

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

Fiscal Year	All Ranks Average			Rank Adjusted Average Salary	
	K-State Salary	Big 12 Institutions Salary	K-State Rankd	Big 12 Institutions Salary	Increment Needed to Reach Average Rank Adjusted
2013	\$80,377	\$93,606	10/10	\$89,164	10.90%
2014	\$80,247	\$90,782	10/10	\$91,059	13.50%
2015	\$83,569	\$94,480	9/9	\$95,097	13.80%
2016	\$86,992	\$97,231	9/10	\$94,838	9.00%
2017	\$87,958	\$101,516	9/10	\$97,875	11.30%
2018	\$88,325	\$98,468	9/9	\$99,084	12.20%
2019	\$91,820	\$99,780	9/10	\$100,718	9.70%
2020	\$94,499	\$109,935	8/9	\$107,801	14.08%
2021	\$96,604	\$110,538	8/9	\$109,419	13.27%
2022	\$98,650	\$117,936	7/8	\$113,417	14.97%
2023	\$102,706	\$122,513	7/8	\$118,599	15.47%

	2019	2020	2021	2022	2023
U of Texas at Austin	1	1	1	1	1
Texas Christian U	2	2	2	2	2
Baylor U	3	3	3	3	3
Iowa St U	4	4	5	4	4
U of Kansas	6	6	6	6	5
U of Oklahoma-Norman Campus	5	5	7	5	6
Kansas St U	9	8	8	7	7
Oklahoma St U-Main Campus	10	9	9	8	8
Texas Tech U	7	7	4	(No report)	(No report)
West Virginia University	8	(No report)	(No report)	(No report)	(No report)

Source: Academe Bulletin of the American Association of University Professors, March-April 2023.

This table contains a comparison of K-State faculty salaries with salaries at other members of the Big 12: 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			Rank Adjusted Average Salary	
	K-State Salary	Comparison Institutions Salary	K-State Rankd	Comparison Institutions Salary	Increment Needed to Reach Average Rank Adjusted
2013	\$80,377	\$87,697	8/8	\$84,843	5.60%
2014	\$80,247	\$96,090	11/11	\$88,606	10.40%
2015	\$83,569	\$97,922	11/11	\$93,205	11.50%
2016	\$86,992	\$99,294	11/11	\$96,061	10.40%
2017	\$87,958	\$103,351	11/11	\$99,787	13.40%
2018	\$88,325	\$105,477	11/11	\$98,588	11.60%
2019	\$91,820	\$104,622	10/11	\$100,961	10.00%
2020	\$94,499	\$107,078	10/11	\$105,478	11.62%
2021	\$96,604	\$107,606	10/11	\$106,950	10.71%
2022	\$98,650	\$108,083	9/11	\$108,822	10.31%
2023	\$102,706	\$113,281	9/11	\$114,167	11.16%

Institution	2019	2020	2021	2022	2023
U of Massachusetts-Amherst	1	1	1	1	1
Oregon St U	3	2	3	3	2
Clemson U	5	3	2	2	3
North Carolina St U at Raleigh	9	7	7	7	4
Auburn U	2	8	8	4	5
Colorado St U-Fort Collins	7	6	5	6	6
Iowa St U	4	4	4	5	7
Louisiana St U and Ag & Mech Coll	8	9	9	8	8
Kansas St U	10	10	10	9	9
Washington St U	6	5	6	10	10
Oklahoma St U-Main Campus	11	11	11	11	11

Source: Data taken from Academe Bulletin of the American Association of University Professors, March-April 2023.

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.