

Attachment 1
Cover Letter and 2019 Status of Faculty Salary Report

Dear Faculty Senators,

Attached is the Annual Faculty Salary Report for you to receive. The report shows that faculty salary at K-State continues to be substantially lower than other institutions in the Big 12 and our peer institutions. When comparing total compensation, the difference is worse. Another interesting point is not just that we are below our peer institutions, but our salary and compensation are less than lower ranked institutions. Kansas State University is ranked 170 by U.S. News and World Report for National Universities. Yet, our salaries are below institutions such as the University of Wyoming (#196) and the University of Nevada-Reno (#227). Our total compensation is also below Utah State University (#241) and North Dakota State University (#284).

The Salary and Fringe Benefit Committee has seen K-State's total budget spent on faculty salaries for the past several years. The total spent on faculty salaries has steadily increased each year in a reasonable amount. Furthermore, the number of faculty employed has decreased. This result seemed odd to the committee as many faculty seem dismayed by a lack of raises and the current furlough situation. It is fairly evident that raises are still occurring, but not for all faculty.

In the meantime, there are actions that can be taken to improve salaries for faculty. Some suggested actions are provided below:

- 1) Mentor and support Assistant and Associate Professors through the tenure and promotion process. If your department has a culture of not supporting faculty that go up for tenure early or resist promotion to the rank of professor, talk with your department about the cost (retention and/or disengagement) of these practices.
- 2) Encourage professors to apply for the Professorial Performance Award. As shown in the report, the largest gap in pay compared to the APLU average is at the professor level. K-State has a mechanism to increase pay for full professors, we need to use it.
- 3) Make sure your department is updating and discussing departmental documents. Help make these documents inclusive. If you notice inequities in your department, discuss and/or report them.

These actions will not solve everything. They do not address non-tenure track faculty and staff and may not adequately alleviate the effects from years of salary compression. However, they can help a few with raises, which may improve morale.

The Salary and Fringe Benefit Committee is working on several reports and recommendations to the administration for making faculty and staff salaries and benefits more equitable and to improve retention of employees. Additionally, a concern has been raised about the faculty and staff salaries for women and Black, Indigenous, and People of Color, which the committee is starting to analyze.

Thank you for everything you do for Kansas State University, especially your service in Faculty Senate.

Sincerely,

The Salary and Fringe Benefit Committee

Attachment 1

Faculty Salaries at K-State Compared to APLU Institutions

Fiscal Year	Institution	Professor		Associate		Assistant		All Ranks Average	APLU Rank Adjusted	Rank Adjusted
		\$	%dfct	\$	%dfct	\$	%dfct	\$	Avg. Salary	%dfct
2009	K-State	\$98,517	16.60%	\$73,730	8.60%	\$61,505	13.90%	\$79,685		13.80%
	APLUd	\$114,915		\$80,062		\$70,031		\$92,600	\$90,645	
2010	K-State	\$99,858	16.70%	\$72,693	11.10%	\$61,421	15.70%	\$80,350		14.90%
	APLUd	\$116,553		\$80,738		\$71,060		\$93,984	\$92,354	
2011	K-State	\$100,125	16.60%	\$72,115	12.00%	\$61,210	18.10%	\$80,055		15.60%
	APLUd	\$116,736		\$80,786		\$72,317		\$94,574	\$92,557	
2012	K-State	\$104,383	14.50%	\$73,669	11.90%	\$64,421	14.60%	\$82,751		13.80%
	APLUd	\$119,497		\$82,455		\$73,853		\$96,617	\$94,138	
2013	K-State	\$104,610	17.90%	\$74,592	13.30%	\$63,706	19.10%	\$82,233		16.90%
	APLUd	\$123,346		\$84,483		\$75,868		\$99,239	\$96,112	
2014	K-State	\$105,633	18.60%	\$76,360	12.70%	\$65,220	18.10%	\$83,685		16.70%
	APLUd	\$125,288		\$86,083		\$77,053		\$100,562	\$97,670	
2015	K-State	\$113,221	14.50%	\$80,472	10.50%	\$71,076	11.40%	\$90,268		12.60%
	APLUd	\$129,616		\$88,902		\$79,186		\$103,552	\$101,656	
2016	K-State	\$113,379	16.30%	\$82,483	9.70%	\$73,166	10.20%	\$91,037		12.90%
	APLUd	\$131,913		\$90,501		\$80,659		\$105,251	\$102,799	
2017	K-State	\$113,453	18.90%	\$83,144	11.90%	\$74,401	11.30%	\$91,459		14.90%
	APLUd	\$134,900		\$93,042		\$82,821		\$107,533	\$105,130	
2018	K-State	\$116,060	20.00%	\$87,113	9.80%	\$77,649	9.10%	\$94,587		14.20%
	APLUd	\$139,311		\$95,636		\$84,748		\$110,707	\$107,996	
2019	K-State	\$119,959	23.61%	\$91,165	11.97%	\$79,741	18.25%	\$100,401		18.84%
	APLUd	\$148,286		\$102,079		\$94,293		\$120,399	\$119,314	

Source: 2018-2019 Faculty Salary Survey by Discipline. Office of Institutional Research, Oklahoma State University.

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.

All salaries are converted to nine-month equivalents.

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

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

**Average Instructional Faculty Salary and Compensation Comparisons
44 Land Grant Institutions FY 2019**

Rank	University	Salary	% dfct	Rank	ompensatio	% dfct
Fiscal Year	CORNELL - NY	159271	00000	00001	196222	00000
2	CALIFORNIA - DAVIS	\$154,141	-26.9%	2	\$154,141	-9.8%
3	MARYLAND-College Park	\$139,077	-19.0%	3	\$163,833	-15.1%
4	RUTGERS NJ	\$132,258	-14.8%	4	\$160,562	-13.4%
5	PENN STATE	\$118,330	-4.8%	15	\$144,599	-3.8%
6	ILLINOIS-URBANA	\$129,887	-13.3%	5	\$165,087	-15.8%
7	MASSACHUSETTS-AMHERST	\$127,999	-12.0%	7	\$172,927	-19.6%
8	DELAWARE	\$126,417	-10.9%	9	\$155,998	-10.9%
9	TEXAS A&M	\$127,745	-11.8%	8	\$154,826	-10.2%
10	FLORIDA-GAINESVILLE	\$121,021	-6.9%	12	\$146,920	-5.4%
11	OHIO STATE-COLUMBUS	\$124,775	-9.7%	10	\$151,976	-8.5%
12	CONNECTICUT-STORRS	\$117,798	-4.4%	16	\$144,420	-3.7%
13	WISCONSIN-MADISON	\$128,471	-12.3%	6	\$153,137	-9.2%
14	MINNESOTA-TWIN CITIES	\$121,269	-7.1%	11	\$153,890	-9.6%
15	PURDUE-WEST LAFAYETTE, IN	\$120,905	-6.9%	13	\$147,504	-5.7%
16	MICHIGAN STATE	\$118,390	-4.9%	14	\$140,529	-1.1%
17	TENNESSEE-KNOXVILLE	\$116,855	-3.6%	17	\$143,265	-2.9%
18	NEW HAMPSHIRE	\$110,833	1.6%	23	\$138,098	0.7%
19	VIRGINIA TECH	\$116,547	-3.4%	18	\$145,916	-4.7%
20	GEORGIA	\$113,595	-0.9%	19	\$140,517	-1.0%
21	IOWA STATE	\$104,359	7.9%	32	\$126,379	10.0%
22	CLEMSON - SC	\$111,375	1.1%	21	\$111,375	24.8%
23	NC STATE-RALEIGH	\$108,176	4.1%	27	\$130,677	6.4%
24	ARIZONA	\$112,518	0.1%	20	\$132,771	4.7%
25	NEBRASKA-LINCOLN	\$110,997	1.5%	22	\$132,309	5.1%
26	ARKANSAS-FAYETTEVILLE	\$108,533	3.8%	26	\$127,960	8.7%
27	KENTUCKY	\$106,761	5.5%	31	\$126,405	10.0%
28	RHODE ISLAND	\$109,307	3.0%	25	\$133,355	4.3%
29	OREGON STATE	\$109,700	2.7%	24	\$154,676	-10.1%
30	WASHINGTON STATE	\$108,160	4.1%	28	\$130,982	6.2%
31	COLORADO STATE	\$108,032	4.2%	29	\$134,608	3.3%
32	LOUISIANA STATE UNIV A & M	\$104,044	8.2%	33	\$143,061	-2.8%
33	AUBURN - AL	\$107,617	4.6%	30	\$129,571	7.3%
34	WYOMING	\$97,719	15.2%	34	\$128,892	7.9%
35	NEVADA-RENO	\$97,121	16.0%	36	\$121,401	14.5%
36	MISSOURI-COLUMBIA	\$97,308	15.7%	35	\$120,078	15.8%
37	KANSAS STATE	\$94,499	19.2%	37	\$112,927	23.1%
38	MAINE-ORONO	\$93,938	19.9%	38	\$123,623	12.5%
39	OKLAHOMA STATE	\$93,892	19.9%	39	\$119,055	16.8%
40	ALASKA-FAIRBANKS	\$87,733	28.4%	43	\$113,878	22.1%
41	UTAH STATE	\$91,195	23.5%	40	\$120,560	15.3%
42	MISSISSIPPI STATE	\$90,893	23.9%	41	\$109,435	27.1%

43	MONTANA STATE - Bozeman	\$88,393	27.4%	42	\$110,757	25.5%
44	NORTH DAKOTA STATE	\$87,408	28.8%	44	\$113,805	22.2%
	<i>Average</i>	<i>\$112,620</i>			<i>\$139,042</i>	

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2019.

Peer institutions are shaded.

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

Compensation includes average salary plus benefits.

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

Fiscal Year	All Ranks Average			Adjusted Average Salary	
	K-State Salary	Institutions Salary	K-State Rankd	Institutions Salary	Percent Needed
2009	\$77,355	\$89,501	12/12	\$87,097	12.60%
2010	\$78,478	\$88,631	12/12	\$88,095	12.30%
2011	\$77,986	\$90,782	12/12	\$88,669	13.70%
2012	\$80,377	\$93,606	10/10	\$89,164	10.90%
2013	\$80,247	\$90,782	10/10	\$91,059	13.50%
2014	\$83,569	\$94,480	9/9	\$95,097	13.80%
2015	\$86,992	\$97,231	9/10	\$94,838	9.00%
2016	\$87,958	\$101,516	9/10	\$97,875	11.30%
2017	\$88,325	\$98,468	9/9	\$99,084	12.20%
2018	\$91,820	\$99,780	9/10	\$100,718	9.70%
2019	\$94,499	\$109,935	8/9	\$107,801	14.08%

	2015	2016	2017	2018	2019
U of Texas at Austin	1	1	(No report)	1	1
Texas Christian U	4	3	2	2	2
Baylor U	3	3	1	3	3
Iowa St U	2	4	3	4	4
U of Kansas	5	5	4	5	5
U of Oklahoma-Norman Campus	6	6	5	6	6
Texas Tech U	7	7	6	7	7
Kansas St U	9	9	9	9	8
Oklahoma St U-Main Campus	8	8	7	10	9
West Virginia University	10	10	8	8	(no report)

Source: 2018-2019 Faculty Salary Survey by Discipline. Office of Institutional Research, Oklahoma State University.

This table contains a comparison of K-State faculty salaries with salaries at other members of the Association of Public and Land-grant Universities

Baylor, Iowa State, Oklahoma State, Texas Tech, Norman, University of Texas - Austin. salaries based on all ranks average salary and 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).

Average Salary excluding fringe benefits.

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.

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

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

Fiscal Year	All Ranks Average			Adjusted Average Salary	
	K-State Salary	on Institution	K-State Rankd	on Institutio	ent Needed
2009	\$77,355	\$84,705	5/6	\$84,705	9.50%
2010	\$78,478	\$86,929	6/6	\$85,593	9.10%
2011	\$77,986	\$87,722	6/6	\$85,955	10.20%
2012	\$80,377	\$87,697	8/8	\$84,843	5.60%
2013	\$80,247	\$96,090	11/11	\$88,606	10.40%
2014	\$83,569	\$97,922	11/11	\$93,205	11.50%
2015	\$86,992	\$99,294	11/11	\$96,061	10.40%
2016	\$87,958	\$103,351	11/11	\$99,787	13.40%
2017	\$88,325	\$105,477	11/11	\$98,588	11.60%
2018	\$91,820	\$104,622	10/11	\$100,961	10.00%
2019	\$94,499	\$109,935	10/11	\$105,478	11.62%

Institution	2015	2016	2017	2018	2019
Massachusetts-Amherst	1	1	1	1	1
Clemson University	3	2	2	3	2
Oregon State University	9	8	7	5	3
North Carolina State University	4	5	4	4	4
Washington State University	6	6	6	6	5
Colorado State University	5	4	5	7	6
Auburn University	8	9	8	9	7
Iowa State University	2	3	3	2	8
Louisiana State University	7	7	9	8	9
Kansas State University	11	11	11	10	10
Okalahoma State University	10	10	10	11	11

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2019.

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).

Average salary excluding fringe benefits.

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.

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.