



# STATE UNIVERSITY DATA BOOK

## Section IV: Faculty and Staff

January 2024

★ LEADING HIGHER EDUCATION ★

**Budgeted Positions by Program  
Fiscal Year 2024**

Table 4.1

Category	KU	KUMC	KSU	KSU- Vet Med	WSU
<b>UNCLASSIFIED</b>					
<b>1.0 INSTRUCTION</b>					
1.1 General Academic Instruction	2,457.13	1,871.66	1,339.67	286.59	749.40
1.4 Preparatory/ Adult Basic Education	20.50	0.00	0.00	0.00	0.00
1.5 Continuing Education	107.39	8.28	0.00	0.00	0.00
<b>Subtotal - INSTRUCTION</b>	<b>2,585.02</b>	<b>1,879.94</b>	<b>1,339.67</b>	<b>286.59</b>	<b>749.40</b>
<b>2.0 RESEARCH</b>					
2.1 Institutional/Research Centers	521.06	536.17	480.56	0.00	805.58
2.2 Individual/Project Research	422.46	740.88	308.02	6.40	33.83
<b>Subtotal - RESEARCH</b>	<b>943.52</b>	<b>1,277.05</b>	<b>788.58</b>	<b>6.40</b>	<b>839.41</b>
<b>3.0 PUBLIC SERVICES</b>					
3.1 Patient Services	0.00	33.95	0.00	0.00	0.00
3.2 Community Services	234.06	114.85	79.03	123.00	40.87
3.3 Cooperative Extension	0.00	0.00	525.24	0.00	0.00
3.4 Public Broadcasting	20.67	0.00	0.00	0.00	25.35
3.5 Community Education	0.00	0.00	0.00	0.00	111.73
<b>Subtotal - PUBLIC SERVICE</b>	<b>254.73</b>	<b>148.80</b>	<b>604.27</b>	<b>123.00</b>	<b>177.95</b>
<b>4.0 ACADEMIC SUPPORT</b>					
4.1 Libraries	146.78	12.06	82.95	0.00	37.00
4.2 Museums/Galleries	29.10	0.00	12.50	0.00	8.80
4.3 Audiovisual Services	0.00	10.01	0.00	0.00	21.09
4.4 Computing Support	94.65	23.82	13.00	0.00	65.90
4.5 Ancillary Support	0.00	0.00	1.05	0.00	2.00
4.6 Academic Administration	215.50	368.63	265.41	72.61	117.17
4.7 Course/Curriculum Development	0.00	0.00	0.00	0.00	0.87
<b>Subtotal - ACADEMIC SUPPORT</b>	<b>486.03</b>	<b>414.52</b>	<b>374.91</b>	<b>72.61</b>	<b>252.83</b>
<b>5.0 STUDENT SERVICES</b>					
5.1 Student Service Administration	120.60	15.47	58.21	0.00	13.00
5.2 Social/Cultural Development	57.90	5.00	27.47	0.00	102.35
5.3 Counseling/Career Guidance	36.80	14.25	32.30	0.00	12.79
5.4 Financial Aid Administration	19.00	5.00	20.00	0.00	21.00
5.5 Student Auxiliary Services	0.00	4.50	0.00	0.00	3.00
5.6 Intercollegiate Athletics	6.17	0.00	0.00	0.00	25.00
5.7 Student Recruitment/Admissions/Records	93.48	9.15	81.45	0.00	89.13
5.8 Student Services IT	15.75	0.00	0.00	0.00	0.00
<b>Subtotal - STUDENT SERVICES</b>	<b>349.70</b>	<b>53.37</b>	<b>219.43</b>	<b>0.00</b>	<b>266.27</b>
<b>6.0 INSTITUTIONAL SUPPORT</b>					
6.1 Executive Management	57.56	46.24	103.90	0.00	31.19
6.2 Fiscal Operations	74.84	41.80	91.50	0.00	47.82
6.3 General Administrative Services	119.00	169.88	56.50	0.00	43.00
6.4 Logistical Services	65.00	5.00	0.50	0.00	0.00
6.6 Centralized Research Operations	0.00	116.49	0.00	0.00	0.00
6.7 Public Relations / Development	53.45	16.10	32.80	0.00	15.54
<b>Subtotal - INSTITUTIONAL SUPPORT</b>	<b>369.85</b>	<b>395.51</b>	<b>285.20</b>	<b>0.00</b>	<b>137.55</b>
<b>7.0 PHYSICAL PLANT</b>	<b>152.75</b>	<b>73.06</b>	<b>44.33</b>	<b>1.00</b>	<b>42.67</b>
<b>8.0 SCHOLARSHIPS AND FELLOWSHIPS</b>	<b>4.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>SUBTOTAL - EDUCATIONAL AND GENERAL</b>	<b>5,145.60</b>	<b>4,242.25</b>	<b>3,656.39</b>	<b>489.60</b>	<b>2,466.08</b>
<b>9.0 OTHER ACTIVITIES</b>	0.00	0.00	0.00	0.00	0.00
<b>9.1 AUXILIARY ENTERPRISES</b>	82.00	6.00	157.40	0.00	31.26
<b>9.3 SERVICE CLEARING</b>	12.00	0.00	24.67	0.00	13.00
<b>TOTAL - UNCLASSIFIED</b>	<b>5,239.60</b>	<b>4,248.25</b>	<b>3,838.46</b>	<b>489.60</b>	<b>2,510.34</b>
<b>UNIVERSITY SUPPORT STAFF</b>					
Educational and General	405.69	258.06	580.52	147.35	202.50
Auxiliary Enterprises	11.00	23.50	413.67	0.00	19.00
Service Clearing	0.00	0.00	38.37	0.00	1.00
<b>TOTAL - UNIVERSITY SUPPORT STAFF</b>	<b>416.69</b>	<b>281.56</b>	<b>1,032.56</b>	<b>147.35</b>	<b>222.50</b>
<b>GRAND TOTAL - UNCLASSIFIED &amp; UNIVERSITY SUPPORT STAFF</b>	<b>5,656.29</b>	<b>4,529.81</b>	<b>4,871.02</b>	<b>636.95</b>	<b>2,732.84</b>

Notes for this section begin on page 62.

Source: DBTF section XIII

## Budgeted Positions by Program Fiscal Year 2024

Table 4.1

Category	ESU	PSU	FHSU	Total
<b>UNCLASSIFIED</b>				
<b>1.0 INSTRUCTION</b>				
1.1 General Academic Instruction	263.05	315.60	520.74	7,803.84
1.4 Preparatory/ Adult Basic Education	0.00	0.00	0.00	20.50
1.5 Continuing Education	0.00	0.00	0.00	115.67
<b>Subtotal - INSTRUCTION</b>	<b>263.05</b>	<b>315.60</b>	<b>520.74</b>	<b>7,940.01</b>
<b>2.0 RESEARCH</b>				
2.1 Institutional/Research Centers	0.00	17.07	0.00	2,360.44
2.2 Individual/Project Research	0.00	1.00	0.00	1,512.59
<b>Subtotal - RESEARCH</b>	<b>0.00</b>	<b>18.07</b>	<b>0.00</b>	<b>3,873.03</b>
<b>3.0 PUBLIC SERVICES</b>				
3.1 Patient Services	0.00	0.00	5.85	39.80
3.2 Community Services	17.00	40.50	0.00	649.31
3.3 Cooperative Extension	0.00	0.00	0.00	525.24
3.5 Public Broadcasting	0.00	5.00	0.00	51.02
3.6 Community Education	2.00	0.00	1.00	114.73
<b>Subtotal - PUBLIC SERVICE</b>	<b>19.00</b>	<b>45.50</b>	<b>6.85</b>	<b>1,380.10</b>
<b>4.0 ACADEMIC SUPPORT</b>				
4.1 Libraries	9.75	12.00	18.00	318.54
4.2 Museums/Galleries	0.00	0.00	8.50	58.90
4.3 Audiovisual Services	0.00	0.00	7.50	38.60
4.4 Computing Support	46.00	28.26	33.00	304.63
4.5 Ancillary Support	0.00	0.41	1.75	5.21
4.6 Academic Administration	45.50	18.00	33.30	1,136.12
4.7 Course/Curriculum Development	1.00	0.57	0.00	2.44
<b>Subtotal - ACADEMIC SUPPORT</b>	<b>102.25</b>	<b>59.24</b>	<b>102.05</b>	<b>1,864.44</b>
<b>5.0 STUDENT SERVICES</b>				
5.1 Student Service Administration	0.00	17.55	5.80	230.63
5.2 Social/Cultural Development	14.50	9.83	3.00	220.05
5.3 Counseling/Career Guidance	9.75	6.00	10.50	122.39
5.4 Financial Aid Administration	7.00	7.00	9.00	88.00
5.5 Student Auxiliary Services	0.00	0.00	0.00	7.50
5.6 Intercollegiate Athletics	45.00	41.24	39.66	157.07
5.7 Student Recruitment/Admissions/Records	22.00	17.40	29.00	341.61
5.8 Student Services IT	0.00	0.00	0.00	15.75
<b>Subtotal - STUDENT SERVICES</b>	<b>98.25</b>	<b>99.02</b>	<b>96.96</b>	<b>1,183.00</b>
<b>6.0 INSTITUTIONAL SUPPORT</b>				
6.1 Executive Management	16.75	21.17	14.75	291.56
6.2 Fiscal Operations	15.85	12.00	19.00	302.81
6.3 General Administrative Services	9.00	10.00	7.00	414.38
6.4 Logistical Services	0.00	0.00	0.00	70.50
6.6 Centralized Research Operations	0.00	0.00	0.00	116.49
6.7 Public Relations / Development	45.00	28.43	3.00	194.32
<b>Subtotal - INSTITUTIONAL SUPPORT</b>	<b>86.60</b>	<b>71.60</b>	<b>43.75</b>	<b>1,390.06</b>
<b>7.0 PHYSICAL PLANT</b>	<b>53.75</b>	<b>8.06</b>	<b>65.50</b>	<b>441.12</b>
<b>8.0 SCHOLARSHIPS AND FELLOWSHIPS</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>4.00</b>
<b>SUBTOTAL - EDUCATIONAL AND GENERAL</b>	<b>622.90</b>	<b>617.09</b>	<b>835.85</b>	<b>18,075.76</b>
<b>9.0 OTHER ACTIVITIES</b>	0.00	0.00	0.00	0.00
<b>9.1 AUXILIARY ENTERPRISES</b>	25.30	12.05	40.70	354.71
<b>9.3 SERVICE CLEARING</b>	1.00	6.35	6.00	63.02
<b>TOTAL - UNCLASSIFIED</b>	<b>649.20</b>	<b>635.49</b>	<b>882.55</b>	<b>18,493.49</b>
<b>UNIVERSITY SUPPORT STAFF</b>				
Educational and General	65.34	154.50	60.00	1,873.96
Auxiliary Enterprises	21.36	20.50	7.00	516.03
Service Clearing	0.50	3.00	1.00	43.87
<b>TOTAL - UNIVERSITY SUPPORT STAFF</b>	<b>87.20</b>	<b>178.00</b>	<b>68.00</b>	<b>2,433.86</b>
<b>GRAND TOTAL - UNCLASSIFIED &amp; UNIVERSITY SUPPORT STAFF</b>	<b>736.40</b>	<b>813.49</b>	<b>950.55</b>	<b>20,927.35</b>

Notes for this section begin on page 62.

Source: DBTF section XIII

**Average Faculty Salaries by Academic Rank  
Fiscal Year 2024**

Table 4.3

Instructional Faculty*	KSU-							Total/Avg
	KU	KSU	Vet Med	WSU	ESU	PSU	FHSU	
<b>Professors</b>	447	259	9	130	47	110	68	<b>1,070</b>
Average Salary	\$133,467	\$128,508	\$162,110	\$114,038	\$73,559	\$82,582	\$92,175	<b>\$119,660</b>
<b>Associate Professors</b>	357	226	3	128	51	57	76	<b>898</b>
Average Salary	\$96,017	\$99,445	\$132,653	\$83,810	\$67,848	\$71,024	\$77,182	<b>\$90,482</b>
<b>Assistant Professors</b>	276	139	2	93	59	47	113	<b>729</b>
Average Salary	\$88,784	\$86,662	\$103,815	\$79,319	\$63,762	\$59,847	\$65,917	<b>\$79,778</b>
<b>Instructors</b>	1	159	1	1	36	26	72	<b>296</b>
Average Salary	\$77,921	\$64,741	\$55,632	\$51,362	\$45,937	\$54,496	\$54,868	<b>\$59,121</b>
<b>Research and Public Service Faculty*</b>								
<b>Professors</b>	37	95	27	0	0	0	0	<b>159</b>
Average Salary	\$147,797	\$136,675	\$150,050	\$0	\$0	\$0	\$0	<b>\$141,534</b>
<b>Associate Professors</b>	21	59	23	0	0	0	0	<b>103</b>
Average Salary	\$94,071	\$102,621	\$116,342	\$0	\$0	\$0	\$0	<b>\$103,942</b>
<b>Assistant Professors</b>	38	43	52	0	0	0	0	<b>133</b>
Average Salary	\$78,028	\$77,078	\$100,037	\$0	\$0	\$0	\$0	<b>\$86,326</b>
<b>Instructors</b>	0	32	0	0	0	0	0	<b>32</b>
Average Salary	\$0	\$60,664	\$0	\$0	\$0	\$0	\$0	<b>\$60,664</b>
<b>Subtotal- Instructional Faculty</b>	<b>1,081</b>	<b>783</b>	<b>15</b>	<b>352</b>	<b>193</b>	<b>240</b>	<b>329</b>	<b>2,993</b>
Average Salary	<b>\$109,639</b>	<b>\$99,742</b>	<b>\$141,348</b>	<b>\$93,695</b>	<b>\$63,903</b>	<b>\$72,342</b>	<b>\$71,528</b>	<b>\$95,204</b>
<b>Subtotal- Research, and Public Service Faculty</b>	<b>96</b>	<b>229</b>	<b>102</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>427</b>
Average Salary	<b>\$108,427</b>	<b>\$106,089</b>	<b>\$116,952</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$109,210</b>
<b>Grand Total- All Faculty</b>	<b>1,177</b>	<b>1,012</b>	<b>117</b>	<b>352</b>	<b>193</b>	<b>240</b>	<b>329</b>	<b>3,420</b>
Average Salary	<b>\$109,540</b>	<b>\$101,178</b>	<b>\$120,080</b>	<b>\$93,695</b>	<b>\$63,903</b>	<b>\$72,342</b>	<b>\$71,528</b>	<b>\$96,953</b>

\*Includes full-time, combined 9- and 12-month appointments with 12-month salaries converted to 9-month salaries.

Notes for this section begin on page 62.

Source: DBTF Sections I & V

**Average Faculty Salary Increases by Academic Rank**  
**Full-time Continuing Instructional, Research and Public Service Faculty**  
**Fiscal Year 2024**

Table 4.32

Rank	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total/Avg
<b>Professors</b>	420	313	29	126	46	103	57	<b>1,094</b>
Average Salary Increase	3.70%	5.3%	4.9%	4.6%	0.5%	2.4%	2.1%	<b>4.1%</b>
<b>Associate Professors</b>	340	261	18	122	51	55	69	<b>916</b>
Average Salary Increase	4.1%	7.1%	5.9%	3.6%	1.9%	2.9%	3.8%	<b>4.9%</b>
<b>Assistant Professors</b>	223	167	33	72	43	42	97	<b>677</b>
Average Salary Increase	4.3%	9.3%	7.2%	3.2%	0.9%	2.8%	8.2%	<b>5.8%</b>
<b>Instructors</b>	1	164	2	1	22	28	62	<b>280</b>
Average Salary Increase	2.5%	9.2%	4.5%	2.5%	0.9%	2.5%	0.7%	<b>6.2%</b>
<b>Total All Ranks</b>	<b>984</b>	<b>905</b>	<b>82</b>	<b>321</b>	<b>162</b>	<b>228</b>	<b>285</b>	<b>2,967</b>
Average Salary Increase	<b>3.9%</b>	<b>6.9%</b>	<b>5.9%</b>	<b>4.0%</b>	<b>1.1%</b>	<b>2.6%</b>	<b>4.1%</b>	<b>4.8%</b>

Notes for this section begin on page 62.

Source: DBTF Section VI

**Average Salary Increases**  
**Other Full-time, Continuing Personnel**  
**Fiscal Year 2024**

**Table 4.33**

Rank	KU	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total/Avg
<b>President</b>	1	1	0	1	1	1	1	<b>6</b>
Average Salary Increase	4.0%	10.2%	NA	5.3%	4.0%	4.0%	6.0%	<b>5.8%</b>
<b>Vice-Presidents</b>	11	6	0	5	2	1	3	<b>28</b>
Average Salary Increase	3.3%	9.3%	NA	2.3%	14.5%	21.4%	2.6%	<b>5.3%</b>
<b>Assoc. Vice-Presidents/ Asst. Vice-Presidents/ Directors</b>	144	104	3	13	18	48	13	<b>343</b>
Average Salary Increase	4.7%	8.3%	8.5%	5.0%	8.9%	4.1%	10.6%	<b>6.2%</b>
<b>Deans</b>	7	8	1	6	3	4	5	<b>34</b>
Average Salary Increase	3.4%	10.5%	4.6%	4.9%	0.0%	2.0%	3.1%	<b>5.1%</b>
<b>Other Unclassified with Faculty Rank</b>	124	177	23	7	4	0	12	<b>347</b>
Average Salary Increase	4.5%	6.4%	14.6%	5.6%	0.0%	NA	2.5%	<b>6.5%</b>
<b>Other Unclassified without Faculty Rank</b>	1,818	1,236	189	1,139	181	102	218	<b>4,883</b>
Average Salary Increase	4.4%	7.8%	9.6%	6.7%	3.7%	5.3%	3.3%	<b>6.0%</b>
<b>Total Other Unclassified</b>	2,105	1,532	216	1,171	209	156	252	<b>5,641</b>
Average Salary Increase	4.4%	7.7%	10.5%	6.6%	4.5%	4.9%	4.0%	<b>6.0%</b>
<b>Total Faculty (Table 4.32)</b>	984	905	82	321	162	228	285	<b>2,967</b>
Average Salary Increase	3.9%	6.9%	5.9%	4.0%	1.1%	2.6%	4.1%	<b>4.8%</b>
<b>Total Faculty and Other Unclassified</b>	<b>3,089</b>	<b>2,437</b>	<b>298</b>	<b>1,492</b>	<b>371</b>	<b>384</b>	<b>537</b>	<b>8,608</b>
Average Salary Increase	<b>4.2%</b>	<b>7.3%</b>	<b>8.4%</b>	<b>5.9%</b>	<b>2.9%</b>	<b>3.5%</b>	<b>4.1%</b>	<b>5.5%</b>

Notes for this section begin on page 62.

Source: DBTF Section VI

**Summary of Budgeted Salary Increases for Full-Time Continuing  
Unclassified Personnel  
Fiscal Year 2024 over 2023**

Table 4.34

<b>% of Salary Increase Over Previous Year</b>	<b>KU</b>	<b>KSU</b>	<b>KSU- Vet Med</b>	<b>WSU</b>	<b>ESU</b>	<b>PSU</b>	<b>FHSU</b>	<b>Total</b>
None	9	269	0	125	284	0	2	<b>689</b>
.10 to 2.99	2,141	218	6	837	7	301	385	<b>3,895</b>
3.00 to 4.99	209	1,048	128	86	12	35	94	<b>1,612</b>
5.00 to 6.99	304	239	29	106	15	10	18	<b>721</b>
7.00 to 8.99	158	155	6	98	13	10	10	<b>450</b>
9.00 to 11.99	78	82	0	179	11	11	23	<b>384</b>
12.00 to 14.99	73	49	0	68	6	4	9	<b>209</b>
15.00 to 19.99	58	38	0	86	10	6	6	<b>204</b>
20.00 and Over	59	73	0	55	13	7	1	<b>208</b>
<b>Total No. of Persons</b>	<b>3,089</b>	<b>2,171</b>	<b>169</b>	<b>1,640</b>	<b>371</b>	<b>384</b>	<b>548</b>	<b>8,372</b>
<b>Average \$ increase</b>	<b>\$3,449</b>	<b>\$6,099</b>	<b>\$7,155</b>	<b>\$4,362</b>	<b>\$1,756</b>	<b>\$2,404</b>	<b>\$2,818</b>	<b>\$4,327</b>
<b>Average % Increase</b>	<b>4.2%</b>	<b>7.3%</b>	<b>8.4%</b>	<b>5.9%</b>	<b>2.9%</b>	<b>3.5%</b>	<b>4.1%</b>	<b>5.5%</b>

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

Source: *DBTF Sections VII*

## Average Salaries of Instructional Faculty, Compared to Peer Institutions Fiscal Year 2023

Table 4.35

Institution	Average Salary - Kansas	Average Salary - Peer Group	Relative Funding*
University of Kansas	\$103,800	\$123,828	83.8%
Kansas State University	\$93,100	\$104,914	88.7%
Wichita State University	\$80,600	\$97,804	82.4%
Emporia State University	\$65,000	\$70,414	92.3%
Pittsburg State University	\$74,790	\$95,564	78.3%
Fort Hays State University	\$70,300	\$69,662	100.9%
<b>Total</b>	<b>\$92,624</b>	<b>\$106,746</b>	<b>86.8%</b>

### Relative Funding of Instructional Faculty Salaries, FY 2019 - FY 2023\*

Institution	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
University of Kansas	83.1%	84.3%	82.7%	83.6%	83.8%
Kansas State University	89.0%	85.3%	86.3%	85.4%	88.7%
Wichita State University	85.6%	83.7%	84.3%	80.0%	82.4%
Emporia State University	88.1%	93.0%	93.1%	89.8%	92.3%
Pittsburg State University	81.0%	78.4%	77.0%	82.9%	78.3%
Fort Hays State University	103.6%	106.7%	105.1%	99.3%	100.9%
<b>Total</b>	<b>85.9%</b>	<b>85.4%</b>	<b>85.7%</b>	<b>88.4%</b>	<b>86.8%</b>

### Peers and Average All Ranks Faculty Salaries FY 2023

<b>University of Kansas</b>	<b>\$103,800</b>	<b>Kansas State University</b>	<b>\$93,100</b>
Indiana University (Bloomington)	\$113,000	Auburn University	\$106,600
University of Missouri (Columbia)	\$102,100	Iowa State University	\$113,300
University of Oregon	\$107,900	Oklahoma State University	\$90,600
Michigan State University	\$123,900	University of Arkansas	\$94,400
University at Buffalo	\$111,200	University of Nebraska-Lincoln	\$110,300
<b>Wichita State University</b>	<b>\$80,600</b>	<b>Emporia State University</b>	<b>\$65,000</b>
Cleveland State University	\$91,800	Colorado State University (Pueblo)	\$65,500
Portland State University	\$95,400	Northwest Missouri State University	Not available
The University of Texas at San Antonio	\$89,900	Pittsburg State University	\$74,790
University of Memphis	\$82,400	University of Nebraska (Kearney)	\$72,500
University of Nebraska at Omaha	\$77,700	West Texas A&M University	Not available
<b>Pittsburg State University</b>	<b>\$74,790</b>	<b>Fort Hays State University</b>	<b>\$70,300</b>
Arkansas Tech University	Not available	Northwest Missouri State University	Not available
Ferris State University	\$92,800	Colorado Mesa University	Not available
Indiana University of Pennsylvania	\$99,800	Northeastern State University (OK)	Not available
Northwest Missouri State University	Not available	Southeast Missouri State University	\$72,400
Valdosta State University	Not available	Tarleton State University	Not available

\*Relative Funding is determined by dividing the average salary for each institution by the average salary for their appropriate peer group.

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

Source: AAUP Faculty Salary Surveys as Reported in *Academe* and Pittsburg State University (PSU has not participated in the AAUP survey since FY 2018)



### Graduate Teaching Assistants by Number and Average Stipend Fiscal Year 2024

Table 4.36

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	1,066	520.2	\$19,199.00
Kansas State University	520	238.8	\$16,263.02
K-State Vet Med Center	1	0.5	\$22,051.25
Wichita State University	336	128.0	\$11,111.00
Emporia State University	82	41.0	\$12,000.00
Pittsburg State University	91	42.8	\$5,621.37
Fort Hays State University	80	39.8	\$10,000.00
<b>Total</b>	<b>2,176</b>	<b>1,011.0</b>	<b>\$16,255.05</b>

### Graduate Research Assistants by Number and Average Stipend Fiscal Year 2024

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	569	289.9	\$21,025.00
Kansas State University	658	312.8	\$20,025.63
K-State Vet Med Center	55	27.5	\$22,051.25
Wichita State University	152	59.0	\$12,111.00
Emporia State University	15	7.5	\$12,000.00
Pittsburg State University	49	24.5	\$8,089.25
Fort Hays State University	0	0.0	\$0.00
<b>Total</b>	<b>1,498</b>	<b>721.1</b>	<b>\$19,368.04</b>

### Other Graduate Assistants by Number and Average Stipend Fiscal Year 2024

Institution	Total Headcount	Full-Time Equivalent	Average Stipend*
University of Kansas	68	37.5	\$14,121.00
Kansas State University	40	20.0	\$11,951.00
K-State Vet Med Center	0	0.0	\$0.00
Wichita State University	110	44.0	\$8,546.00
Emporia State University	60	30.0	\$12,000.00
Pittsburg State University	19	9.5	\$9,863.80
Fort Hays State University	0	0.0	\$0.00
<b>Total</b>	<b>297</b>	<b>141.0</b>	<b>\$11,335.57</b>

\*The comprehensive total for the average stipend is not all average stipends added together but rather the sum of each institutions' Full-Time Equivalent multiplied by their average stipend, divided by the total FTE.

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

Source: *DBTF Section VI*

**State Universities: Faculty by Age  
Fiscal Year 2024**

Table 4.4

Age Category	KSU-								Total
	KU	KUMC	KSU	Vet Med	WSU	ESU	PSU	FHSU	
29 and Under	11	17	15	1	11	6	1	11	73
30 - 39	240	498	222	36	117	47	28	67	1,255
40 - 49	362	523	378	35	137	57	66	104	1,662
50 - 59	301	253	262	26	134	52	78	87	1,193
60 - 64	113	94	129	12	68	12	33	37	498
65 - 69	76	67	74	5	40	9	21	23	315
70 & Over	74	27	31	3	36	10	13	17	211
<b>Total</b>	<b>1,177</b>	<b>1,479</b>	<b>1,111</b>	<b>118</b>	<b>543</b>	<b>193</b>	<b>240</b>	<b>346</b>	<b>5,207</b>

## Percent of Total Faculty

<u>29 and Under</u>	<u>30 - 39</u>	<u>40 - 49</u>	<u>50 - 59</u>	<u>60 - 64</u>	<u>65 - 69</u>	<u>70 &amp; Over</u>
1.4%	24.1%	31.9%	22.9%	9.6%	6.0%	4.1%

**Tenure Status of Institutional Personnel  
Fall 2023**

Table 4.5

Institution	Number Holding Tenure	Number Eligible for Tenure	% of Eligible Faculty Holding Tenure
University of Kansas	748	958	78.1%
University of Kansas Medical Center	227	303	74.9%
Kansas State University (includes ESARP, Vet Med)	751	925	81.2%
Wichita State University	263	359	73.3%
Emporia State University	95	155	61.3%
Pittsburg State University	181	226	80.1%
Fort Hays State University	146	211	69.2%
<b>Total</b>	<b>2,411</b>	<b>3,137</b>	<b>76.9%</b>

Notes for this section begin on page 62.

Source: DBTF Section IX and Section VIII

**Faculty Resignations, Retirements, and Terminations by Institutions  
Fiscal Year 2019 - 2023**

Table 4.6

Categories	KU	KUMC	KSU and KSU-VM	WSU	ESU	PSU	FHSU	Total
<b>Resignations/Deaths</b>								
<b>FY 2019</b>	25	60	59	9	9	12	18	<b>192</b>
<b>FY 2020</b>	26	51	65	11	11	15	11	<b>190</b>
<b>FY 2021</b>	14	64	67	10	16	12	21	<b>204</b>
<b>FY 2022</b>	31	61	90	14	9	13	20	<b>238</b>
<b>FY 2023</b>	28	57	102	23	26	12	16	<b>264</b>
<b>Retirements</b>								
<b>FY 2019</b>	39	12	52	7	8	6	7	<b>131</b>
<b>FY 2020</b>	35	10	38	13	6	14	7	<b>123</b>
<b>FY 2021</b>	22	15	41	21	18	20	12	<b>149</b>
<b>FY 2022</b>	16	19	82	9	11	14	12	<b>163</b>
<b>FY 2023</b>	9	15	25	11	12	12	8	<b>92</b>
<b>Terminations</b>								
<b>FY 2019</b>	0	7	33	2	2	0	2	<b>46</b>
<b>FY 2020</b>	1	8	38	1	0	2	1	<b>51</b>
<b>FY 2021</b>	0	7	50	0	2	0	1	<b>60</b>
<b>FY 2022</b>	0	8	0	0	0	0	1	<b>9</b>
<b>FY 2023</b>	0	5	0	0	17	0	7	<b>29</b>

Notes for this section begin on page 62.

Source: DBTF Section XI

## Section IV Notes

### General Notes:

1. KU is exclusive of University of Kansas – Medical Center (KUMC). KUMC data is included separately on selected tables.
2. The DBTF report asks for funding information that is used to allocate the faculty salary enhancement. The faculty member’s position funding information should be derived from the institution’s budget not from the funding reported in the payroll system. If the faculty member’s position is not budgeted, then the payroll funding may be used.

### Table 4.1: Budgeted Positions by Program

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

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

1. Instructional staff data included in this table includes faculty on sabbatical leave at their regular salaries, even if reduced while on leave; replacements for faculty on leave without pay; and department heads, with faculty rank but no other administrative title.
2. Instructional staff data included in this table does not include temporary replacements for faculty on sabbatical leave; instructional faculty who are not employed on a full-time basis; faculty who donate services; faculty in a military organization and paid on a different scale from civilian employees; administrative officers with titles such as Dean of Instruction, Academic Dean, Librarian, Registrar, Coach, etc., even though they may devote part of their time to classroom instruction and have faculty rank; and undergraduate students who assist in the instruction of courses, but who have titles such as Teaching Assistant, Teaching Associate, etc.
3. The Total/Average column for Table 4.3 represents the total (sum) of each faculty category (Professors, Associate Professors, Assistant Professors, and Instructors) and the average salary total (total nine month salary divided by total faculty) for all institutions listed.

### Table 4.32: Average Faculty Salary Increases by Academic Rank

1. Table does not include continuing lecturers or non-ranked instructional, research or public service faculty.

### Table 4.35: Average Salaries of Instructional Faculty, Compared to Peer Institutions

1. Peer average is a weighted average of four faculty ranks, which factors in the distribution of faculty ranks of the State Universities.
2. University of Kansas data is exclusive of University of Kansas – Medical Center.
3. Kansas State University data does include Kansas State University – Veterinary Medical Center.
4. Beginning in Fiscal Year 2014, the universities now have revised peer institutions. In Fiscal Year 2023, Wichita State University again revised their peer institutions. In Fiscal Year 2024, Kansas State University again revised their peer institutions. A list of previous peers 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*

Auburn University  
 Clemson University  
 Colorado State University  
 Oklahoma State University  
 University of Massachusetts  
 (Amherst)

#### *Revised Peers*

Auburn University  
 Iowa State University  
 Oklahoma State University  
 University of Arkansas  
 University of Nebraska-Lincoln

### Wichita State University

#### *Previous Peers*

New Mexico State University  
 University of Massachusetts – Lowell  
 University of Nevada-Reno  
 University of North Dakota  
 Wright State University

#### *Revised Peers*

Cleveland State University  
 Portland State University  
 The University of Texas at San Antonio  
 University of Memphis  
 University of Nebraska at Omaha

### 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)

#### *Revised Peers*

Arkansas Tech University  
 Ferris State University  
 Indiana University of Pennsylvania  
 Northwest Missouri State University

Western Carolina 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