

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 more comprehensive 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.

Changes and Considerations for FY 2014

1. Data reported are from K-State's Human Resources Information System (HRIS) on November 1, 2013. The 1.5% mid-year increase given to all faculty in FY 2013 and the adjustment to faculty salaries for those who were promoted and/or received tenure in the previous five years are reflected in this report.
2. 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.
3. 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/>.
4. It should be noted that the groups of peers, as well as Big 12 institutions have changed over the past few years.

Summary of Findings

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

- Total average K-State salary increased for all ranks by \$1,452 above the FY 2013 average salary.
- The average salary of K-State's faculty was 16.7% below other APLU institutions compared with 16.9% in FY 2013.
- The K-State salary deficit increased for professors and decreased for associate professor and assistant professors.

Comparisons Using Data from AAUP:

- **Comparisons with Land-grant Institutions (49 of the original 50 land-grant institutions reporting):**
 - K-State's salaries ranked 41st (up from 42nd in FY 2013).
 - K-State's total compensation ranked 44th (the same as in FY 2013).
- **Comparisons with Big Twelve Institutions:**
 - The average K-State faculty salary ranked last in the Big Twelve, a position held for all six of the years included in this report.
 - The average K-State salary was 15.5% below the average of the Big Twelve universities (up from 13.5% in FY 2013).
- **Comparisons with Peer Institutions**
 - Compared to ten peer institutions, K-State's average salary ranked the lowest.
 - K-State's average faculty salary has been the lowest in this comparison group in the six years shown in this report.
 - The average overall salary of K-State faculty was 11.5% below that of the average for peer institutions compared with 10.4% in FY 2013.
- **Constant Dollars**
 - FY 2014 salaries increased by 2.0% from FY 2013.
 - Purchasing power of FY 2014 salaries is 0.7% less than FY 1970 salaries.
 - 0.4% increase in purchasing power when compared to FY 2013 salaries.

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, 2013. 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 the comparison groups 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, 2013-2014 from *Academe Bulletin of the American Association of University Professors, March-April 2014*, published by the American Association of University Professors (AAUP). Salary data was based on November 1, 2013 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 2014. (West Virginia University did not submit data for FY 2014.)

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

Last fall, the Kansas Board of Regents asked the K-State administration to review the list of peers and determine which would be the best ten universities to use for comparison purposes. 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 44 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.

Table 1
Faculty Salaries at K-State 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	K-State	\$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	K-State	\$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	K-State	\$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	K-State	\$104,825	14.0%	\$73,790	11.7%	\$64,283	14.9%	\$82,736	\$93,932	13.5
	Other	\$119,476		\$82,450		\$73,858		\$96,615		
2012-13	K-State	\$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		
2013-14	K-State	\$105,633	18.6%	\$76,360	12.6%	\$65,220	17.9%	\$83,685	\$97,670	16.7
	Other	\$125,288		\$85,958		\$76,885		\$100,347		

^a This table contains a comparison of K-State 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 K-State 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 K-State 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: 2013-2014 Faculty Salary Survey by Discipline. Office of Institutional Research, Oklahoma State University.

Table 2
Average Salary and Compensation Comparisons
Fifty Land Grant Institutions
2013-2014

Rank	University ¹	Salary	% Diff ²	Rank	Compensation	%Diff ²
1	CORNELL - NY	\$137,904	-29.1%	1	\$174,883	-24.9%
2	RUTGERS-NEW BRUNSWICK, NJ	\$121,126	-19.3%	3	\$160,681	-18.2%
3	CALIFORNIA - DAVIS	\$118,743	-17.7%	2	\$162,216	-19.0%
4	ILLINOIS-URBANA	\$117,287	-16.7%	5	\$149,836	-12.3%
5	MARYLAND-COLLEGE PARK	\$115,712	-15.6%	9	\$144,799	-9.3%
6	PENN STATE	\$114,854	-14.9%	8	\$145,632	-9.8%
7	DELAWARE	\$114,827	-14.9%	6	\$148,545	-11.6%
8	OHIO STATE-COLUMBUS	\$111,247	-12.2%	11	\$139,533	-5.9%
9	MASSACHUSETTS-AMHERST	\$110,503	-11.6%	4	\$152,114	-13.6%
10	MINNESOTA-TWIN CITIES	\$108,967	-10.3%	7	\$146,211	-10.2%
11	CONNECTICUT-STORRS	\$107,448	-9.1%	13	\$137,485	-4.5%
12	WISCONSIN-MADISON	\$106,843	-8.5%	15	\$136,085	-3.5%
13	PURDUE-WEST LAFAYETTE, IN	\$106,208	-8.0%	14	\$136,314	-3.6%
14	TEXAS A&M	\$106,096	-7.9%	25	\$126,496	3.8%
15	MICHIGAN STATE	\$103,968	-6.0%	12	\$138,345	-5.0%
16	NEW HAMPSHIRE	\$102,872	-5.0%	10	\$140,667	-6.6%
17	TENNESSEE-KNOXVILLE	\$101,632	-3.9%	20	\$130,282	0.8%
18	FLORIDA-GAINESVILLE	\$101,009	-3.3%	19	\$130,861	0.4%
19	CLEMSON - SC	\$100,929	-3.2%	18	\$131,610	-0.2%
20	IOWA STATE	\$100,428	-2.7%	17	\$131,825	-0.4%
21	VIRGINIA TECH	\$99,791	-2.1%	22	\$127,968	2.7%
22	ARIZONA	\$99,575	-1.9%	21	\$128,068	2.6%
23	NC STATE-RALEIGH	\$99,381	-1.7%	24	\$126,572	3.8%
24	HAWAII-MANOA	\$98,625	-0.9%	16	\$132,572	-0.9%
25	NEBRASKA-LINCOLN	\$98,278	-0.6%	27	\$125,469	4.7%
26	COLORADO STATE	\$96,428	1.3%	30	\$118,410	10.9%
27	VERMONT	\$94,704	3.2%	28	\$124,849	5.2%
28	KENTUCKY	\$94,280	3.6%	39	\$110,453	18.9%
29	ARKANSAS-FAYETTEVILLE	\$93,714	4.3%	32	\$116,349	12.9%
30	LOUISIANA STATE UNIV A & M	\$92,876	5.2%	26	\$126,054	4.2%
31	GEORGIA	\$92,085	6.1%	31	\$116,750	12.5%
32	NEVADA-RENO	\$91,776	6.5%	35	\$114,264	15.0%
33	OREGON STATE	\$90,713	7.7%	23	\$127,178	3.3%
34	AUBURN - AL	\$90,523	7.9%	33	\$114,721	14.5%
35	RHODE ISLAND	\$90,002	8.6%	29	\$123,866	6.1%
36	WASHINGTON STATE	\$87,500	11.7%	38	\$111,305	18.0%
37	MISSOURI-COLUMBIA	\$87,298	11.9%	37	\$112,140	17.1%
38	OKLAHOMA STATE	\$86,035	13.6%	36	\$113,605	15.6%
39	WYOMING	\$84,677	15.4%	34	\$114,603	14.6%
40	NORTH DAKOTA STATE	\$83,613	16.9%	40	\$109,988	19.4%
41	KANSAS STATE	\$83,569	16.9%	44	\$103,000	27.5%
42	ALASKA-FAIRBANKS	\$80,731	21.0%	42	\$106,661	23.2%
43	MISSISSIPPI STATE	\$80,649	21.2%	49	\$92,279	42.4%
44	UTAH STATE	\$78,715	24.1%	41	\$109,587	19.9%
45	IDAHO-MOSCOW	\$77,427	26.2%	45	\$102,125	28.6%
46	MAINE-ORONO	\$77,355	26.3%	43	\$104,949	25.2%
47	MONTANA STATE - BOZEMAN	\$76,468	27.8%	46	\$96,173	36.6%
48	SOUTH DAKOTA STATE	\$75,063	30.2%	48	\$92,733	41.7%
49	NM STATE-LAS CRUCES	\$74,844	30.6%	47	\$95,728	37.2%
Average		\$97,718			\$131,363	

¹ Peer institutions are shaded.

² Percent difference from the average salary (in the third column) and average compensation (in sixth column) of these 50 institutions.

³ WVU did not report in FY 2014.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2014.

Table 3

Faculty Salaries at K-State Compared to Big Twelve Institutionsa

Year	All Ranks Average ^b			Rank Adjusted ^c Average Salary	
	K-State Salary	Big 12 Institutions Salary	K-State Rank Out of 10 ^d	Big 12 Institutions Salary	Increment Needed to Reach Average Rank Adjusted
2008-09	\$77,355	\$89,501	12	\$87,097	12.6%
2009-10	\$78,478	\$88,631	12	\$88,095	12.3%
2010-11	\$77,986	\$90,782	12	\$88,669	13.7%
2011-12	\$80,377	\$93,606	10	\$89,164	10.9%
2012-13	\$80,247	\$90,782	10	\$91,059	13.5%
2013-14 ^e	\$83,569	\$94,480	9	\$96,538	15.5%

Institution	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
University of Texas	1	1	1	1	1
Baylor University	7	7	4	3	2
Iowa State University	5	5	3	2	3
Texas Christian University				4	4
University of Kansas	6	4	5	5	5
University of Oklahoma	8	9	7	6	6
Texas Tech University	11	11	9	7	7
Oklahoma State	10	10	8	9	8
Kansas State University	12	12	10	10	9
West Virginia University ^e				8	(No report)

^a This Table provides a comparison of average faculty salaries at K-State and the other Big Twelve schools including: Baylor, Iowa State, Oklahoma State, Texas Tech, University of Kansas - Lawrence, Texas Christian, West Virginia University, University of Oklahoma - Comparisons are made between the Big Twelve composite and K-State 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 K-State estimate what the comparison institutions' average salaries would be if their distribution by professorial rank were identical to K-State.

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

^e WVU did not report salary data for FY 2013-2014.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2014.

Table 4

Faculty Salaries at K-State Compared to Peer Institutions^a

Year	All Ranks Average ^b			Rank Adjusted ^c Average Salary	
	K-State Salary	Comparison Institutions Salary	K-State Rank Out of 11 ^d	Comparison Institutions Salary	K-State Increment Needed to Reach Average Rank Adjusted Salary
2008-09	\$77,355	\$84,705	5	\$84,705	9.5%
2009-10	\$78,478	\$86,929	6	\$85,593	9.1%
2010-11	\$77,986	\$87,722	6	\$85,955	10.2%
2011-12	\$80,377	\$87,697	8	\$84,843	5.6%
2012-13	\$80,247	\$96,090	11	\$88,606	10.4%
2013-14	\$83,569	\$97,952	11	\$93,205	11.5%

Institution	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Massachusetts-Amherst				1	1
Clemson University			3	2	2
Iowa State University	2	2	4	4	3
North Carolina State University	1	1	1	3	4
Colorado State University	3	3	2	5	5
Louisiana A&M University				6	6
Oregon State University	4	4	6	8	7
Auburn University			5	7	8
Washington State University				9	9
Oklahoma State University	5	5	7	10	10
Kansas State University	6	6	8	11	11

^a This table provides a comparison of average faculty salaries at K-State and its peer institutions. Comparisons are made between the composite and K-State 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 K-State faculty by rank; estimate what the comparison institutions' average salaries would be if their distribution by professorial rank were identical to K-State.

^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 2014.

Table 5

Average Faculty Salaries^f at K-State 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
2013-14	\$74,756	2.0	235.0	1.6	\$31,811	0.4	99.3

^aThis table provides a record of average salaries at K-State 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.

^fK-State salaries in this table include instructors

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 201.