



STATE UNIVERSITY DATA BOOK

Section IV: Faculty and Staff

January 2021

★ LEADING HIGHER EDUCATION ★

**Budgeted Positions by Program
Fiscal Year 2021**

Table 4.1

Category	KU	KUMC	KSU	KSU- Vet Med	WSU
UNCLASSIFIED					
1.0 INSTRUCTION					
1.1 General Academic Instruction	2,461.06	1,920.26	1,356.18	219.16	713.94
1.4 Preparatory/ Adult Basic Education	26.25	0.00	0.00	0.00	0.00
1.5 Continuing Education	79.20	6.97	0.00	0.00	0.00
Subtotal - INSTRUCTION	2,566.51	1,927.23	1,356.18	219.16	713.94
2.0 RESEARCH					
2.1 Institutional/Research Centers	506.69	413.99	450.63	1.00	316.05
2.2 Individual/Project Research	324.19	510.95	322.37	0.00	20.77
Subtotal - RESEARCH	830.88	924.94	773.01	1.00	336.82
3.0 PUBLIC SERVICES					
3.1 Patient Services	0.00	26.41	0.00	0.00	0.00
3.2 Community Services	219.30	112.83	36.25	79.88	33.70
3.3 Cooperative Extension	0.00	0.00	502.07	0.00	0.00
3.5 Public Broadcasting	19.59	0.00	0.00	0.00	21.00
3.6 Community Education	0.00	0.00	0.00	0.00	120.07
Subtotal - PUBLIC SERVICE	238.89	139.24	538.32	79.88	174.77
4.0 ACADEMIC SUPPORT					
4.1 Libraries	148.15	14.40	72.00	0.00	32.00
4.2 Museums/Galleries	28.44	0.00	9.00	0.00	9.00
4.3 Audiovisual Services	8.00	12.00	0.00	0.00	21.00
4.4 Computing Support	87.40	11.69	16.53	0.00	61.00
4.5 Ancillary Support	0.00	0.00	1.05	0.00	2.00
4.6 Academic Administration	114.65	163.36	240.06	49.51	117.74
4.7 Course/Curriculum Development	0.00	0.00	0.00	0.00	0.50
Subtotal - ACADEMIC SUPPORT	386.64	201.45	338.64	49.51	243.24
5.0 STUDENT SERVICES					
5.1 Student Service Administration	145.09	4.85	64.52	0.00	13.00
5.2 Social/Cultural Development	51.28	1.99	27.35	0.00	93.37
5.3 Counseling/Career Guidance	54.91	10.97	35.50	0.00	12.75
5.4 Financial Aid Administration	22.00	4.00	15.00	0.00	21.00
5.5 Student Auxiliary Services	0.00	5.94	0.00	0.00	0.00
5.6 Intercollegiate Athletics	1.00	0.00	0.00	0.00	30.00
5.7 Student Recruitment/Admissions/Records	72.14	10.05	49.50	0.00	75.00
5.8 Student Services IT	15.76	0.00	0.00	0.00	0.00
Subtotal - STUDENT SERVICES	362.18	37.80	191.87	0.00	245.12
6.0 INSTITUTIONAL SUPPORT					
6.1 Executive Management	52.84	54.88	74.89	0.00	36.28
6.2 Fiscal Operations	62.12	24.00	40.00	0.00	46.50
6.3 General Administrative Services	117.23	114.54	40.40	0.00	39.25
6.4 Logistical Services	81.25	2.52	4.81	0.00	0.00
6.6 Centralized Research Operations	0.00	91.84	0.00	0.00	0.00
6.7 Public Relations / Development	41.65	16.33	35.25	0.00	24.50
Subtotal - INSTITUTIONAL SUPPORT	355.09	304.11	195.35	0.00	146.53
7.0 PHYSICAL PLANT	160.75	69.90	35.86	1.00	31.00
8.0 SCHOLARSHIPS AND FELLOWSHIPS	3.00	0.00	0.00	0.00	0.00
SUBTOTAL - EDUCATIONAL AND GENERAL	4,903.94	3,604.67	3,429.23	350.55	1,891.42
9.0 OTHER ACTIVITIES	1.00	0.00	0.00	0.00	0.00
9.1 AUXILIARY ENTERPRISES	158.81	10.00	162.30	0.00	21.00
9.3 SERVICE CLEARING	4.53	0.00	23.14	0.00	11.00
9.5 LOCAL AGENCY	0.00	0.00	206.80	0.00	0.00
TOTAL - UNCLASSIFIED	5,068.28	3,614.67	3,821.47	350.55	1,923.42
UNIVERSITY SUPPORT STAFF					
Educational and General	481.93	260.70	746.02	133.15	283.73
Auxiliary Enterprises	25.40	21.00	429.99	0.00	13.00
Service Clearing	0.00	0.00	55.37	0.00	2.00
Local Agency	0.00	0.00	56.42	0.00	0.00
TOTAL - UNIVERSITY SUPPORT STAFF	507.33	281.70	1,287.80	133.15	298.73
GRAND TOTAL - UNCLASSIFIED & UNIVERSITY SUPPORT STAFF	5,575.61	3,896.37	5,109.27	483.70	2,222.15

Notes for this section begin on page 62.

Source: DBTF section XIII

**Budgeted Positions by Program
Fiscal Year 2021**

Table 4.1

Category	ESU	PSU	FHSU	Total
UNCLASSIFIED				
1.0 INSTRUCTION				
1.1 General Academic Instruction	310.65	331.88	511.70	7,824.83
1.4 Preparatory/ Adult Basic Education	0.00	0.00	0.00	26.25
1.5 Continuing Education	0.00	0.00	0.00	86.17
Subtotal - INSTRUCTION	310.65	331.88	511.70	7,937.25
2.0 RESEARCH				
2.1 Institutional/Research Centers	0.00	7.84	0.00	1,696.20
2.2 Individual/Project Research	0.00	8.56	0.00	1,186.84
Subtotal - RESEARCH	0.00	16.40	0.00	2,883.05
3.0 PUBLIC SERVICES				
3.1 Patient Services	0.00	0.00	0.00	26.41
3.2 Community Services	19.25	13.06	8.00	522.27
3.3 Cooperative Extension	0.75	0.00	0.00	502.82
3.5 Public Broadcasting	0.00	5.00	0.00	45.59
3.6 Community Education	2.00	0.00	0.00	122.07
Subtotal - PUBLIC SERVICE	22.00	18.06	8.00	1,219.16
4.0 ACADEMIC SUPPORT				
4.1 Libraries	12.82	10.50	19.00	308.87
4.2 Museums/Galleries	0.00	0.00	9.20	55.64
4.3 Audiovisual Services	0.00	1.00	9.25	51.25
4.4 Computing Support	40.00	28.72	37.00	282.34
4.5 Ancillary Support	0.00	0.49	5.25	8.79
4.6 Academic Administration	41.00	11.50	33.85	771.67
4.7 Course/Curriculum Development	0.00	0.43	0.00	0.93
Subtotal - ACADEMIC SUPPORT	93.82	52.64	113.55	1,479.49
5.0 STUDENT SERVICES				
5.1 Student Service Administration	0.00	6.35	9.70	243.51
5.2 Social/Cultural Development	15.00	9.17	4.00	202.16
5.3 Counseling/Career Guidance	9.75	5.00	11.50	140.38
5.4 Financial Aid Administration	7.00	6.00	8.00	83.00
5.5 Student Auxiliary Services	0.00	0.00	0.00	5.94
5.6 Intercollegiate Athletics	27.00	33.30	36.10	127.40
5.7 Student Recruitment/Admissions/Records	17.00	11.25	25.00	259.94
5.8 Student Services IT	0.00	0.00	0.00	15.76
Subtotal - STUDENT SERVICES	75.75	71.07	94.30	1,078.09
6.0 INSTITUTIONAL SUPPORT				
6.1 Executive Management	13.75	14.64	15.75	263.03
6.2 Fiscal Operations	14.75	7.40	18.00	212.77
6.3 General Administrative Services	7.00	9.33	3.00	330.75
6.4 Logistical Services	0.00	0.00	0.00	88.58
6.6 Centralized Research Operations	0.00	0.00	0.00	91.84
6.7 Public Relations / Development	32.00	25.75	17.25	192.73
Subtotal - INSTITUTIONAL SUPPORT	67.50	57.12	54.00	1,179.70
7.0 PHYSICAL PLANT	26.75	5.86	68.50	399.62
8.0 SCHOLARSHIPS AND FELLOWSHIPS	0.00	0.00	0.00	3.00
SUBTOTAL - EDUCATIONAL AND GENERAL	596.47	553.03	850.05	16,179.37
9.0 OTHER ACTIVITIES	0.00	0.00	0.00	1.00
9.1 AUXILIARY ENTERPRISES	22.50	16.40	51.80	442.81
9.3 SERVICE CLEARING	1.00	2.56	8.50	50.73
9.5 LOCAL AGENCY	0.00	0.00	0.00	206.80
TOTAL - UNCLASSIFIED	619.97	571.99	910.35	16,880.71
UNIVERSITY SUPPORT STAFF				
Educational and General	121.13	207.82	91.50	2,325.98
Auxiliary Enterprises	31.80	29.63	9.00	559.82
Service Clearing	0.50	7.14	2.00	67.01
Local Agency	0.00	0.00	0.00	56.42
TOTAL - UNIVERSITY SUPPORT STAFF	153.43	244.59	102.50	3,009.23
GRAND TOTAL - UNCLASSIFIED & UNIVERSITY SUPPORT STAFF	773.40	816.58	1,012.85	19,889.94

Notes for this section begin on page 62.

Source: DBTF section XIII

**Average Faculty Salaries by Academic Rank
Fiscal Year 2021**

Table 4.3

Instructional Faculty*	KSU-							Total/Avg
	KU	KSU	Vet Med	WSU	ESU	PSU	FHSU	
Professors	425	256	29	128	66	121	59	1,084
Average Salary	\$127,518	\$112,837	\$143,203	\$108,452	\$72,768	\$78,361	\$86,363	\$111,159
Associate Professors	343	269	42	138	61	64	70	987
Average Salary	\$87,369	\$89,550	\$99,756	\$78,060	\$66,131	\$67,459	\$71,223	\$83,440
Assistant Professors	275	173	19	121	76	50	123	837
Average Salary	\$83,898	\$74,489	\$101,979	\$69,564	\$60,203	\$59,350	\$63,475	\$73,672
Instructors	1	153	2	2	34	53	98	343
Average Salary	\$71,400	\$52,843	\$50,159	\$46,500	\$45,752	\$49,749	\$53,435	\$51,833
Research and Public Service Faculty*								
Professors	28	117	7	0	0	0	0	152
Average Salary	\$118,264	\$115,912	\$146,481	\$0	\$0	\$0	\$0	\$117,753
Associate Professors	18	58	4	0	0	0	0	80
Average Salary	\$85,303	\$92,415	\$116,344	\$0	\$0	\$0	\$0	\$92,011
Assistant Professors	26	69	17	0	0	0	0	112
Average Salary	\$65,317	\$69,792	\$71,607	\$0	\$0	\$0	\$0	\$69,029
Instructors	0	30	0	0	0	0	0	30
Average Salary	\$0	\$55,070	\$0	\$0	\$0	\$0	\$0	\$55,070
Subtotal- Instructional Faculty	1,044	851	92	389	237	288	350	3,251
Average Salary	\$102,783	\$86,894	\$112,832	\$85,256	\$63,155	\$67,372	\$66,072	\$86,833
Subtotal- Research, and Public Service Faculty	72	274	28	0	0	0	0	374
Average Salary	\$90,904	\$92,663	\$96,717	\$0	\$0	\$0	\$0	\$92,628
Grand Total- All Faculty	1,116	1,125	120	389	237	288	350	3,625
Average Salary	\$102,017	\$88,299	\$109,072	\$85,256	\$63,155	\$67,372	\$66,072	\$87,431

*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 2021

Table 4.32

Rank	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total/Avg
Professors	424	328	34	123	65	118	44	1,136
Average Salary Increase	0.8%	0.5%	2.2%	1.0%	0.4%	0.7%	1.7%	0.8%
Associate Professors	332	310	36	134	56	64	73	1,005
Average Salary Increase	0.6%	1.4%	1.1%	0.8%	0.8%	0.7%	2.2%	1.0%
Assistant Professors	222	242	33	97	62	45	107	808
Average Salary Increase	0.2%	2.6%	2.3%	0.5%	0.5%	0.0%	0.9%	1.2%
Instructors	1	162	2	0	27	48	90	330
Average Salary Increase	0.0%	0.6%	0.0%	NA	0.6%	0.0%	1.1%	0.7%
Total All Ranks	979	1,042	105	354	210	275	314	3,279
Average Salary Increase	0.6%	1.2%	1.9%	0.8%	0.6%	0.5%	1.4%	0.9%

Notes for this section begin on page 62.

Source: DBTF Section VI

**Average Salary Increases
Other Full-time, Continuing Personnel
Fiscal Year 2021**

Table 4.33

Rank	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total/Avg
President	1	1	0	0	1	1	1	5
Average Salary Increase	0.0%	0.0%	NA	NA	0.0%	0.0%	0.0%	0.0%
Vice-Presidents	7	6	0	6	4	4	3	30
Average Salary Increase	0.0%	-8.2%	NA	-0.1%	0.0%	0.0%	0.0%	-1.9%
Assoc. Vice-Presidents/ Asst. Vice-Presidents/ Directors	139	88	3	14	24	51	16	335
Average Salary Increase	0.6%	0.3%	0.0%	1.4%	0.0%	0.3%	1.1%	0.6%
Deans	11	10	1	9	6	5	6	48
Average Salary Increase	0.0%	-3.3%	0.0%	1.8%	0.0%	0.0%	3.2%	-0.2%
Other Unclassified with Faculty Rank	153	55	1	10	6	0	14	239
Average Salary Increase	0.8%	0.8%	0.0%	0.4%	0.0%	NA	1.3%	0.8%
Other Unclassified without Faculty Rank	2,033	1,157	161	995	232	106	212	4,896
Average Salary Increase	0.6%	-0.1%	0.7%	0.4%	0.3%	0.9%	1.3%	0.4%
Total Other Unclassified	2,344	1,317	166	1,034	273	167	252	5,553
Average Salary Increase	0.6%	-0.2%	0.6%	0.4%	0.2%	0.5%	1.3%	0.4%
Total Faculty (Table 4.32)	979	1,042	105	354	210	275	314	3,279
Average Salary Increase	0.6%	1.2%	1.9%	0.8%	0.6%	0.5%	1.4%	0.9%
Total Faculty and Other Unclassified	3,323	2,359	271	1,388	483	442	566	8,832
Average Salary Increase	0.6%	0.5%	1.3%	0.6%	0.4%	0.5%	1.4%	0.6%

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 2021 over 2020**

Table 4.34

% of Salary Increase Over Previous Year	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total
None	2,925	2,162	240	1,325	450	380	347	7,829
.10 to 2.99	131	44	5	22	4	26	146	378
3.00 to 4.99	86	36	4	36	6	21	21	210
5.00 to 6.99	71	32	0	43	14	6	17	183
7.00 to 8.99	43	19	4	35	5	2	19	127
9.00 to 11.99	34	30	9	27	2	1	9	112
12.00 to 14.99	21	18	5	14	1	1	3	63
15.00 to 19.99	6	39	0	18	0	5	2	70
20.00 and Over	6	24	4	14	1	0	2	51
Total No. of Persons	3,323	2,404	271	1,534	483	442	566	9,023
Average \$ increase	\$458	\$399	\$1,150	\$355	\$233	\$351	\$899	\$456
Average % Increase	0.6%	0.5%	1.3%	0.6%	0.4%	0.5%	1.4%	0.6%

Notes for this section begin on page 62.

Source: *DBTF Sections VII*

Average Salaries of Instructional Faculty, Compared to Peer Institutions Fiscal Year 2020

Table 4.35

Institution	Average Salary - Kansas	Average Salary - Peer Group	Relative Funding*
University of Kansas	\$97,500	\$115,660	84.3%
Kansas State University	\$85,100	\$99,742	85.3%
Wichita State University	\$83,300	\$99,502	83.7%
Emporia State University	\$62,900	\$67,642	93.0%
Pittsburg State University	\$69,800	\$89,035	78.4%
Fort Hays State University	\$65,500	\$61,367	106.7%
Total	\$86,062	\$100,822	85.4%

Relative Funding of Instructional Faculty Salaries, FY 2016 - FY 2020*

Institution	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
University of Kansas	86.3%	87.6%	84.8%	83.1%	84.3%
Kansas State University	93.4%	90.2%	90.1%	89.0%	85.3%
Wichita State University	79.1%	77.5%	75.4%	85.6%	83.7%
Emporia State University	89.5%	90.7%	89.8%	88.1%	93.0%
Pittsburg State University	87.9%	84.9%	77.8%	81.0%	78.4%
Fort Hays State University	97.3%	98.5%	101.0%	103.6%	106.7%
Total	84.7%	83.7%	83.8%	85.9%	85.4%

Peers and Average All Ranks Faculty Salaries FY 2020

University of Kansas	\$97,500	Kansas State University	\$85,100
Indiana University (Bloomington)	\$110,300	Auburn University	\$98,500
University of Missouri (Columbia)	\$97,300	Clemson University	\$95,700
University of Oregon	\$95,200	Colorado State University	\$100,800
Michigan State University	\$118,400	Oklahoma State University	\$85,500
University at Buffalo	\$106,700	University of Massachusetts (Amherst)	\$115,500
Wichita State University	\$83,300	Emporia State University	\$62,900
New Mexico State University	\$80,700	Colorado State University (Pueblo)	Not available
University of Massachusetts (Lowell)	\$109,900	Northwest Missouri State University	Not available
University of Nevada (Reno)	\$94,700	Pittsburg State University	\$69,800
University of North Dakota	\$82,000	University of Nebraska (Kearney)	\$69,500
Wright State University	Not available	West Texas A&M University	Not available
Pittsburg State University	\$69,800	Fort Hays State University	\$65,500
Arkansas Tech University	Not available	Northwest Missouri State University	Not available
Ferris State University	\$87,400	Colorado Mesa University	Not available
Indiana University of Pennsylvania	\$89,800	Northeastern State University (OK)	Not available
Northwest Missouri State University	Not available	Southeast Missouri State University	\$63,900
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 did not participate in the AAUP survey for FY 2019 and FY 2020)

Graduate Teaching Assistants by Number and Average Stipend Fiscal Year 2021

Table 4.36

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	1,096	516.4	\$18,358.00
Kansas State University	578	265.6	\$15,775.00
K-State Vet Med Center	2	1.0	\$13,762.00
Wichita State University	317	126.0	\$9,444.00
Emporia State University	87	43.5	\$7,344.00
Pittsburg State University	89	35.6	\$3,106.30
Fort Hays State University	82	41.0	\$10,000.00
Total	2,251	1,029.1	\$15,269.39

Graduate Research Assistants by Number and Average Stipend Fiscal Year 2021

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	547	268.5	\$19,133.00
Kansas State University	636	298.3	\$18,256.00
K-State Vet Med Center	56	27.6	\$25,187.00
Wichita State University	126	49.0	\$10,500.00
Emporia State University	5	2.5	\$7,344.00
Pittsburg State University	17	6.8	\$6,998.89
Fort Hays State University	0	0.0	\$0.00
Total	1,387	652.7	\$18,168.56

Other Graduate Assistants by Number and Average Stipend Fiscal Year 2021

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	77	35.3	\$12,419.00
Kansas State University	48	22.6	\$6,942.00
K-State Vet Med Center	2	0.7	\$10,870.00
Wichita State University	99	41.0	\$6,800.00
Emporia State University	33	16.5	\$7,344.00
Pittsburg State University	27	10.6	\$9,667.76
Fort Hays State University	0	0.0	\$0.00
Total	286	126.6	\$8,724.22

*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 2021**
Table 4.4

Age Category	KU	KUMC	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total
29 and Under	11	15	24	2	4	5	4	10	75
30 - 39	241	412	282	30	133	48	47	94	1,287
40 - 49	323	426	356	40	139	69	68	93	1,514
50 - 59	297	213	265	30	121	60	82	80	1,148
60 - 64	103	90	137	8	65	25	46	34	508
65 - 69	87	61	77	5	48	16	24	21	339
70 & Over	54	22	37	5	35	14	17	18	202
Total	1,116	1,239	1,178	120	545	237	288	350	5,073

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>
1.5%	25.4%	29.8%	22.6%	10.0%	6.7%	4.0%

**Tenure Status of Institutional Personnel
Fall 2020**
Table 4.5

Institution	Number Holding Tenure	Number Eligible for Tenure	% of Eligible Faculty Holding Tenure
University of Kansas	771	984	78.4%
University of Kansas Medical Center	235	303	77.6%
Kansas State University (includes ESARP, Vet Med)	841	1,079	77.9%
Wichita State University	278	399	69.7%
Emporia State University	122	203	60.1%
Pittsburg State University	204	246	82.9%
Fort Hays State University	159	219	72.6%
Total	2,610	3,433	76.0%

Notes for this section begin on page 62.

Source: DBTF Section IX and Section VIII

**Faculty Resignations, Retirements, and Terminations by Institutions
Fiscal Year 2016 - 2020**

Table 4.6

Categories	KU	KUMC	KSU and KSU-VM	WSU	ESU	PSU	FHSU	Total
Resignations/Deaths								
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
FY 2020	26	51	65	11	11	15	11	190
Retirements								
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
FY 2020	35	10	38	13	6	14	7	123
Terminations								
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
FY 2020	1	8	38	1	0	2	1	51

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