

Attachment 5

REPORT ON THE STATUS OF
FACULTY SALARIES
AT KANSAS STATE UNIVERSITY

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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 year as the baseline for purchasing power comparisons. The Oklahoma State Salary Study, used for Table 1, was first published in 1974. K-State has submitted data every year since the study began.

Changes and Considerations for FY 2016

1. Data reported are from K-State's Human Resources Information System (HRIS) on November 1, 2015. No merit increases were given for FY 2016, so changes in salaries are due to the Professorial Performance Award¹, Targeted Faculty Salary Enhancements², and raises due to promotions.
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.

¹ Approved by Faculty Senate February 14, 2006, the Professorial Performance Award rewards strong performance at the highest rank with a periodic base salary increase in addition to that provided for by the annual evaluation process.

² The program was implemented to provide increases to select faculty members' base pay as a merit driven proactive retention tool.

Summary of Findings

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

- Total average salary for K-State increased for all ranks by \$2,297 above the FY 2015 average salary.
- The average salary of K-State's faculty was 12.9% below other APLU institutions compared with 12.6% in FY 2015.
- The K-State salary deficit decreased for associate and assistant professors.

Comparisons Using Data from AAUP:

- **Comparisons with Land-grant Institutions (48 of the original 50 land-grant institutions reporting):**
 - K-State's salaries ranked 40th (down from 39th in FY 2015).
 - K-State's total compensation ranked 43rd (down from 42nd in FY 2015).
- **Comparisons with Big Twelve Institutions:**
 - The average K-State faculty salary ranked 9th of the ten universities reporting in the Big Twelve.
 - The average K-State salary was 12.6% below the average of the Big Twelve universities (compared to 9.0% in FY 2015).
- **Comparisons with Peer Institutions**
 - Compared to ten peer institutions, K-State's average salary ranked the lowest.
 - The average overall salary of K-State faculty was 13.4% below that of the average for peer institutions compared with 10.4% in FY 2015.
- **Constant Dollars (Including Instructors)**
 - FY 2016 salaries increased by 1.6%.
 - Purchasing power of FY 2016 salaries is 1.4% less than FY 1970 salaries.
 - There was a 1.0% increase in purchasing power for FY 2016 salaries compared to FY 2015.

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 are compiled using the Oklahoma State University Salary Study, showing faculty salaries at participating universities as of November 1, 2015. 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, K-State Libraries, and Extension.

Average institutional salaries at the APLU institutions were calculated using two methods. The all ranks method simply averages all salaries across all ranks, regardless of the distribution of faculty in each rank. Alternately, 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.

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, 2015-2016 from *Academe Bulletin of the American Association of University Professors, March-April 2016*, published by the American Association of University Professors (AAUP). Salary data was based on November 1, 2015 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 48 of the 50 land grant institutions who submitted data to AAUP in FY 2016. (University of Idaho and Virginia Tech did not submit data for FY 2016.)

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

In the fall of 2013, 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 46 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. Even though instructors are not included in any of the other tables due to a reevaluation of the data in FY 2013, they are included in Table 5 to maintain the historical value of the data.

Table 1
Faculty Salaries at K-State Compared to APLU Institutions^a

Fiscal Year	Institution	Professor		Associate		Assistant		All Ranks Average	APLU Rank Adjusted	Rank Adjusted
		\$ ^b	% dfct ^c	\$ ^b	% dfct ^c	\$ ^b	% dfct ^c	\$ ^b	Avg. Salary	% dfct ^c
All University (Including Veterinary Medicine)										
2009	K-State	\$98,517	16.6%	\$73,730	8.6%	\$61,505	13.9%	\$79,685		13.8%
	APLU ^d	\$114,915		\$80,062		\$70,031		\$92,600	\$90,645	
2010	K-State	\$99,858	16.7%	\$72,693	11.1%	\$61,421	15.7%	\$80,350		14.9%
	APLU ^d	\$116,553		\$80,738		\$71,060		\$93,984	\$92,354	
2011	K-State	\$100,125	16.6%	\$72,115	12.0%	\$61,210	18.1%	\$80,055		15.6%
	APLU ^d	\$116,736		\$80,786		\$72,317		\$94,574	\$92,557	
2012	K-State	\$104,825	14.0%	\$73,790	11.7%	\$64,283	14.9%	\$82,736		13.5%
	APLU ^d	\$119,476		\$82,450		\$73,858		\$96,615	\$93,932	
2013	K-State	\$104,610	17.9%	\$74,592	13.3%	\$63,706	19.1%	\$82,233		16.9%
	APLU ^d	\$123,346		\$84,483		\$75,866		\$99,239	\$96,112	
2014	K-State	\$105,633	18.6%	\$76,360	12.7%	\$65,220	18.1%	\$83,685		16.7%
	APLU ^d	\$125,288		\$86,083		\$77,053		\$100,562	\$97,670	
2015	K-State	\$113,221	14.5%	\$80,472	10.5%	\$71,076	11.4%	\$90,268		12.6%
	APLU ^d	\$129,616		\$88,902		\$79,186		\$103,552	\$101,656	
2016	K-State	\$113,379	16.3%	\$82,483	9.7%	\$73,166	10.2%	\$91,037		12.9%
	APLU ^d	\$131,913		\$90,501		\$80,659		\$105,251	\$102,799	

^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 adjusted.

^b Nine-month salaries are reported.

^c Refers to the percent K-State salaries are below the average salaries of APLU institutions.

^d "APLU" refers to the average at the APLU member institutions, excluding K-State salaries.

Source: 2015-2016 Faculty Salary Survey by Discipline. Office of Institutional Research, Oklahoma State University.

Table 2
Average Instructional Faculty Salary and Compensation Comparisons
50 Land Grant Institutions
FY 2016

Rank	University ^a	Salary	% dfct ^b	Rank	Compensation ^c	% dfct ^b
1	CORNELL - NY	\$148,087	-30.4%	1	\$187,063	-29.6%
2	MARYLAND-College Park	\$141,673	-27.3%	7	\$153,495	-14.2%
3	CALIFORNIA - DAVIS	\$129,349	-20.4%	2	\$176,956	-25.6%
4	RUTGERS	\$122,523	-15.9%	3	\$164,801	-20.1%
5	PENN STATE	\$121,796	-15.4%	5	\$155,245	-15.2%
6	ILLINOIS-URBANA	\$118,989	-13.4%	4	\$156,379	-15.8%
7	CONNECTICUT-STORRS	\$118,622	-13.2%	8	\$152,274	-13.5%
8	DELAWARE	\$117,520	-12.4%	6	\$154,567	-14.8%
9	OHIO STATE-COLUMBUS	\$115,762	-11.0%	10	\$146,710	-10.2%
10	TEXAS A&M	\$115,681	-11.0%	17	\$138,408	-4.9%
11	MASSACHUSETTS-AMHERST	\$115,561	-10.9%	9	\$151,059	-12.8%
12	WISCONSIN-MADISON	\$113,310	-9.1%	15	\$143,094	-8.0%
13	MINNESOTA-TWIN CITIES	\$112,139	-8.2%	11	\$146,558	-10.1%
14	MICHIGAN STATE	\$110,380	-6.7%	13	\$144,403	-8.8%
15	PURDUE-WEST LAFAYETTE, IN	\$109,899	-6.3%	16	\$140,515	-6.3%
16	TENNESSEE-KNOXVILLE	\$107,381	-4.1%	19	\$137,233	-4.0%
17	NEW HAMPSHIRE	\$106,666	-3.4%	14	\$143,672	-8.3%
18	HAWAII-MANOA	\$106,311	-3.1%	12	\$145,200	-9.3%
19	FLORIDA-GAINESVILLE	\$106,128	-2.9%	22	\$134,618	-2.2%
20	CLEMSON - SC	\$103,544	-0.5%	18	\$137,843	-4.5%
21	NEBRASKA-LINCOLN	\$102,937	0.1%	25	\$131,339	0.3%
22	IOWA STATE	\$102,832	0.2%	21	\$135,086	-2.5%
23	GEORGIA	\$102,647	0.3%	26	\$130,496	0.9%
24	COLORADO STATE	\$101,970	1.0%	30	\$127,807	3.0%
25	NC STATE-RALEIGH	\$100,996	2.0%	29	\$127,884	3.0%
26	ARIZONA	\$100,946	2.0%	31	\$127,564	3.2%
27	WASHINGTON STATE	\$99,760	3.2%	32	\$126,077	4.5%
28	ARKANSAS-FAYETTEVILLE	\$99,305	3.7%	33	\$124,677	5.6%
29	KENTUCKY	\$98,627	4.4%	36	\$119,469	10.2%
30	VERMONT	\$98,561	4.5%	27	\$129,564	1.6%
31	RHODE ISLAND	\$98,133	5.0%	23	\$133,251	-1.2%
32	LOUISIANA STATE UNIV A & M	\$97,540	5.6%	24	\$133,215	-1.1%
33	OREGON STATE	\$95,320	8.1%	20	\$135,879	-3.1%
34	AUBURN - AL	\$94,770	8.7%	35	\$119,865	9.9%
35	NEVADA-RENO	\$94,752	8.7%	38	\$118,910	10.8%
36	WYOMING	\$93,982	9.6%	28	\$128,763	2.3%
37	OKLAHOMA STATE	\$91,011	13.2%	37	\$119,333	10.4%
38	MAINE-ORONO	\$90,914	13.3%	34	\$122,391	7.6%
39	MISSOURI-COLUMBIA	\$90,651	13.6%	40	\$115,361	14.2%
40	KANSAS STATE	\$87,956	17.1%	43	\$110,537	19.1%
41	NORTH DAKOTA STATE	\$85,706	20.2%	41	\$114,488	15.0%
42	WEST VIRGINIA UNIVERSITY	\$84,521	21.9%	45	\$98,589	33.6%
43	ALASKA-FAIRBANKS	\$84,512	21.9%	42	\$110,556	19.1%
44	UTAH STATE	\$83,504	23.3%	39	\$115,888	NA
45	MISSISSIPPI STATE	\$83,256	23.7%	47	\$94,065	40.0%
46	MONTANA STATE - Bozeman	\$81,071	27.0%	44	\$101,346	29.9%
47	SOUTH DAKOTA STATE	\$78,351	31.5%	46	\$96,600	36.3%
48	NM STATE-LAS CRUCES	\$78,050	32.0%	48	\$62,222	111.7%
Average		\$102,998			\$131,694	

^a Peer institutions are shaded.

^b Percent deficit from the average salary (in the third column) and average compensation (in sixth column) of these 50 institutions.

^c Compensation includes average salary plus benefits.

^d Idaho and Virginia Tech did not report in FY 2016.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2016.

Table 3

Instructional Faculty Salaries at K-State Compared to Big Twelve Institutions^a

Fiscal Year	All Ranks Average ^b			Rank Adjusted ^c Average Salary	
	K-State Salary	Big 12 Institutions Salary	K-State Rank ^d	Big 12 Institutions Salary	Increment Needed to Reach Average Rank Adjusted
2009	\$77,355	\$89,501	12/12	\$87,097	12.6%
2010	\$78,478	\$88,631	12/12	\$88,095	12.3%
2011	\$77,986	\$90,782	12/12	\$88,669	13.7%
2012	\$80,377	\$93,606	10/10	\$89,164	10.9%
2013	\$80,247	\$90,782	10/10	\$91,059	13.5%
2014	\$83,569	\$94,480	9/9	\$95,097	13.8%
2015	\$86,992	\$97,231	9/10	\$94,838	9.0%
2016	\$87,958	\$103,004	9/10	\$99,084	12.6%

Institution	2012	2013	2014	2015	2016
University of Texas	1	1	1	1	1
Baylor University	4	3	2	3	3
Texas Christian University		4	4	4	3
Iowa State University	3	2	3	2	4
University of Kansas	5	5	5	5	5
University of Oklahoma	7	6	6	6	6
Texas Tech University	9	7	7	7	7
Oklahoma State	8	9	8	8	8
Kansas State University	10	10	9	9	9
West Virginia University		8	(No report)	10	10

^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 - Norman, University of Texas - Austin.

Comparisons are made between the Big Twelve composite and K-State salaries based on all ranks average salary and rank adjusted 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 faculty by rank; these values 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.

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2016.

Table 4

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

Fiscal Year	All Ranks Average ^b			Rank Adjusted ^c Average Salary	
	K-State Salary	Comparison Institutions Salary	K-State Rank ^d	Comparison Institutions Salary	K-State Increment Needed to Reach Average Rank Adjusted Salary
2009	\$77,355	\$84,705	5/6	\$84,705	9.5%
2010	\$78,478	\$86,929	6/6	\$85,593	9.1%
2011	\$77,986	\$87,722	6/6	\$85,955	10.2%
2012	\$80,377	\$87,697	8/8	\$84,843	5.6%
2013	\$80,247	\$96,090	11/11	\$88,606	10.4%
2014	\$83,569	\$97,922	11/11	\$93,205	11.5%
2015	\$86,992	\$99,294	11/11	\$96,061	10.4%
2016	\$87,958	\$103,351	11/11	\$99,787	13.4%

Institution	2012	2013	2014	2015	2016
Massachusetts-Amherst		1	1	1	1
Iowa State University	4	4	3	2	3
Clemson University	3	2	2	3	2
North Carolina State University	1	3	4	4	5
Colorado State University	2	5	5	5	4
Washington State University		9	9	6	6
Louisiana State University		6	6	7	7
Auburn University	5	7	8	8	9
Oregon State University	6	8	7	9	8
Oklahoma State University	7	10	10	10	10
Kansas State University	8	11	11	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 all ranks average salary and rank adjusted 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; these values 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, University of 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 2016.

Table 5

Average Instructional Faculty Salaries^f at K-State in Constant Dollars^a

Fiscal Year	Current Dollar		Consumer Price		Constant Dollar Salary		
	Amount ^b	%Inc	Index ^c	%Inc	Amount ^d	%Inc	Index ^e
1970	\$12,094	5.1	37.8	5.9	\$32,029	-0.7	100.0
1971	\$12,794	5.8	39.7	5.2	\$32,203	0.5	100.5
1972	\$12,801	0.1	41.2	3.6	\$31,097	-3.4	97.1
1973	\$13,318	4.0	42.8	4.0	\$31,117	0.1	97.2
1974	\$14,018	5.3	46.6	9.0	\$30,056	-3.4	93.8
1975	\$15,528	10.8	51.8	11.1	\$29,968	-0.3	93.6
1976	\$16,956	9.2	55.5	7.1	\$30,559	2.0	95.4
1977	\$18,027	6.3	58.7	5.8	\$30,715	0.5	95.9
1978	\$19,008	5.4	62.6	6.7	\$30,349	-1.2	94.8
1979	\$20,299	6.8	68.5	9.4	\$29,630	-2.4	92.5
1980	\$21,641	6.6	77.7	13.4	\$27,868	-5.9	87.0
1981	\$23,629	9.2	86.6	11.5	\$27,284	-2.1	85.2
1982	\$25,164	6.5	94.1	8.7	\$26,738	-2.0	83.5
1983	\$27,261	8.3	98.2	4.3	\$27,764	3.8	86.7
1983	\$27,971	2.6	101.8	3.7	\$27,478	-1.0	85.8
1985	\$30,690	9.7	105.8	3.9	\$29,017	5.6	90.6
1986	\$32,074	4.5	108.8	2.9	\$29,470	1.6	92.0
1987	\$32,994	2.9	111.3	2.2	\$29,651	0.6	92.6
1988	\$32,818	-0.5	115.8	4.1	\$28,340	-4.4	88.5
1989	\$36,365	10.8	121.2	4.7	\$30,004	5.9	93.7
1990	\$39,135	7.6	127.0	4.8	\$30,815	2.7	96.2
1991	\$40,889	4.5	133.9	5.4	\$30,537	-0.9	95.3
1992	\$41,515	1.5	138.3	3.3	\$30,018	-1.7	93.7
1993	\$42,529	2.4	140.1	1.3	\$30,356	1.1	94.8
1994	\$43,989	3.4	143.7	2.6	\$30,612	0.8	95.6
1995	\$45,968	4.5	147.8	2.9	\$31,101	1.6	97.1
1996	\$47,645	3.6	151.8	2.7	\$31,387	0.9	98.0
1997	\$48,693	2.2	158.9	4.7	\$30,644	-2.4	95.7
1998	\$50,042	2.8	161.7	1.8	\$30,947	1.0	96.6
1999	\$51,341	2.6	164.5	1.7	\$31,210	0.8	97.4
2000	\$53,586	4.4	169.3	2.9	\$31,652	1.4	98.8
2001	\$56,517	5.5	175.1	3.4	\$32,277	2.0	100.8
2002	\$58,894	4.2	178.2	1.8	\$33,049	2.4	103.2
2003	\$58,790	-0.2	182.1	2.2	\$32,285	-2.3	100.8
2004	\$61,710	5.0	186.1	2.2	\$33,160	2.7	103.5
2005	\$63,273	2.5	191.7	3.0	\$33,006	-0.5	103.1
2006	\$65,441	3.4	199.0	3.8	\$32,885	-0.4	102.7
2007	\$66,224	1.2	204.1	2.6	\$32,447	-1.3	101.3
2008	\$69,297	4.6	211.2	3.5	\$32,811	1.1	102.4
2009	\$71,783	3.6	213.2	0.9	\$33,669	2.6	105.1
2010	\$72,072	0.4	216.3	1.5	\$33,320	-1.0	104.0
2011	\$71,851	-0.3	220.6	2.0	\$32,566	-2.3	101.7
2012	\$73,810	2.7	227.1	2.9	\$32,501	-0.2	101.5
2013	\$73,294	-0.7	231.4	1.9	\$31,681	-2.5	98.9
2014	\$74,756	2.0	235.0	1.6	\$31,811	0.4	99.3
2015	\$78,297	4.7	236.7	0.7	\$33,082	4.0	103.3
2016	\$79,580	1.6	238.3	1.4	\$33,395	5.0	104.3

^a This 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.

^b Average 9-month equivalent salary excluding fringe benefits.

^c Fiscal (July 1 to June 30) average of monthly Consumer Price Index values reported in the CPI Report published by the U.S. Department of Labor Bureau of Labor Statistics. Effective January, the U.S. Bureau of Labor Statistics changed the base year to the average during 1982-1984.

^d Constant Dollar Salary = (Current Dollar Salary/Consumer Price Index) X 100.

^e Constant Dollar Faculty Salary relative to the Constant Dollar Faculty Salary in 1969-70.

^f K-State salaries in this table include instructors

Source: Data taken from Academe Bulletin of the AAUP, March-April 2016.

Consumer Price Index

Fiscal Year	July	August	September	October	November	December	January	February
2010	215.351	215.834	215.969	216.177	216.33	215.949	216.687	216.741
2011	218.011	218.312	218.711	218.803	219.179	218.056	220.223	221.309
2012	225.922	226.545	226.889	226.421	226.23	225.6	226.665	227.663
2013	229.104	230.379	231.407	231.317	230.221	229.601	230.28	232.166
2014	233.596	233.877	234.149	233.546	233.069	233.049	233.916	234.781
2015	238.25	237.852	238.031	237.433	236.151	234.812	233.707	234.722
2016	238.654	238.316	237.945	237.838	237.336	236.535	236.916	237.111
2017	240.647							

<http://www.bls.gov/cpi/>
CPI Detailed Report Tables
Table 1

March	April	May	June	FY Average
217.631	218.009	218.178	217.965	216.73508
223.467	224.906	225.964		220.631
229.392	230.085	229.815	229.478	227.55875
232.773	232.531	232.945	233.504	231.35233
236.293	237.072	237.900	238.343	234.96592
236.119	236.599	237.805	238.638	236.67658
238.132	239.261	240.236	241.038	238.2765