



STATE UNIVERSITY DATA BOOK

Section IV: Faculty and Staff

January 2016

★ LEADING HIGHER EDUCATION ★

**Budgeted Positions by Program
Fiscal Year 2016**

Table 4.1

Category	KU	KUMC	KSU	KSU- Vet Med	WSU
UNCLASSIFIED					
1.0 INSTRUCTION					
1.1 General Academic Instruction	2,441.99	2,145.68	1,490.79	134.49	660.14
1.4 Preparatory/ Adult Basic Education	65.27	0.00	0.00	0.00	0.00
1.5 Continuing Education	29.55	8.80	0.00	0.00	0.00
Subtotal - INSTRUCTION	2,536.81	2,154.48	1,490.79	134.49	660.14
2.0 RESEARCH					
2.1 Institutional/Research Centers	591.95	310.41	267.27	0.00	216.78
2.2 Individual/Project Research	298.82	23.00	140.38	0.00	25.23
2.7 Research Support	0.00	26.10	0.00	0.00	0.00
Subtotal - RESEARCH	890.77	359.51	407.65	0.00	242.01
3.0 PUBLIC SERVICES					
3.1 Patient Services	137.16	0.00	0.00	0.00	0.00
3.2 Community Services	0.00	0.00	18.74	25.30	13.71
3.3 Cooperative Extension	20.37	34.90	495.10	0.00	0.00
3.5 Public Broadcasting	0.00	0.00	0.00	0.00	16.00
3.6 Community Education	0.00	0.00	0.00	0.00	97.38
Subtotal - PUBLIC SERVICE	157.53	34.90	513.84	25.30	127.09
4.0 ACADEMIC SUPPORT					
4.1 Libraries	138.14	21.75	77.40	0.00	21.00
4.2 Museums/Galleries	26.45	0.00	9.00	0.00	8.50
4.3 Audiovisual Services	15.00	0.00	0.00	0.00	15.00
4.4 Computing Support	133.45	23.61	87.29	0.00	52.80
4.5 Ancillary Support	0.00	0.00	2.05	0.00	1.00
4.6 Academic Administration	132.48	190.09	97.89	38.32	84.07
4.7 Course/Curriculum Development	3.00	0.00	0.00	0.00	0.00
Subtotal - ACADEMIC SUPPORT	448.52	235.45	273.63	38.32	182.37
5.0 STUDENT SERVICES					
5.1 Student Service Administration	49.77	20.47	48.35	0.00	8.80
5.2 Social/Cultural Development	54.65	0.00	38.78	0.00	54.79
5.3 Counseling/Career Guidance	28.00	9.80	27.30	0.00	11.00
5.4 Financial Aid Administration	23.00	4.00	12.00	0.00	16.00
5.5 Student Auxiliary Services	0.00	12.95	0.00	0.00	0.00
5.6 Intercollegiate Athletics	5.99	0.00	12.75	0.00	24.00
5.7 Student Recruitment/Admissions/Records	77.21	5.25	34.00	0.00	30.00
5.8 Student Services IT	19.75	0.00	0.00	0.00	0.00
Subtotal - STUDENT SERVICES	258.37	52.47	173.17	0.00	144.59
6.0 INSTITUTIONAL SUPPORT					
6.1 Executive Management	70.28	45.71	56.61	0.00	36.90
6.2 Fiscal Operations	56.75	21.60	26.00	0.00	21.60
6.3 General Administrative Services	96.53	84.15	25.52	0.00	16.00
6.4 Logistical Services	88.25	6.00	50.06	0.00	0.00
6.7 Public Relations / Development	38.25	10.00	39.00	0.00	18.00
Subtotal - INSTITUTIONAL SUPPORT	350.06	167.46	197.19	0.00	92.50
7.0 PHYSICAL PLANT	161.37	54.25	36.05	1.00	10.60
8.0 SCHOLARSHIPS AND FELLOWSHIPS	3.00	0.00	0.00	0.00	0.00
SUBTOTAL - EDUCATIONAL AND GENERAL	4,806.44	3,058.52	3,092.33	199.10	1,459.30
9.0 OTHER ACTIVITIES	0.00	0.00	0.00	0.00	0.00
9.1 AUXILIARY ENTERPRISES	142.76	4.00	137.00	0.00	7.00
9.3 SERVICE CLEARING	5.42	18.48	15.49	0.00	0.00
9.5 LOCAL AGENCY	0.00	0.00	154.50	0.00	0.00
TOTAL - UNCLASSIFIED	4,954.61	3,081.00	3,399.32	199.10	1,466.30
UNIVERSITY SUPPORT STAFF					
Educational and General	651.11	182.74	1,215.07	143.54	569.55
Auxiliary Enterprises	49.50	33.50	365.10	0.00	29.00
Service Clearing	0.00	38.64	48.43	0.00	10.00
Local Agency	0.00	0.00	43.99	0.00	0.00
TOTAL - UNIVERSITY SUPPORT STAFF	700.61	254.88	1,672.58	143.54	608.55
GRAND TOTAL - UNCLASSIFIED & UNIVERSITY SUPPORT STAFF	5,655.22	3,335.88	5,071.90	342.64	2,074.85

Notes for this section begin on page 62.

Source: DBTF section XIII

**Budgeted Positions by Program
Fiscal Year 2016**

Table 4.1

Category	ESU	PSU	FHSU	Total
UNCLASSIFIED				
1.0 INSTRUCTION				
1.1 General Academic Instruction	300.50	347.82	396.50	7,917.91
1.4 Preparatory/ Adult Basic Education	0.00	0.00	0.00	65.27
1.5 Continuing Education	0.00	0.00	0.00	38.35
Subtotal - INSTRUCTION	300.50	347.82	396.50	8,021.53
2.0 RESEARCH				
2.1 Institutional/Research Centers	0.00	8.18	0.00	1,394.60
2.2 Individual/Project Research	0.00	38.01	0.00	525.44
2.7 Research Support	0.00	0.00	0.00	26.10
Subtotal - RESEARCH	0.00	46.19	0.00	1,946.14
3.0 PUBLIC SERVICES				
3.1 Patient Services	0.00	0.00	0.00	137.16
3.2 Community Services	16.00	17.11	25.45	116.31
3.3 Cooperative Extension	2.75	0.00	0.00	553.12
3.5 Public Broadcasting	0.00	5.50	0.00	21.50
3.6 Community Education	0.00	0.00	1.00	98.38
Subtotal - PUBLIC SERVICE	18.75	22.61	26.45	926.47
4.0 ACADEMIC SUPPORT				
4.1 Libraries	11.00	11.50	16.00	296.79
4.2 Museums/Galleries	0.00	0.00	7.50	51.45
4.3 Audiovisual Services	0.00	2.00	8.00	40.00
4.4 Computing Support	28.00	26.00	30.50	381.65
4.5 Ancillary Support	0.00	0.48	4.25	7.78
4.6 Academic Administration	28.00	18.60	20.90	610.35
4.7 Course/Curriculum Development	0.00	0.50	0.00	3.50
Subtotal - ACADEMIC SUPPORT	67.00	59.08	87.15	1,391.52
5.0 STUDENT SERVICES				
5.1 Student Service Administration	0.00	8.06	6.80	142.25
5.2 Social/Cultural Development	14.00	7.19	4.00	173.41
5.3 Counseling/Career Guidance	6.75	5.00	7.50	95.35
5.4 Financial Aid Administration	6.00	6.00	6.00	73.00
5.5 Student Auxiliary Services	0.00	0.00	0.00	12.95
5.6 Intercollegiate Athletics	26.00	33.00	29.10	130.84
5.7 Student Recruitment/Admissions/Records	18.00	11.00	17.00	192.45
5.8 Student Services IT	0.00	0.00	0.00	19.75
Subtotal - STUDENT SERVICES	70.75	70.25	70.40	840.00
6.0 INSTITUTIONAL SUPPORT				
6.1 Executive Management	14.50	26.22	20.00	270.22
6.2 Fiscal Operations	10.00	6.50	14.00	156.45
6.3 General Administrative Services	5.00	5.50	1.00	233.70
6.4 Logistical Services	0.00	0.00	0.00	144.31
6.7 Public Relations / Development	31.50	21.34	12.75	170.84
Subtotal - INSTITUTIONAL SUPPORT	61.00	59.56	47.75	975.52
7.0 PHYSICAL PLANT	6.00	6.86	27.50	303.63
8.0 SCHOLARSHIPS AND FELLOWSHIPS	0.00	0.00	0.00	3.00
SUBTOTAL - EDUCATIONAL AND GENERAL	524.00	612.37	655.75	14,407.81
9.0 OTHER ACTIVITIES	0.00	0.00	0.00	0.00
9.1 AUXILIARY ENTERPRISES	18.50	18.30	21.20	348.76
9.3 SERVICE CLEARING	0.00	0.00	3.50	42.89
9.5 LOCAL AGENCY	0.00	0.00	0.00	154.50
TOTAL - UNCLASSIFIED	542.50	630.67	680.45	14,953.95
UNIVERSITY SUPPORT STAFF				
Educational and General	218.68	278.89	186.25	3,445.82
Auxiliary Enterprises	39.00	36.25	28.50	580.85
Service Clearing	4.50	5.09	7.00	113.66
Local Agency	0.00	0.00	0.00	43.99
TOTAL - UNIVERSITY SUPPORT STAFF	262.18	320.23	221.75	4,184.31
GRAND TOTAL - UNCLASSIFIED & UNIVERSITY SUPPORT STAFF	804.68	950.90	902.20	19,138.26

Notes for this section begin on page 62.

Source: DBTF section XIII

Average Faculty Salaries by Academic Rank Fiscal Year 2016

Table 4.3

Instructional Faculty*	KSU-							Total/Avg
	KU	KSU	Vet Med	WSU	ESU	PSU	FHSU	
Professors	419	256	20	135	66	100	53	1,049
Average Salary	\$124,738	\$109,400	\$129,367	\$100,550	\$70,546	\$80,383	\$79,972	\$108,071
Associate Professors	409	273	12	131	74	88	77	1,064
Average Salary	\$82,356	\$80,916	\$100,061	\$73,852	\$58,700	\$62,355	\$66,865	\$76,718
Assistant Professors	269	260	24	121	69	77	98	918
Average Salary	\$74,017	\$70,981	\$86,061	\$63,547	\$59,268	\$58,636	\$59,447	\$68,138
Instructors	0	216	2	29	45	58	72	422
Average Salary	\$0	\$46,667	\$79,503	\$43,451	\$39,418	\$47,607	\$50,249	\$46,569
Research and Public Service Faculty*								
Professors	36	110	25	0	0	0	0	171
Average Salary	\$106,025	\$110,854	\$137,394	\$0	\$0	\$0	\$0	\$113,717
Associate Professors	25	54	10	0	0	0	0	89
Average Salary	\$77,127	\$80,633	\$94,109	\$0	\$0	\$0	\$0	\$81,163
Assistant Professors	35	75	25	0	0	0	0	135
Average Salary	\$56,669	\$69,256	\$68,776	\$0	\$0	\$0	\$0	\$65,904
Instructors	0	28	1	0	0	0	0	29
Average Salary	\$0	\$52,957	\$65,454	\$0	\$0	\$0	\$0	\$53,388
Subtotal- Instructional Faculty	1,097	1,005	58	416	254	323	300	3,453
Average Salary	\$96,499	\$78,240	\$103,664	\$77,399	\$58,516	\$64,402	\$62,770	\$80,277
Subtotal- Research, and Public Service Faculty	96	267	61	0	0	0	0	424
Average Salary	\$80,505	\$86,986	\$100,997	\$0	\$0	\$0	\$0	\$87,534
Grand Total- All Faculty	1,193	1,272	119	416	254	323	300	3,877
Average Salary	\$95,212	\$80,076	\$102,297	\$77,399	\$58,516	\$64,402	\$62,770	\$81,071

*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 2016

Table 4.32

Rank	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total/Avg
Professors	446	326	36	123	62	98	42	1,133
Average Salary Increase	0.5%	1.0%	1.7%	0.7%	0.0%	2.2%	2.6%	0.9%
Associate Professors	424	307	20	122	64	84	73	1,094
Average Salary Increase	0.5%	3.2%	2.6%	0.4%	0.6%	2.4%	3.1%	1.6%
Assistant Professors	249	288	30	105	48	56	79	855
Average Salary Increase	0.0%	2.7%	1.9%	0.6%	0.9%	1.8%	3.6%	1.5%
Instructors	0	196	3	24	33	46	61	363
Average Salary Increase	NA	2.4%	0.0%	1.9%	3.4%	1.6%	3.2%	2.4%
Total All Ranks	1,119	1,117	89	374	207	284	255	3,445
Average Salary Increase	0.4%	2.1%	1.9%	0.6%	0.7%	2.1%	3.2%	1.3%

Notes for this section begin on page 62.

Source: DBTF Section VI

Average Salary Increases
Other Full-time, Continuing Personnel
Fiscal Year 2016

Table 4.33

Rank	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total/Avg
President	1	1	NA	1	0	1	1	5
Average Salary Increase	2.0%	2.0%	NA	2.0%	0.0%	1.4%	2.0%	1.9%
Vice-Presidents	9	6	NA	4	4	2	2	27
Average Salary Increase	0.0%	0.0%	NA	2.3%	4.2%	1.4%	4.4%	1.0%
Assoc. Vice-Presidents/ Asst. Vice-Presidents/ Directors	137	93	1	15	22	57	12	337
Average Salary Increase	0.1%	0.9%	0.0%	0.0%	0.6%	1.6%	5.4%	0.7%
Deans	10	10	0	6	7	6	7	46
Average Salary Increase	0.0%	0.0%	0.0%	0.4%	0.4%	1.4%	1.8%	0.5%
Other Unclassified with Faculty Rank	98	60	4	11	6	0	10	189
Average Salary Increase	0.0%	1.2%	1.3%	1.5%	0.0%	0.0%	2.7%	0.8%
Other Unclassified without Faculty Rank	2,169	829	85	581	138	122	164	4,088
Average Salary Increase	0.1%	0.7%	0.0%	1.7%	1.1%	1.7%	3.2%	0.7%
Total Other Unclassified	2,424	999	90	618	177	188	196	4,692
Average Salary Increase	0.1%	0.8%	0.2%	1.6%	1.1%	1.6%	3.3%	0.7%
Total Faculty (Table 4.32)	1,119	1,117	89	374	207	284	255	3,445
Average Salary Increase	0.4%	2.1%	1.9%	0.6%	0.7%	2.1%	3.2%	1.3%
Total Faculty and Other Unclassified	3,543	2,116	179	992	384	472	451	8,137
Average Salary Increase	0.2%	1.5%	1.3%	1.2%	0.9%	1.9%	3.2%	1.0%

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 2016 over 2015**

Table 4.34

% of Salary Increase Over Previous Year	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total
None	3,471	1,582	124	837	339	2	1	6,356
.10 to 2.99	3	179	27	14	7	429	393	1,052
3.00 to 4.99	3	126	12	22	9	25	10	207
5.00 to 6.99	15	96	2	17	9	6	5	150
7.00 to 8.99	23	17	4	15	1	5	16	81
9.00 to 11.99	18	25	7	30	6	1	14	101
12.00 to 14.99	6	30	1	18	8	0	6	69
15.00 to 19.99	2	36	0	16	1	0	0	55
20.00 and Over	2	25	2	23	5	3	6	66
Total No. of Persons	3,543	2,116	179	992	385	471	451	8,137
Average \$ increase	\$154	\$1,186	\$1,246	\$845	\$517	\$1,268	\$1,989	\$714
Average % Increase	0.2%	1.5%	1.3%	1.2%	0.9%	1.9%	3.2%	1.0%

Notes for this section begin on page 62.

Source: DBTF Sections VII

Average Salaries of Instructional Faculty, Compared to Peer Institutions* Fiscal Year 2015

Table 4.35

Institution	Average Salary - Kansas	Average Salary - Peer Group	Relative Funding**
University of Kansas	\$92,600	\$104,349	88.7%
Kansas State University	\$78,300	\$85,084	92.0%
Wichita State University	\$71,300	\$87,815	81.2%
Emporia State University	\$58,500	\$64,876	90.2%
Pittsburg State University	\$63,800	\$73,876	86.4%
Fort Hays State University	\$62,200	\$60,895	102.1%
Total	\$80,029	\$88,841	90.1%

Relative Funding of Instructional Faculty Salaries, FY 2011 - FY 2015**

Institution	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
University of Kansas	90.1%	87.0%	91.1%	92.7%	88.7%
Kansas State University	89.9%	92.5%	91.1%	88.3%	92.0%
Wichita State University	86.3%	86.2%	84.2%	86.4%	81.2%
Emporia State University	88.9%	86.6%	86.0%	89.4%	90.2%
Pittsburg State University	92.8%	92.1%	92.2%	88.4%	86.4%
Fort Hays State University	90.7%	91.2%	95.0%	98.7%	102.1%
Total	91.8%	85.7%	87.6%	91.1%	90.1%

Peers and Average All Ranks Faculty Salaries FY 2015

University of Kansas	\$92,600	Kansas State University	\$78,300
Indiana University (Bloomington)	\$101,500	Auburn University	\$87,400
University of Missouri (Columbia)	\$90,700	Clemson University	\$92,000
University of Oregon	\$87,300	Colorado State University	\$99,400
Michigan State University	\$99,300	Oklahoma State University	\$80,500
University of Buffalo	Not available	Univ. of Massachusetts (Amherst)	\$104,400
Wichita State University	\$71,300	Emporia State University	\$58,500
New Mexico State University	\$75,900	Colorado State Univ. (Pueblo)	\$58,800
University of Massachusetts (Lowell)	\$101,600	Northwest Missouri State University	\$58,100
University of Nevada (Reno)	\$89,700	Pittsburg State University	\$63,800
University of North Dakota	\$80,200	University of Nebraska (Kearney)	\$63,000
Wright State University	\$80,700	West Texas A&M University	\$67,000
Pittsburg State University	\$63,800	Fort Hays State University	\$62,200
Arkansas Tech University	Not available	Northwest Missouri State University	\$58,100
Ferris State University	\$77,400	Colorado Mesa University	Not available
Indiana University of Pennsylvania	\$84,200	Northeastern State University (OK)	Not available
Northwest Missouri State University	\$58,100	Southeast Missouri State University	\$63,600
Valdosta State University	\$61,700	Tarleton State University	Not available

*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 2016

Table 4.36

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	1,144	532.5	\$16,013.78
Kansas State University	699	324.5	\$13,473.00
K-State Vet Med Center	2	1.0	\$20,685.00
Wichita State University	317	141.9	\$9,253.00
Emporia State University	91	22.3	\$7,344.00
Pittsburg State University	97	16.6	\$4,714.00
Fort Hays State University	85	34.0	\$722,500.00
Total	2,435	1072.8	\$36,371.79

Graduate Research Assistants by Number and Average Stipend Fiscal Year 2016

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	628	305.6	\$16,454.82
Kansas State University	710	329.3	\$16,587.00
K-State Vet Med Center	50	24.9	\$19,026.00
Wichita State University	189	74.8	\$11,501.00
Emporia State University**	11	0.0	\$7,344.00
Pittsburg State University**	5	0.0	\$6,045.00
Fort Hays State University	0	0.0	\$0.00
Total	1,593	734.7	\$16,096.85

Other Graduate Assistants by Number and Average Stipend Fiscal Year 2016

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	62	31.2	\$10,976.08
Kansas State University	44	21.7	\$12,463.00
K-State Vet Med Center	0	0.0	\$0.00
Wichita State University	94	39.1	\$8,070.00
Emporia State University**	31	0.0	\$7,344.00
Pittsburg State University**	21	0.0	\$8,892.00
Fort Hays State University	0	0.0	\$0.00
Total	252	92.0	\$10,090.43

*The comprehensive total for the average stipend is not all average stipends added together but rather is 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 or Other Graduate Assistants.

Notes for this section begin on page 62.

Source: DBTF Section VI

**State Universities: Faculty by Age
Fiscal Year 2016**

Table 4.4

Age Category	KU	KUMC	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total
29 and Under	18	11	43	1	10	7	9	9	108
30 - 39	266	314	330	31	103	53	54	72	1,223
40 - 49	306	271	325	34	123	59	78	86	1,282
50 - 59	276	207	462	33	129	59	98	66	1,330
60 - 64	164	86	143	13	74	43	41	31	595
65 - 69	105	40	85	5	51	22	35	25	368
70 & Over	58	24	34	2	37	11	8	11	185
Total	1,193	953	1,422	119	527	254	323	300	5,091

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>
2.1%	24.0%	25.2%	26.1%	11.7%	7.2%	3.6%

**Tenure Status of Institutional Personnel
Fall 2015**

Table 4.5

Institution	Number Holding Tenure	Number Eligible for Tenure	% of Eligible Faculty Holding
University of Kansas	872	1,110	78.6%
University of Kansas Medical Center	230	321	71.7%
Kansas State University (includes ESARP, Vet Med)	877	1,194	73.5%
Wichita State University	274	394	69.5%
Emporia State University	150	223	67.3%
Pittsburg State University	216	288	75.0%
Fort Hays State University	143	212	67.5%
Total	2,762	3,742	73.8%

Notes for this section begin on page 62.

Source: DBTF Section IX and Section VIII

**Faculty Resignations, Retirements, and Terminations by Institutions
Fiscal Year 2011 - 2015**

Table 4.6

Categories	KU	KUMC	KSU and KSU-VM	WSU	ESU	PSU	FHSU	Total
Resignations/Deaths								
FY 2011	0	38	36	15	6	6	9	110
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
Retirements								
FY 2011	3	9	29	4	7	2	9	63
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
Terminations								
FY 2011	0	8	3	7	1	4	3	26
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

Notes for this section begin on page 62.

Source: DBTF Section XI

Section IV Notes

General Note:

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 2016

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 2016

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

(Intentionally left blank)