

Summary of Budgeted Positions by Program FY 2013

Table 4.1

Category	KU	KUMC	KSU	KSU- Vet Med	WSU
UNCLASSIFIED					
1.0 INSTRUCTION					
1.1 General Academic Instruction	1,847.48	2,060.82	1,406.91	124.58	581.08
1.4 Preparatory/ Adult Basic Education	42.07	8.00	0.00	0.00	0.00
Subtotal - INSTRUCTION	1,889.55	2,068.82	1,406.91	124.58	581.08
2.0 RESEARCH					
2.1 Institutional/Research Centers	394.21	268.69	0.00	0.00	173.00
2.2 Individual/Project Research	267.53	19.43	412.10	0.00	37.80
Subtotal - RESEARCH	661.74	288.12	412.10	0.00	210.80
3.0 PUBLIC SERVICES					
3.1 Patient Services	149.16	2.60	0.00	0.00	0.00
3.2 Community Services	0.00	0.00	0.00	7.00	15.37
3.3 Cooperative Extension	21.55	62.36	14.04	0.00	0.00
3.4 Public Broadcasting	0.00	0.00	0.00	0.00	12.50
3.5 Community Education	0.00	0.00	0.00	0.00	79.15
Subtotal - PUBLIC SERVICE	170.71	64.96	14.04	7.00	107.02
4.0 ACADEMIC SUPPORT					
4.1 Libraries	95.60	40.56	0.00	0.00	18.75
4.2 Museums/Galleries	69.50	0.00	0.00	0.00	7.50
4.3 Audiovisual Services	8.90	0.00	0.00	0.00	12.00
4.4 Computing Support	38.63	12.77	75.10	0.00	45.75
4.5 Ancillary Support	0.00	0.00	7.50	0.00	1.00
4.6 Academic Administration	332.52	207.87	75.25	37.62	65.27
4.7 Course/Curriculum Development	6.00	0.00	0.00	0.00	0.00
4.8 Academic Personnel Development	0.00	0.00	0.00	0.00	0.00
Subtotal - ACADEMIC SUPPORT	551.15	261.20	157.85	37.62	150.27
5.0 STUDENT SERVICES					
5.1 Student Service Administration	28.66	21.22	0.00	0.00	10.00
5.2 Social/Cultural Development	43.69	0.00	0.00	0.00	39.54
5.3 Counseling/Career Guidance	23.00	6.90	41.86	0.00	11.00
5.4 Financial Aid Administration	16.00	5.00	22.00	0.00	13.00
5.5 Student Auxiliary Services	0.00	13.45	0.00	0.00	0.00
5.6 Intercollegiate Athletics	3.54	0.00	29.40	0.00	24.00
5.7 Student Recruitment/Admissions/Records	76.73	2.80	9.00	0.00	20.50
Subtotal - STUDENT SERVICES	191.62	49.37	102.26	0.00	118.04
6.0 INSTITUTIONAL SUPPORT					
6.1 Executive Management	67.97	22.82	0.00	0.00	35.00
6.2 Fiscal Operations	33.55	37.82	0.00	0.00	9.00
6.3 General Administrative Services	65.10	98.76	55.49	0.00	10.00
6.4 Logistical Services	106.80	2.00	27.00	0.00	0.00
6.7 Public Relations / Development	31.25	14.58	28.09	0.00	16.00
Subtotal - INSTITUTIONAL SUPPORT	304.67	175.98	110.58	0.00	70.00
7.0 PHYSICAL PLANT	76.70	41.10	201.63	1.00	8.00
SUBTOTAL - EDUCATIONAL AND GENERAL	3,846.14	2,949.55	2,405.37	170.20	1,245.21
9.1 AUXILIARY ENTERPRISES	95.55	2.00	3,145.25	0.00	5.00
9.3 SERVICE CLEARING	5.51	32.98	134.18	0.00	0.00
9.5 LOCAL AGENCY	0.00	0.00	22.35	0.00	0.00
TOTAL - UNCLASSIFIED	3,947.20	2,984.53	5,707.15	170.20	1,250.21
CLASSIFIED*					
Educational and General	1,227.00	230.89	336.29	149.94	617.10
Auxiliary Enterprises	125.33	27.50	1,150.43	0.00	27.00
Service Clearing	1.00	73.12	353.95	0.00	10.00
Local Agency	0.00	0.00	87.50	0.00	0.00
TOTAL - CLASSIFIED	1,353.33	331.51	1,928.17	149.94	654.10
GRAND TOTAL - UNCLASSIFIED & CLASSIFIED	5,300.53	3,316.04	7,635.32	320.14	1,904.31

* Beginning in FY2007 this category includes formerly classified University Support Staff at KU.

Source: DBTF section XIII

Summary of Budgeted Positions by Program FY 2013

Table 4.1

Category	ESU	PSU	FHSU	Total - All Universities
UNCLASSIFIED				
1.0 INSTRUCTION				
1.1 General Academic Instruction	313.25	337.05	342.35	7,013.52
1.4 Preparatory/ Adult Basic Education	0.00	0.00	0.00	50.07
Subtotal - INSTRUCTION	313.25	337.05	342.35	7,063.59
2.0 RESEARCH				
2.1 Institutional/Research Centers	0.00	9.88	0.00	845.78
2.2 Individual/Project Research	0.00	34.67	0.00	771.53
Subtotal - RESEARCH	0.00	44.55	0.00	1,617.31
3.0 PUBLIC SERVICES				
3.1 Patient Services	0.00	0.00	0.00	151.76
3.2 Community Services	17.50	16.77	20.70	77.34
3.3 Cooperative Extension	2.00	0.00	0.00	99.95
3.4 Public Broadcasting	0.00	7.00	0.00	19.50
3.5 Community Education	0.00	0.00	0.00	79.15
Subtotal - PUBLIC SERVICE	19.50	23.77	20.70	427.70
4.0 ACADEMIC SUPPORT				
4.1 Libraries	14.00	11.00	11.00	190.91
4.2 Museums/Galleries	0.00	0.00	6.50	83.50
4.3 Audiovisual Services	0.00	2.00	7.00	29.90
4.4 Computing Support	21.00	23.70	27.00	243.95
4.5 Ancillary Support	0.00	0.48	2.25	11.23
4.6 Academic Administration	26.00	19.10	13.75	777.38
4.7 Course/Curriculum Development	0.50	0.50	0.00	7.00
4.8 Academic Personnel Development	0.00	0.00	0.00	0.00
Subtotal - ACADEMIC SUPPORT	61.50	56.78	67.50	1,343.87
5.0 STUDENT SERVICES				
5.1 Student Service Administration	1.00	12.64	6.05	79.57
5.2 Social/Cultural Development	15.50	7.41	2.00	108.14
5.3 Counseling/Career Guidance	6.50	5.00	5.00	99.26
5.4 Financial Aid Administration	4.00	6.00	5.00	71.00
5.5 Student Auxiliary Services	0.00	0.00	0.00	13.45
5.6 Intercollegiate Athletics	25.50	27.93	25.10	135.47
5.7 Student Recruitment/Admissions/Records	19.00	11.00	14.00	153.03
Subtotal - STUDENT SERVICES	71.50	69.98	57.15	659.92
6.0 INSTITUTIONAL SUPPORT				
6.1 Executive Management	13.50	12.50	9.00	160.79
6.2 Fiscal Operations	9.00	5.50	10.00	104.87
6.3 General Administrative Services	2.00	5.50	1.25	238.10
6.4 Logistical Services	0.00	0.00	0.00	135.80
6.7 Public Relations / Development	21.50	22.34	6.00	139.76
Subtotal - INSTITUTIONAL SUPPORT	46.00	45.84	26.25	779.32
7.0 PHYSICAL PLANT	4.00	7.86	6.00	346.29
SUBTOTAL - EDUCATIONAL AND GENERAL	515.75	585.83	519.95	12,238.00
9.1 AUXILIARY ENTERPRISES	17.50	15.82	15.70	3,296.82
9.3 SERVICE CLEARING	0.00	0.00	4.00	176.67
TOTAL - UNCLASSIFIED	533.25	601.65	539.65	15,733.84
CLASSIFIED				
Educational and General	248.15	275.27	244.50	3,329.14
Auxiliary Enterprises	55.10	36.25	32.80	1,454.41
Service Clearing	7.00	5.09	10.00	460.16
Local Agency	0.00	0.00	0.00	0.00
TOTAL - CLASSIFIED	310.25	316.61	287.30	5,331.21
GRAND TOTAL - UNCLASSIFIED & CLASSIFIED	843.50	918.26	826.95	21,065.05

Source: DBTF section XIII

Average Faculty Salaries by Academic Rank
Full-time Instructional, Research, and Public Service Faculty
Combined 9- and 12- Month Appointments - FY 2013
(With 12-month salaries converted to 9-month salaries)

Table 4.3

Rank	KU*	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total - All Univ. Avg
Professors	431	358	42	133	75	106	47	1,192
Average Salary	\$116,625	\$102,675	\$117,092	\$96,378	\$72,457	\$76,347	\$76,439	\$102,248
Associate Professors	401	315	21	129	82	69	61	1,078
Average Salary	\$80,044	\$73,474	\$86,931	\$70,168	\$58,927	\$59,822	\$63,135	\$73,219
Assistant Professors	243	319	29	102	52	75	96	916
Average Salary	\$69,735	\$62,405	\$74,068	\$59,565	\$52,095	\$55,997	\$56,691	\$62,694
Instructors	1	226	2	25	51	63	75	443
Average Salary	\$44,516	\$44,942	\$56,982	\$44,140	\$39,574	\$48,311	\$48,994	\$45,497
Total All Ranks	1,076	1,218	94	389	260	313	279	3,629
Average Salary	\$92,336	\$73,864	\$95,802	\$74,676	\$57,667	\$62,185	\$59,358	\$76,713

Source: DBTF Sections I & V

Average Faculty Salaries by Academic Rank
Full-time Instructional Faculty
Combined 9- and 12- Month Appointments - FY 2013
(With 12-month salaries converted to 9-month salaries)

Table 4.31

Rank	KU*	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total - All Univ. Avg
Professors	400	246	21	133	75	106	47	1,028
Average Salary	\$117,975	\$102,059	\$110,314	\$96,378	\$72,457	\$76,347	\$76,439	\$101,703
Associate Professors	391	259	14	129	82	69	61	1,005
Average Salary	\$80,146	\$73,183	\$88,349	\$70,168	\$58,927	\$59,822	\$63,135	\$73,026
Assistant Professors	223	254	15	102	52	75	96	817
Average Salary	\$71,234	\$63,353	\$81,001	\$59,565	\$52,095	\$55,997	\$56,691	\$63,181
Instructors	1	191	1	25	51	63	75	407
Average Salary	\$44,516	\$43,982	\$44,419	\$44,140	\$39,574	\$48,311	\$48,994	\$45,035
Total All Ranks	1,015	950	51	389	260	313	279	3,257
Average Salary	\$93,061	\$72,161	\$94,371	\$74,676	\$57,667	\$62,185	\$59,358	\$76,110

* Exclusive of University of Kansas - Medical Center.

Source: DBTF Section I

**FY 2013 Average Faculty Salary Increases by Academic Rank
Full-time Continuing Instructional, Research and Public Service Faculty**

Table 4.32

Rank	KU*	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total - All Univ. Avg
Professors	423	319	35	119	67	101	44	1,108
Average Salary Increase	2.61%	0.86%	0.77%	0.61%	1.14%	2.52%	4.32%	1.79%
Associate Professors	397	289	19	108	69	66	54	1,002
Average Salary Increase	3.00%	1.72%	2.78%	0.64%	2.91%	3.62%	5.27%	2.50%
Assistant Professors	208	269	26	81	54	62	78	778
Average Salary Increase	2.76%	2.98%	3.01%	1.96%	4.13%	3.03%	5.81%	3.13%
Instructors	1	170	1	17	43	50	48	330
Average Salary Increase	1.83%	1.14%	0.00%	1.78%	3.26%	3.47%	5.32%	2.35%
Total All Ranks	1,029	1,047	81	325	233	279	224	3,218
Average Salary Increase	2.76%	1.56%	1.78%	0.93%	2.56%	2.99%	5.21%	2.29%

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

* Exclusive of University of Kansas - Medical Center.

**FY 2013 Average Salary Increases
Other Full-time, Continuing Personnel**

Table 4.33

Rank	KU*	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total - All Univ. Avg
President	1	1	NA	0	1	1	1	5
Average Salary Increase	0.00%	0.00%	NA	NA	0.00%	16.50%	14.00%	4.41%
Vice-Presidents	9	4	NA	4	2	3	3	25
Average Salary Increase	2.55%	0.14%	NA	0.62%	1.36%	2.00%	4.53%	1.86%
Assoc. Vice-Presidents/ Asst. Vice-President/ Directors	105	106	2	19	15	47	17	311
Average Salary Increase	1.98%	0.53%	0.00%	0.23%	1.65%	2.22%	4.50%	1.48%
Deans	11	7	1	6	4	5	6	40
Average Salary Increase	2.46%	4.19%	0.00%	0.33%	1.00%	2.00%	3.76%	2.38%
Other Unclassified with Faculty Rank	76	59	5	12	8	0	9	169
Average Salary Increase	2.18%	0.71%	1.05%	0.00%	2.30%	0.00%	4.97%	1.49%
Other Unclassified without Faculty Rank	1,626	713	63	469	122	94	146	3,233
Average Salary Increase	2.48%	1.09%	0.58%	0.68%	2.46%	2.37%	5.37%	1.96%
Total Other Unclassified	1,828	890	71	510	152	150	182	3,783
Average Salary Increase	2.40%	1.02%	0.61%	0.61%	2.15%	2.61%	5.28%	1.90%
Total Faculty (Table 4.32)	1,029	1,047	81	325	233	279	224	3,218
Average Salary Increase	2.76%	1.56%	1.78%	0.89%	2.56%	2.99%	5.21%	2.27%
Total Faculty and Other Unclassified	2,857	1,937	152	835	385	429	406	7,001
Average Salary Increase	2.57%	1.34%	1.39%	0.74%	2.41%	2.86%	5.24%	2.10%

* Exclusive of University of Kansas - Medical Center.

**Summary of Budgeted Salary Increases for Full-time Continuing
Unclassified Personnel
FY 2013 over FY 2012**

Table 4.34

Number of Full-time Continuing Persons

% of Salary Increase Over Previous Year	KU*	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	All Univ.
None	149	1,568	119	800	10	0	0	2,646
.10 to 2.99	2,036	83	4	41	297	372	8	2,841
3.00 to 4.99	425	64	9	7	12	17	203	737
5.00 to 6.99	109	52	9	11	21	19	167	388
7.00 to 8.99	56	57	4	6	18	9	10	160
9.00 to 11.99	50	58	5	14	13	4	6	150
12.00 to 14.99	18	20	2	3	6	1	10	60
15.00 to 19.99	12	14	0	5	2	5	2	40
20.00 and Over	2	21	0	7	6	2	0	38
Total No. of Persons	2,857	1,937	152	894	385	429	406	7,060
Average \$ increase	\$1,815	\$967	\$1,282	\$503	\$1,364	\$1,768	\$3,081	\$1,450
Average % Increase	2.57%	1.34%	1.39%	0.74%	2.41%	2.86%	5.24%	2.10%

* Exclusive of University of Kansas - Medical Center.

Source: DBTF Sections VII

Average Salaries of Instructional Faculty, Compared to Peer Institutions FY 2013

Table 4.35

Institution	Average Salary-Kansas	Average Salary-Peers*	Relative Funding
Univ. of Kansas	\$89,200	\$97,952	91.1%
Kansas State Univ.	\$73,300	\$80,433	91.1%
Wichita State Univ.	\$71,300	\$84,632	84.2%
Emporia State Univ.	\$57,700	\$67,062	86.0%
Pittsburg State Univ.	\$62,200	\$67,456	92.2%
Fort Hays State Univ.	\$59,400	\$62,505	95.0%
Total	\$76,214	\$85,987	87.6%

Relative Funding of Instructional Faculty Salaries, FY 2009 - FY 2013

Institution	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Univ. of Kansas	94.3%	90.8%	90.1%	87.0%	91.1%
Kansas State Univ.	90.3%	90.7%	89.9%	92.5%	91.1%
Wichita State Univ.	94.2%	87.6%	86.3%	86.2%	84.2%
Emporia State Univ.	89.9%	89.0%	88.9%	86.6%	86.0%
Pittsburg State Univ.	94.0%	92.7%	92.8%	92.1%	92.2%
Fort Hays State Univ.	87.4%	89.6%	90.7%	91.2%	95.0%
Total	93.5%	92.2%	91.8%	85.7%	87.6%

Peers and Average All Ranks Faculty Salaries, FY 2013

University of Kansas	\$89,200	Kansas State University	\$73,300
University of Colorado	\$94,400	Colorado State University	\$93,700
University of Iowa	\$97,100	Iowa State University	\$90,700
University of North Carolina	**Not available	North Carolina State University	\$90,500
University of Oklahoma	\$82,100	Oklahoma State University	\$76,300
University of Oregon	\$78,400	Oregon State University	\$73,900
Wichita State University	\$71,300	Emporia State University	\$57,700
University of Akron (Ohio)	\$83,400	Fort Hays State University	\$59,400
University of Nevada- Las Vegas	\$91,900	Pittsburg State University	\$62,200
Portland State University (Oregon)	\$72,400	Western Carolina State Univ.	**Not available
Oakland University (Michigan)	\$75,800	Northwest Missouri State Univ.	**Not available
Old Dominion University (Virginia)	\$78,100	Salisbury State University	\$65,600
		Northern Michigan University	\$65,700
		Eastern Washington University	\$68,700

Note:

* Peer average is a weighted average of four faculty ranks, which factors in the distribution by faculty rank of the State Universities.

** The University of North Carolina, Western Carolina State University, and Northwest Missouri State University do not have FY 2013 data published in the AAUP Faculty Salary Survey. Peer calculations were computed omitting those institutions for FY 2013.

Source: AAUP Faculty Salary Surveys as Reported in Academe

Graduate Teaching Assistants by Number and Average Stipend FY 2013

Table 4.36

Institution	Total Headcount	Full-time Equivalent	Average Stipend
Univ. of Kansas*	1,108	516.1	\$ 14,696.47
Kansas State Univ.	595	275.7	\$ 12,686.78
Kansas State Univ. - Vet Med	2	1.0	\$ 24,954.48
Wichita State Univ.	311	122.5	\$ 9,331.00
Emporia State Univ.	98	22.3	\$ 7,200.00
Pittsburg State Univ.	93	16.6	\$ 4,818.87
Fort Hays State Univ.	85	34.0	\$ -
Total	2,292	988.2	\$ 12,615.05

Graduate Research Assistants by Number and Average Stipend FY 2013

Institution	Total Headcount	Full-time Equivalent	Average Stipend
Univ. of Kansas*	639	309.5	\$ 14,925.23
Kansas State Univ.	733	346.8	\$ 16,261.69
Kansas State Univ. - Vet Med	40	19.7	\$ 19,049.99
Wichita State Univ.	254	91.8	\$ 10,410.00
Emporia State Univ.**	24	0.0	\$ 7,200.00
Pittsburg State Univ.**	3	0.0	\$ 5,259.00
Fort Hays State Univ.	0	0.0	\$ -
Total	1,693	767.7	\$ 15,094.84

Other Graduate Assistants by Number and Average Stipend FY 2013

Institution	Total Headcount	Full-time Equivalent	Average Stipend
Univ. of Kansas*	62	37.3	\$ 9,000.96
Kansas State Univ.	37	16.7	\$ 13,850.54
Kansas State Univ. - Vet Med	0	0.0	\$ -
Wichita State Univ.	84	34.7	\$ 7,178.00
Emporia State Univ.**	29	0.0	\$ 7,200.00
Pittsburg State Univ.**	21	0.0	\$ 8,729.00
Fort Hays State Univ.	0	0.0	\$ -
Total	233	88.7	\$ 9,201

* Exclusive of University of Kansas - Medical Center.

** Institution does not report FTE count for Graduate Research Assistants or Other Graduate Assistants.

Source: DBTF Section VI

**State Universities: Faculty by Age
FY 2013**
Table 4.4

Age Category	KU	KUMC	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total - All Univ.
29 and Under	7	7	39	0	10	5	8	11	87
30 - 39	189	274	272	19	72	47	43	62	978
40 -44	160	115	148	16	58	25	40	42	604
45 - 49	147	110	158	14	40	29	47	37	582
50 -54	115	122	169	20	58	37	43	37	601
55	26	20	29	0	15	5	11	6	112
56	31	26	51	1	16	10	8	6	149
57	27	24	33	1	12	13	8	6	124
58	20	25	32	5	16	7	12	7	124
59	31	24	30	4	14	9	12	3	127
60	35	18	34	1	23	11	12	9	143
61	44	12	27	1	15	4	7	9	119
62	35	16	30	2	10	7	12	5	117
63	26	19	24	0	13	5	11	5	103
64	29	10	24	1	18	8	9	7	106
65	35	15	27	6	12	11	11	6	123
66	19	10	20	0	7	5	4	3	68
67	21	6	10	2	8	6	3	3	59
68	20	2	10	0	8	8	3	1	52
69	13	7	7	1	6	1	2	4	41
70	7	3	10	0	0	3	0	2	25
Over 70	39	18	24	0	28	4	7	8	128
Total	1,076	883	1,208	94	459	260	313	279	4,572

Percent of Total Faculty

<u>29 and Under</u>	<u>30 - 39</u>	<u>40 - 44</u>	<u>45 - 49</u>	<u>50 - 54</u>	<u>55 - 60</u>	<u>61 - 65</u>	<u>Over 65</u>
1.9%	21.4%	13.2%	12.7%	13.1%	17.0%	12.4%	8.2%

Source: *DBTF Section IX*

**Tenure Status of Institutional Personnel - State Universities
Fall 2012**

Table 4.5

Institution	Number Holding Tenure	Number Eligible for Tenure	Percentage of Eligible Faculty Holding Tenure
University of Kansas*	896	1,121	79.9%
Univ. of Kansas- Medical Center	246	348	70.7%
Kansas State University (includes ESARP, Vet Med)	807	1,066	75.7%
Wichita State University	317	414	76.6%
Emporia State University	162	219	74.0%
Pittsburg State University	205	275	74.5%
Fort Hays State University	140	201	69.7%
Total	2,773	3,644	76.10%

* Exclusive of University of Kansas - Medical Center.

Source: *DBTF Section VIII*

**Faculty Resignations, Retirements, and Terminations by Institutions
FY 2008 - FY 2012**

Table 4.6

Categories	KU	KUMC	KSU and KSU-VM	WSU	ESU	PSU	FHSU	Total - All Univ.
Resignations/Deaths								
FY 2008	28	23	27	19	15	10	9	131
FY 2009	22	6	34	20	5	12	7	106
FY 2010	16	5	29	17	8	11	11	97
FY 2011	0	38	36	15	6	6	9	110
FY 2012	29	43	43	12	9	3	8	
Retirements								
FY 2008	7	1	29	11	7	8	8	71
FY 2009	8	1	19	14	9	13	3	67
FY 2010	8	0	37	13	6	6	4	74
FY 2011	3	9	29	4	7	2	9	63
FY 2012	10	11	31	8	2	1	5	
Terminations								
FY 2008	3	3	3	8	2	3	2	24
FY 2009	6	4	4	10	1	1	1	27
FY 2010	10	5	4	5	2	2	0	28
FY 2011	0	8	3	7	1	4	3	26
FY 2012	0	5	2	2	0	0	3	

Source: DBTF Section XI

(intentionally left blank)