

Summary of Budgeted Positions by Program FY 2014

Table 4.1

Category	KU	KUMC	KSU	KSU- Vet Med	WSU
UNCLASSIFIED					
1.0 INSTRUCTION					
1.1 General Academic Instruction	2,320.67	2,053.11	1,433.87	124.95	614.01
1.4 Preparatory/ Adult Basic Education	62.07	0.00	0.00	0.00	0.00
1.5 Continuing Education	0.00	9.00			
Subtotal - INSTRUCTION	2,382.74	2,062.11	1,433.87	124.95	614.01
2.0 RESEARCH					
2.1 Institutional/Research Centers	517.32	325.24	407.36	0.00	180.58
2.2 Individual/Project Research	264.30	22.00	209.39	0.00	41.05
2.7 Research Support	0.00	22.55	0.00	0.00	0.00
Subtotal - RESEARCH	781.62	369.79	616.75	0.00	221.63
3.0 PUBLIC SERVICES					
3.1 Patient Services	67.30	0.00	0.00	0.00	0.00
3.2 Community Services	0.00	0.00	11.66	8.00	16.62
3.3 Cooperative Extension	21.36	54.78	283.90	0.00	0.00
3.5 Public Broadcasting	0.00	0.00	0.00	0.00	14.00
3.6 International Service	0.00	0.00	8.18	0.00	84.15
Subtotal - PUBLIC SERVICE	88.66	54.78	303.74	8.00	114.77
4.0 ACADEMIC SUPPORT					
4.1 Libraries	138.83	42.55	75.60	0.00	19.00
4.2 Museums/Galleries	26.55	0.00	8.00	0.00	9.00
4.3 Audiovisual Services	0.00	0.00	0.00	0.00	13.00
4.4 Computing Support	106.80	13.80	88.40	0.00	47.00
4.5 Ancillary Support	0.00	0.00	2.00	0.00	1.00
4.6 Academic Administration	118.92	171.35	72.73	36.52	70.09
4.7 Course/Curriculum Development	2.00	0.00	0.00	0.00	0.00
Subtotal - ACADEMIC SUPPORT	393.10	227.70	246.73	36.52	159.09
5.0 STUDENT SERVICES					
5.1 Student Service Administration	17.45	25.40	42.50	0.00	9.80
5.2 Social/Cultural Development	52.65	0.00	35.56	0.00	40.04
5.3 Counseling/Career Guidance	29.71	8.90	28.90	0.00	11.00
5.4 Financial Aid Administration	21.00	4.00	10.00	0.00	13.00
5.5 Student Auxiliary Services	0.00	14.63	0.00	0.00	0.00
5.6 Intercollegiate Athletics	5.45	0.00	14.00	0.00	24.00
5.7 Student Recruitment/Admissions/Records	70.49	4.10	33.00	0.00	20.50
Subtotal - STUDENT SERVICES	196.75	57.03	163.95	0.00	118.34
6.0 INSTITUTIONAL SUPPORT					
6.1 Executive Management	69.62	31.54	54.85	0.00	31.50
6.2 Fiscal Operations	46.75	24.43	26.00	0.00	9.00
6.3 General Administrative Services	76.55	98.59	17.09	0.00	10.00
6.4 Logistical Services	88.75	0.00	49.75	0.00	0.00
6.7 Public Relations / Development	38.25	12.00	39.70	0.00	15.00
Subtotal - INSTITUTIONAL SUPPORT	319.92	166.56	187.39	0.00	65.50
7.0 PHYSICAL PLANT	129.10	48.53	32.97	1.00	8.60
SUBTOTAL - EDUCATIONAL AND GENERAL	4,291.89	2,986.50	2,985.41	170.47	1,301.94
9.1 AUXILIARY ENTERPRISES	107.55	2.00	129.51	0.00	6.00
9.3 SERVICE CLEARING	10.62	19.59	19.31	0.00	0.00
9.5 LOCAL AGENCY	0.00	0.00	145.90	0.00	0.00
TOTAL - UNCLASSIFIED	4,410.06	3,008.09	3,280.12	170.47	1,307.94
CLASSIFIED*					
Educational and General	782.51	201.18	1,320.61	153.34	602.45
Auxiliary Enterprises	90.00	28.50	355.20	0.00	29.00
Service Clearing	0.00	43.06	92.82	0.00	11.00
Local Agency	0.00	0.00	52.46	0.00	0.00
TOTAL - CLASSIFIED	872.51	272.74	1,821.10	153.34	642.45
GRAND TOTAL - UNCLASSIFIED & CLASSIFIED	5,282.57	3,280.83	5,101.22	323.81	1,950.39

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

Source: DBTF section XIII

Summary of Budgeted Positions by Program FY 2014

Table 4.1

Category	ESU	PSU	FHSU	Total - All Universities
UNCLASSIFIED				
1.0 INSTRUCTION				
1.1 General Academic Instruction	298.75	329.30	340.85	7,515.52
1.4 Preparatory/ Adult Basic Education	0.00	0.00	0.00	62.07
Subtotal - INSTRUCTION	298.75	329.30	340.85	7,577.59
2.0 RESEARCH				
2.1 Institutional/Research Centers	0.00	12.38	0.00	1,442.88
2.2 Individual/Project Research	0.00	35.11	0.00	571.85
Subtotal - RESEARCH	0.00	47.49	0.00	2,037.28
3.0 PUBLIC SERVICES				
3.1 Patient Services	0.00	0.00	0.00	67.30
3.2 Community Services	16.25	17.33	23.00	92.86
3.3 Cooperative Extension	1.00	0.00	0.00	361.04
3.4 Public Broadcasting	0.00	7.50	0.00	21.50
3.5 Community Education	0.00	0.00	0.00	92.33
Subtotal - PUBLIC SERVICE	17.25	24.83	23.00	635.03
4.0 ACADEMIC SUPPORT				
4.1 Libraries	12.00	11.00	12.00	310.98
4.2 Museums/Galleries	0.00	0.00	6.50	50.05
4.3 Audiovisual Services	0.00	2.00	7.00	22.00
4.4 Computing Support	21.00	24.00	34.00	335.00
4.5 Ancillary Support	0.00	0.48	2.25	5.73
4.6 Academic Administration	24.00	17.60	13.75	524.96
4.7 Course/Curriculum Development	0.00	0.50	0.00	2.50
4.8 Academic Personnel Development	57.00	55.58	75.50	1,251.22
Subtotal - ACADEMIC SUPPORT	57.00	55.58	75.50	1,251.22
5.0 STUDENT SERVICES				
5.1 Student Service Administration	1.00	7.77	4.80	108.72
5.2 Social/Cultural Development	14.00	7.41	2.00	151.66
5.3 Counseling/Career Guidance	6.50	5.00	7.00	97.01
5.4 Financial Aid Administration	4.00	6.00	5.00	63.00
5.5 Student Auxiliary Services	0.00	0.00	0.00	14.63
5.6 Intercollegiate Athletics	24.50	31.00	25.10	124.05
5.7 Student Recruitment/Admissions/Records	16.00	11.00	14.00	169.09
Subtotal - STUDENT SERVICES	66.00	68.18	57.90	728.15
6.0 INSTITUTIONAL SUPPORT				
6.1 Executive Management	14.00	23.75	9.00	234.26
6.2 Fiscal Operations	9.00	5.50	10.00	130.68
6.3 General Administrative Services	2.00	5.50	1.25	210.98
6.4 Logistical Services	0.00	0.00	0.00	138.50
6.7 Public Relations / Development	22.50	22.34	5.00	154.79
Subtotal - INSTITUTIONAL SUPPORT	47.50	57.09	25.25	869.21
7.0 PHYSICAL PLANT	4.00	6.86	6.00	237.06
SUBTOTAL - EDUCATIONAL AND GENERAL	490.50	589.33	528.50	13,335.54
9.1 AUXILIARY ENTERPRISES	19.00	15.82	14.50	294.38
9.3 SERVICE CLEARING	0.00	0.00	4.00	53.52
TOTAL - UNCLASSIFIED	509.50	605.15	547.00	13,829.34
CLASSIFIED				
Educational and General	238.15	271.39	241.50	3,811.13
Auxiliary Enterprises	42.00	36.25	31.50	612.45
Service Clearing	4.50	5.09	7.00	163.47
Local Agency	0.00	0.00	0.00	0.00
TOTAL - CLASSIFIED	284.65	312.73	280.00	4,639.51
GRAND TOTAL - UNCLASSIFIED & CLASSIFIED	794.15	917.88	827.00	18,468.85

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 2014
(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	445	524	42	132	77	104	45	1,369
Average Salary	\$119,719	\$73,431	\$120,768	\$97,949	\$71,140	\$77,824	\$78,408	\$92,662
Associate Professors	425	325	24	129	76	73	71	1,123
Average Salary	\$81,891	\$75,043	\$88,588	\$70,824	\$57,286	\$58,796	\$64,881	\$74,539
Assistant Professors	245	329	35	117	48	74	100	948
Average Salary	\$71,578	\$64,176	\$70,914	\$63,237	\$53,943	\$57,068	\$58,637	\$64,565
Instructors	1	241	3	22	47	62	66	442
Average Salary	\$45,140	\$45,296	\$63,136	\$46,525	\$40,219	\$47,554	\$49,432	\$45,872
Total All Ranks	1,116	1,419	104	400	248	313	282	3,882
Average Salary	\$94,678	\$66,876	\$94,902	\$76,219	\$57,706	\$62,483	\$61,209	\$75,230

Source: DBTF Sections I & V

Average Faculty Salaries by Academic Rank
Full-time Instructional Faculty
Combined 9- and 12- Month Appointments - FY 2014
(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	414	275	19	132	77	104	45	1,066
Average Salary	\$120,800	\$103,602	\$112,835	\$97,949	\$71,140	\$77,824	\$78,408	\$103,822
Associate Professors	412	274	13	129	76	73	71	1,048
Average Salary	\$81,957	\$74,838	\$89,873	\$70,824	\$57,286	\$58,796	\$64,881	\$74,264
Assistant Professors	227	260	14	117	48	74	100	840
Average Salary	\$72,950	\$64,766	\$80,259	\$63,237	\$53,943	\$57,068	\$58,637	\$64,997
Instructors	1	208	1	22	47	62	66	407
Average Salary	\$45,140	\$44,463	\$72,000	\$46,525	\$40,219	\$47,554	\$49,432	\$45,430
Total All Ranks	1,054	1,017	47	400	248	313	282	3,361
Average Salary	\$95,239	\$73,829	\$95,911	\$76,219	\$57,706	\$62,483	\$61,209	\$77,831

* Exclusive of University of Kansas - Medical Center.

Source: DBTF Section I

**FY 2014 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	439	329	39	121	67	101	40	1,136
Average Salary Increase	2.30%	2.51%	2.83%	3.94%	0.00%	1.77%	4.14%	2.46%
Associate Professors	417	298	20	114	75	72	60	1,056
Average Salary Increase	3.07%	3.49%	4.99%	4.55%	0.84%	1.93%	4.77%	3.29%
Assistant Professors	192	280	25	85	49	62	88	781
Average Salary Increase	2.73%	4.27%	4.48%	4.78%	1.20%	1.34%	5.97%	3.72%
Instructors	1	190	1	19	35	52	59	357
Average Salary Increase	1.40%	2.22%	62.09%	4.46%	0.46%	1.20%	5.82%	2.82%
Total All Ranks	1,049	1,097	85	339	226	287	247	3,330
Average Salary Increase	2.62%	3.11%	3.98%	4.32%	0.56%	1.64%	5.24%	2.97%

* Exclusive of University of Kansas - Medical Center.

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

Source: DBTF Section VI

**FY 2014 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	1	1	1	1	6
Average Salary Increase	0.00%	15.00%	NA	NA	4.69%	2.42%	4.41%	5.26%
Vice-Presidents	9	5	NA	3	3	3	3	26
Average Salary Increase	2.17%	4.30%	NA	7.01%	2.27%	1.00%	5.42%	3.32%
Assoc. Vice-Presidents/ Asst. Vice-President/ Directors	131	107	2	15	12	50	17	334
Average Salary Increase	2.24%	2.52%	9.03%	4.99%	1.59%	1.44%	4.85%	2.55%
Deans	10	9	1	5	5	5	6	41
Average Salary Increase	1.91%	2.52%	6.05%	3.94%	0.00%	1.00%	4.28%	2.44%
Other Unclassified with Faculty Rank	75	55	4	12	10	108	10	274
Average Salary Increase	2.65%	2.32%	3.33%	4.90%	1.48%	1.50%	4.51%	2.43%
Other Unclassified without Faculty Rank	1,720	754	66	485	118	0	156	3,299
Average Salary Increase	2.09%	2.09%	2.67%	5.45%	0.49%	0.00%	5.03%	2.69%
Total Other Unclassified	1,946	931	73	521	149	167	193	3,980
Average Salary Increase	2.12%	2.32%	3.20%	5.38%	0.85%	1.45%	4.94%	2.68%
Total Faculty (Table 4.32)	1,049	1,097	85	339	226	287	247	3,330
Average Salary Increase	2.62%	3.11%	3.98%	4.36%	0.56%	1.64%	5.24%	2.99%
Total Faculty and Other Unclassified	2,995	2,028	158	860	375	454	440	7,310
Average Salary Increase	2.35%	2.79%	3.73%	4.89%	0.67%	1.57%	5.11%	2.84%

* Exclusive of University of Kansas - Medical Center.

Source: *DBTF Section VI*

**Summary of Budgeted Salary Increases for Full-time Continuing
Unclassified Personnel
FY 2014 over FY 2013**

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	223	38	1	88	337	0	4	691
.10 to 2.99	2,147	1,571	117	164	2	405	14	4,420
3.00 to 4.99	371	172	13	421	7	17	323	1,324
5.00 to 6.99	116	63	6	81	20	16	62	364
7.00 to 8.99	61	23	3	53	6	9	3	158
9.00 to 11.99	37	33	5	52	2	5	17	151
12.00 to 14.99	22	32	5	31	1	2	8	101
15.00 to 19.99	11	46	0	25	0	0	6	88
20.00 and Over	7	50	8	15	0	0	3	83
Total No. of Persons	2,995	2,028	158	930	375	454	440	7,380
Average \$ increase	\$1,697	\$2,013	\$3,495	\$3,191	\$391	\$994	\$3,075	\$1,983
Average % Increase	2.35%	2.79%	3.73%	4.89%	0.67%	1.57%	5.11%	2.84%

* 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

* 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.

*** Data for FY 2014 was not available at time of publication.

Graduate Teaching Assistants by Number and Average Stipend FY 2014

Table 4.36

Institution	Total Headcount	Full-time Equivalent		Average Stipend
Univ. of Kansas*	1,108	509.7	\$	15,072.05
Kansas State Univ.	618	291.0	\$	12,593.00
Kansas State Univ. - Vet Med	1	0.5	\$	32,724.00
Wichita State Univ.	328	132.7	\$	9,325.18
Emporia State Univ.	96	22.3	\$	7,200.00
Pittsburg State Univ.	97	16.6	\$	4,745.00
Fort Hays State Univ.	85	34.0	\$	-
Total	2,333	1006.8	\$	12,736.95

Graduate Research Assistants by Number and Average Stipend FY 2014

Institution	Total Headcount	Full-time Equivalent		Average Stipend
Univ. of Kansas*	643	310.1	\$	15,720.20
Kansas State Univ.	712	337.1	\$	16,414.00
Kansas State Univ. - Vet Med	53	26.3	\$	11,822.00
Wichita State Univ.	227	84.7	\$	10,926.58
Emporia State Univ.**	16	0.0	\$	7,200.00
Pittsburg State Univ.**	2	0.0	\$	9,761.00
Fort Hays State Univ.	0	0.0	\$	-
Total	1,653	758.2	\$	15,357.88

Other Graduate Assistants by Number and Average Stipend FY 2014

Institution	Total Headcount	Full-time Equivalent		Average Stipend
Univ. of Kansas*	68	40.0	\$	9,389.61
Kansas State Univ.	47	21.8	\$	12,448.00
Kansas State Univ. - Vet Med	0	0.0	\$	-
Wichita State Univ.	106	40.6	\$	7,171.97
Emporia State Univ.**	37	0.0	\$	7,200.00
Pittsburg State Univ.**	15	0.0	\$	10,914.00
Fort Hays State Univ.	0	0.0	\$	-
Total	273	102.4	\$	9,161

* 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 2014**

Table 4.4

Age Category	KU	KUMC	KSU	KSU- Vet Med	WSU	ESU	PSU	FHSU	Total - All Univ.
29 and Under	19	14	39	0	13	5	7	12	109
30 - 39	204	295	298	28	101	49	46	62	1083
40 -44	152	115	155	15	68	23	40	47	615
45 - 49	149	116	158	17	43	24	47	36	590
50 -54	121	114	165	17	56	30	48	39	590
55	31	27	39	4	10	10	7	5	133
56	28	19	31	0	14	6	9	5	112
57	32	23	50	1	18	9	8	8	149
58	29	25	35	0	12	13	8	7	129
59	20	23	31	4	15	6	10	5	114
60	35	21	29	4	14	12	11	3	129
61	37	17	35	2	23	9	12	8	143
62	43	10	27	1	15	3	5	9	113
63	35	13	30	2	10	5	11	7	113
64	22	18	26	0	12	6	9	4	97
65	24	10	21	1	21	8	8	5	98
66	30	13	24	5	8	8	11	5	104
67	19	8	17	0	6	5	2	2	59
68	21	5	11	2	8	6	3	1	57
69	19	2	9	0	6	5	3	2	46
70	10	7	4	1	5	1	2	3	33
Over 70	36	16	32	0	24	5	6	7	126
Total	1,116	911	1,266	104	502	248	313	282	4,742

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>
2.3%	22.8%	13.0%	12.4%	12.4%	16.2%	11.9%	9.0%

Source: DBTF Section IX

**Tenure Status of Institutional Personnel - State Universities
Fall 2013**

Table 4.5

Institution	Number Holding Tenure	Number Eligible for Tenure	Percentage of Eligible Faculty Holding Tenure
University of Kansas*	900	1,132	79.5%
Univ. of Kansas- Medical Center	239	333	71.8%
Kansas State University (includes ESARP, Vet Med)	820	1,101	74.5%
Wichita State University	307	419	73.3%
Emporia State University	164	217	75.6%
Pittsburg State University	210	278	75.5%
Fort Hays State University	140	217	64.5%
Total	2,780	3,697	75.20%

* Exclusive of University of Kansas - Medical Center.

**Faculty Resignations, Retirements, and Terminations by Institutions
FY 2009 - FY 2013**
Table 4.6

Categories	KU	KUMC	KSU and KSU-VM	WSU	ESU	PSU	FHSU	Total - All Univ.
Resignations/Deaths								
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	147
FY 2013	17	41	38	7	8	3	17	131
Retirements								
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	68
FY 2013	20	12	27	9	7	7	8	90
Terminations								
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	12
FY 2013	3	6	5	5	1	1	2	23

Source: *DBTF Section XI*

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