



STATE UNIVERSITY DATA BOOK

Section IV: Faculty and Staff

January 2017

★ LEADING HIGHER EDUCATION ★

**Budgeted Positions by Program
Fiscal Year 2017**

Table 4.1

Category	KU	KUMC	KSU	KSU- Vet Med	WSU
UNCLASSIFIED					
1.0 INSTRUCTION					
1.1 General Academic Instruction	2,444.99	2,258.29	1,469.37	139.90	672.88
1.4 Preparatory/ Adult Basic Education	68.10	0.00	0.00	0.00	0.00
1.5 Continuing Education	32.40	8.80	0.00	0.00	0.00
Subtotal - INSTRUCTION	2,545.49	2,267.09	1,469.37	139.90	672.88
2.0 RESEARCH					
2.1 Institutional/Research Centers	534.57	320.84	408.73	0.00	235.54
2.2 Individual/Project Research	301.25	17.00	221.72	0.00	9.75
2.7 Research Support	0.00	29.05	0.00	0.00	0.00
Subtotal - RESEARCH	835.82	366.89	630.46	0.00	245.29
3.0 PUBLIC SERVICES					
3.1 Patient Services	131.95	0.00	0.00	0.00	0.00
3.2 Community Services	0.00	0.00	18.80	18.00	18.26
3.3 Cooperative Extension	20.03	36.80	500.26	0.00	0.00
3.5 Public Broadcasting	0.00	0.00	0.00	0.00	20.00
3.6 Community Education	0.00	0.00	0.00	0.00	111.00
Subtotal - PUBLIC SERVICE	151.98	36.80	519.06	18.00	149.26
4.0 ACADEMIC SUPPORT					
4.1 Libraries	147.66	24.55	71.80	0.00	23.00
4.2 Museums/Galleries	24.85	0.00	9.00	0.00	9.00
4.3 Audiovisual Services	12.00	0.00	0.00	0.00	16.00
4.4 Computing Support	155.85	24.57	80.80	0.00	56.80
4.5 Ancillary Support	0.00	0.00	2.04	0.00	1.00
4.6 Academic Administration	136.02	223.95	97.51	39.85	91.32
4.7 Course/Curriculum Development	3.00	0.00	0.00	0.00	0.00
Subtotal - ACADEMIC SUPPORT	479.37	273.07	261.14	39.85	197.12
5.0 STUDENT SERVICES					
5.1 Student Service Administration	53.78	20.29	44.35	0.00	13.90
5.2 Social/Cultural Development	52.85	0.00	38.50	0.00	64.79
5.3 Counseling/Career Guidance	30.00	9.89	31.00	0.00	13.00
5.4 Financial Aid Administration	23.00	5.00	12.00	0.00	19.00
5.5 Student Auxiliary Services	0.00	14.25	0.00	0.00	0.00
5.6 Intercollegiate Athletics	6.99	0.00	12.00	0.00	24.00
5.7 Student Recruitment/Admissions/Records	87.74	5.05	36.33	0.00	40.00
5.8 Student Services IT	16.75	0.00	0.00	0.00	0.00
Subtotal - STUDENT SERVICES	271.11	54.48	174.18	0.00	174.69
6.0 INSTITUTIONAL SUPPORT					
6.1 Executive Management	68.23	41.15	63.97	0.00	40.80
6.2 Fiscal Operations	59.75	21.55	26.80	0.00	32.50
6.3 General Administrative Services	103.66	87.25	27.18	0.00	31.80
6.4 Logistical Services	88.00	0.00	44.25	0.00	0.00
6.7 Public Relations / Development	40.01	13.24	41.80	0.00	22.50
Subtotal - INSTITUTIONAL SUPPORT	359.65	163.19	204.00	0.00	127.60
7.0 PHYSICAL PLANT	166.43	58.00	32.87	1.00	27.60
8.0 SCHOLARSHIPS AND FELLOWSHIPS	4.00	0.00	0.00	0.00	0.00
SUBTOTAL - EDUCATIONAL AND GENERAL	4,813.85	3,219.52	3,291.08	198.74	1,594.44
9.0 OTHER ACTIVITIES	0.00	0.00	0.00	0.00	0.00
9.1 AUXILIARY ENTERPRISES	152.96	5.00	142.90	0.00	11.50
9.3 SERVICE CLEARING	3.47	19.48	20.20	0.00	7.00
9.5 LOCAL AGENCY	0.00	0.00	166.00	0.00	0.00
TOTAL - UNCLASSIFIED	4,970.27	3,244.00	3,620.18	198.74	1,612.94
UNIVERSITY SUPPORT STAFF					
Educational and General	606.28	185.42	1,051.14	162.33	457.33
Auxiliary Enterprises	40.60	26.50	407.60	0.00	24.00
Service Clearing	0.00	37.46	61.53	0.00	4.00
Local Agency	0.00	0.00	45.03	0.00	0.00
TOTAL - UNIVERSITY SUPPORT STAFF	646.88	249.38	1,565.31	162.33	485.33
GRAND TOTAL - UNCLASSIFIED & UNIVERSITY SUPPORT STAFF	5,617.15	3,493.38	5,185.49	361.07	2,098.27

Notes for this section begin on page 62.

Source: DBTF section XIII

**Budgeted Positions by Program
Fiscal Year 2017**

Table 4.1

Category	ESU	PSU	FHSU	Total
UNCLASSIFIED				
1.0 INSTRUCTION				
1.1 General Academic Instruction	301.00	352.70	422.85	8,061.98
1.4 Preparatory/ Adult Basic Education	0.00	0.00	0.00	68.10
1.5 Continuing Education	0.00	0.00	0.00	41.20
Subtotal - INSTRUCTION	301.00	352.70	422.85	8,171.28
2.0 RESEARCH				
2.1 Institutional/Research Centers	0.00	8.00	0.00	1,507.68
2.2 Individual/Project Research	0.00	38.04	0.00	587.76
2.7 Research Support	0.00	0.00	0.00	29.05
Subtotal - RESEARCH	0.00	46.04	0.00	2,124.49
3.0 PUBLIC SERVICES				
3.1 Patient Services	0.00	0.00	0.00	131.95
3.2 Community Services	16.00	18.26	32.40	121.72
3.3 Cooperative Extension	2.75	0.00	0.00	559.84
3.5 Public Broadcasting	0.00	5.00	0.00	25.00
3.6 Community Education	0.00	0.00	0.00	111.00
Subtotal - PUBLIC SERVICE	18.75	23.26	32.40	949.51
4.0 ACADEMIC SUPPORT				
4.1 Libraries	11.00	11.50	17.00	306.51
4.2 Museums/Galleries	0.00	0.00	7.50	50.35
4.3 Audiovisual Services	0.00	2.19	6.00	36.19
4.4 Computing Support	33.00	27.00	32.50	410.52
4.5 Ancillary Support	0.00	0.49	4.25	7.78
4.6 Academic Administration	28.00	18.60	23.45	658.69
4.7 Course/Curriculum Development	0.00	0.50	0.00	3.50
Subtotal - ACADEMIC SUPPORT	72.00	60.28	90.70	1,473.53
5.0 STUDENT SERVICES				
5.1 Student Service Administration	0.00	8.70	5.80	146.82
5.2 Social/Cultural Development	14.35	7.19	4.00	181.68
5.3 Counseling/Career Guidance	8.25	5.00	7.50	104.64
5.4 Financial Aid Administration	8.00	6.00	7.00	80.00
5.5 Student Auxiliary Services	0.00	0.00	0.00	14.25
5.6 Intercollegiate Athletics	26.00	31.86	29.60	130.45
5.7 Student Recruitment/Admissions/Records	19.00	11.00	19.00	218.12
5.8 Student Services IT	0.00	0.00	0.00	16.75
Subtotal - STUDENT SERVICES	75.60	69.75	72.90	892.71
6.0 INSTITUTIONAL SUPPORT				
6.1 Executive Management	15.15	25.68	18.75	273.73
6.2 Fiscal Operations	10.00	6.50	16.00	173.10
6.3 General Administrative Services	5.00	6.50	3.00	264.39
6.4 Logistical Services	0.00	0.00	0.00	132.25
6.7 Public Relations / Development	31.00	22.34	14.00	184.89
Subtotal - INSTITUTIONAL SUPPORT	61.15	61.02	51.75	1,028.36
7.0 PHYSICAL PLANT	6.00	6.86	32.00	330.76
8.0 SCHOLARSHIPS AND FELLOWSHIPS	0.00	0.00	0.00	4.00
SUBTOTAL - EDUCATIONAL AND GENERAL	534.50	619.91	702.60	14,974.65
9.0 OTHER ACTIVITIES	0.00	0.00	0.00	0.00
9.1 AUXILIARY ENTERPRISES	18.00	18.30	43.40	392.06
9.3 SERVICE CLEARING	1.00	0.00	4.50	55.64
9.5 LOCAL AGENCY	0.00	0.00	0.00	166.00
TOTAL - UNCLASSIFIED	553.50	638.21	750.50	15,588.35
UNIVERSITY SUPPORT STAFF				
Educational and General	209.67	276.42	170.75	3,119.34
Auxiliary Enterprises	39.00	35.87	15.50	589.07
Service Clearing	2.50	5.09	7.00	117.58
Local Agency	0.00	0.00	0.00	45.03
TOTAL - UNIVERSITY SUPPORT STAFF	251.17	317.38	193.25	3,871.03
GRAND TOTAL - UNCLASSIFIED & UNIVERSITY SUPPORT STAFF	804.67	955.59	943.75	19,459.37

Notes for this section begin on page 62.

Source: DBTF section XIII

Average Faculty Salaries by Academic Rank Fiscal Year 2017

Table 4.3

Instructional Faculty*	KSU-							Total/Avg
	KU	KSU	Vet Med	WSU	ESU	PSU	FHSU	
Professors	434	247	18	130	71	102	49	1,051
Average Salary	\$129,151	\$110,022	\$127,426	\$99,621	\$70,873	\$79,591	\$77,813	\$109,833
Associate Professors	398	271	14	130	68	80	78	1,039
Average Salary	\$84,330	\$81,565	\$99,185	\$73,418	\$62,683	\$64,284	\$66,659	\$78,157
Assistant Professors	250	269	28	121	70	90	111	939
Average Salary	\$76,426	\$72,427	\$85,351	\$64,166	\$60,886	\$56,838	\$59,809	\$68,967
Instructors	0	218	2	28	43	60	82	433
Average Salary	\$0	\$47,559	\$78,601	\$43,269	\$41,823	\$48,014	\$49,484	\$47,283
Research and Public Service Faculty*								
Professors	37	114	26	0	0	0	0	177
Average Salary	\$110,065	\$111,052	\$140,383	\$0	\$0	\$0	\$0	\$115,154
Associate Professors	27	51	9	0	0	0	0	87
Average Salary	\$77,257	\$81,707	\$91,955	\$0	\$0	\$0	\$0	\$81,386
Assistant Professors	33	82	21	0	0	0	0	136
Average Salary	\$57,738	\$67,735	\$68,742	\$0	\$0	\$0	\$0	\$65,465
Instructors	0	28	1	0	0	0	0	29
Average Salary	\$0	\$53,454	\$73,636	\$0	\$0	\$0	\$0	\$54,150
Subtotal- Instructional Faculty	1,082	1,005	62	409	252	332	320	3,462
Average Salary	\$100,482	\$78,736	\$100,472	\$76,946	\$60,932	\$64,028	\$61,590	\$81,419
Subtotal- Research, and Public Service Faculty	97	275	57	0	0	0	0	429
Average Salary	\$83,131	\$86,829	\$105,171	\$0	\$0	\$0	\$0	\$88,430
Grand Total- All Faculty	1,179	1,280	119	409	252	332	320	3,891
Average Salary	\$99,055	\$80,475	\$102,723	\$76,946	\$60,932	\$64,028	\$61,590	\$82,192

*Includes full-time, combined 9- and 12-month appointments with 12-month salaries converted to 9-month salaries.

Notes for this section begin on page 62.

Source: DBTF Sections I & V

Average Faculty Salary Increases by Academic Rank
Full-time Continuing Instructional, Research and Public Service Faculty
Fiscal Year 2017

Table 4.32

Rank	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total/Avg
Professors	460	337	38	126	59	96	43	1,159
Average Salary Increase	2.3%	0.6%	2.8%	0.1%	2.4%	3.3%	0.1%	1.6%
Associate Professors	421	308	22	129	70	76	62	1,088
Average Salary Increase	3.0%	1.4%	2.1%	0.8%	5.3%	4.1%	0.1%	2.2%
Assistant Professors	252	311	40	105	61	46	83	898
Average Salary Increase	2.4%	1.7%	2.4%	0.4%	2.6%	2.7%	0.1%	1.8%
Instructors	0	191	2	27	29	39	62	350
Average Salary Increase	NA	0.6%	0.0%	0.2%	7.1%	2.7%	0.6%	1.2%
Total All Ranks	1,133	1,147	102	387	219	257	250	3,495
Average Salary Increase	2.5%	1.1%	2.5%	0.4%	3.8%	3.3%	0.2%	1.8%

Notes for this section begin on page 62.

Source: DBTF Section VI

**Average Salary Increases
Other Full-time, Continuing Personnel
Fiscal Year 2017**

Table 4.33

Rank	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total/Avg
President	1	0	NA	1	0	1	1	4
Average Salary Increase	0.0%	NA	NA	0.0%	NA	2.0%	0.0%	0.4%
Vice-Presidents	10	4	NA	2	3	2	4	25
Average Salary Increase	2.1%	0.0%	NA	0.0%	0.0%	2.0%	0.0%	1.1%
Assoc. Vice-Presidents/ Asst. Vice-Presidents/ Directors	135	101	1	10	20	47	12	326
Average Salary Increase	2.1%	0.4%	0.0%	6.6%	0.8%	2.1%	0.0%	1.6%
Deans	9	9	1	6	4	3	6	38
Average Salary Increase	2.2%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.8%
Other Unclassified with Faculty Rank	116	65	3	15	7	0	10	216
Average Salary Increase	2.7%	1.8%	0.8%	0.2%	2.7%	NA	0.0%	1.9%
Other Unclassified without Faculty Rank	2,207	874	98	640	152	98	190	4,259
Average Salary Increase	2.5%	0.7%	0.9%	1.4%	3.9%	2.2%	0.4%	1.8%
Total Other Unclassified	2,478	1,053	103	674	186	151	223	4,868
Average Salary Increase	2.4%	0.7%	0.9%	1.4%	3.0%	2.1%	0.3%	1.8%
Total Faculty (Table 4.32)	1,133	1,147	102	387	219	257	250	3,495
Average Salary Increase	2.5%	1.1%	2.5%	0.4%	3.8%	3.3%	0.2%	1.8%
Total Faculty and Other Unclassified	3,611	2,200	205	1,061	405	408	473	8,363
Average Salary Increase	2.5%	0.9%	2.0%	1.0%	3.5%	2.9%	0.2%	1.8%

Notes for this section begin on page 62.

Source: DBTF Section VI

**Summary of Budgeted Salary Increases for Full-Time Continuing
Unclassified Personnel
Fiscal Year 2017 over 2016**

Table 4.34

% of Salary Increase Over Previous Year	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total
None	301	1,866	163	900	34	1	422	3,687
.10 to 2.99	2,528	76	11	13	256	310	31	3,225
3.00 to 4.99	423	101	10	31	33	36	5	639
5.00 to 6.99	124	57	3	24	22	39	9	278
7.00 to 8.99	62	24	2	31	18	16	0	153
9.00 to 11.99	77	18	6	24	19	3	4	151
12.00 to 14.99	41	14	3	9	11	2	1	81
15.00 to 19.99	29	22	3	25	7	0	1	87
20.00 and Over	26	22	4	4	5	1	0	62
Total No. of Persons	3,611	2,200	205	1,061	405	408	473	8,363
Average \$ increase	\$1,772	\$703	\$1,859	\$700	\$1,996	\$1,897	\$147	\$1,282
Average % Increase	2.5%	0.9%	2.0%	1.0%	3.5%	2.9%	0.2%	1.8%

Notes for this section begin on page 62.

Source: *DBTF Sections VII*

Average Salaries of Instructional Faculty, Compared to Peer Institutions* Fiscal Year 2016

Table 4.35

Institution	Average Salary - Kansas	Average Salary - Peer Group	Relative Funding**
University of Kansas	\$92,200	\$106,788	86.3%
Kansas State University	\$99,500	\$84,683	117.5%
Wichita State University	\$72,000	\$91,039	79.1%
Emporia State University	\$59,600	\$66,586	89.5%
Pittsburg State University	\$66,500	\$63,375	104.9%
Fort Hays State University	\$62,800	\$64,572	97.3%
Total	\$87,410	\$95,458	91.6%

Relative Funding of Instructional Faculty Salaries, FY 2012 - FY 2016**

Institution	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
University of Kansas	87.0%	91.1%	92.7%	88.7%	86.3%
Kansas State University	92.5%	91.1%	88.3%	92.0%	117.5%
Wichita State University	86.2%	84.2%	86.4%	81.2%	79.1%
Emporia State University	86.6%	86.0%	89.4%	90.2%	89.5%
Pittsburg State University	92.1%	92.2%	88.4%	86.4%	104.9%
Fort Hays State University	91.2%	95.0%	98.7%	102.1%	97.3%
Total	85.7%	87.6%	91.1%	90.1%	91.6%

Peers and Average All Ranks Faculty Salaries FY 2016

University of Kansas	\$92,200	Kansas State University	\$99,500
Indiana University (Bloomington)	\$104,000	Auburn University	\$89,700
University of Missouri (Columbia)	\$90,600	Clemson University	\$92,100
University of Oregon	\$88,000	Colorado State University	\$102,000
Michigan State University	\$110,400	Oklahoma State University	\$83,400
University of Buffalo	\$102,500	Univ. of Massachusetts (Amherst)	\$107,800
Wichita State University	\$72,000	Emporia State University	\$59,600
New Mexico State University	\$77,500	Colorado State Univ. (Pueblo)	Not available
University of Massachusetts (Lowell)	\$104,000	Northwest Missouri State University	\$59,200
University of Nevada (Reno)	\$89,100	Pittsburg State University	\$66,500
University of North Dakota	\$86,100	University of Nebraska (Kearney)	\$64,100
Wright State University	Not available	West Texas A&M University	\$67,000
Pittsburg State University	\$66,500	Fort Hays State University	\$62,800
Arkansas Tech University	Not available	Northwest Missouri State University	\$59,200
Ferris State University	\$63,400	Colorado Mesa University	Not available
Indiana University of Pennsylvania	Not available	Northeastern State University (OK)	Not available
Northwest Missouri State University	\$59,200	Southeast Missouri State University	\$64,500
Valdosta State University	Not available	Tarleton State University	\$68,100

*Data prior to FY 2014 was based on previous peer institutions; the revised peers are listed above. A list of the previous peer institutions and information on revised peers is located on the notes page.

**Relative Funding is determined by dividing the average salary for each institution by the average salary for their appropriate peer group.

Notes for this section begin on page 62.

Source: AAUP Faculty Salary Surveys as Reported in *Academe* and Wichita State University (WSU did not participate in the AAUP survey for FY 2014)

Graduate Teaching Assistants by Number and Average Stipend Fiscal Year 2017

Table 4.36

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	1,144	531.6	\$16,659.00
Kansas State University	729	337.4	\$15,561.00
K-State Vet Med Center	2	1.0	\$20,685.00
Wichita State University	335	142.0	\$9,444.00
Emporia State University	97	22.3	\$7,344.00
Pittsburg State University	103	42.8	\$9,355.00
Fort Hays State University	85	34.0	\$9,059.00
Total	2,495	1,111.1	\$14,687.61

Graduate Research Assistants by Number and Average Stipend Fiscal Year 2017

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	610	294.3	\$16,904.00
Kansas State University	696	324.0	\$17,011.00
K-State Vet Med Center	62	30.9	\$17,614.00
Wichita State University	216	75.0	\$10,500.00
Emporia State University**	15	0.0	\$7,344.00
Pittsburg State University	6	7.6	\$4,833.00
Fort Hays State University	0	0.0	\$0.00
Total	1,605	731.8	\$16,199.61

Other Graduate Assistants by Number and Average Stipend Fiscal Year 2017

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	68	31.3	\$11,576.00
Kansas State University	38	18.9	\$12,652.00
K-State Vet Med Center	0	0.0	\$0.00
Wichita State University	96	39.0	\$7,250.00
Emporia State University**	45	0.0	\$7,344.00
Pittsburg State University**	26	0.0	\$9,355.00
Fort Hays State University	0	0.0	\$0.00
Total	273	89.2	\$9,912.76

*The comprehensive total for the average stipend is not all average stipends added together but rather the sum of each institutions' Full-Time Equivalent multiplied by their average stipend, divided by the total FTE.

**Institution does not report FTE count for Graduate Research Assistants and/or Other Graduate Assistants.

Notes for this section begin on page 62.

Source: DBTF Section VI

**State Universities: Faculty by Age
Fiscal Year 2017**

Table 4.4

Age Category	KU	KUMC	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total
29 and Under	10	14	30	0	12	6	10	13	95
30 - 39	249	344	350	29	94	48	66	78	1,258
40 - 49	317	274	348	38	127	70	76	84	1,334
50 - 59	277	210	310	35	116	50	96	74	1,168
60 - 64	145	92	152	10	73	46	45	30	593
65 - 69	122	42	90	6	55	18	33	31	397
70 & Over	59	24	37	2	36	14	6	10	188
Total	1,179	1,000	1,317	120	513	252	332	320	5,033

Percent of Total Faculty

<u>29 and Under</u>	<u>30 - 39</u>	<u>40 - 49</u>	<u>50 - 59</u>	<u>60 - 64</u>	<u>65 - 69</u>	<u>70 & Over</u>
1.9%	25.0%	26.5%	23.2%	11.8%	7.9%	3.7%

**Tenure Status of Institutional Personnel
Fall 2016**

Table 4.5

Institution	Number Holding Tenure	Number Eligible for Tenure	% of Eligible Faculty Holding
University of Kansas	875	1,092	80.1%
University of Kansas Medical Center	238	312	76.3%
Kansas State University (includes ESARP, Vet Med)	859	1,200	71.6%
Wichita State University	266	385	69.1%
Emporia State University	148	221	67.0%
Pittsburg State University	206	291	70.8%
Fort Hays State University	136	213	63.8%
Total	2,728	3,714	73.5%

Notes for this section begin on page 62.

Source: DBTF Section IX and Section VIII

**Faculty Resignations, Retirements, and Terminations by Institutions
Fiscal Year 2012 - 2016**

Table 4.6

Categories	KU	KUMC	KSU and KSU-VM	WSU	ESU	PSU	FHSU	Total
Resignations/Deaths								
FY 2012	29	43	43	12	9	3	8	147
FY 2013	17	41	38	7	8	3	17	131
FY 2014	23	28	84	10	17	5	8	175
FY 2015	22	55	121	13	9	6	13	239
FY 2016	33	51	52	11	11	5	14	177
Retirements								
FY 2012	10	11	31	8	2	1	5	68
FY 2013	20	12	27	9	7	7	8	90
FY 2014	20	5	33	7	13	4	3	85
FY 2015	28	12	66	7	10	9	7	139
FY 2016	27	10	46	15	6	2	8	114
Terminations								
FY 2012	0	5	2	2	0	0	3	12
FY 2013	3	6	5	5	1	1	2	23
FY 2014	2	7	2	1	2	1	0	15
FY 2015	4	10	1	1	7	4	1	28
FY 2016	7	11	2	1	1	0	1	23

Notes for this section begin on page 62.

Source: DBTF Section XI

Section IV Notes

General Notes:

1. KU is exclusive of University of Kansas – Medical Center (KUMC). KUMC data is included separately on selected tables.
2. The DBTF report asks for funding information that is used to allocate the faculty salary enhancement. The faculty member’s position funding information should be derived from the institution’s budget not from the funding reported in the payroll system. If the faculty member’s position is not budgeted, then the payroll funding may be used.
3. The University of Kansas submitted a revised DBTF report early February 2016, which affected tables 4.33 and 4.34. This revised report was used to update these two tables, and the appropriate sections were re-uploaded to the website.

Table 4.3: Average Faculty Salaries by Academic Rank – FY 2017

1. Instructional staff data included in this table includes faculty on sabbatical leave at their regular salaries, even if reduced while on leave; replacements for faculty on leave without pay; and department heads, with faculty rank but no other administrative title.
2. Instructional staff data included in this table does not include temporary replacements for faculty on sabbatical leave; instructional faculty who are not employed on a full-time basis; faculty who donate services; faculty in a military organization and paid on a different scale from civilian employees; administrative officers with titles such as Dean of Instruction, Academic Dean, Librarian, Registrar, Coach, etc., even though they may devote part of their time to classroom instruction and have faculty rank; and undergraduate students who assist in the instruction of courses, but who have titles such as Teaching Assistant, Teaching Associate, etc.
3. The Total/Average column for Table 4.3 represents the total (sum) of each faculty category (Professors, Associate Professors, Assistant Professors, and Instructors) and the average salary total (total nine month salary divided by total faculty) for all institutions listed.

Table 4.32: Average Faculty Salary Increases by Academic Rank – FY 2017

1. Table does not include continuing lecturers or non-ranked instructional, research or public service faculty.

Table 4.35: Average Salaries of Instructional Faculty, Compared to Peer Institutions

1. Peer average is a weighted average of four faculty ranks, which factors in the distribution of faculty ranks of the State Universities.
2. University of Kansas data is exclusive of University of Kansas – Medical Center.
3. Kansas State University data does include Kansas State University – Veterinary Medical Center.
4. The revised peers for the University of Kansas were published incorrectly in Fiscal Year 2014. This affects the previously published 2015 State University Data Book as well as the Relative Funding of Instructional Faculty Salaries for Fiscal Year 2014 listed on Table 4.35.
5. Beginning in Fiscal Year 2014, the universities now have revised peer institutions. A list of previous peer and revised peers for each institution is as follows:

University of Kansas

Previous Peers

University of Colorado
 University of Iowa
 University of Oregon
 University of North Carolina
 University of Oklahoma

Revised Peers

Indiana University (Bloomington)
 University of Missouri (Columbia)
 University of Oregon
 Michigan State University
 University of Buffalo

Kansas State University

Previous Peers

Colorado State University
Iowa State University
Oregon State University
North Carolina State University
Oklahoma State University

Revised Peers

Auburn University
Clemson University
Colorado State University
Oklahoma State University
University of Massachusetts (Amherst)

Wichita State University

Previous Peers

University of Akron (OH)
Oakland University
Old Dominion University
Portland State University
University of Nevada

Revised Peers

New Mexico State University
University of Massachusetts – Lowell
University of Nevada-Reno
University of North Dakota
Wright State University

Emporia State University

Previous Peers

Eastern Washington University
Northwest Missouri State University
Northern Michigan University
Salisbury University (MD)
Western Carolina University

Revised Peers

Colorado State University (Pueblo)
Northwest Missouri State University
Pittsburg State University
University of Nebraska (Kearney)
West Texas A&M University

Pittsburg State University

Previous Peers

Eastern Washington University
Northwest Missouri State University
Northern Michigan University
Salisbury University (MD)
Western Carolina University

Revised Peers

Arkansas Tech University
Ferris State University
Indiana University of Pennsylvania
Northwest Missouri State University
Valdosta State University

Fort Hays State University

Previous Peers

Eastern Washington University
Northwest Missouri State University
Northern Michigan University
Salisbury University (MD)
Western Carolina University

Revised Peers

Northwest Missouri State University
Colorado Mesa University
Northeastern State University (OK)
Southeast Missouri State University
Tarleton State University

Table 4.36: Graduate Teaching Assistants by Number and Average Stipend

1. The Average Stipend for Fort Hays State University which was previously reported in the 2016 University Data Book incorrectly, was amended for this section to reflect the correct calculation. FHSU inadvertently reported total stipend rather than average stipend in the prior year. This has been corrected in the online version of the data books located here: http://www.kansasregents.org/data/system_data/higher_education_data_books and the calculation has also been corrected in the current version of this University Data Book publication.