



# **STATE UNIVERSITY DATA BOOK**

## **Section IV: Faculty and Staff**

**January 2025**

★ LEADING HIGHER EDUCATION ★

**Budgeted Positions by Program  
Fiscal Year 2025**
**Table 4.1**

| Category                                   | KU              | KUMC            | KSU             | KSU-Vet<br>Med | WSU           |
|--|-----------------|-----------------|-----------------|----------------|---------------|
| <b>Unclassified</b>                        |                 |                 |                 |                |               |
| <b>1.0 INSTRUCTION</b>                     |                 |                 |                 |                |               |
| 1.1 General Academic Instruction           | 2,414.61        | 1,963.28        | 1,329.11        | 314.72         | 763.53        |
| 1.4 Preparatory/Adult Basic Education      | 20.75           | 0.00            | 0.00            | 0.00           | 0.00          |
| 1.5 Continuing Education                   | 123.71          | 11.37           | 0.00            | 0.00           | 0.00          |
| <b>Subtotal - INSTRUCTION</b>              | <b>2,559.07</b> | <b>1,974.65</b> | <b>1,329.11</b> | <b>314.72</b>  | <b>763.53</b> |
| <b>2.0 RESEARCH</b>                        |                 |                 |                 |                |               |
| 2.1 Institutes and Research Centers        | 500.94          | 557.74          | 461.33          | 0.00           | 870.50        |
| 2.2 Individual and Project Research        | 483.35          | 837.95          | 334.60          | 21.54          | 39.49         |
| <b>Subtotal - RESEARCH</b>                 | <b>984.29</b>   | <b>1,395.69</b> | <b>795.93</b>   | <b>21.54</b>   | <b>909.99</b> |
| <b>3.0 PUBLIC SERVICE</b>                  |                 |                 |                 |                |               |
| 3.1 Patient Services                       | 0.00            | 38.25           | 0.00            | 0.00           | 0.00          |
| 3.2 Community Services                     | 259.18          | 110.89          | 97.28           | 123.00         | 129.19        |
| 3.3 Cooperative Extension                  | 0.00            | 0.00            | 535.31          | 0.00           | 0.00          |
| 3.4 Public Broadcasting                    | 19.37           | 0.00            | 0.00            | 0.00           | 24.35         |
| 3.5 Community Education                    | 0.00            | 0.00            | 0.00            | 0.00           | 89.49         |
| <b>Subtotal - PUBLIC SERVICE</b>           | <b>278.55</b>   | <b>149.14</b>   | <b>632.59</b>   | <b>123.00</b>  | <b>243.03</b> |
| <b>4.0 ACADEMIC SUPPORT</b>                |                 |                 |                 |                |               |
| 4.1 Libraries                              | 148.78          | 12.09           | 84.95           | 0.00           | 41.00         |
| 4.2 Museums and Galleries                  | 28.09           | 0.00            | 13.15           | 0.00           | 8.80          |
| 4.3 Audiovisual Services                   | 0.50            | 10.00           | 0.00            | 0.00           | 23.00         |
| 4.4 Computing Support                      | 95.65           | 26.60           | 7.00            | 0.00           | 73.27         |
| 4.5 Ancillary Support                      | 0.25            | 0.00            | 1.05            | 0.00           | 2.00          |
| 4.6 Academic Administration                | 216.88          | 351.65          | 265.30          | 41.41          | 111.99        |
| 4.7 Course/Curriculum Development          | 0.00            | 0.00            | 0.00            | 0.00           | 13.10         |
| <b>Subtotal - ACADEMIC SUPPORT</b>         | <b>490.15</b>   | <b>400.34</b>   | <b>371.45</b>   | <b>41.41</b>   | <b>273.16</b> |
| <b>5.0 STUDENT SERVICES</b>                |                 |                 |                 |                |               |
| 5.1 Student Service Administration         | 149.80          | 13.42           | 41.13           | 0.00           | 12.00         |
| 5.2 Social/Cultural Development            | 44.10           | 5.00            | 30.20           | 0.00           | 112.52        |
| 5.3 Counseling/Career Guidance             | 50.30           | 14.25           | 30.30           | 0.00           | 11.59         |
| 5.4 Financial Aid Administration           | 0.00            | 5.00            | 23.50           | 0.00           | 21.00         |
| 5.5 Student Auxiliary Services             | 0.00            | 4.00            | 0.00            | 0.00           | 4.00          |
| 5.6 Intercollegiate Athletics              | 5.71            | 0.00            | 0.00            | 0.00           | 21.34         |
| 5.7 Student Recruitment/Admissions Records | 96.50           | 11.11           | 97.45           | 0.00           | 85.13         |
| 5.8 Student Services IT                    | 20.00           | 0.00            | 0.00            | 0.00           | 0.00          |
| <b>Subtotal - STUDENT SERVICES</b>         | <b>366.41</b>   | <b>52.78</b>    | <b>222.58</b>   | <b>0.00</b>    | <b>267.58</b> |

**Budgeted Positions by Program  
Fiscal Year 2025**
**Table 4.1**

| Category   | KU              | KUMC            | KSU             | KSU-Vet<br>Med | WSU             |
|--|-----------------|-----------------|-----------------|----------------|-----------------|
| <b>6.0 INSTITUTIONAL SUPPORT</b>                                     |                 |                 |                 |                |                 |
| 6.1 Executive Management   | 75.75           | 43.81           | 163.84          | 0.00           | 33.44           |
| 6.2 Fiscal Operations  | 73.58           | 44.96           | 88.00           | 0.00           | 50.85           |
| 6.3 General Administrative Services                                  | 171.09          | 183.07          | 65.50           | 0.00           | 50.15           |
| 6.4 Logistical Services  | 65.00           | 5.00            | 1.00            | 0.00           | 0.00            |
| 6.6 Centralized Research Operations                                  | 0.00            | 125.42          | 0.00            | 0.00           | 0.00            |
| 6.7 Public Relations/Development                                     | 56.43           | 17.05           | 46.80           | 0.00           | 16.92           |
| <b>Subtotal - INSTITUTIONAL SUPPORT</b>                              | <b>441.85</b>   | <b>419.31</b>   | <b>365.14</b>   | <b>0.00</b>    | <b>151.36</b>   |
| <b>7.0 PHYSICAL PLANT</b>  | <b>152.75</b>   | <b>69.91</b>    | <b>48.72</b>    | <b>1.00</b>    | <b>51.67</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>5,277.07</b> | <b>4,461.82</b> | <b>3,765.52</b> | <b>501.67</b>  | <b>2,660.32</b> |
| <b>9.1 AUXILIARY ENTERPRISES</b>                                     | <b>82.04</b>    | <b>6.00</b>     | <b>156.40</b>   | <b>0.00</b>    | <b>34.73</b>    |
| <b>9.3 SERVICE CLEARING</b>  | <b>12.00</b>    | <b>0.00</b>     | <b>28.79</b>    | <b>0.00</b>    | <b>15.00</b>    |
| <b>Total - Unclassified</b>  | <b>5,371.11</b> | <b>4,467.82</b> | <b>3,950.71</b> | <b>501.67</b>  | <b>2,710.05</b> |
| <b>University Support Staff</b>                                      |                 |                 |                 |                |                 |
| Educational and General  | 392.95          | 246.95          | 536.37          | 150.00         | 194.00          |
| Auxiliary Enterprises  | 11.00           | 23.50           | 406.37          | 0.00           | 18.00           |
| Service Clearing   | 0.00            | 0.00            | 51.37           | 0.00           | 0.00            |
| <b>Total - University Support Staff</b>                              | <b>403.95</b>   | <b>270.45</b>   | <b>994.11</b>   | <b>150.00</b>  | <b>212.00</b>   |
| <b>GRAND TOTAL - UNCLASSIFIED &amp;<br/>UNIVERSITY SUPPORT STAFF</b> | <b>5,775.06</b> | <b>4,738.27</b> | <b>4,944.82</b> | <b>651.67</b>  | <b>2,922.05</b> |

**Budgeted Positions by Program  
Fiscal Year 2025**
**Table 4.1**

| <b>Category</b>                            | <b>ESU</b>    | <b>PSU</b>    | <b>FHSU</b>   | <b>Total</b>    |
|--|---------------|---------------|---------------|-----------------|
| <b>Unclassified</b>                        |               |               |               |                 |
| <b>1.0 INSTRUCTION</b>                     |               |               |               |                 |
| 1.1 General Academic Instruction           | 259.40        | 313.75        | 554.50        | <b>7,912.90</b> |
| 1.4 Preparatory/Adult Basic Education      | 0.00          | 0.00          | 0.00          | <b>20.75</b>    |
| 1.5 Continuing Education                   | 0.00          | 0.00          | 0.00          | <b>135.08</b>   |
| <b>Subtotal - INSTRUCTION</b>              | <b>259.40</b> | <b>313.75</b> | <b>554.50</b> | <b>8,068.73</b> |
| <b>2.0 RESEARCH</b>                        |               |               |               |                 |
| 2.1 Institutes and Research Centers        | 0.00          | 14.00         | 0.00          | <b>2,404.51</b> |
| 2.2 Individual and Project Research        | 0.00          | 0.00          | 0.00          | <b>1,716.93</b> |
| <b>Subtotal - RESEARCH</b>                 | <b>0.00</b>   | <b>14.00</b>  | <b>0.00</b>   | <b>4,121.44</b> |
| <b>3.0 PUBLIC SERVICE</b>                  |               |               |               |                 |
| 3.1 Patient Services                       | 0.00          | 0.00          | 0.00          | <b>38.25</b>    |
| 3.2 Community Services                     | 18.30         | 40.10         | 6.00          | <b>783.94</b>   |
| 3.3 Cooperative Extension                  | 0.35          | 0.00          | 0.00          | <b>535.66</b>   |
| 3.4 Public Broadcasting                    | 0.00          | 6.00          | 0.00          | <b>49.72</b>    |
| 3.5 Community Education                    | 2.00          | 0.00          | 3.60          | <b>95.09</b>    |
| <b>Subtotal - PUBLIC SERVICE</b>           | <b>20.65</b>  | <b>46.10</b>  | <b>9.60</b>   | <b>1,502.66</b> |
| <b>4.0 ACADEMIC SUPPORT</b>                |               |               |               |                 |
| 4.1 Libraries                              | 9.00          | 17.00         | 17.00         | <b>329.82</b>   |
| 4.2 Museums and Galleries                  | 0.00          | 0.00          | 9.50          | <b>59.54</b>    |
| 4.3 Audiovisual Services                   | 0.00          | 0.00          | 0.00          | <b>33.50</b>    |
| 4.4 Computing Support                      | 47.00         | 31.70         | 35.00         | <b>316.22</b>   |
| 4.5 Ancillary Support                      | 0.00          | 0.00          | 5.75          | <b>9.05</b>     |
| 4.6 Academic Administration                | 50.50         | 14.00         | 30.30         | <b>1,082.03</b> |
| 4.7 Course/Curriculum Development          | 1.00          | 0.00          | 0.00          | <b>14.10</b>    |
| <b>Subtotal - ACADEMIC SUPPORT</b>         | <b>107.50</b> | <b>62.70</b>  | <b>97.55</b>  | <b>1,844.26</b> |
| <b>5.0 STUDENT SERVICES</b>                |               |               |               |                 |
| 5.1 Student Service Administration         | 0.00          | 24.94         | 8.80          | <b>250.09</b>   |
| 5.2 Social/Cultural Development            | 13.55         | 10.50         | 3.00          | <b>218.87</b>   |
| 5.3 Counseling/Career Guidance             | 10.70         | 7.00          | 10.00         | <b>134.14</b>   |
| 5.4 Financial Aid Administration           | 7.00          | 7.00          | 10.00         | <b>73.50</b>    |
| 5.5 Student Auxiliary Services             | 0.00          | 0.00          | 0.00          | <b>8.00</b>     |
| 5.6 Intercollegiate Athletics              | 47.00         | 47.50         | 40.80         | <b>162.35</b>   |
| 5.7 Student Recruitment/Admissions Records | 24.50         | 20.75         | 32.00         | <b>367.44</b>   |
| 5.8 Student Services IT                    | 0.00          | 0.00          | 0.00          | <b>20.00</b>    |
| <b>Subtotal - STUDENT SERVICES</b>         | <b>102.75</b> | <b>117.69</b> | <b>104.60</b> | <b>1,234.39</b> |

**Budgeted Positions by Program  
Fiscal Year 2025**

Table 4.1

| Category   | ESU           | PSU           | FHSU          | Total            |
|--|---------------|---------------|---------------|------------------|
| <b>6.0 INSTITUTIONAL SUPPORT</b>                                     |               |               |               |                  |
| 6.1 Executive Management   | 20.00         | 20.30         | 16.75         | <b>373.89</b>    |
| 6.2 Fiscal Operations  | 13.10         | 13.00         | 19.10         | <b>302.59</b>    |
| 6.3 General Administrative Services                                  | 9.00          | 12.00         | 7.00          | <b>497.81</b>    |
| 6.4 Logistical Services  | 0.00          | 0.00          | 0.00          | <b>71.00</b>     |
| 6.6 Centralized Research Operations                                  | 0.00          | 0.00          | 0.00          | <b>125.42</b>    |
| 6.7 Public Relations/Development                                     | 42.50         | 29.75         | 3.00          | <b>212.45</b>    |
| <b>Subtotal - INSTITUTIONAL SUPPORT</b>                              | <b>84.60</b>  | <b>75.05</b>  | <b>45.85</b>  | <b>1,583.16</b>  |
| <b>7.0 PHYSICAL PLANT</b>  | <b>62.00</b>  | <b>7.00</b>   | <b>67.50</b>  | <b>460.55</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>636.90</b> | <b>636.29</b> | <b>879.60</b> | <b>18,819.19</b> |
| <b>9.1 AUXILIARY ENTERPRISES</b>                                     | <b>32.00</b>  | <b>10.06</b>  | <b>55.50</b>  | <b>376.73</b>    |
| <b>9.3 SERVICE CLEARING</b>  | <b>1.00</b>   | <b>8.00</b>   | <b>7.00</b>   | <b>71.79</b>     |
| <b>Total - Unclassified</b>  | <b>669.90</b> | <b>654.35</b> | <b>942.10</b> | <b>19,267.71</b> |
| <b>University Support Staff</b>                                      |               |               |               |                  |
| Educational and General  | 52.86         | 137.00        | 50.00         | <b>1,760.13</b>  |
| Auxiliary Enterprises  | 13.20         | 16.62         | 6.00          | <b>494.69</b>    |
| Service Clearing   | 0.44          | 2.00          | 1.00          | <b>54.81</b>     |
| <b>Total - University Support Staff</b>                              | <b>66.50</b>  | <b>155.62</b> | <b>57.00</b>  | <b>2,309.63</b>  |
| <b>GRAND TOTAL - UNCLASSIFIED &amp;<br/>UNIVERSITY SUPPORT STAFF</b> | <b>736.40</b> | <b>809.97</b> | <b>999.10</b> | <b>21,577.34</b> |

## Average Faculty Salaries by Academic Rank Fiscal Year 2025

Table 4.3

|   | KU               | KSU              | KSU-Vet<br>Med   | WSU             | ESU             | PSU             | FHSU            | Total /<br>Average |
|---|------------------|------------------|------------------|-----------------|-----------------|-----------------|-----------------|--------------------|
| <b>Instructional Faculty</b>                          |                  |                  |                  |                 |                 |                 |                 |                    |
| <b>Professors</b>                                     | 465              | 273              | 14               | 128             | 37              | 111             | 69              | <b>1,097</b>       |
| Average Salary  | \$135,947        | \$130,513        | \$164,176        | \$117,035       | \$78,456        | \$87,115        | \$92,746        | <b>\$123,151</b>   |
| <b>Associate Professors</b>                           | 340              | 213              | 1                | 122             | 53              | 44              | 79              | <b>852</b>         |
| Average Salary  | \$99,914         | \$103,130        | \$100,367        | \$85,340        | \$67,342        | \$76,948        | \$77,149        | <b>\$93,309</b>    |
| <b>Assistant Professors</b>                           | 286              | 126              | 3                | 94              | 62              | 46              | 114             | <b>731</b>         |
| Average Salary  | \$89,185         | \$84,816         | \$106,151        | \$82,280        | \$62,487        | \$62,249        | \$67,179        | <b>\$80,222</b>    |
| <b>Instructors</b>                                    | 1                | 158              | 1                | 0               | 52              | 64              | 57              | <b>333</b>         |
| Average Salary  | \$82,479         | \$65,339         | \$55,534         | NA              | \$46,752        | \$55,007        | \$53,090        | <b>\$58,376</b>    |
| <b>Subtotal - Instructional Faculty</b>               | <b>1,092</b>     | <b>770</b>       | <b>19</b>        | <b>344</b>      | <b>204</b>      | <b>265</b>      | <b>319</b>      | <b>3,013</b>       |
| Average Salary  | <b>\$112,432</b> | <b>\$102,087</b> | <b>\$145,938</b> | <b>\$96,298</b> | <b>\$62,634</b> | <b>\$73,356</b> | <b>\$72,661</b> | <b>\$97,138</b>    |
| <b>Research and Public Service Faculty</b>            |                  |                  |                  |                 |                 |                 |                 |                    |
| <b>Professors</b>                                     | 37               | 95               | 29               | 0               | 0               | 0               | 0               | <b>161</b>         |
| Average Salary  | \$153,715        | \$143,775        | \$154,723        | NA              | NA              | NA              | NA              | <b>\$148,031</b>   |
| <b>Associate Professors</b>                           | 25               | 50               | 22               | 0               | 0               | 0               | 0               | <b>97</b>          |
| Average Salary  | \$100,863        | \$104,179        | \$125,724        | NA              | NA              | NA              | NA              | <b>\$108,211</b>   |
| <b>Assistant Professors</b>                           | 42               | 55               | 45               | 0               | 0               | 0               | 0               | <b>142</b>         |
| Average Salary  | \$80,649         | \$80,201         | \$102,497        | NA              | NA              | NA              | NA              | <b>\$87,399</b>    |
| <b>Instructors</b>                                    | 0                | 43               | 1                | 0               | 0               | 0               | 0               | <b>44</b>          |
| Average Salary  | NA               | \$62,699         | \$56,745         | NA              | NA              | NA              | NA              | <b>\$62,564</b>    |
| <b>Subtotal - Research and Public Service Faculty</b> | <b>104</b>       | <b>243</b>       | <b>97</b>        | <b>0</b>        | <b>0</b>        | <b>0</b>        | <b>0</b>        | <b>444</b>         |
| Average Salary  | <b>\$111,503</b> | <b>\$106,892</b> | <b>\$122,907</b> | <b>NA</b>       | <b>NA</b>       | <b>NA</b>       | <b>NA</b>       | <b>\$111,471</b>   |
| <b>Grand Total - All Faculty</b>                      | <b>1,196</b>     | <b>1,013</b>     | <b>116</b>       | <b>344</b>      | <b>204</b>      | <b>265</b>      | <b>319</b>      | <b>3,457</b>       |
| Average Salary  | <b>\$112,351</b> | <b>\$103,240</b> | <b>\$126,679</b> | <b>\$96,298</b> | <b>\$62,634</b> | <b>\$73,356</b> | <b>\$72,661</b> | <b>\$98,979</b>    |

**Average Faculty Salary Increases by Academic Rank**  
**Full-time Continuing Instructional, Research and Public Service Faculty**  
**Fiscal Year 2025**

Table 4.32

| Rank                        | KU           | KSU         | KSU-Vet<br>Med | WSU         | ESU         | PSU         | FHSU        | Total /<br>Average |
|-----------------------------|--------------|-------------|----------------|-------------|-------------|-------------|-------------|--------------------|
| <b>Professors</b>           | 444          | 313         | 34             | 119         | 37          | 111         | 59          | <b>1,117</b>       |
| Average Salary Increase     | 3.6%         | 2.8%        | 3.3%           | 3.4%        | 11.2%       | 4.7%        | 1.8%        | <b>3.5%</b>        |
| <b>Associate Professors</b> | 335          | 265         | 24             | 115         | 49          | 43          | 68          | <b>899</b>         |
| Average Salary Increase     | 3.8%         | 4.3%        | 8.0%           | 3.7%        | 4.6%        | 7.3%        | 2.7%        | <b>4.2%</b>        |
| <b>Assistant Professors</b> | 240          | 145         | 46             | 75          | 48          | 40          | 101         | <b>695</b>         |
| Average Salary Increase     | 2.7%         | 4.5%        | 4.8%           | 2.0%        | 2.0%        | 3.3%        | 3.6%        | <b>3.3%</b>        |
| <b>Instructors</b>          | 1            | 161         | 1              | 0           | 30          | 25          | 64          | <b>282</b>         |
| Average Salary Increase     | 5.8%         | 3.4%        | 2.0%           | NaN         | 2.5%        | 2.7%        | 2.9%        | <b>3.2%</b>        |
| <b>Total All Ranks</b>      | <b>1,020</b> | <b>884</b>  | <b>105</b>     | <b>309</b>  | <b>164</b>  | <b>219</b>  | <b>292</b>  | <b>2,993</b>       |
| Average Salary Increase     | <b>3.5%</b>  | <b>3.5%</b> | <b>4.9%</b>    | <b>3.2%</b> | <b>5.3%</b> | <b>4.8%</b> | <b>2.8%</b> | <b>3.6%</b>        |

**Average Salary Increases**  
**Other Full-time, Continuing Personnel**  
**Fiscal Year 2025**

**Table 4.33**

| Rank  | KU           | KSU          | KSU-Vet<br>Med | WSU          | ESU         | PSU         | FHSU        | Total /<br>Average |
|---|--------------|--------------|----------------|--------------|-------------|-------------|-------------|--------------------|
| <b>President</b>                            | 1            | 2            | 0              | 1            | 1           | 1           | 1           | <b>7</b>           |
| Average Salary Increase                     | 8.2%         | 6.9%         | NA             | 4.0%         | 5.2%        | 6.3%        | 4.1%        | <b>6.1%</b>        |
| <b>Vice Presidents</b>                      | 12           | 4            | 0              | 7            | 3           | 4           | 3           | <b>33</b>          |
| Average Salary Increase                     | 2.4%         | 3.9%         | NA             | 6.6%         | 0.0%        | 7.9%        | 1.3%        | <b>3.8%</b>        |
| <b>Assoc. VP, Asst. VP, Dir.</b>            | 117          | 121          | 4              | 12           | 21          | 52          | 14          | <b>341</b>         |
| Average Salary Increase                     | 6.8%         | 7.3%         | 2.0%           | 5.8%         | 6.2%        | 2.2%        | 1.7%        | <b>6.1%</b>        |
| <b>Deans</b>                                | 6            | 7            | 1              | 8            | 2           | 3           | 7           | <b>34</b>          |
| Average Salary Increase                     | 2.8%         | 3.0%         | 7.0%           | 3.6%         | 0.0%        | 2.0%        | 1.3%        | <b>2.8%</b>        |
| <b>Other Uncl. with Faculty Rank</b>        | 138          | 187          | 6              | 8            | 5           | 0           | 10          | <b>354</b>         |
| Average Salary Increase                     | 3.5%         | 5.6%         | 1.2%           | 3.7%         | 5.5%        | NA          | 2.7%        | <b>4.8%</b>        |
| <b>Other Uncl. without Faculty Rank</b>     | 2,100        | 1,542        | 218            | 1,219        | 218         | 130         | 227         | <b>5,654</b>       |
| Average Salary Increase                     | 3.4%         | 4.5%         | 3.7%           | 4.2%         | 10.6%       | 3.6%        | 2.3%        | <b>4.1%</b>        |
| <b>Total Other Unclassified</b>             | 2,374        | 1,863        | 229            | 1,255        | 250         | 190         | 262         | <b>6,423</b>       |
| Average Salary Increase                     | 3.7%         | 4.9%         | 3.5%           | 4.3%         | 9.0%        | 3.3%        | 2.2%        | <b>4.3%</b>        |
| <b>Total Faculty (Table 4.32)</b>           | 1,020        | 884          | 105            | 309          | 164         | 219         | 292         | <b>2,993</b>       |
| Average Salary Increase                     | 3.5%         | 3.5%         | 4.9%           | 3.2%         | 5.3%        | 4.8%        | 2.8%        | <b>3.6%</b>        |
| <b>Total Faculty and Other Unclassified</b> | <b>3,394</b> | <b>2,747</b> | <b>334</b>     | <b>1,564</b> | <b>414</b>  | <b>409</b>  | <b>554</b>  | <b>9,416</b>       |
| Average Salary Increase                     | <b>3.6%</b>  | <b>4.4%</b>  | <b>4.2%</b>    | <b>4.0%</b>  | <b>7.5%</b> | <b>4.2%</b> | <b>2.5%</b> | <b>4.0%</b>        |



**Summary of Budgeted Salary Increases for Full-Time Continuing  
Unclassified Personnel  
Fiscal Year 2025**

Table 4.34

| <b>% of Salary Increase<br/>Over Previous Year</b> | <b>KU</b>      | <b>KSU</b>     | <b>KSU-Vet<br/>Med</b> | <b>WSU</b>     | <b>ESU</b>     | <b>PSU</b>     | <b>FHSU</b>    | <b>Total</b>   |
|--|----------------|----------------|------------------------|----------------|----------------|----------------|----------------|----------------|
| No Increase  | 6              | 430            | 70                     | 903            | 160            | 4              | 1              | <b>1,574</b>   |
| 0.10 to 2.99                                       | 2,648          | 1,731          | 201                    | 71             | 31             | 312            | 485            | <b>5,479</b>   |
| 3.00 to 4.99                                       | 207            | 232            | 25                     | 212            | 24             | 21             | 24             | <b>745</b>     |
| 5.00 to 6.99                                       | 146            | 187            | 14                     | 94             | 30             | 18             | 16             | <b>505</b>     |
| 7.00 to 8.99                                       | 111            | 70             | 7                      | 59             | 15             | 17             | 19             | <b>298</b>     |
| 9.00 to 11.99                                      | 96             | 69             | 5                      | 81             | 38             | 8              | 14             | <b>311</b>     |
| 12.00 to 14.99                                     | 64             | 43             | 1                      | 42             | 22             | 5              | 7              | <b>184</b>     |
| 15.00 to 19.99                                     | 62             | 39             | 6                      | 58             | 27             | 12             | 1              | <b>205</b>     |
| 20.00 and Over                                     | 54             | 47             | 5                      | 45             | 67             | 12             | 4              | <b>234</b>     |
| <b>Total Number of<br/>Persons</b>                 | <b>3,394</b>   | <b>2,848</b>   | <b>334</b>             | <b>1,565</b>   | <b>414</b>     | <b>409</b>     | <b>571</b>     | <b>9,535</b>   |
| <b>Average Dollar<br/>Increase</b>                 | <b>\$3,043</b> | <b>\$3,703</b> | <b>\$3,736</b>         | <b>\$3,186</b> | <b>\$4,466</b> | <b>\$3,028</b> | <b>\$1,755</b> | <b>\$3,270</b> |
| <b>Average Percent<br/>Increase</b>                | <b>3.6%</b>    | <b>4.4%</b>    | <b>4.2%</b>            | <b>4.0%</b>    | <b>7.5%</b>    | <b>4.2%</b>    | <b>2.5%</b>    | <b>4.0%</b>    |

## Average Salaries of Instructional Faculty, Compared to Peer Institutions Fiscal Year 2024

Table 4.35

|  | FY 2020          | FY 2021          | FY 2022          | FY 2023          | FY 2024          |
|--|------------------|------------------|------------------|------------------|------------------|
| <b>Relative Funding</b>                              | <b>85.4%</b>     | <b>85.8%</b>     | <b>85.9%</b>     | <b>86.2%</b>     | <b>87.6%</b>     |
| <b>Average Salary - Kansas</b>                       | <b>\$85,966</b>  | <b>\$86,275</b>  | <b>\$87,939</b>  | <b>\$91,915</b>  | <b>\$95,305</b>  |
| <b>Average Salary - Peer Group</b>                   | <b>\$100,682</b> | <b>\$100,501</b> | <b>\$102,349</b> | <b>\$106,584</b> | <b>\$108,803</b> |
| <b>Institution</b>                                   | <b>FY 2020</b>   | <b>FY 2021</b>   | <b>FY 2022</b>   | <b>FY 2023</b>   | <b>FY 2024</b>   |
| <b>University of Kansas<br/>Relative Funding</b>     | <b>84.3%</b>     | <b>82.7%</b>     | <b>83.6%</b>     | <b>83.8%</b>     | <b>81.7%</b>     |
| <b>University Of Kansas</b>                          | <b>\$97,500</b>  | <b>\$95,000</b>  | <b>\$98,900</b>  | <b>\$103,800</b> | <b>\$104,400</b> |
| <b>Peer Institutions Average</b>                     | <b>\$115,660</b> | <b>\$114,848</b> | <b>\$118,292</b> | <b>\$123,829</b> | <b>\$127,850</b> |
| Indiana University Bloomington                       | \$110,300        | \$107,300        | \$109,300        | \$113,000        | \$115,700        |
| Michigan State University                            | \$118,400        | \$113,200        | \$115,100        | \$123,900        | \$127,800        |
| Suny At Buffalo                                      | \$106,700        | \$106,100        | \$109,700        | \$111,200        | \$118,800        |
| University Of Missouri-Columbia                      | \$97,300         | \$96,000         | \$98,800         | \$102,100        | \$106,500        |
| University Of Oregon                                 | \$95,200         | \$103,200        | \$103,000        | \$107,900        | \$107,200        |
| <b>Kansas State University<br/>Relative Funding</b>  | <b>89.7%</b>     | <b>91.3%</b>     | <b>90.2%</b>     | <b>88.7%</b>     | <b>93.1%</b>     |
| <b>Kansas State University</b>                       | <b>\$85,100</b>  | <b>\$88,300</b>  | <b>\$89,200</b>  | <b>\$93,100</b>  | <b>\$97,300</b>  |
| <b>Peer Institutions Average</b>                     | <b>\$94,899</b>  | <b>\$96,764</b>  | <b>\$98,895</b>  | <b>\$104,913</b> | <b>\$104,537</b> |
| Auburn University                                    | \$98,500         | \$98,400         | \$101,800        | \$106,600        | \$109,300        |
| Iowa State University                                | \$103,600        | \$104,000        | \$108,000        | \$113,300        | \$113,600        |
| Oklahoma State University Main<br>Campus             | \$85,500         | \$86,100         | \$87,300         | \$90,600         | \$97,100         |
| University Of Arkansas                               | \$92,000         | \$92,100         | \$92,400         | \$94,400         | \$95,600         |
| University Of Nebraska - Lincoln                     | \$102,000        | \$101,800        | \$101,800        | \$110,300        | \$113,100        |
| <b>Wichita State University<br/>Relative Funding</b> | <b>89.2%</b>     | <b>88.8%</b>     | <b>80.0%</b>     | <b>82.4%</b>     | <b>84.3%</b>     |
| <b>Wichita State University</b>                      | <b>\$83,300</b>  | <b>\$83,300</b>  | <b>\$76,100</b>  | <b>\$80,600</b>  | <b>\$83,900</b>  |
| <b>Peer Institutions Average</b>                     | <b>\$93,415</b>  | <b>\$93,758</b>  | <b>\$95,143</b>  | <b>\$97,804</b>  | <b>\$99,542</b>  |
| Cleveland State University                           | \$87,700         | \$86,900         | \$88,500         | \$91,800         | \$93,800         |
| Portland State University                            | \$90,700         | \$91,700         | \$92,800         | \$95,400         | \$102,100        |
| University Of Memphis                                | \$79,500         | \$79,700         | \$81,200         | \$82,400         | \$85,600         |
| University Of Nebraska At Omaha                      | \$75,600         | \$76,000         | \$76,800         | \$77,700         | \$80,800         |
| University Of Texas San Antonio                      | \$84,800         | \$87,300         | \$101,200        | \$89,900         | \$92,000         |

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

## Average Salaries of Instructional Faculty, Compared to Peer Institutions Fiscal Year 2024

Table 4.35

| Institution  | FY 2020         | FY 2021         | FY 2022         | FY 2023         | FY 2024         |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|
| <b>Emporia State University<br/>Relative Funding</b>   | <b>92.9%</b>    | <b>93.1%</b>    | <b>91.5%</b>    | <b>93.1%</b>    | <b>89.7%</b>    |
| <b>Emporia State University</b>                        | <b>\$62,900</b> | <b>\$63,200</b> | <b>\$62,700</b> | <b>\$65,000</b> | <b>\$63,900</b> |
| <b>Peer Institutions Average</b>                       | <b>\$67,692</b> | <b>\$67,896</b> | <b>\$68,500</b> | <b>\$69,781</b> | <b>\$71,258</b> |
| Colorado State University Pueblo                       | Not available   | Not available   | Not available   | \$65,500        | \$71,600        |
| Northwest Missouri State University                    | Not available   | Not available   | Not available   | Not available   | Not available   |
| Pittsburg State University                             | \$69,290        | \$70,400        | \$70,400        | \$72,710        | \$74,790        |
| University of Nebraska - Kearney                       | \$69,500        | \$70,200        | \$71,400        | \$72,500        | \$74,500        |
| West Texas A & M University                            | Not available   | Not available   | Not available   | Not available   | Not available   |
| <b>Pittsburg State University<br/>Relative Funding</b> | <b>79.2%</b>    | <b>77.0%</b>    | <b>76.5%</b>    | <b>80.2%</b>    | <b>77.1%</b>    |
| <b>Pittsburg State University</b>                      | <b>\$69,290</b> | <b>\$70,400</b> | <b>\$70,400</b> | <b>\$72,710</b> | <b>\$74,790</b> |
| <b>Peer Institutions Average</b>                       | <b>\$87,451</b> | <b>\$91,420</b> | <b>\$92,051</b> | <b>\$90,665</b> | <b>\$96,949</b> |
| Arkansas Tech University                               | Not available   | Not available   | Not available   | Not available   | Not available   |
| Ferris State University                                | \$87,400        | \$88,700        | \$90,100        | \$92,800        | \$95,500        |
| Indiana University Of Pennsylvania                     | \$89,800        | \$92,800        | \$95,700        | \$99,800        | \$101,300       |
| Northwest Missouri State University                    | Not available   | Not available   | Not available   | Not available   | Not available   |
| Valdosta State College                                 | Not available   | Not available   | Not available   | Not available   | Not available   |
| <b>Fort Hays State University<br/>Relative Funding</b> | <b>106.7%</b>   | <b>105.1%</b>   | <b>99.3%</b>    | <b>100.9%</b>   | <b>96.9%</b>    |
| <b>Fort Hays State University</b>                      | <b>\$65,500</b> | <b>\$66,100</b> | <b>\$65,800</b> | <b>\$70,300</b> | <b>\$70,900</b> |
| <b>Peer Institutions Average</b>                       | <b>\$61,367</b> | <b>\$62,884</b> | <b>\$66,244</b> | <b>\$69,662</b> | <b>\$73,168</b> |
| Colorado Mesa University                               | Not available   | Not available   | Not available   | Not available   | Not available   |
| Northeastern State University                          | Not available   | Not available   | Not available   | Not available   | Not available   |
| Northwest Missouri State University                    | Not available   | Not available   | Not available   | Not available   | Not available   |
| Southeast Missouri State University                    | \$63,900        | \$64,900        | \$68,800        | \$72,400        | \$75,300        |
| Tarleton State University                              | Not available   | Not available   | Not available   | Not available   | Not available   |

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 Assistants by Number and Average Stipend Fiscal Year 2025

Table 4.36

| Institution                                   | Total Headcount | Full-Time Equivalent | Average Stipend    |
|---|-----------------|----------------------|--------------------|
| <b>Graduate Teaching Assistants</b>           |                 |                      |                    |
| University of Kansas                          | 1,048           | 510.7                | \$20,016.00        |
| Kansas State University                       | 531             | 240.7                | \$16,274.00        |
| Kansas State University - Veterinary Medicine | 0               | 0.0                  | \$0.00             |
| Wichita State University                      | 283             | 114.0                | \$13,333.00        |
| Emporia State University                      | 68              | 34.0                 | \$12,000.00        |
| Pittsburg State University                    | 86              | 39.8                 | \$4,754.68         |
| Fort Hays State University                    | 80              | 39.8                 | \$10,000.00        |
| <b>Total Graduate Teaching Assistants</b>     | <b>2,096</b>    | <b>978.9</b>         | <b>\$17,012.84</b> |
| <b>Graduate Research Assistants</b>           |                 |                      |                    |
| University of Kansas                          | 545             | 279.8                | \$21,605.00        |
| Kansas State University                       | 694             | 327.7                | \$20,391.00        |
| Kansas State University - Veterinary Medicine | 61              | 30.5                 | \$23,364.00        |
| Wichita State University                      | 178             | 70.0                 | \$12,000.00        |
| Emporia State University                      | 11              | 5.5                  | \$12,000.00        |
| Pittsburg State University                    | 46              | 23.0                 | \$10,274.47        |
| Fort Hays State University                    | 0               | 0.0                  | \$0.00             |
| <b>Total Graduate Research Assistants</b>     | <b>1,535</b>    | <b>736.5</b>         | <b>\$19,799.17</b> |
| <b>Other Graduate Assistants</b>              |                 |                      |                    |
| University of Kansas                          | 77              | 42.9                 | \$16,137.00        |
| Kansas State University                       | 44              | 21.2                 | \$12,077.00        |
| Kansas State University - Veterinary Medicine | 0               | 0.0                  | \$0.00             |
| Wichita State University                      | 112             | 47.0                 | \$8,500.00         |
| Emporia State University                      | 54              | 27.0                 | \$12,000.00        |
| Pittsburg State University                    | 24              | 12.0                 | \$12,060.10        |
| Fort Hays State University                    | 0               | 0.0                  | \$0.00             |
| <b>Total Other Graduate Assistants</b>        | <b>311</b>      | <b>150.1</b>         | <b>\$12,100.79</b> |

## Faculty by Age Fiscal Year 2025

Table 4.4

| Age Category | KU           | KUMC         | KSU          | KSU-Vet<br>Med | WSU        | ESU        | PSU        | FHSU       | Total        | % of<br>Total |
|--------------|--------------|--------------|--------------|----------------|------------|------------|------------|------------|--------------|---------------|
| 29 & under   | 9            | 19           | 29           | 2              | 16         | 5          | 6          | 9          | 95           | 1.8%          |
| 30-39        | 243          | 526          | 216          | 33             | 119        | 54         | 37         | 70         | 1,298        | 24.1%         |
| 40-49        | 376          | 571          | 368          | 35             | 138        | 65         | 73         | 112        | 1,738        | 32.3%         |
| 50-59        | 296          | 266          | 283          | 23             | 137        | 55         | 74         | 90         | 1,224        | 22.7%         |
| 60-64        | 128          | 87           | 124          | 13             | 66         | 11         | 37         | 31         | 497          | 9.2%          |
| 65-69        | 74           | 74           | 74           | 6              | 37         | 9          | 24         | 18         | 316          | 5.9%          |
| 70 & Over    | 70           | 28           | 37           | 4              | 38         | 5          | 14         | 17         | 213          | 4.0%          |
| <b>Total</b> | <b>1,196</b> | <b>1,571</b> | <b>1,131</b> | <b>116</b>     | <b>551</b> | <b>204</b> | <b>265</b> | <b>347</b> | <b>5,381</b> |               |

## Tenure Status of Institutional Personnel Fiscal Year 2024

Table 4.5

| Institution                                   | Number Holding<br>Tenure | Number Eligible<br>for Tenure | % of Eligible Faculty<br>Holding Tenure |
|---|--------------------------|-------------------------------|---|
| University of Kansas                          | 735                      | 964                           | 76.2%                                   |
| University of Kansas Medical Center           | 221                      | 293                           | 75.4%                                   |
| Kansas State University                       | 703                      | 860                           | 81.7%                                   |
| Kansas State University - Veterinary Medicine | 49                       | 66                            | 74.2%                                   |
| Wichita State University                      | 264                      | 361                           | 73.1%                                   |
| Emporia State University                      | 85                       | 145                           | 58.6%                                   |
| Pittsburg State University                    | 152                      | 204                           | 74.5%                                   |
| Fort Hays State University                    | 145                      | 212                           | 68.4%                                   |
| <b>Total</b>                                  | <b>2,354</b>             | <b>3,105</b>                  | <b>75.8%</b>                            |

**Faculty Resignations, Retirements, and Terminations by Institutions  
Fiscal Year 2019 - 2024**

Table 4.6

|                               | KU | KUMC | KSU | KSU-Vet<br>Med | WSU | ESU | PSU | FHSU | Total      |
|-------------------------------|----|------|-----|----------------|-----|-----|-----|------|------------|
| <b>Resignations or Deaths</b> |    |      |     |                |     |     |     |      |            |
| 2019                          | 25 | 60   | 53  | 6              | 9   | 9   | 12  | 18   | <b>192</b> |
| 2020                          | 26 | 51   | 50  | 15             | 11  | 11  | 15  | 11   | <b>190</b> |
| 2021                          | 14 | 64   | 53  | 14             | 10  | 16  | 12  | 21   | <b>204</b> |
| 2022                          | 31 | 61   | 77  | 13             | 14  | 9   | 13  | 20   | <b>238</b> |
| 2023                          | 28 | 57   | 96  | 6              | 23  | 26  | 12  | 16   | <b>264</b> |
| 2024                          | 26 | 48   | 86  | 5              | 13  | 14  | 6   | 18   | <b>216</b> |
| <b>Retirements</b>            |    |      |     |                |     |     |     |      |            |
| 2019                          | 39 | 12   | 49  | 3              | 7   | 8   | 6   | 7    | <b>131</b> |
| 2020                          | 35 | 10   | 33  | 5              | 13  | 6   | 14  | 7    | <b>123</b> |
| 2021                          | 22 | 15   | 41  | 0              | 21  | 18  | 20  | 12   | <b>149</b> |
| 2022                          | 16 | 19   | 76  | 6              | 9   | 11  | 14  | 12   | <b>163</b> |
| 2023                          | 9  | 15   | 22  | 3              | 11  | 12  | 12  | 8    | <b>92</b>  |
| 2024                          | 13 | 17   | 21  | 1              | 11  | 6   | 7   | 11   | <b>87</b>  |
| <b>Terminations</b>           |    |      |     |                |     |     |     |      |            |
| 2019                          | 0  | 7    | 32  | 1              | 2   | 2   | 0   | 2    | <b>46</b>  |
| 2020                          | 1  | 8    | 37  | 1              | 1   | 0   | 2   | 1    | <b>51</b>  |
| 2021                          | 0  | 7    | 47  | 3              | 0   | 2   | 0   | 1    | <b>60</b>  |
| 2022                          | 0  | 8    | 0   | 0              | 0   | 0   | 0   | 1    | <b>9</b>   |
| 2023                          | 0  | 5    | 0   | 0              | 0   | 17  | 0   | 7    | <b>29</b>  |
| 2024                          | 2  | 4    | 0   | 0              | 0   | 3   | 0   | 0    | <b>9</b>   |

## 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.
4. Research and public service faculty includes full-time, combined 9- and 12-month appointments with 12-month salaries converted to 9-month salaries.

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

Section IV

5. 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**

| <i>Previous Peers</i>        | <i>Revised Peers</i>              |
|------------------------------|-----------------------------------|
| University of Colorado       | Indiana University (Bloomington)  |
| University of Iowa           | University of Missouri (Columbia) |
| University of Oregon         | University of Oregon              |
| University of North Carolina | Michigan State University         |
| University of Oklahoma       | University of Buffalo             |

**Kansas State University**

| <i>Previous Peers</i>                 | <i>Revised Peers</i>           |
|---------------------------------------|--------------------------------|
| Auburn University                     | Auburn University              |
| Clemson University                    | Iowa State University          |
| Colorado State University             | Oklahoma State University      |
| Oklahoma State University             | University of Arkansas         |
| University of Massachusetts (Amherst) | University of Nebraska-Lincoln |

**Wichita State University**

| <i>Previous Peers</i>                | <i>Revised Peers</i>                   |
|--------------------------------------|--|
| New Mexico State University          | Cleveland State University             |
| University of Massachusetts – Lowell | Portland State University              |
| University of Nevada-Reno            | The University of Texas at San Antonio |
| University of North Dakota           | University of Memphis                  |
| Wright State University              | University of Nebraska at Omaha        |

**Emporia State University**

| <i>Previous Peers</i>               | <i>Revised Peers</i>                |
|-------------------------------------|-------------------------------------|
| Eastern Washington University       | Colorado State University (Pueblo)  |
| Northwest Missouri State University | Northwest Missouri State University |
| Northern Michigan University        | Pittsburg State University          |
| Salisbury University (MD)           | University of Nebraska (Kearney)    |
| Western Carolina University         | 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

**Table 4.36: Graduate Assistants by Number and Average Stipend**

1. 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.