis.

3) In FY08 - FY10 position did not exist.

4) In FY08 & FY09 Thomas Rawson was in this position. FY10 - FY13 Bruce Shubert was in this position. Cindy Bontrager is in it currently on an interim basis.

5) In FY08 the title was Vice Provost/Dean, and Ron Trewyn was a joint appointment between Grad School and VPR.

6) In FY08 - FY09 Robert Krause was in the position. Beginning in FY 10 Pat Bosco was appointed in the position.

7) In FY08 - FY10 Charles Reagan was in this position

8) In FY08 - FY10 the title was Sr Assoc University Attorney.

Attachment 7

Kansas State University Faculty Senate Salary Request Dated April 24, 2013

- 9) In FY08 - FY10 the title was Assistant University Attorney. In FY08 & FY09 Jacqueline Butler was in this position.
- 10) In FY08 & FY09 the title was Senior University Attorney and Richard Seaton was in this position. In FY10 the position was vacant.
- 11) In FY08 - FY10 this position did not exist.
- 12) In FY08 this position was vacant. In FY09 - FY11 Lynn Carlin was in this position on an interim basis.
- 13) In FY08 - FY12 this position did not exist.
- 14) In FY08 & FY09 the title was Associate Provost/Professor and Ruth Dyer was in this position. In FY10 the position was vacant.
- 15) In FY08 Kenneth Holland was in this position. In FY09 this position was vacant. In FY10 & FY11 Richard Philson was in this position. In FY12 the position was vacant.
- 16) In FY08 - FY12 this position did not exist.
- 17) In FY08 - FY10 the title was Controller. In FY08 Keith Ratzloff was in this position.
- 18) In FY08 - FY10 the title was Assistant Vice President.
- 19) In FY08 the title was Biosafety Officer BRI.
- 20) In FY08 & FY09 the title was Director and Bart Carter was in this position. In FY10 Kerry Taylor was in this position. In FY11 Position was vacant.
- 21) In FY08 - FY11 the title was Director of BRI. In FY08 James Stack was in this position. In FY09 the position was vacant. In FY10 & FY11 Beth Montelone was in this position on an interim basis (half time in FY10 - 1.0 equivalent salary)
- 22) In FY08 & FY09 the title was Assistant Dean.
- 23) In FY08 the title was Assoc Vice President/EPDP.
- 24) In FY08 - FY10 the title was Budget Director with Cindy Bontrager in this position. The title changed FY 11 to Asst VP with a \$10k increase. Karen Horton is appointed as interim budget director.