



STATE UNIVERSITY DATA BOOK

Section IV: Faculty and Staff

January 2020

★ LEADING HIGHER EDUCATION ★

**Budgeted Positions by Program
Fiscal Year 2020**

Table 4.1

Category	KU	KUMC	KSU	KSU- Vet Med	WSU
UNCLASSIFIED					
1.0 INSTRUCTION					
1.1 General Academic Instruction	2,494.97	2,512.37	1,366.59	224.26	705.76
1.4 Preparatory/ Adult Basic Education	80.16	0.00	0.00	0.00	0.00
1.5 Continuing Education	32.25	7.00	0.00	0.00	0.00
Subtotal - INSTRUCTION	2,607.38	2,519.37	1,366.59	224.26	705.76
2.0 RESEARCH					
2.1 Institutional/Research Centers	504.96	352.20	257.35	0.00	295.04
2.2 Individual/Project Research	368.36	18.60	324.41	0.00	22.03
2.7 Research Support	0.00	97.30	0.00	0.00	0.00
Subtotal - RESEARCH	873.32	468.10	581.76	0.00	317.07
3.0 PUBLIC SERVICES					
3.1 Patient Services	166.18	0.00	0.00	0.00	0.00
3.2 Community Services	0.00	0.00	36.00	74.75	31.25
3.3 Cooperative Extension	18.35	109.75	512.08	0.00	0.00
3.5 Public Broadcasting	0.00	0.00	0.00	0.00	23.00
3.6 Community Education	0.00	0.00	0.00	0.00	116.62
Subtotal - PUBLIC SERVICE	184.53	109.75	548.08	74.75	170.87
4.0 ACADEMIC SUPPORT					
4.1 Libraries	147.15	21.80	77.60	0.00	32.00
4.2 Museums/Galleries	28.52	0.00	9.00	0.00	9.00
4.3 Audiovisual Services	8.00	13.87	0.00	0.00	21.00
4.4 Computing Support	82.80	11.69	79.43	0.00	60.00
4.5 Ancillary Support	0.00	0.00	1.05	0.00	1.00
4.6 Academic Administration	96.87	234.79	142.04	66.55	111.29
4.7 Course/Curriculum Development	7.31	0.00	0.00	0.00	0.00
Subtotal - ACADEMIC SUPPORT	370.65	282.15	309.13	66.55	234.29
5.0 STUDENT SERVICES					
5.1 Student Service Administration	112.51	23.47	68.24	0.00	13.00
5.2 Social/Cultural Development	52.43	4.25	29.04	0.00	91.15
5.3 Counseling/Career Guidance	46.49	11.53	33.60	0.00	10.75
5.4 Financial Aid Administration	21.00	5.00	14.00	0.00	21.00
5.5 Student Auxiliary Services	0.00	15.05	0.00	0.00	0.00
5.6 Intercollegiate Athletics	1.00	0.00	0.00	0.00	29.00
5.7 Student Recruitment/Admissions/Records	82.98	0.00	47.00	0.00	72.00
5.8 Student Services IT	15.75	0.00	0.00	0.00	0.00
Subtotal - STUDENT SERVICES	332.16	59.30	191.88	0.00	236.90
6.0 INSTITUTIONAL SUPPORT					
6.1 Executive Management	52.77	44.50	74.95	0.00	40.50
6.2 Fiscal Operations	68.10	24.20	38.21	0.00	44.10
6.3 General Administrative Services	106.10	92.25	32.59	0.00	37.00
6.4 Logistical Services	83.25	8.00	44.30	0.00	0.00
6.7 Public Relations / Development	41.82	14.31	36.25	0.00	25.00
Subtotal - INSTITUTIONAL SUPPORT	352.04	183.26	226.30	0.00	146.60
7.0 PHYSICAL PLANT	150.75	70.32	32.38	1.00	31.00
8.0 SCHOLARSHIPS AND FELLOWSHIPS	3.00	0.00	0.00	0.00	0.00
SUBTOTAL - EDUCATIONAL AND GENERAL	4,873.83	3,692.25	3,256.11	366.56	1,842.50
9.0 OTHER ACTIVITIES	0.00	0.00	0.00	0.00	0.00
9.1 AUXILIARY ENTERPRISES	158.50	11.95	159.81	0.00	19.50
9.3 SERVICE CLEARING	13.35	20.64	26.43	0.00	10.00
9.5 LOCAL AGENCY	0.00	0.00	203.80	0.00	0.00
TOTAL - UNCLASSIFIED	5,045.68	3,724.84	3,646.15	366.56	1,872.00
UNIVERSITY SUPPORT STAFF					
Educational and General	494.18	0.00	870.81	141.40	313.15
Auxiliary Enterprises	32.40	34.00	429.69	0.00	13.75
Service Clearing	0.00	40.61	51.28	0.00	3.00
Local Agency	0.00	0.00	49.30	0.00	0.00
TOTAL - UNIVERSITY SUPPORT STAFF	526.58	74.61	1,401.08	141.40	329.90
GRAND TOTAL - UNCLASSIFIED & UNIVERSITY SUPPORT STAFF	5,572.26	3,799.45	5,047.23	507.96	2,201.90

Notes for this section begin on page 62.

Source: DBTF section XIII

**Budgeted Positions by Program
Fiscal Year 2020**

Table 4.1

Category	ESU	PSU	FHSU	Total
UNCLASSIFIED				
1.0 INSTRUCTION				
1.1 General Academic Instruction	300.80	330.47	507.85	8,443.07
1.4 Preparatory/ Adult Basic Education	0.00	0.00	0.00	80.16
1.5 Continuing Education	0.00	0.00	0.00	39.25
Subtotal - INSTRUCTION	300.80	330.47	507.85	8,562.48
2.0 RESEARCH				
2.1 Institutional/Research Centers	0.00	12.24	0.00	1,421.79
2.2 Individual/Project Research	0.00	3.00	0.00	736.40
2.7 Research Support	0.00	0.00	0.00	97.30
Subtotal - RESEARCH	0.00	15.24	0.00	2,255.49
3.0 PUBLIC SERVICES				
3.1 Patient Services	0.00	1.50	0.00	167.68
3.2 Community Services	18.75	19.68	9.02	189.45
3.3 Cooperative Extension	0.75	0.00	0.00	640.93
3.5 Public Broadcasting	0.00	5.00	0.00	28.00
3.6 Community Education	2.00	0.00	1.51	120.13
Subtotal - PUBLIC SERVICE	21.50	26.18	10.53	1,146.19
4.0 ACADEMIC SUPPORT				
4.1 Libraries	12.82	10.50	18.00	319.87
4.2 Museums/Galleries	0.00	0.00	8.50	55.02
4.3 Audiovisual Services	0.00	2.00	8.00	52.87
4.4 Computing Support	40.00	28.72	37.50	340.14
4.5 Ancillary Support	0.00	0.49	5.25	7.79
4.6 Academic Administration	42.00	12.10	35.75	741.40
4.7 Course/Curriculum Development	0.00	0.43	0.00	7.74
Subtotal - ACADEMIC SUPPORT	94.82	54.24	113.00	1,524.83
5.0 STUDENT SERVICES				
5.1 Student Service Administration	0.00	8.35	8.68	234.25
5.2 Social/Cultural Development	16.85	9.17	3.00	205.89
5.3 Counseling/Career Guidance	9.75	6.00	8.50	126.62
5.4 Financial Aid Administration	8.00	6.00	7.00	82.00
5.5 Student Auxiliary Services	0.00	0.00	0.00	15.05
5.6 Intercollegiate Athletics	27.00	34.30	33.17	124.47
5.7 Student Recruitment/Admissions/Records	18.00	9.25	25.00	254.23
5.8 Student Services IT	0.00	0.00	0.00	15.75
Subtotal - STUDENT SERVICES	79.60	73.07	85.35	1,058.26
6.0 INSTITUTIONAL SUPPORT				
6.1 Executive Management	14.00	13.14	15.75	255.61
6.2 Fiscal Operations	16.33	7.00	19.00	216.94
6.3 General Administrative Services	7.00	7.83	3.00	285.77
6.4 Logistical Services	0.00	0.00	0.00	135.55
6.7 Public Relations / Development	32.00	25.74	15.25	190.37
Subtotal - INSTITUTIONAL SUPPORT	69.33	53.71	53.00	1,084.24
7.0 PHYSICAL PLANT	22.00	5.86	58.50	371.81
8.0 SCHOLARSHIPS AND FELLOWSHIPS	0.00	0.00	0.00	3.00
SUBTOTAL - EDUCATIONAL AND GENERAL	588.05	558.77	828.23	16,006.31
9.0 OTHER ACTIVITIES	0.00	0.00	0.00	0.00
9.1 AUXILIARY ENTERPRISES	21.50	15.40	52.82	439.48
9.3 SERVICE CLEARING	1.00	2.56	8.50	82.48
9.5 LOCAL AGENCY	0.00	0.00	0.00	203.80
TOTAL - UNCLASSIFIED	610.55	576.73	889.55	16,732.07
UNIVERSITY SUPPORT STAFF				
Educational and General	144.55	206.57	114.00	2,284.66
Auxiliary Enterprises	32.80	29.21	8.00	579.85
Service Clearing	0.50	8.14	2.00	105.53
Local Agency	0.00	0.00	0.00	49.30
TOTAL - UNIVERSITY SUPPORT STAFF	177.85	243.92	124.00	3,019.34
GRAND TOTAL - UNCLASSIFIED & UNIVERSITY SUPPORT STAFF	788.40	820.65	1,013.55	19,751.41

Notes for this section begin on page 62.

Source: DBTF section XIII

**Average Faculty Salaries by Academic Rank
Fiscal Year 2020**

Table 4.3

Instructional Faculty*	KSU-							Total/Avg
	KU	KSU	Vet Med	WSU	ESU	PSU	FHSU	
Professors	436	249	13	122	68	113	50	1,051
Average Salary	\$128,694	\$112,368	\$139,848	\$108,520	\$71,853	\$79,132	\$85,519	\$111,562
Associate Professors	355	256	13	133	57	72	81	967
Average Salary	\$87,578	\$89,728	\$111,032	\$80,108	\$67,336	\$68,314	\$71,534	\$83,464
Assistant Professors	260	214	22	121	78	61	119	875
Average Salary	\$81,389	\$76,040	\$90,126	\$68,634	\$61,641	\$59,078	\$63,749	\$72,822
Instructors	1	179	1	0	46	56	102	385
Average Salary	\$71,400	\$50,837	\$50,318	\$0	\$46,047	\$48,703	\$53,040	\$50,590
Research and Public Service Faculty*								
Professors	24	122	27	0	0	0	0	173
Average Salary	\$110,332	\$117,257	\$146,918	\$0	\$0	\$0	\$0	\$120,925
Associate Professors	20	66	16	0	0	0	0	102
Average Salary	\$90,244	\$91,777	\$104,478	\$0	\$0	\$0	\$0	\$93,469
Assistant Professors	23	59	34	0	0	0	0	116
Average Salary	\$66,490	\$69,324	\$83,790	\$0	\$0	\$0	\$0	\$73,002
Instructors	0	38	1	0	0	0	0	39
Average Salary	\$0	\$55,441	\$50,000	\$0	\$0	\$0	\$0	\$55,301
Subtotal- Instructional Faculty	1,052	898	49	376	249	302	352	3,278
Average Salary	\$103,074	\$84,991	\$108,051	\$85,634	\$62,853	\$66,860	\$65,530	\$85,771
Subtotal- Research, and Public Service Faculty	67	285	78	0	0	0	0	430
Average Salary	\$89,285	\$93,191	\$109,453	\$0	\$0	\$0	\$0	\$95,532
Grand Total- All Faculty	1,119	1,183	127	376	249	302	352	3,708
Average Salary	\$102,248	\$86,967	\$108,912	\$85,634	\$62,853	\$66,860	\$65,530	\$86,903

*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 2020

Table 4.32

Rank	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total/Avg
Professors	430	322	30	110	61	109	48	1,110
Average Salary Increase	3.2%	3.9%	5.3%	3.7%	2.6%	3.2%	3.7%	3.5%
Associate Professors	350	291	20	131	53	70	69	984
Average Salary Increase	4.4%	5.0%	17.5%	3.9%	3.0%	3.2%	3.3%	4.7%
Assistant Professors	212	221	38	97	68	50	93	779
Average Salary Increase	3.6%	3.0%	3.0%	3.4%	2.8%	2.6%	4.1%	3.3%
Instructors	1	177	1	0	23	44	80	326
Average Salary Increase	2.0%	2.6%	2.5%	NA	2.9%	2.5%	3.4%	2.8%
Total All Ranks	993	1,011	89	338	205	273	290	3,199
Average Salary Increase	3.6%	3.9%	6.9%	3.7%	2.8%	3.1%	3.6%	3.8%

Notes for this section begin on page 62.

Source: DBTF Section VI

**Average Salary Increases
Other Full-time, Continuing Personnel
Fiscal Year 2020**

Table 4.33

Rank	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total/Avg
President	1	1	0	1	1	1	1	6
Average Salary Increase	9.1%	0.0%	NA	23.5%	2.5%	2.5%	2.5%	7.0%
Vice-Presidents	9	4	0	6	4	3	2	28
Average Salary Increase	4.4%	1.9%	NA	13.8%	4.5%	2.5%	5.2%	6.0%
Assoc. Vice-Presidents/ Asst. Vice-Presidents/ Directors	111	96	4	14	24	49	16	314
Average Salary Increase	4.1%	3.8%	6.2%	2.5%	2.6%	3.2%	3.4%	3.7%
Deans	8	10	1	7	6	0	5	37
Average Salary Increase	5.9%	4.6%	0.0%	7.3%	2.5%	NA	3.7%	5.3%
Other Unclassified with Faculty Rank	172	53	2	8	7	0	12	254
Average Salary Increase	3.2%	2.9%	4.0%	2.9%	2.3%	NA	4.3%	3.1%
Other Unclassified without Faculty Rank	1,741	1,045	154	897	168	113	203	4,321
Average Salary Increase	3.9%	4.1%	4.4%	3.8%	3.8%	2.6%	4.1%	3.9%
Total Other Unclassified	2,042	1,209	161	933	210	166	239	4,960
Average Salary Increase	1.3%	1.0%	0.8%	3.0%	0.8%	2.4%	3.7%	1.7%
Total Faculty (Table 4.32)	993	1,011	89	338	205	273	290	3,199
Average Salary Increase	1.3%	1.3%	1.2%	3.7%	0.8%	3.3%	3.8%	1.8%
Total Faculty and Other Unclassified	3,035	2,220	250	1,271	415	439	529	8,159
Average Salary Increase	1.3%	1.2%	1.1%	3.3%	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 2020 over 2019**

Table 4.34

% of Salary Increase Over Previous Year	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total
None	141	128	17	41	5	0	4	336
.10 to 2.99	1,671	1,757	170	994	381	394	182	5,549
3.00 to 4.99	599	84	11	104	6	4	258	1,066
5.00 to 6.99	211	50	11	59	4	17	55	407
7.00 to 8.99	123	59	8	44	9	16	9	268
9.00 to 11.99	132	56	6	59	4	6	12	275
12.00 to 14.99	61	20	17	35	4	1	7	145
15.00 to 19.99	64	52	3	38	0	1	2	160
20.00 and Over	33	59	7	36	0	0	0	135
Total No. of Persons	3,035	2,265	250	1,410	413	439	529	8,341
Average \$ increase	\$983	\$895	\$732	\$1,842	\$487	\$2,348	\$2,257	\$1,225
Average % Increase	1.3%	1.2%	1.1%	3.3%	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 2019

Table 4.35

Institution	Average Salary - Kansas	Average Salary - Peer Group	Relative Funding*
University of Kansas	\$94,600	\$113,790	83.1%
Kansas State University	\$83,300	\$93,614	89.0%
Wichita State University	\$81,300	\$95,026	85.6%
Emporia State University	\$61,900	\$70,234	88.1%
Pittsburg State University	\$69,300	\$85,570	81.0%
Fort Hays State University	\$64,200	\$61,970	103.6%
Total	\$84,166	\$97,962	85.9%

Relative Funding of Instructional Faculty Salaries, FY 2015 - FY 2019*

Institution	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
University of Kansas	88.7%	86.3%	87.6%	84.8%	83.1%
Kansas State University	92.0%	93.4%	90.2%	90.1%	89.0%
Wichita State University	81.2%	79.1%	77.5%	75.4%	85.6%
Emporia State University	90.2%	89.5%	90.7%	89.8%	88.1%
Pittsburg State University	86.4%	87.9%	84.9%	77.8%	81.0%
Fort Hays State University	102.1%	97.3%	98.5%	101.0%	103.6%
Total	90.1%	84.7%	83.7%	83.8%	85.9%

Peers and Average All Ranks Faculty Salaries FY 2019

University of Kansas	\$94,600	Kansas State University	\$83,300
Indiana University (Bloomington)	\$108,500	Auburn University	\$95,800
University of Missouri (Columbia)	\$95,200	Clemson University	\$92,200
University of Oregon	\$96,300	Colorado State University	\$96,500
Michigan State University	\$116,700	Oklahoma State University	\$83,100
University at Buffalo	\$105,700	University of Massachusetts (Amherst)	\$110,800
Wichita State University	\$81,300	Emporia State University	\$61,900
New Mexico State University	\$78,400	Colorado State University (Pueblo)	Not available
University of Massachusetts (Lowell)	\$104,600	Northwest Missouri State University	Not available
University of Nevada (Reno)	\$92,400	Pittsburg State University	\$69,300
University of North Dakota	\$78,300	University of Nebraska (Kearney)	\$68,100
Wright State University	Not available	West Texas A&M University	\$68,300
Pittsburg State University	\$69,300	Fort Hays State University	\$64,200
Arkansas Tech University	Not available	Northwest Missouri State University	Not available
Ferris State University	\$84,000	Colorado Mesa University	Not available
Indiana University of Pennsylvania	\$89,000	Northeastern State University (OK)	Not available
Northwest Missouri State University	Not available	Southeast Missouri State University	\$63,700
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 did not participate in the AAUP survey for FY 2019)

Graduate Teaching Assistants by Number and Average Stipend Fiscal Year 2020

Table 4.36

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	1,178	554.9	\$18,090.00
Kansas State University	647	297.7	\$15,776.00
K-State Vet Med Center	1	0.5	\$10,600.00
Wichita State University	333	135.0	\$9,411.76
Emporia State University	100	22.3	\$7,344.00
Pittsburg State University	93	37.2	\$5,095.52
Fort Hays State University	82	41.0	\$10,000.00
Total	2,434	1,088.5	\$15,403.73

Graduate Research Assistants by Number and Average Stipend Fiscal Year 2020

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	550	268.1	\$18,379.00
Kansas State University	646	297.2	\$17,758.00
K-State Vet Med Center	59	29.5	\$21,034.00
Wichita State University	121	46.0	\$11,666.63
Emporia State University**	13	0.0	\$7,344.00
Pittsburg State University	17	6.8	\$5,916.99
Fort Hays State University**	0	0.0	\$0.00
Total	1,406	647.6	\$17,607.33

Other Graduate Assistants by Number and Average Stipend Fiscal Year 2020

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	74	35.0	\$12,504.00
Kansas State University	62	29.4	\$6,257.00
K-State Vet Med Center**	0	0.0	\$0.00
Wichita State University	98	38.0	\$7,000.00
Emporia State University**	46	0.0	\$7,344.00
Pittsburg State University	23	9.2	\$9,493.21
Fort Hays State University**	0	0.0	\$0.00
Total	303	111.6	\$7,951.74

*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 2020**

Table 4.4

Age Category	KU	KUMC	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total
29 and Under	12	12	27	3	8	7	3	11	83
30 - 39	232	399	317	27	105	53	55	95	1,283
40 - 49	331	406	369	43	108	71	71	98	1,497
50 - 59	268	210	281	33	99	61	79	72	1,103
60 - 64	117	108	135	10	42	29	50	36	527
65 - 69	101	51	68	5	30	15	31	23	324
70 & Over	58	25	43	6	23	13	13	17	198
Total	1,119	1,211	1,240	127	415	249	302	352	5,015

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%	25.6%	29.9%	22.0%	10.5%	6.5%	3.9%

**Tenure Status of Institutional Personnel
Fall 2019**

Table 4.5

Institution	Number Holding Tenure	Number Eligible for Tenure	% of Eligible Faculty Holding
University of Kansas	796	1,011	78.7%
University of Kansas Medical Center	212	282	75.2%
Kansas State University (includes ESARP, Vet Med)	732	963	76.0%
Wichita State University	267	389	68.6%
Emporia State University	120	202	59.4%
Pittsburg State University	204	258	79.1%
Fort Hays State University	134	218	61.5%
Total	2,465	3,323	74.2%

Notes for this section begin on page 62.

Source: DBTF Section IX and Section VIII

**Faculty Resignations, Retirements, and Terminations by Institutions
Fiscal Year 2015 - 2019**

Table 4.6

Categories	KU	KUMC	KSU and KSU-VM	WSU	ESU	PSU	FHSU	Total
Resignations/Deaths								
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
FY 2019	25	60	59	9	9	12	18	192
Retirements								
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
FY 2019	39	12	52	7	8	6	7	131
Terminations								
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
FY 2019	0	7	33	2	2	0	2	46

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).

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 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

<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.