

REPORT ON THE STATUS OF
FACULTY SALARIES
AT KANSAS STATE UNIVERSITY

Prepared by the Office of Planning & Analysis
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History

This report was first compiled and written by the Faculty Affairs Subcommittee on Faculty Salaries in October of 1972. The report used only the salary and compensation data available from The American Association of University Professors (AAUP) Bulletin, 1971 and 1972. Through the years, the subcommittee and various task forces have reviewed the report, added new data, and made changes to the tables and comparison groups. For example, the Consumer Price Index (CPI) data was added in 1980, which explains the use of the 1969-1970 as the baseline for purchasing power comparisons. The Oklahoma State Salary Study, used for Table 1, was first published in 1974. The year K-State first submitted data to this study is not known, nor is the year the information was added to this salary report.

FY 2013 Changes and Considerations

1. This year, after learning of some inconsistencies in the way the participating institutions report data for the instructor rank, it was decided to exclude instructors from the five years of data included in this year's report.
2. Data reported are from K-State's Human Resources Information System (HRIS) on November 1, 2012. The 1% raise given at mid-year is not reflected in this report. That increase along with other planned increases for faculty salaries will show up in future reports.
3. It is important to understand the differences in which faculty members are included in the Oklahoma State University Faculty Salary Study compared to those included in the AAUP data. Full explanations of these comparisons are included in the Explanation of Tables on page three.
4. In this report we compare average salaries at the university level. It is important to know that there is considerable variation between departments, with some closer to or exceeding peer averages. For a comparison at the disciplinary level among the 10 peer institutions, please refer to <http://www.k-state.edu/2025/progress-reports/faculty-salary-data-analysis/>.
5. It should be noted that the groups of aspirational peers, as well as Big 12 institutions have changed over the past few years.

Executive Summary

Comparisons with APLU Members Using Data from the Oklahoma State Salary Study:

- The average salary of K-State's faculty was 16.9% below other APLU institutions compared with 13.8% in FY 2012.
- The salary deficit increased for all ranks.
- Average salaries for assistant professors declined.
- Average salary for professor and associate professor ranks increased.
- FY 2013 average salary fell \$518 below the FY 2012 average salary.

Comparisons Using Data from AAUP:

- **Comparisons with Land-grant Institutions (All 50 of the original 50 land-grant institutions reporting):**
 - K-State's salaries ranked 42th (down from 41st in FY 2012).
 - K-State's total compensation ranked 44th (down from 43rd in FY 2012).
- **Comparisons with Big Twelve Institutions:**
 - The average K-State faculty salary ranked last in the Big Twelve, a position held for all five of the years included in this report.
 - The average K-State salary was 13.5% below the average of the Big Twelve universities (up from 10.9% in FY 2012), but it is important to consider the fact that the universities in the Big 12 Conference changed between these years.
- **Comparisons with IPEDS Peer Institutions**
 - Compared to ten peer institutions, K-State's average salary ranked the lowest.
 - K-State's average faculty salary has been last or next to last in this comparison group in the five years shown in this report.
 - The average overall salary of K-State faculty was 10.4% below that of the peer institutions compared with 5.6% in FY 2012. It should be noted that the peer group has changed since the previous year with the addition of aspirational peers.
- **Constant Dollars**
 - 2.5% decrease in purchasing power when compared to FY 1970 salaries.
 - FY 2013 salaries declined by 0.7% from FY 2012.

Explanation of Tables

Comparisons with Association of Public and Land-grant Universities Using Data from the Oklahoma State Faculty Salary Study

Table 1 shows K-State faculty salaries compared to the average faculty salaries of member institutions of the Association of Public and Land-grant Universities (APLU). The data is compiled using the Oklahoma State University Salary Study, showing faculty salaries at participating universities as of November 1, 2012. Faculty members included in the comparison are those assigned to an academic department with an associated Classification of Instructional Programs (CIP) code. Examples of the departments excluded would be Leadership Studies, American Ethnic Studies, K-State Libraries, and Extension.

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.

It is important to mention that the rank adjusted average salary for comparison is consistently lower than the corresponding all ranks average. This is because K-State has 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.

Comparisons Using Data from the American Association of University Professors

For Tables 2-4, the data were retrieved from The Annual Report on the Economic Status of the Profession, 2012-2013 from *Academe Bulletin of the American Association of University Professors, March-April 2013*, published by the American Association of University Professors (AAUP). Salary data was based on November 1, 2012 data from each participating institution. Only faculty who have 50% or more instructional appointments were included in this report. Faculty with 50% each to instructional and research are counted as instructional faculty, and are therefore included with this data. Examples of those excluded would be Extension faculty, research assistant and research associate professors, and library faculty, along with any other faculty who have 51% or more of their time allocated to research, extension, or a combination of the two.

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 49 of the 50 land grant institutions who submitted data to AAUP in FY 2012.

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. This is shown in Table 3.

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. In the summer of 2012, five more institutions -- Auburn, Clemson, Louisiana State, University of Massachusetts, Amherst, and Washington State -- were added as peers for the purpose of comparison. K-State salaries compared with the salaries of these ten universities are found in Table 4.

Constant Dollars

Table 5 is included to show K-State salaries in terms of constant dollars over the past 43 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.

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

Funding Unit		Professor		Associate		Assistant		All Ranks	APLU	Rank
		\$ ^b	%dfct ^c	\$ ^b	%dfct ^c	\$ ^b	%dfct ^c	Average \$ ^b	Rank Adjusted Avg. Salary	Adjusted %dfct ^c
All University (Including Veterinary Medicine)										
2008-09	KSU	\$98,517	16.6%	\$73,730	8.6%	\$61,505	13.9%	\$79,685	\$90,645	13.8
	Other	\$114,915		\$80,062		\$70,031		\$92,600		
2009-10	KSU	\$99,858	16.7%	\$72,693	11.1%	\$61,421	15.7%	\$80,350	\$92,354	14.9
	Other	\$116,553		\$80,738		\$71,060		\$93,984		
2010-11	KSU	100,125	16.6%	72,115	12.0%	61,210	18.1%	80,055	\$92,557	15.6
	Other	116,736		80,786		72,317		94,574		
2011-12	KSU	104,383	14.5%	73,669	11.7%	64,421	14.6%	82,751	\$94,138	13.8
	Other	119,476		82,450		73,858		96,615		
2012-13	KSU	104,610	17.9%	74,592	13.3%	63,706	19.1%	82,233	\$96,112	16.9
	Other	123,346		84,483		75,866		99,239		

^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: 2012-2013 Faculty Salary Survey by Discipline. Office of Institutional Research, Oklahoma State University.

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Table 2
Average Salary and Compensation Comparisons
Fifty Land Grant Institutions
2012-2013

Rank	University ¹	Salary	% Diff ²	Rank	Compensation	%Diff ²
1	CORNELL - NY	\$133,582	40.7%	1	\$169,062	36.3%
2	RUTGERS-NEW BRUNSWICK, NJ	\$122,018	28.5%	2	\$161,545	30.3%
3	CALIFORNIA - DAVIS	\$116,181	22.4%	3	\$158,505	27.8%
4	DELAWARE	\$113,584	19.6%	5	\$146,403	18.0%
5	PENN STATE	\$113,518	19.6%	7	\$143,612	15.8%
6	MARYLAND-COLLEGE PARK	\$113,372	19.4%	9	\$141,565	14.1%
7	ILLINOIS-URBANA	\$113,115	19.1%	4	\$146,544	18.2%
8	OHIO STATE-COLUMBUS	\$110,335	16.2%	10	\$138,158	11.4%
9	MINNESOTA-TWIN CITIES	\$107,408	13.1%	6	\$146,352	18.0%
10	MASSACHUSETTS-AMHERST	\$106,792	12.5%	8	\$143,571	15.8%
11	PURDUE-WEST LAFAYETTE, IN	\$104,200	9.7%	14	\$133,152	7.4%
12	CONNECTICUT-STORRS	\$103,757	9.3%	13	\$134,093	8.1%
13	WISCONSIN-MADISON	\$102,787	8.3%	16	\$129,623	4.5%
14	MICHIGAN STATE	\$101,549	7.0%	12	\$135,322	9.1%
15	TEXAS A&M	\$100,023	5.3%	29	\$118,571	-4.4%
16	CLEMSON - SC	\$99,959	5.3%	15	\$129,639	4.5%
17	NC STATE-RALEIGH	\$99,805	5.1%	21	\$126,595	2.1%
18	NEW HAMPSHIRE	\$99,592	4.9%	11	\$135,961	9.6%
19	TENNESSEE-KNOXVILLE	\$98,951	4.2%	19	\$126,640	2.1%
20	IOWA STATE	\$97,792	3.0%	17	\$127,967	3.2%
21	ARIZONA	\$97,639	2.8%	20	\$126,595	2.1%
22	VIRGINIA TECH	\$96,076	1.2%	24	\$122,505	-1.2%
23	HAWAII-MANOA	\$95,889	1.0%	18	\$127,370	2.7%
24	NEBRASKA-LINCOLN	\$95,142	0.2%	26	\$121,965	-1.7%
25	FLORIDA-GAINESVILLE	\$95,085	0.1%	23	\$122,853	-0.9%
26	VERMONT	\$93,792	-1.2%	25	\$122,012	-1.6%
27	COLORADO STATE	\$93,694	-1.3%	31	\$116,268	-6.3%
28	ARKANSAS-FAYETTEVILLE	\$93,262	-1.8%	32	\$116,041	-6.4%
29	NEVADA-RENO	\$92,693	-2.4%	33	\$115,497	-6.9%
30	GEORGIA	\$92,344	-2.7%	30	\$116,471	-6.1%
31	RHODE ISLAND	\$89,356	-5.9%	22	\$124,546	0.4%
32	LOUISIANA STATE UNIV A & M	\$88,708	-6.6%	28	\$118,749	-4.3%
33	AUBURN - AL	\$88,476	-6.8%	35	\$110,759	-10.7%
34	MISSOURI-COLUMBIA	\$86,284	-9.1%	37	\$109,470	-11.7%
35	OREGON STATE	\$85,485	-10.0%	27	\$120,686	-2.7%
36	WASHINGTON STATE	\$85,300	-10.2%	38	\$109,022	-12.1%
37	WYOMING	\$84,873	-10.6%	34	\$115,024	-7.3%
38	WEST VIRGINIA	\$84,513	-11.0%	41	\$102,876	-17.1%
39	OKLAHOMA STATE	\$82,885	-12.7%	36	\$110,240	-11.1%
40	MAINE-ORONO	\$81,773	-13.9%	49	\$0	N/A
41	NORTH DAKOTA STATE	\$81,240	-14.4%	40	\$105,471	-15.0%
42	KANSAS STATE	\$80,247	-15.5%	44	\$99,493	-19.8%
43	ALASKA-FAIRBANKS	\$78,694	-17.1%	43	\$99,951	-19.4%
44	MISSISSIPPI STATE	\$78,111	-17.7%	48	\$89,272	-28.0%
45	UTAH STATE	\$77,046	-18.9%	39	\$106,741	-13.9%
46	IDAHO-MOSCOW	\$75,999	-20.0%	42	\$100,318	-19.1%
47	MONTANA STATE	\$74,218	-21.8%	45	\$93,658	-24.5%
48	SOUTH DAKOTA STATE	\$73,043	-23.1%	47	\$89,550	-27.8%
49	NM STATE-LAS CRUCES	\$72,328	-23.8%	46	\$91,024	-26.6%
Average		\$94,949			\$124,025	

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.

³ Kentucky did not report this year.

⁴ Maine did not report compensation this year.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2013.

Table 3

Faculty Salaries at KSU Compared to Big Twelve Institutions^a

All Ranks Average ^b		Rank Adjusted ^c Average Salary				
Year	KSU Salary	Big 12 Institutions Salary	KSU Rank Out of 10 ^d	KSU Increment Needed to Tie Highest Salary	Big 12 Institutions Salary	Increment Needed to Reach Average Rank Adjusted
2008-09	\$77,355	\$89,501	12	39.8%	\$87,097	12.6%
2009-10	\$78,478	\$88,631	12	37.9%	\$88,095	12.3%
2010-11	\$77,986	\$90,782	12	42.8%	\$88,669	13.7%
2011-12	\$80,377	\$93,606	10	42.8%	\$89,164	10.9%
2012-13	\$80,247	\$90,782	10	46.7%	\$91,059	13.5%
Institution	2008-09	2009-2010	2010-2011	2011-2012	2012-2013	
University of Texas	1	1	1	1	1	
Iowa State University	4	5	5	3	2	
Baylor University	7	7	7	4	3	
Texas Christian University					4	
University of Kansas	5	6	4	5	5	
University of Oklahoma	8	8	9	7	6	
Texas Tech University	11	11	11	9	7	
West Virginia University					8	
Oklahoma State	10	10	10	8	9	
Kansas State University	12	12	12	10	10	

^a This Table provides a comparison of average faculty salaries at KSU and the other Big Twelve schools. From FY 2009-FY2010, these included: Baylor, Iowa State, Oklahoma State, Texas Tech, University of Kansas, University of Oklahoma, University of Texas, Texas A&M, University of Nebraska, University of Colorado, and University of Missouri. In FY 2011, University of Nebraska and University of Colorado were no longer included. University of Missouri and Texas A&M left the following year (FY 2012), and West Virginia University and Texas Christian were added. This group remained unchanged for FY 2013.

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.

^d Rank is based on the composition of the Big 12 in each year.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2013.

Table 4

Faculty Salaries at KSU Compared to IPEDS Peer Institutions^a

Year	All Ranks Average ^b		KSU Rank Out of 11 ^d	KSU Increment Needed to Tie Highest Salary	Rank Adjusted ^c Average Salary	
	KSU Salary	Comparison Institutions Salary			Comparison Institutions Salary	KSU Increment Needed to Reach Average Rank Adjusted Salary
2008-09	\$77,355	\$84,705	5	22.4%	\$84,705	9.5%
2009-10	\$78,478	\$86,929	6	21.0%	\$85,593	9.1%
2010-11	\$77,986	\$87,722	6	22.8%	\$85,955	10.2%
2011-12	\$80,377	\$87,697	8	19.3%	\$84,843	5.6%
2012-13	\$80,247	\$96,090	11	33.1%	\$88,606	10.4%
Institution	2008-09	2009-2010	2010-2011	2011-2012	2012-2013	
Massachusetts-Amherst					1	
Clemson University				3	2	
North Carolina State University	1	1	1	1	3	
Iowa State University	2	2	2	4	4	
Colorado State University	3	3	3	2	5	
Louisiana A&M University					6	
Auburn University				5	7	
Oregon State University	6	4	4	6	8	
Washington State University					9	
Oklahoma State University	4	5	5	7	10	
Kansas State University	5	6	6	8	11	

^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.

^d Auburn and Clemson were added to the comparison group in FY 2012, Massachusetts, Washington State, and Louisiana State, were added in FY 2013.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2013.

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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
1975-76	\$16,956	9.2	55.5	7.1	\$30,559	2.0	95.4
1976-77	\$18,027	6.3	58.7	5.8	\$30,715	0.5	95.9
1977-78	\$19,008	5.4	62.6	6.7	\$30,349	-1.2	94.8
1978-79	\$20,299	6.8	68.5	9.4	\$29,630	-2.4	92.5
1979-80	\$21,641	6.6	77.7	13.4	\$27,868	-5.9	87.0
1980-81	\$23,629	9.2	86.6	11.5	\$27,284	-2.1	85.2
1981-82	\$25,164	6.5	94.1	8.7	\$26,738	-2.0	83.5
1982-83	\$27,261	8.3	98.2	4.3	\$27,764	3.8	86.7
1983-84	\$27,971	2.6	101.8	3.7	\$27,478	-1.0	85.8
1984-85	\$30,690	9.7	105.8	3.9	\$29,017	5.6	90.6
1985-86	\$32,074	4.5	108.8	2.9	\$29,470	1.6	92.0
1986-87	\$32,994	2.9	111.3	2.2	\$29,651	0.6	92.6
1987-88	\$32,818	-0.5	115.8	4.1	\$28,340	-4.4	88.5
1988-89	\$36,365	10.8	121.2	4.7	\$30,004	5.9	93.7
1989-90	\$39,135	7.6	127.0	4.8	\$30,815	2.7	96.2
1990-91	\$40,889	4.5	133.9	5.4	\$30,537	-0.9	95.3
1991-92	\$41,515	1.5	138.3	3.3	\$30,018	-1.7	93.7
1992-93	\$42,529	2.4	140.1	1.3	\$30,356	1.1	94.8
1993-94	\$43,989	3.4	143.7	2.6	\$30,612	0.8	95.6
1994-95	\$45,968	4.5	147.8	2.9	\$31,101	1.6	97.1
1995-96	\$47,645	3.6	151.8	2.7	\$31,387	0.9	98.0
1996-97	\$48,693	2.2	158.9	4.7	\$30,644	-2.4	95.7
1997-98	\$50,042	2.8	161.7	1.8	\$30,947	1.0	96.6
1998-99	\$51,341	2.6	164.5	1.7	\$31,210	0.8	97.4
1999-00	\$53,586	4.4	169.3	2.9	\$31,652	1.4	98.8
2000-01	\$56,517	5.5	175.1	3.4	\$32,277	2.0	100.8
2001-02	\$58,894	4.2	178.2	1.8	\$33,049	2.4	103.2
2002-03	\$58,790	-0.2	182.1	2.2	\$32,285	-2.3	100.8
2003-04	\$61,710	5.0	186.1	2.2	\$33,160	2.7	103.5
2004-05	\$63,273	2.5	191.7	3.0	\$33,006	-0.5	103.1
2005-06	\$65,441	3.4	199.0	3.8	\$32,885	-0.4	102.7
2006-07	\$66,224	1.2	204.1	2.6	\$32,447	-1.3	101.3
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
2011-12	\$73,810	2.7	227.1	2.9	\$32,501	-0.2	101.5
2012-13	\$73,294	-0.7	231.4	1.9	\$31,681	-2.5	98.9

^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 2013.