



STATE UNIVERSITY DATA BOOK

Section IV: Faculty and Staff

January 2019

★ LEADING HIGHER EDUCATION ★

**Budgeted Positions by Program
Fiscal Year 2019**

Table 4.1

| Category | KU | KUMC | KSU | KSU- Vet Med | WSU |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|
| UNCLASSIFIED | | | | | |
| 1.0 INSTRUCTION | | | | | |
| 1.1 General Academic Instruction | 2,447.10 | 2,410.97 | 1,355.43 | 218.28 | 695.88 |
| 1.4 Preparatory/ Adult Basic Education | 78.02 | 0.00 | 0.00 | 0.00 | 0.00 |
| 1.5 Continuing Education | 43.25 | 7.50 | 0.00 | 0.00 | 0.00 |
| Subtotal - INSTRUCTION | 2,568.37 | 2,418.47 | 1,355.43 | 218.28 | 695.88 |
| 2.0 RESEARCH | | | | | |
| 2.1 Institutional/Research Centers | 510.97 | 331.91 | 426.73 | 0.00 | 270.56 |
| 2.2 Individual/Project Research | 324.07 | 17.50 | 340.70 | 0.00 | 20.86 |
| 2.7 Research Support | 0.00 | 33.75 | 0.00 | 0.00 | 0.00 |
| Subtotal - RESEARCH | 835.04 | 383.16 | 767.43 | 0.00 | 291.42 |
| 3.0 PUBLIC SERVICES | | | | | |
| 3.1 Patient Services | 151.78 | 0.00 | 0.00 | 0.00 | 0.00 |
| 3.2 Community Services | 0.00 | 0.00 | 18.99 | 69.15 | 29.25 |
| 3.3 Cooperative Extension | 18.09 | 108.92 | 504.37 | 0.00 | 0.00 |
| 3.5 Public Broadcasting | 0.00 | 0.00 | 0.00 | 0.00 | 21.00 |
| 3.6 Community Education | 0.00 | 0.00 | 0.00 | 0.00 | 114.50 |
| Subtotal - PUBLIC SERVICE | 169.87 | 108.92 | 523.36 | 69.15 | 164.75 |
| 4.0 ACADEMIC SUPPORT | | | | | |
| 4.1 Libraries | 151.66 | 23.10 | 74.40 | 0.00 | 29.00 |
| 4.2 Museums/Galleries | 25.95 | 0.00 | 9.00 | 0.00 | 10.00 |
| 4.3 Audiovisual Services | 7.00 | 13.87 | 0.00 | 0.00 | 19.00 |
| 4.4 Computing Support | 98.98 | 11.78 | 79.69 | 0.00 | 59.60 |
| 4.5 Ancillary Support | 0.00 | 0.00 | 1.05 | 0.00 | 1.00 |
| 4.6 Academic Administration | 118.75 | 238.18 | 118.32 | 65.87 | 105.19 |
| 4.7 Course/Curriculum Development | 8.94 | 0.00 | 0.00 | 0.00 | 0.00 |
| Subtotal - ACADEMIC SUPPORT | 411.28 | 286.93 | 282.46 | 65.87 | 223.79 |
| 5.0 STUDENT SERVICES | | | | | |
| 5.1 Student Service Administration | 79.17 | 20.97 | 60.15 | 0.00 | 14.00 |
| 5.2 Social/Cultural Development | 53.49 | 6.75 | 33.47 | 0.00 | 88.53 |
| 5.3 Counseling/Career Guidance | 40.35 | 11.75 | 28.60 | 0.00 | 12.75 |
| 5.4 Financial Aid Administration | 24.00 | 5.00 | 12.00 | 0.00 | 20.00 |
| 5.5 Student Auxiliary Services | 0.00 | 13.08 | 0.00 | 0.00 | 0.00 |
| 5.6 Intercollegiate Athletics | 5.75 | 0.00 | 0.00 | 0.00 | 25.00 |
| 5.7 Student Recruitment/Admissions/Records | 86.91 | 0.00 | 47.31 | 0.00 | 70.50 |
| 5.8 Student Services IT | 17.75 | 0.00 | 0.00 | 0.00 | 0.00 |
| Subtotal - STUDENT SERVICES | 307.42 | 57.55 | 181.53 | 0.00 | 230.78 |
| 6.0 INSTITUTIONAL SUPPORT | | | | | |
| 6.1 Executive Management | 64.93 | 50.17 | 77.75 | 0.00 | 37.90 |
| 6.2 Fiscal Operations | 68.93 | 22.68 | 31.33 | 0.00 | 42.10 |
| 6.3 General Administrative Services | 91.20 | 90.09 | 28.47 | 0.00 | 33.80 |
| 6.4 Logistical Services | 83.00 | 5.00 | 43.80 | 0.00 | 0.00 |
| 6.7 Public Relations / Development | 41.27 | 13.35 | 43.48 | 0.00 | 25.00 |
| Subtotal - INSTITUTIONAL SUPPORT | 349.33 | 181.29 | 224.83 | 0.00 | 138.80 |
| 7.0 PHYSICAL PLANT | 166.96 | 67.00 | 29.98 | 70.15 | 29.00 |
| 8.0 SCHOLARSHIPS AND FELLOWSHIPS | 3.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| SUBTOTAL - EDUCATIONAL AND GENERAL | 4,811.27 | 3,503.32 | 3,365.02 | 423.45 | 1,774.42 |
| 9.0 OTHER ACTIVITIES | 1.32 | 0.00 | 0.00 | 0.00 | 0.00 |
| 9.1 AUXILIARY ENTERPRISES | 159.25 | 12.82 | 154.48 | 0.00 | 14.00 |
| 9.3 SERVICE CLEARING | 15.20 | 19.11 | 22.82 | 0.00 | 11.00 |
| 9.5 LOCAL AGENCY | 0.00 | 0.00 | 192.80 | 0.00 | 0.00 |
| TOTAL - UNCLASSIFIED | 4,987.04 | 3,535.25 | 3,735.12 | 423.45 | 1,799.42 |
| UNIVERSITY SUPPORT STAFF | | | | | |
| Educational and General | 549.02 | 212.06 | 958.88 | 122.80 | 331.83 |
| Auxiliary Enterprises | 33.03 | 34.00 | 429.45 | 0.00 | 18.75 |
| Service Clearing | 0.00 | 38.19 | 55.28 | 0.00 | 3.00 |
| Local Agency | 0.00 | 0.00 | 50.51 | 0.00 | 0.00 |
| TOTAL - UNIVERSITY SUPPORT STAFF | 582.05 | 284.25 | 1,494.12 | 122.80 | 353.58 |
| GRAND TOTAL - UNCLASSIFIED & UNIVERSITY SUPPORT STAFF | 5,569.09 | 3,819.50 | 5,229.24 | 546.25 | 2,153.00 |

Notes for this section begin on page 62.

Source: DBTF section XIII

**Budgeted Positions by Program
Fiscal Year 2019**

Table 4.1

| Category | ESU | PSU | FHSU | Total |
|--|---------------|---------------|---------------|------------------|
| UNCLASSIFIED | | | | |
| 1.0 INSTRUCTION | | | | |
| 1.1 General Academic Instruction | 294.80 | 380.71 | 483.36 | 8,286.53 |
| 1.4 Preparatory/ Adult Basic Education | 0.00 | 0.00 | 0.00 | 78.02 |
| 1.5 Continuing Education | 0.00 | 0.00 | 0.00 | 50.75 |
| Subtotal - INSTRUCTION | 294.80 | 380.71 | 483.36 | 8,415.30 |
| 2.0 RESEARCH | | | | |
| 2.1 Institutional/Research Centers | 0.00 | 12.24 | 0.00 | 1,552.41 |
| 2.2 Individual/Project Research | 0.00 | 2.00 | 0.00 | 705.13 |
| 2.7 Research Support | 0.00 | 0.00 | 0.00 | 33.75 |
| Subtotal - RESEARCH | 0.00 | 14.24 | 0.00 | 2,291.29 |
| 3.0 PUBLIC SERVICES | | | | |
| 3.1 Patient Services | 0.00 | 0.00 | 0.00 | 151.78 |
| 3.2 Community Services | 17.25 | 5.64 | 10.54 | 150.82 |
| 3.3 Cooperative Extension | 0.75 | 15.19 | 0.00 | 647.32 |
| 3.5 Public Broadcasting | 0.00 | 5.00 | 0.00 | 26.00 |
| 3.6 Community Education | 2.00 | 0.00 | 1.50 | 118.00 |
| Subtotal - PUBLIC SERVICE | 20.00 | 25.83 | 12.04 | 1,093.92 |
| 4.0 ACADEMIC SUPPORT | | | | |
| 4.1 Libraries | 11.75 | 10.90 | 18.00 | 318.81 |
| 4.2 Museums/Galleries | 0.00 | 0.00 | 8.50 | 53.45 |
| 4.3 Audiovisual Services | 0.00 | 2.19 | 8.00 | 50.06 |
| 4.4 Computing Support | 37.00 | 24.94 | 33.50 | 345.49 |
| 4.5 Ancillary Support | 0.00 | 0.49 | 4.25 | 6.79 |
| 4.6 Academic Administration | 33.00 | 11.10 | 29.50 | 719.91 |
| 4.7 Course/Curriculum Development | 0.00 | 0.44 | 0.00 | 9.38 |
| Subtotal - ACADEMIC SUPPORT | 81.75 | 50.06 | 101.75 | 1,503.89 |
| 5.0 STUDENT SERVICES | | | | |
| 5.1 Student Service Administration | 0.00 | 7.41 | 4.68 | 186.38 |
| 5.2 Social/Cultural Development | 14.85 | 8.16 | 4.00 | 209.25 |
| 5.3 Counseling/Career Guidance | 9.25 | 5.40 | 7.50 | 115.60 |
| 5.4 Financial Aid Administration | 7.00 | 6.40 | 8.00 | 82.40 |
| 5.5 Student Auxiliary Services | 0.00 | 0.00 | 0.00 | 13.08 |
| 5.6 Intercollegiate Athletics | 26.00 | 34.30 | 30.17 | 121.22 |
| 5.7 Student Recruitment/Admissions/Records | 17.00 | 10.95 | 22.00 | 254.67 |
| 5.8 Student Services IT | 0.00 | 0.00 | 0.00 | 17.75 |
| Subtotal - STUDENT SERVICES | 74.10 | 72.62 | 76.35 | 1,000.35 |
| 6.0 INSTITUTIONAL SUPPORT | | | | |
| 6.1 Executive Management | 15.65 | 13.37 | 18.75 | 278.52 |
| 6.2 Fiscal Operations | 14.75 | 6.00 | 17.34 | 203.13 |
| 6.3 General Administrative Services | 6.00 | 7.83 | 3.00 | 260.39 |
| 6.4 Logistical Services | 0.00 | 0.00 | 0.00 | 131.80 |
| 6.7 Public Relations / Development | 32.00 | 25.80 | 13.50 | 194.40 |
| Subtotal - INSTITUTIONAL SUPPORT | 68.40 | 53.00 | 52.59 | 1,068.24 |
| 7.0 PHYSICAL PLANT | 8.00 | 5.86 | 47.00 | 423.95 |
| 8.0 SCHOLARSHIPS AND FELLOWSHIPS | 0.00 | 0.00 | 0.00 | 3.00 |
| SUBTOTAL - EDUCATIONAL AND GENERAL | 547.05 | 602.32 | 773.09 | 15,799.94 |
| 9.0 OTHER ACTIVITIES | 0.00 | 0.00 | 0.00 | 1.32 |
| 9.1 AUXILIARY ENTERPRISES | 17.50 | 18.13 | 50.82 | 427.00 |
| 9.3 SERVICE CLEARING | 1.00 | 1.56 | 7.00 | 77.69 |
| 9.5 LOCAL AGENCY | 0.00 | 0.00 | 0.00 | 192.80 |
| TOTAL - UNCLASSIFIED | 565.55 | 622.01 | 830.91 | 16,498.75 |
| UNIVERSITY SUPPORT STAFF | | | | |
| Educational and General | 185.55 | 209.20 | 130.00 | 2,699.34 |
| Auxiliary Enterprises | 36.80 | 33.21 | 10.00 | 595.24 |
| Service Clearing | 0.50 | 8.06 | 7.00 | 112.03 |
| Local Agency | 0.00 | 0.00 | 0.00 | 50.51 |
| TOTAL - UNIVERSITY SUPPORT STAFF | 222.85 | 250.47 | 147.00 | 3,457.12 |
| GRAND TOTAL - UNCLASSIFIED & UNIVERSITY SUPPORT STAFF | 788.40 | 872.48 | 977.91 | 19,955.87 |

Notes for this section begin on page 62.

Source: DBTF section XIII

**Average Faculty Salaries by Academic Rank
Fiscal Year 2019**

Table 4.3

| Instructional Faculty* | KSU- | | | | | | | Total/Avg |
|---|-----------------|-----------------|------------------|-----------------|-----------------|-----------------|-----------------|------------------|
| | KU | KSU | Vet Med | WSU | ESU | PSU | FHSU | |
| Professors | 441 | 246 | 11 | 115 | 71 | 104 | 55 | 1,043 |
| Average Salary | \$126,071 | \$112,690 | \$139,284 | \$108,505 | \$70,749 | \$79,993 | \$83,022 | \$110,487 |
| Associate Professors | 371 | 261 | 13 | 135 | 61 | 78 | 78 | 997 |
| Average Salary | \$85,815 | \$86,067 | \$104,502 | \$77,629 | \$63,856 | \$65,879 | \$69,721 | \$80,854 |
| Assistant Professors | 262 | 225 | 27 | 118 | 76 | 71 | 108 | 887 |
| Average Salary | \$76,144 | \$75,496 | \$90,090 | \$66,724 | \$61,878 | \$59,196 | \$61,512 | \$70,790 |
| Instructors | 1 | 198 | 4 | 0 | 36 | 54 | 94 | 387 |
| Average Salary | \$70,000 | \$51,744 | \$72,601 | \$0 | \$41,066 | \$48,274 | \$51,651 | \$50,507 |
| Research and Public Service Faculty* | | | | | | | | |
| Professors | 25 | 110 | 30 | 0 | 0 | 0 | 0 | 165 |
| Average Salary | \$110,255 | \$112,343 | \$139,075 | \$0 | \$0 | \$0 | \$0 | \$116,887 |
| Associate Professors | 20 | 55 | 15 | 0 | 0 | 0 | 0 | 90 |
| Average Salary | \$85,749 | \$87,030 | \$98,912 | \$0 | \$0 | \$0 | \$0 | \$88,726 |
| Assistant Professors | 18 | 71 | 28 | 0 | 0 | 0 | 0 | 117 |
| Average Salary | \$63,755 | \$69,339 | \$80,410 | \$0 | \$0 | \$0 | \$0 | \$71,130 |
| Instructors | 0 | 43 | 0 | 0 | 0 | 0 | 0 | 43 |
| Average Salary | \$0 | \$52,152 | \$0 | \$0 | \$0 | \$0 | \$0 | \$52,152 |
| Subtotal- Instructional Faculty | 1,075 | 930 | 55 | 368 | 244 | 307 | 335 | 3,314 |
| Average Salary | \$99,958 | \$83,244 | \$102,063 | \$83,781 | \$61,883 | \$66,018 | \$64,188 | \$83,943 |
| Subtotal- Research, and Public Service Faculty | 63 | 279 | 73 | 0 | 0 | 0 | 0 | 415 |
| Average Salary | \$89,190 | \$87,133 | \$108,320 | \$0 | \$0 | \$0 | \$0 | \$91,172 |
| Grand Total- All Faculty | 1,138 | 1,209 | 128 | 368 | 244 | 307 | 335 | 3,729 |
| Average Salary | \$99,362 | \$84,142 | \$105,632 | \$83,781 | \$61,883 | \$66,018 | \$64,188 | \$84,747 |

*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 2019

Table 4.32

| Rank | KU | KSU | KSU- Vet Med | WSU | ESU | PSU | FHSU | Total/Avg |
|-----------------------------|--------------|--------------|-----------------|-------------|-------------|-------------|-------------|--------------|
| Professors | 443 | 310 | 38 | 105 | 63 | 91 | 49 | 1,099 |
| Average Salary Increase | 1.2% | 0.6% | 0.5% | 3.1% | 0.5% | 2.9% | 2.7% | 1.2% |
| Associate Professors | 368 | 297 | 22 | 122 | 52 | 76 | 72 | 1,009 |
| Average Salary Increase | 1.6% | 1.8% | 0.4% | 3.1% | 1.4% | 4.3% | 3.7% | 2.1% |
| Assistant Professors | 201 | 293 | 45 | 86 | 71 | 64 | 94 | 854 |
| Average Salary Increase | 1.1% | 2.3% | 2.3% | 0.6% | 0.7% | 3.4% | 4.4% | 2.0% |
| Instructors | 0 | 198 | 4 | 0 | 24 | 49 | 64 | 339 |
| Average Salary Increase | NA | 0.4% | 0.0% | NA | 0.7% | 2.5% | 4.0% | 1.3% |
| Total All Ranks | 1,012 | 1,098 | 109 | 313 | 210 | 280 | 279 | 3,301 |
| Average Salary Increase | 1.3% | 1.3% | 1.1% | 2.5% | 0.8% | 3.3% | 3.8% | 1.6% |

Notes for this section begin on page 62.

Source: DBTF Section VI

**Average Salary Increases
Other Full-time, Continuing Personnel
Fiscal Year 2019**

Table 4.33

| Rank | KU | KSU | KSU- Vet Med | WSU | ESU | PSU | FHSU | Total/Avg |
|---|--------------|--------------|-----------------|--------------|-------------|-------------|-------------|--------------|
| President | 1 | 1 | 0 | 1 | 1 | 1 | 0 | 5 |
| Average Salary Increase | 0.0% | 0.0% | NA | 0.0% | 0.0% | 0.0% | NA | 0.0% |
| Vice-Presidents | 6 | 5 | 0 | 5 | 4 | 4 | 3 | 27 |
| Average Salary Increase | 1.1% | 0.0% | NA | 1.4% | 0.0% | 2.5% | 2.0% | 1.0% |
| Assoc. Vice-Presidents/ Asst. Vice-Presidents/ Directors | 119 | 125 | 3 | 11 | 21 | 45 | 15 | 339 |
| Average Salary Increase | 1.7% | 1.5% | 0.9% | 2.3% | 0.1% | 2.6% | 2.4% | 1.7% |
| Deans | 10 | 8 | 1 | 7 | 7 | 0 | 6 | 39 |
| Average Salary Increase | 0.0% | 0.6% | 0.0% | 2.9% | 0.0% | NA | 3.2% | 1.0% |
| Other Unclassified with Faculty Rank | 152 | 62 | 2 | 8 | 7 | 0 | 14 | 245 |
| Average Salary Increase | 0.2% | 0.8% | 0.0% | 5.2% | 1.7% | NA | 2.7% | 0.8% |
| Other Unclassified without Faculty Rank | 1,839 | 909 | 103 | 807 | 155 | 152 | 193 | 4,158 |
| Average Salary Increase | 1.4% | 1.0% | 0.9% | 3.0% | 1.2% | 2.4% | 4.1% | 1.8% |
| Total Other Unclassified | 2,127 | 1,110 | 109 | 839 | 195 | 202 | 231 | 4,813 |
| Average Salary Increase | 1.3% | 1.0% | 0.8% | 3.0% | 0.8% | 2.4% | 3.7% | 1.7% |
| Total Faculty (Table 4.32) | 1,012 | 1,098 | 109 | 313 | 210 | 280 | 279 | 3,301 |
| Average Salary Increase | 1.3% | 1.3% | 1.2% | 2.5% | 0.8% | 3.3% | 3.8% | 1.7% |
| Total Faculty and Other Unclassified | 3,139 | 2,229 | 218 | 1,152 | 405 | 482 | 510 | 8,135 |
| Average Salary Increase | 1.3% | 1.2% | 1.1% | 2.8% | 0.8% | 2.9% | 3.7% | 1.7% |

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 2019 over 2018**

Table 4.34

| % of Salary Increase Over Previous Year | KU | KSU | KSU- Vet Med | WSU | ESU | PSU | FHSU | Total |
|--|--------------|--------------|-------------------------|----------------|--------------|----------------|----------------|----------------|
| None | 2,618 | 1,949 | 193 | 476 | 343 | 7 | 1 | 5,587 |
| .10 to 2.99 | 83 | 52 | 5 | 547 | 19 | 151 | 231 | 1,088 |
| 3.00 to 4.99 | 116 | 40 | 5 | 27 | 11 | 209 | 200 | 608 |
| 5.00 to 6.99 | 83 | 42 | 1 | 39 | 12 | 37 | 30 | 244 |
| 7.00 to 8.99 | 59 | 22 | 2 | 47 | 9 | 18 | 18 | 175 |
| 9.00 to 11.99 | 61 | 22 | 6 | 53 | 5 | 9 | 14 | 170 |
| 12.00 to 14.99 | 36 | 45 | 3 | 33 | 3 | 1 | 8 | 129 |
| 15.00 to 19.99 | 42 | 37 | 2 | 34 | 0 | 0 | 5 | 120 |
| 20.00 and Over | 41 | 20 | 1 | 17 | 3 | 0 | 3 | 85 |
| Total No. of Persons | 3,139 | 2,229 | 218 | 1,273 | 405 | 432 | 510 | 8,206 |
| Average \$ increase | \$951 | \$909 | \$840 | \$1,720 | \$497 | \$2,386 | \$2,341 | \$1,195 |
| Average % Increase | 1.3% | 1.2% | 1.1% | 2.8% | 0.8% | 2.9% | 3.7% | 1.7% |

Notes for this section begin on page 62.

Source: *DBTF Sections VII*

Average Salaries of Instructional Faculty, Compared to Peer Institutions* Fiscal Year 2018

Table 4.35

| Institution | Average Salary - Kansas | Average Salary - Peer Group | Relative Funding** |
|----------------------------|----------------------------|--------------------------------|-----------------------|
| University of Kansas | \$95,600 | \$112,735 | 84.8% |
| Kansas State University | \$83,000 | \$92,108 | 90.1% |
| Wichita State University | \$73,100 | \$96,990 | 75.4% |
| Emporia State University | \$62,000 | \$69,053 | 89.8% |
| Pittsburg State University | \$66,300 | \$85,192 | 77.8% |
| Fort Hays State University | \$63,300 | \$62,645 | 101.0% |
| Total | \$83,491 | \$99,585 | 83.8% |

Relative Funding of Instructional Faculty Salaries, FY 2014 - FY 2018**

| Institution | FY 2014 | FY 2015 | FY 2016 | FY 2017 | FY 2018 |
|----------------------------|--------------|--------------|--------------|--------------|--------------|
| University of Kansas | 92.7% | 88.7% | 86.3% | 87.6% | 84.8% |
| Kansas State University | 88.3% | 92.0% | 93.4% | 90.2% | 90.1% |
| Wichita State University | 86.4% | 81.2% | 79.1% | 77.5% | 75.4% |
| Emporia State University | 89.4% | 90.2% | 89.5% | 90.7% | 89.8% |
| Pittsburg State University | 88.4% | 86.4% | 87.9% | 84.9% | 77.8% |
| Fort Hays State University | 98.7% | 102.1% | 97.3% | 98.5% | 101.0% |
| Total | 91.1% | 90.1% | 84.7% | 83.7% | 83.8% |

Peers and Average All Ranks Faculty Salaries FY 2018

| | | | |
|--------------------------------------|-----------------|-------------------------------------|-----------------|
| University of Kansas | \$95,600 | Kansas State University | \$83,000 |
| Indiana University (Bloomington) | \$107,300 | Auburn University | \$93,300 |
| University of Missouri (Columbia) | \$92,200 | Clemson University | \$92,600 |
| University of Oregon | \$92,200 | Colorado State University | \$90,300 |
| Michigan State University | \$115,500 | Oklahoma State University | \$83,300 |
| University of Buffalo | \$100,700 | Univ. of Massachusetts (Amherst) | \$112,000 |
| Wichita State University | \$73,100 | Emporia State University | \$62,000 |
| New Mexico State University | Not available | Colorado State Univ. (Pueblo) | Not available |
| University of Massachusetts (Lowell) | \$105,000 | Northwest Missouri State University | Not available |
| University of Nevada (Reno) | \$90,900 | Pittsburg State University | \$66,300 |
| University of North Dakota | \$79,100 | University of Nebraska (Kearney) | \$67,300 |
| Wright State University | \$89,600 | West Texas A&M University | \$68,600 |
| Pittsburg State University | \$66,300 | Fort Hays State University | \$63,300 |
| Arkansas Tech University | Not available | Northwest Missouri State University | Not available |
| Ferris State University | \$86,100 | Colorado Mesa University | Not available |
| Indiana University of Pennsylvania | \$87,700 | Northeastern State University (OK) | Not available |
| Northwest Missouri State University | Not available | Southeast Missouri State University | \$64,100 |
| Valdosta State University | Not available | 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 2019

Table 4.36

| Institution | Total Headcount | Full-Time Equivalent | Average Stipend* |
|----------------------------|--------------------|-------------------------|--------------------|
| University of Kansas | 1,188 | 553.9 | \$16,856.00 |
| Kansas State University | 664 | 308.2 | \$15,611.00 |
| K-State Vet Med Center | 1 | 0.5 | \$10,600.00 |
| Wichita State University | 333 | 136.0 | \$9,557.89 |
| Emporia State University | 95 | 22.3 | \$7,344.00 |
| Pittsburg State University | 100 | 40.0 | \$5,147.00 |
| Fort Hays State University | 82 | 41.0 | \$10,000.00 |
| Total | 2,463 | 1,101.9 | \$14,726.62 |

Graduate Research Assistants by Number and Average Stipend Fiscal Year 2019

| Institution | Total Headcount | Full-Time Equivalent | Average Stipend* |
|------------------------------|--------------------|-------------------------|--------------------|
| University of Kansas | 562 | 274.2 | \$17,903.00 |
| Kansas State University | 685 | 321.7 | \$18,026.00 |
| K-State Vet Med Center | 67 | 33.5 | \$20,977.00 |
| Wichita State University | 122 | 48.0 | \$11,055.00 |
| Emporia State University** | 18 | 0.0 | \$7,344.00 |
| Pittsburg State University | 15 | 6.0 | \$6,442.00 |
| Fort Hays State University** | 0 | 0.0 | \$0.00 |
| Total | 1,469 | 683.4 | \$17,530.00 |

Other Graduate Assistants by Number and Average Stipend Fiscal Year 2019

| Institution | Total Headcount | Full-Time Equivalent | Average Stipend* |
|------------------------------|--------------------|-------------------------|-------------------|
| University of Kansas | 87 | 40.1 | \$12,153.00 |
| Kansas State University | 60 | 28.4 | \$11,766.00 |
| K-State Vet Med Center** | 0 | 0.0 | \$0.00 |
| Wichita State University | 98 | 38.0 | \$7,000.00 |
| Emporia State University** | 50 | 0.0 | \$7,344.00 |
| Pittsburg State University | 26 | 10.4 | \$9,338.00 |
| Fort Hays State University** | 0 | 0.0 | \$0.00 |
| Total | 321 | 116.9 | \$9,302.73 |

*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 2019**

Table 4.4

| Age Category | KU | KUMC | KSU | KSU- Vet Med | WSU | ESU | PSU | FHSU | Total |
|--------------|--------------|--------------|--------------|-----------------|------------|------------|------------|------------|--------------|
| 29 and Under | 13 | 13 | 30 | 1 | 14 | 6 | 3 | 9 | 89 |
| 30 - 39 | 239 | 401 | 341 | 34 | 112 | 56 | 56 | 89 | 1,328 |
| 40 - 49 | 316 | 373 | 361 | 39 | 146 | 66 | 66 | 89 | 1,456 |
| 50 - 59 | 266 | 225 | 284 | 38 | 116 | 54 | 94 | 77 | 1,154 |
| 60 - 64 | 121 | 104 | 141 | 8 | 62 | 32 | 40 | 32 | 540 |
| 65 - 69 | 122 | 45 | 69 | 3 | 43 | 19 | 33 | 25 | 359 |
| 70 & Over | 61 | 21 | 33 | 5 | 33 | 11 | 15 | 14 | 193 |
| Total | 1,138 | 1,182 | 1,259 | 128 | 526 | 244 | 307 | 335 | 5,119 |

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> |
|---------------------|----------------|----------------|----------------|----------------|----------------|----------------------|
| 1.7% | 25.9% | 28.4% | 22.5% | 10.5% | 7.0% | 3.8% |

**Tenure Status of Institutional Personnel
Fall 2018**

Table 4.5

| Institution | Number Holding Tenure | Number Eligible for Tenure | % of Eligible Faculty Holding |
|--|-----------------------------|----------------------------------|--|
| University of Kansas | 816 | 1,055 | 77.3% |
| University of Kansas Medical Center | 218 | 283 | 77.0% |
| Kansas State University (includes ESARP, Vet Med) | 834 | 1,120 | 74.5% |
| Wichita State University | 257 | 377 | 68.2% |
| Emporia State University | 128 | 207 | 61.8% |
| Pittsburg State University | 202 | 264 | 76.5% |
| Fort Hays State University | 144 | 214 | 67.3% |
| Total | 2,599 | 3,520 | 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 2014 - 2018**

Table 4.6

| Categories | KU | KUMC | KSU and KSU-VM | WSU | ESU | PSU | FHSU | Total |
|----------------------------|----|------|-------------------|-----|-----|-----|------|------------|
| Resignations/Deaths | | | | | | | | |
| 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 |
| FY 2017 | 29 | 53 | 71 | 17 | 18 | 5 | 24 | 217 |
| FY 2018 | 32 | 34 | 63 | 13 | 8 | 8 | 36 | 194 |
| Retirements | | | | | | | | |
| 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 |
| FY 2017 | 22 | 15 | 50 | 24 | 8 | 9 | 5 | 133 |
| FY 2018 | 18 | 7 | 49 | 13 | 5 | 0 | 8 | 100 |
| Terminations | | | | | | | | |
| 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 |
| FY 2017 | 4 | 8 | 1 | 4 | 0 | 0 | 4 | 21 |
| FY 2018 | 2 | 6 | 4 | 2 | 1 | 1 | 10 | 26 |

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 4.3: 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. The data for the following institutions was updated in the 2016 AAUP Faculty Salary Survey as reported in Academe: Kansas State University, Ferris State University, Indiana University of Pennsylvania, and Valdosta State University. Due to these changes, the data published for FY 2016, specifically the relative funding percentage for Kansas State University, Pittsburg State University, and the Total for all institutions, will not match the data published in the prior State University Data Books.
5. 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.
6. 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

| <i>Previous Peers</i> | <i>Revised Peers</i> |
|-------------------------------------|-------------------------------------|
| Eastern Washington University | Northwest Missouri State University |
| Northwest Missouri State University | Colorado Mesa University |
| Northern Michigan University | Northeastern State University (OK) |
| Salisbury University (MD) | Southeast Missouri State University |
| Western Carolina 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.