



# STATE UNIVERSITY DATA BOOK

## Section IV: Faculty and Staff

January 2022

★ LEADING HIGHER EDUCATION ★

**Budgeted Positions by Program  
Fiscal Year 2022**

Table 4.1

Category	KU	KUMC	KSU	KSU- Vet Med	WSU
<b>UNCLASSIFIED</b>					
<b>1.0 INSTRUCTION</b>					
1.1 General Academic Instruction	2,445.30	1,649.29	1,369.39	244.74	698.25
1.4 Preparatory/ Adult Basic Education	26.25	0.00	0.00	0.00	0.00
1.5 Continuing Education	85.19	9.23	0.00	0.00	0.00
<b>Subtotal - INSTRUCTION</b>	<b>2,556.74</b>	<b>1,658.52</b>	<b>1,369.39</b>	<b>244.74</b>	<b>698.25</b>
<b>2.0 RESEARCH</b>					
2.1 Institutional/Research Centers	506.99	468.56	457.44	0.00	430.38
2.2 Individual/Project Research	363.13	610.66	314.13	1.75	21.47
<b>Subtotal - RESEARCH</b>	<b>870.12</b>	<b>1,079.22</b>	<b>771.57</b>	<b>1.75</b>	<b>451.85</b>
<b>3.0 PUBLIC SERVICES</b>					
3.1 Patient Services	0.00	18.05	0.00	0.00	0.00
3.2 Community Services	186.89	114.57	29.96	92.95	38.39
3.3 Cooperative Extension	0.00	0.00	507.15	0.00	0.00
3.5 Public Broadcasting	19.63	0.00	0.00	0.00	22.00
3.6 Community Education	0.00	0.00	0.00	0.00	106.43
<b>Subtotal - PUBLIC SERVICE</b>	<b>206.52</b>	<b>132.62</b>	<b>537.10</b>	<b>92.95</b>	<b>166.82</b>
<b>4.0 ACADEMIC SUPPORT</b>					
4.1 Libraries	147.15	13.98	73.98	0.00	32.00
4.2 Museums/Galleries	28.24	0.00	9.00	0.00	9.00
4.3 Audiovisual Services	2.00	11.00	0.00	0.00	21.08
4.4 Computing Support	88.40	29.26	15.75	0.00	62.00
4.5 Ancillary Support	0.00	0.00	1.05	0.00	2.00
4.6 Academic Administration	111.67	342.18	222.96	51.11	113.31
4.7 Course/Curriculum Development	0.00	0.00	0.00	0.00	0.50
<b>Subtotal - ACADEMIC SUPPORT</b>	<b>377.46</b>	<b>396.42</b>	<b>322.74</b>	<b>51.11</b>	<b>239.89</b>
<b>5.0 STUDENT SERVICES</b>					
5.1 Student Service Administration	165.16	14.59	64.15	0.00	13.00
5.2 Social/Cultural Development	48.40	3.00	22.80	0.00	103.47
5.3 Counseling/Career Guidance	48.45	11.25	35.90	0.00	12.75
5.4 Financial Aid Administration	22.00	5.00	17.00	0.00	21.00
5.5 Student Auxiliary Services	0.00	6.00	0.00	0.00	0.00
5.6 Intercollegiate Athletics	2.75	0.00	0.00	0.00	29.00
5.7 Student Recruitment/Admissions/Records	65.94	9.25	57.65	0.00	77.75
5.8 Student Services IT	15.76	0.00	0.00	0.00	0.00
<b>Subtotal - STUDENT SERVICES</b>	<b>368.46</b>	<b>49.09</b>	<b>197.50</b>	<b>0.00</b>	<b>256.97</b>
<b>6.0 INSTITUTIONAL SUPPORT</b>					
6.1 Executive Management	51.38	48.73	88.58	0.00	30.72
6.2 Fiscal Operations	63.92	30.08	49.00	0.00	42.30
6.3 General Administrative Services	109.53	127.38	44.00	0.00	38.25
6.4 Logistical Services	75.00	1.00	1.75	0.00	0.00
6.6 Centralized Research Operations	0.00	105.90	0.00	0.00	0.00
6.7 Public Relations / Development	40.10	17.11	31.94	0.00	22.50
<b>Subtotal - INSTITUTIONAL SUPPORT</b>	<b>339.93</b>	<b>330.20</b>	<b>215.27</b>	<b>0.00</b>	<b>133.77</b>
<b>7.0 PHYSICAL PLANT</b>	<b>145.75</b>	<b>73.84</b>	<b>37.86</b>	<b>1.00</b>	<b>33.84</b>
<b>8.0 SCHOLARSHIPS AND FELLOWSHIPS</b>	<b>4.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>SUBTOTAL - EDUCATIONAL AND GENERAL</b>	<b>4,868.98</b>	<b>3,719.91</b>	<b>3,451.43</b>	<b>391.55</b>	<b>1,981.39</b>
<b>9.0 OTHER ACTIVITIES</b>	0.00	0.00	0.00	0.00	0.00
<b>9.1 AUXILIARY ENTERPRISES</b>	83.63	9.00	162.30	0.00	19.62
<b>9.3 SERVICE CLEARING</b>	0.40	0.00	23.14	0.00	12.50
<b>9.5 LOCAL AGENCY</b>	0.00	0.00	206.80	0.00	0.00
<b>TOTAL - UNCLASSIFIED</b>	<b>4,953.01</b>	<b>3,728.91</b>	<b>3,843.67</b>	<b>391.55</b>	<b>2,013.51</b>
<b>UNIVERSITY SUPPORT STAFF</b>					
Educational and General	419.93	256.59	687.06	135.15	253.13
Auxiliary Enterprises	14.00	21.50	429.99	0.00	14.00
Service Clearing	0.00	0.00	55.37	0.00	2.00
Local Agency	0.00	0.00	56.42	0.00	0.00
<b>TOTAL - UNIVERSITY SUPPORT STAFF</b>	<b>433.93</b>	<b>278.09</b>	<b>1,228.85</b>	<b>135.15</b>	<b>269.13</b>
<b>GRAND TOTAL - UNCLASSIFIED &amp; UNIVERSITY SUPPORT STAFF</b>	<b>5,386.94</b>	<b>4,007.00</b>	<b>5,072.52</b>	<b>526.70</b>	<b>2,282.64</b>

Notes for this section begin on page 62.

Source: DBTF section XIII

**Budgeted Positions by Program  
Fiscal Year 2022**

Table 4.1

Category	ESU	PSU	FHSU	Total
<b>UNCLASSIFIED</b>				
<b>1.0 INSTRUCTION</b>				
1.1 General Academic Instruction	298.30	311.57	524.35	7,541.19
1.4 Preparatory/ Adult Basic Education	0.00	0.00	0.00	26.25
1.5 Continuing Education	0.00	0.00	0.00	94.42
<b>Subtotal - INSTRUCTION</b>	<b>298.30</b>	<b>311.57</b>	<b>524.35</b>	<b>7,661.86</b>
<b>2.0 RESEARCH</b>				
2.1 Institutional/Research Centers	0.00	15.85	0.00	1,879.22
2.2 Individual/Project Research	0.00	2.81	0.00	1,313.95
<b>Subtotal - RESEARCH</b>	<b>0.00</b>	<b>18.66</b>	<b>0.00</b>	<b>3,193.17</b>
<b>3.0 PUBLIC SERVICES</b>				
3.1 Patient Services	0.00	0.00	0.00	18.05
3.2 Community Services	18.00	15.11	10.00	505.87
3.3 Cooperative Extension	0.00	0.00	0.00	507.15
3.5 Public Broadcasting	0.00	5.00	0.00	46.63
3.6 Community Education	2.00	0.00	0.00	108.43
<b>Subtotal - PUBLIC SERVICE</b>	<b>20.00</b>	<b>20.11</b>	<b>10.00</b>	<b>1,186.12</b>
<b>4.0 ACADEMIC SUPPORT</b>				
4.1 Libraries	10.82	10.50	18.00	306.43
4.2 Museums/Galleries	0.00	0.00	8.20	54.44
4.3 Audiovisual Services	0.00	1.00	9.25	44.33
4.4 Computing Support	40.00	29.22	37.00	301.63
4.5 Ancillary Support	0.00	0.90	5.25	9.20
4.6 Academic Administration	38.00	12.50	33.85	925.58
4.7 Course/Curriculum Development	0.00	0.43	0.00	0.93
<b>Subtotal - ACADEMIC SUPPORT</b>	<b>88.82</b>	<b>54.55</b>	<b>111.55</b>	<b>1,642.54</b>
<b>5.0 STUDENT SERVICES</b>				
5.1 Student Service Administration	0.75	6.31	9.70	273.66
5.2 Social/Cultural Development	17.00	8.17	3.00	205.84
5.3 Counseling/Career Guidance	9.75	6.00	12.50	136.60
5.4 Financial Aid Administration	7.00	9.00	8.00	89.00
5.5 Student Auxiliary Services	0.00	0.00	0.00	6.00
5.6 Intercollegiate Athletics	28.00	34.00	36.10	129.85
5.7 Student Recruitment/Admissions/Records	19.00	13.25	25.00	267.84
5.8 Student Services IT	0.00	0.00	0.00	15.76
<b>Subtotal - STUDENT SERVICES</b>	<b>81.50</b>	<b>76.73</b>	<b>94.30</b>	<b>1,124.55</b>
<b>6.0 INSTITUTIONAL SUPPORT</b>				
6.1 Executive Management	13.00	14.58	18.45	265.44
6.2 Fiscal Operations	18.60	8.00	17.30	229.20
6.3 General Administrative Services	7.00	9.00	3.00	338.16
6.4 Logistical Services	0.00	0.00	0.00	77.75
6.6 Centralized Research Operations	0.00	0.00	0.00	105.90
6.7 Public Relations / Development	31.00	28.30	17.25	188.20
<b>Subtotal - INSTITUTIONAL SUPPORT</b>	<b>69.60</b>	<b>59.88</b>	<b>56.00</b>	<b>1,204.65</b>
<b>7.0 PHYSICAL PLANT</b>	<b>35.75</b>	<b>5.86</b>	<b>70.50</b>	<b>404.40</b>
<b>8.0 SCHOLARSHIPS AND FELLOWSHIPS</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>4.00</b>
<b>SUBTOTAL - EDUCATIONAL AND GENERAL</b>	<b>593.97</b>	<b>547.36</b>	<b>866.70</b>	<b>16,421.30</b>
<b>9.0 OTHER ACTIVITIES</b>	0.00	0.00	0.00	0.00
<b>9.1 AUXILIARY ENTERPRISES</b>	23.50	16.74	50.80	365.59
<b>9.3 SERVICE CLEARING</b>	1.00	3.56	8.50	49.10
<b>9.5 LOCAL AGENCY</b>	0.00	0.00	0.00	206.80
<b>TOTAL - UNCLASSIFIED</b>	<b>618.47</b>	<b>567.66</b>	<b>926.00</b>	<b>17,042.78</b>
<b>UNIVERSITY SUPPORT STAFF</b>				
Educational and General	93.27	203.82	90.00	2,138.95
Auxiliary Enterprises	26.16	28.63	9.00	543.28
Service Clearing	0.50	6.14	2.00	66.01
Local Agency	0.00	0.00	0.00	56.42
<b>TOTAL - UNIVERSITY SUPPORT STAFF</b>	<b>119.93</b>	<b>238.59</b>	<b>101.00</b>	<b>2,804.67</b>
<b>GRAND TOTAL - UNCLASSIFIED &amp; UNIVERSITY SUPPORT STAFF</b>	<b>738.40</b>	<b>806.25</b>	<b>1,027.00</b>	<b>19,847.45</b>

Notes for this section begin on page 62.

Source: DBTF section XIII

**Average Faculty Salaries by Academic Rank  
Fiscal Year 2022**
**Table 4.3**

<b>Instructional Faculty*</b>	<b>KU</b>	<b>KSU</b>	<b>KSU- Vet Med</b>	<b>WSU</b>	<b>ESU</b>	<b>PSU</b>	<b>FHSU</b>	<b>Total/Avg</b>
<b>Professors</b>	443	268	25	122	61	113	61	<b>1,093</b>
Average Salary	\$126,188	\$116,451	\$150,874	\$105,814	\$70,642	\$77,835	\$85,641	<b>\$111,729</b>
<b>Associate Professors</b>	339	258	16	130	61	70	70	<b>944</b>
Average Salary	\$86,891	\$91,216	\$109,472	\$78,362	\$66,134	\$65,983	\$71,547	<b>\$83,252</b>
<b>Assistant Professors</b>	254	138	14	120	69	44	114	<b>753</b>
Average Salary	\$89,073	\$74,894	\$105,628	\$70,029	\$61,669	\$59,356	\$62,448	<b>\$75,469</b>
<b>Instructors</b>	0	152	0	1	36	32	101	<b>322</b>
Average Salary	NA	\$53,444	NA	\$38,000	\$45,295	\$48,909	\$53,619	<b>\$52,089</b>
<b>Research and Public Service Faculty*</b>								
<b>Professors</b>	16	133	4	0	0	0	0	<b>153</b>
Average Salary	\$94,383	\$125,660	\$156,024	\$0	\$0	\$0	\$0	<b>\$123,183</b>
<b>Associate Professors</b>	22	67	1	0	0	0	0	<b>90</b>
Average Salary	\$78,157	\$93,628	\$101,464	\$0	\$0	\$0	\$0	<b>\$89,933</b>
<b>Assistant Professors</b>	28	59	4	0	0	0	0	<b>91</b>
Average Salary	\$63,923	\$69,974	\$100,272	\$0	\$0	\$0	\$0	<b>\$69,444</b>
<b>Instructors</b>	0	33	0	0	0	0	0	<b>33</b>
Average Salary	NA	\$54,174	NA	\$0	\$0	\$0	\$0	<b>\$54,174</b>
<b>Subtotal- Instructional Faculty</b>	<b>1,036</b>	<b>816</b>	<b>55</b>	<b>373</b>	<b>227</b>	<b>259</b>	<b>346</b>	<b>3,112</b>
Average Salary	<b>\$104,230</b>	<b>\$89,707</b>	<b>\$127,313</b>	<b>\$84,552</b>	<b>\$62,683</b>	<b>\$67,919</b>	<b>\$65,800</b>	<b>\$88,146</b>
<b>Subtotal- Research, and Public Service Faculty</b>	<b>66</b>	<b>292</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>367</b>
Average Salary	<b>\$76,052</b>	<b>\$98,980</b>	<b>\$125,183</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$95,499</b>
<b>Grand Total- All Faculty</b>	<b>1,102</b>	<b>1,108</b>	<b>64</b>	<b>373</b>	<b>227</b>	<b>259</b>	<b>346</b>	<b>3,479</b>
Average Salary	<b>\$102,542</b>	<b>\$92,151</b>	<b>\$127,013</b>	<b>\$84,552</b>	<b>\$62,683</b>	<b>\$67,919</b>	<b>\$65,800</b>	<b>\$88,922</b>

\*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 2022**

Table 4.32

Rank	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total/Avg
<b>Professors</b>	422	327	32	118	54	112	53	<b>1,118</b>
Average Salary Increase	0.7%	1.2%	0.7%	1.0%	0.0%	-0.1%	0.7%	<b>0.8%</b>
<b>Associate Professors</b>	339	290	29	123	50	70	64	<b>965</b>
Average Salary Increase	0.6%	2.5%	2.0%	0.8%	0.6%	0.0%	1.3%	<b>1.3%</b>
<b>Assistant Professors</b>	234	216	46	105	65	37	107	<b>810</b>
Average Salary Increase	0.1%	4.4%	1.4%	0.0%	0.6%	1.3%	1.6%	<b>1.6%</b>
<b>Instructors</b>	0	169	2	1	26	30	89	<b>317</b>
Average Salary Increase	NA	2.2%	0.0%	0.0%	0.8%	0.0%	1.2%	<b>1.6%</b>
<b>Total All Ranks</b>	<b>995</b>	<b>1,002</b>	<b>109</b>	<b>347</b>	<b>195</b>	<b>249</b>	<b>313</b>	<b>3,210</b>
Average Salary Increase	<b>0.6%</b>	<b>2.2%</b>	<b>1.3%</b>	<b>0.7%</b>	<b>0.4%</b>	<b>0.1%</b>	<b>1.2%</b>	<b>1.2%</b>

Notes for this section begin on page 62.

Source: DBTF Section VI

**Average Salary Increases  
Other Full-time, Continuing Personnel  
Fiscal Year 2022**

**Table 4.33**

Rank	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total/Avg
<b>President</b>	1	1	0	0	0	1	1	<b>4</b>
Average Salary Increase	0.0%	0.0%	NA	NA	NA	0.0%	3.7%	<b>0.6%</b>
<b>Vice-Presidents</b>	10	5	0	4	3	4	3	<b>29</b>
Average Salary Increase	0.6%	10.7%	NA	6.9%	0.0%	0.0%	0.0%	<b>3.2%</b>
<b>Assoc. Vice-Presidents/ Asst. Vice-Presidents/ Directors</b>	129	90	3	13	23	49	17	<b>324</b>
Average Salary Increase	2.7%	1.0%	0.0%	1.9%	0.3%	0.7%	0.9%	<b>1.7%</b>
<b>Deans</b>	11	12	0	8	7	5	4	<b>47</b>
Average Salary Increase	0.6%	4.4%	NA	0.0%	0.0%	0.0%	0.0%	<b>1.5%</b>
<b>Other Unclassified with Faculty Rank</b>	138	82	2	11	5	0	13	<b>251</b>
Average Salary Increase	0.0%	-0.7%	1.6%	0.0%	0.0%	NA	0.9%	<b>-0.3%</b>
<b>Other Unclassified without Faculty Rank</b>	1,800	1,136	167	872	185	98	205	<b>4,463</b>
Average Salary Increase	1.4%	1.5%	-0.6%	2.2%	0.4%	0.7%	0.8%	<b>1.5%</b>
<b>Total Other Unclassified</b>	2,089	1,326	172	908	223	157	243	<b>5,118</b>
Average Salary Increase	1.4%	1.4%	-0.6%	2.2%	0.3%	0.6%	0.8%	<b>1.4%</b>
<b>Total Faculty (Table 4.32)</b>	995	1,002	109	347	195	249	313	<b>3,210</b>
Average Salary Increase	0.6%	2.2%	1.3%	0.7%	0.4%	0.1%	1.2%	<b>1.2%</b>
<b>Total Faculty and Other Unclassified</b>	<b>3,084</b>	<b>2,328</b>	<b>281</b>	<b>1,255</b>	<b>418</b>	<b>406</b>	<b>556</b>	<b>8,328</b>
Average Salary Increase	<b>1.1%</b>	<b>1.8%</b>	<b>0.6%</b>	<b>1.6%</b>	<b>0.4%</b>	<b>0.3%</b>	<b>1.0%</b>	<b>1.3%</b>

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 2022 over 2021**

Table 4.34

<b>% of Salary Increase Over Previous Year</b>	<b>KU</b>	<b>KSU</b>	<b>KSU- Vet Med</b>	<b>WSU</b>	<b>ESU</b>	<b>PSU</b>	<b>FHSU</b>	<b>Total</b>
None	2,583	1,882	231	1,059	378	388	366	<b>6,887</b>
.10 to 2.99	97	170	30	38	19	2	141	<b>497</b>
3.00 to 4.99	106	119	9	76	4	2	21	<b>337</b>
5.00 to 6.99	91	69	2	58	7	4	7	<b>238</b>
7.00 to 8.99	54	29	3	36	6	1	11	<b>140</b>
9.00 to 11.99	50	51	1	48	4	5	6	<b>165</b>
12.00 to 14.99	36	13	2	39	0	0	2	<b>92</b>
15.00 to 19.99	41	22	0	27	0	1	2	<b>93</b>
20.00 and Over	26	30	3	2	0	3	0	<b>64</b>
<b>Total No. of Persons</b>	<b>3,084</b>	<b>2,385</b>	<b>281</b>	<b>1,383</b>	<b>418</b>	<b>406</b>	<b>556</b>	<b>8,513</b>
<b>Average \$ increase</b>	<b>\$806</b>	<b>\$1,424</b>	<b>\$476</b>	<b>\$1,037</b>	<b>\$216</b>	<b>\$197</b>	<b>\$682</b>	<b>\$940</b>
<b>Average % Increase</b>	<b>1.1%</b>	<b>1.8%</b>	<b>0.6%</b>	<b>1.6%</b>	<b>0.4%</b>	<b>0.3%</b>	<b>1.0%</b>	<b>1.3%</b>

**Notes for this section begin on page 62.**

Source: *DBTF Sections VII*

## Average Salaries of Instructional Faculty, Compared to Peer Institutions Fiscal Year 2021

Table 4.35

Institution	Average Salary - Kansas	Average Salary - Peer Group	Relative Funding*
University of Kansas	\$95,000	\$114,848	82.7%
Kansas State University	\$88,300	\$102,317	86.3%
Wichita State University	\$83,300	\$98,830	84.3%
Emporia State University	\$63,200	\$67,896	93.1%
Pittsburg State University	\$70,400	\$91,420	77.0%
Fort Hays State University	\$66,100	\$62,884	105.1%
<b>Total</b>	<b>\$86,275</b>	<b>\$100,682</b>	<b>85.7%</b>

### Relative Funding of Instructional Faculty Salaries, FY 2017 - FY 2021\*

Institution	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021
University of Kansas	87.6%	84.8%	83.1%	84.3%	82.7%
Kansas State University	90.2%	90.1%	89.0%	85.3%	86.3%
Wichita State University	77.5%	75.4%	85.6%	83.7%	84.3%
Emporia State University	90.7%	89.8%	88.1%	93.0%	93.1%
Pittsburg State University	84.9%	77.8%	81.0%	78.4%	77.0%
Fort Hays State University	98.5%	101.0%	103.6%	106.7%	105.1%
<b>Total</b>	<b>83.7%</b>	<b>83.8%</b>	<b>85.9%</b>	<b>85.4%</b>	<b>85.7%</b>

### Peers and Average All Ranks Faculty Salaries FY 2021

<b>University of Kansas</b>	<b>\$95,000</b>	<b>Kansas State University</b>	<b>\$88,300</b>
Indiana University (Bloomington)	\$107,300	Auburn University	\$98,400
University of Missouri (Columbia)	\$96,000	Clemson University	\$96,500
University of Oregon	\$103,200	Colorado State University	\$100,800
Michigan State University	\$113,200	Oklahoma State University	\$86,100
University at Buffalo	\$106,100	University of Massachusetts (Amherst)	\$114,800
<b>Wichita State University</b>	<b>\$83,300</b>	<b>Emporia State University</b>	<b>\$63,200</b>
New Mexico State University	\$80,700	Colorado State University (Pueblo)	Not available
University of Massachusetts (Lowell)	\$112,600	Northwest Missouri State University	Not available
University of Nevada (Reno)	\$93,700	Pittsburg State University	\$70,400
University of North Dakota	\$80,000	University of Nebraska (Kearney)	\$70,200
Wright State University	Not available	West Texas A&M University	Not available
<b>Pittsburg State University</b>	<b>\$70,400</b>	<b>Fort Hays State University</b>	<b>\$66,100</b>
Arkansas Tech University	Not available	Northwest Missouri State University	Not available
Ferris State University	\$88,700	Colorado Mesa University	Not available
Indiana University of Pennsylvania	\$92,800	Northeastern State University (OK)	Not available
Northwest Missouri State University	Not available	Southeast Missouri State University	\$64,900
Valdosta State University	Not available	Tarleton State University	Not available

\*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 Pittsburg State University (PSU has not participated in the AAUP survey since FY 2018)



### Graduate Teaching Assistants by Number and Average Stipend Fiscal Year 2022

Table 4.36

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	942	441.4	\$18,406.00
Kansas State University	548	250.0	\$16,012.87
K-State Vet Med Center	1	1.0	\$10,600.00
Wichita State University	289	113.0	\$9,444.44
Emporia State University	93	19.0	\$7,344.00
Pittsburg State University	102	38.4	\$5,005.00
Fort Hays State University	82	41.0	\$10,000.00
<b>Total</b>	<b>2,057</b>	<b>903.8</b>	<b>\$15,431.72</b>

### Graduate Research Assistants by Number and Average Stipend Fiscal Year 2022

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	606	299.1	\$19,115.00
Kansas State University	670	316.5	\$18,918.00
K-State Vet Med Center	11	5.0	\$33,042.00
Wichita State University	131	50.0	\$12,000.00
Emporia State University	38	19.0	\$7,344.00
Pittsburg State University	23	9.2	\$6,918.00
Fort Hays State University	0	0.0	\$0.00
<b>Total</b>	<b>1,479</b>	<b>698.8</b>	<b>\$18,135.67</b>

### Other Graduate Assistants by Number and Average Stipend Fiscal Year 2022

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	79	36.0	\$12,874.00
Kansas State University	36	18.0	\$11,615.00
K-State Vet Med Center	1	1.0	\$20,000.00
Wichita State University	107	43.0	\$8,000.00
Emporia State University	7	3.5	\$7,344.00
Pittsburg State University	27	10.8	\$9,669.00
Fort Hays State University	0	0.0	\$0.00
<b>Total</b>	<b>257</b>	<b>112.3</b>	<b>\$10,388.81</b>

\*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.

**Notes for this section begin on page 62.**

Source: *DBTF Section VI*

**State Universities: Faculty by Age  
Fiscal Year 2022**

Table 4.4

Age Category	KU	KUMC	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total
29 and Under	9	14	42	1	12	6	2	10	96
30 - 39	225	424	584	35	122	53	39	81	1,563
40 - 49	335	441	794	38	138	63	64	103	1,976
50 - 59	303	217	665	37	124	57	76	78	1,557
60 - 64	95	89	317	12	60	19	39	33	664
65 - 69	82	60	181	6	43	16	26	20	434
70 & Over	53	24	94	2	35	13	13	21	255
<b>Total</b>	<b>1,102</b>	<b>1,269</b>	<b>2,677</b>	<b>131</b>	<b>534</b>	<b>227</b>	<b>259</b>	<b>346</b>	<b>6,545</b>

## 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 &amp; Over</u>
1.5%	23.9%	30.2%	23.8%	10.1%	6.6%	3.9%

**Tenure Status of Institutional Personnel  
Fall 2021**

Table 4.5

Institution	Number Holding Tenure	Number Eligible for Tenure	% of Eligible Faculty Holding Tenure
University of Kansas	761	942	80.8%
University of Kansas Medical Center	230	299	76.9%
Kansas State University (includes ESARP, Vet Med)	826	1,021	80.9%
Wichita State University	261	382	68.3%
Emporia State University	115	191	60.2%
Pittsburg State University	205	242	84.7%
Fort Hays State University	131	208	63.0%
<b>Total</b>	<b>2,529</b>	<b>3,285</b>	<b>77.0%</b>

Notes for this section begin on page 62.

Source: DBTF Section IX and Section VIII

**Faculty Resignations, Retirements, and Terminations by Institutions  
Fiscal Year 2017 - 2021**

Table 4.6

Categories	KU	KUMC	KSU and KSU-VM	WSU	ESU	PSU	FHSU	Total
<b>Resignations/Deaths</b>								
<b>FY 2017</b>	29	53	71	17	18	5	24	<b>217</b>
<b>FY 2018</b>	32	34	63	13	8	8	36	<b>194</b>
<b>FY 2019</b>	25	60	59	9	9	12	18	<b>192</b>
<b>FY 2020</b>	26	51	65	11	11	15	11	<b>190</b>
<b>FY 2021</b>	14	64	67	10	16	12	21	<b>204</b>
<b>Retirements</b>								
<b>FY 2017</b>	22	15	50	24	8	9	5	<b>133</b>
<b>FY 2018</b>	18	7	49	13	5	0	8	<b>100</b>
<b>FY 2019</b>	39	12	52	7	8	6	7	<b>131</b>
<b>FY 2020</b>	35	10	38	13	6	14	7	<b>123</b>
<b>FY 2021</b>	22	15	41	21	18	20	12	<b>149</b>
<b>Terminations</b>								
<b>FY 2017</b>	4	8	1	4	0	0	4	<b>21</b>
<b>FY 2018</b>	2	6	4	2	1	1	10	<b>26</b>
<b>FY 2019</b>	0	7	33	2	2	0	2	<b>46</b>
<b>FY 2020</b>	1	8	38	1	0	2	1	<b>51</b>
<b>FY 2021</b>	0	7	50	0	2	0	1	<b>60</b>

**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.

### Table 4.1: Budgeted Positions by Program

1. Due to infrequent usage, the Academic Personnel Development position (position 4.8) has been phased out of the DBTF report. Starting with the 2020 State University Data Book, all data for that position will be merged with the Academic Administration position (position 4.6).
2. In prior years, KU misreported personnel in "Community Services" positions as "Patient Services" and personnel in "Public Broadcasting" positions as "Cooperative Extension". This has been corrected, but data may not match previously published data books.
3. Beginning in Fiscal Year 2021, the "Research Support" position has been replaced by "Centralized Research Operations".

### Table 4.3: Average Faculty Salaries by Academic Rank

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

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. 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