

**TABLE 6-202**  
**AVERAGE FACULTY SALARY FOR CONTINUING FACULTY\***  
**FISCAL YEAR 1988-2018**  
 University of Kansas  
 Lawrence Campus

<u>Fiscal Year</u>	<u>Average Continuing Faculty Salary</u>	<u>Percent Change</u>
1988	\$37,873	
1989	41,209	8.8%
1989	40,943	
1990	44,449	8.6
1990	44,186	
1991	45,482	2.9
1991	45,748	
1992	46,944	2.6
1992	46,537	
1993	48,450	4.1
1993	47,539	
1994	48,838	2.7
1994	48,680	
1995	51,749	6.3
1995	51,024	
1996	52,856	3.6
1996	52,597	
1997	54,065	2.8
1997	54,035	
1998	56,267	4.1
1998	56,001	
1999	58,627	4.7
1999	58,410	
2000	61,527	5.3
2000	61,723	
2001	65,621	6.3
2001	65,389	
2002	69,545	6.4
2002	68,751	
2003	68,920	0.2
2003	68,597	
2004	70,869	3.3
2004	70,261	
2005	74,704	6.3
2005	74,378	
2006	78,727	5.8

(continued)

**TABLE 6-202 (concluded)**  
**AVERAGE FACULTY SALARY FOR CONTINUING FACULTY\***  
**FISCAL YEAR 1988-2018**  
 University of Kansas  
 Lawrence Campus

<u>Fiscal Year</u>	<u>Average Continuing Faculty Salary</u>	<u>Percent Change</u>
2006	\$78,669	
2007	83,299	5.9%
2007	82,932	
2008	87,894	6.0
2008	87,075	
2009	90,054	3.4
2009**	88,718	
2010**	88,923	0.2
2010**	88,381	
2011**	88,673	0.3
2011**	88,359	
2012**	90,182	2.1
2012**	89,204	
2013**	91,677	2.8
2013**	92,365	
2014**	94,752	2.6
2014**	95,937	
2015**	98,619	2.8
2015**	98,170	
2016**	98,594	0.4
2016**	97,906	
2017**	100,311	2.5
2017**	98,402	
2018**	99,958	1.6

\* Continuing faculty are those whose salaries were reported for FY 2008 and were also faculty at KU in FY 2009. 11-12 month contracts have been converted to 9-month equivalents.

\*\* Beginning with the 2009-2010 comparison, full-time lecturers are included.

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**TABLE 6-203**  
**AVERAGE FACULTY SALARY <sup>1</sup> BY RANK**  
**IN CURRENT AND CONSTANT DOLLARS**  
**ADJUSTED BY HIGHER EDUCATION PRICE INDEX (HEPI)**  
**PUBLIC DOCTORAL INSTITUTIONS RATE**  
**FISCAL YEAR 2002-2017**  
 University of Kansas  
 Lawrence Campus

<u>Rank</u>	<u>Fiscal Year</u>	<u>Current Dollars</u>	<u>Fiscal Year 1983 Constant Dollars <sup>2</sup></u>
PROFESSOR	2002	\$ 84,424	\$37,389
	2003	84,601	35,547
	2004	87,861	35,658
	2005	92,442	35,956
	2006	98,044	36,192
	2007	103,886	37,115
	2008	110,504	37,434
	2009	117,336	38,840
	2010	116,925	38,311
	2011 <sup>3</sup>	114,473	36,702
	2012	116,140	36,522
	2013	118,300	36,344
	2014	121,156	36,242
	2015	125,388	36,803
	2016	125,963	36,248
	2017	130,400	36,252
	ASSOCIATE PROFESSOR	2002	\$ 59,563
2003		59,909	25,172
2004		61,698	25,040
2005		65,180	25,352
2006		68,655	25,343
2007		72,261	25,817
2008		76,147	25,795
2009		79,634	26,360
2010		79,342	25,997
2011 <sup>3</sup>		78,152	25,057
2012		78,753	24,765
2013		80,600	24,762
2014		82,318	24,624
2015		83,499	24,508
2016		82,604	23,771
2017		84,500	23,492

<sup>1</sup> 11-12 month contracts have been converted to 9-month equivalents.

<sup>2</sup> Based on Higher Education Price Index (HEPI), *University of Kansas Profiles*, Table 8-201.

<sup>3</sup> Revised.

(continued)

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**TABLE 6-203** (concluded)  
**AVERAGE FACULTY SALARY <sup>1</sup> BY RANK**  
**IN CURRENT AND CONSTANT DOLLARS**  
**ADJUSTED BY HIGHER EDUCATION PRICE INDEX (HEPI)**  
**PUBLIC DOCTORAL INSTITUTIONS RATE**  
**FISCAL YEAR 2002-2017**  
 University of Kansas  
 Lawrence Campus

<u>Rank</u>	<u>Fiscal Year</u>	<u>Current Dollars</u>	<u>Fiscal Year 1983 Constant Dollars <sup>2</sup></u>
ASSISTANT PROFESSOR	2002	\$ 50,878	\$ 22,532
	2003	50,742	21,320
	2004	51,224	20,789
	2005	54,524	21,207
	2006	59,357	21,911
	2007	62,849	22,454
	2008	65,001	22,019
	2009	67,080	22,205
	2010	65,903	21,593
	2011 <sup>3</sup>	66,333	21,267
	2012	69,249	21,776
	2013	71,800	22,058
	2014	73,278	21,920
	2015	74,695	21,924
	2016	76,830	22,109
	2017	79,400	22,074
	INSTRUCTOR	2002	\$ 36,872
2003		44,961	18,891
2004		37,534	15,233
2005		42,401	16,492
2006		45,380	16,752
2007		46,596	16,647
2008		--	--
2009		--	--
2010		--	--
2011		--	--
2012		--	--
2013		--	--
2014		--	--
2015		--	--
2016		52,851	15,209
2017	49,800	13,845	

<sup>1</sup> 11-12 month contracts have been converted to 9-month equivalents.

<sup>2</sup> Based on Higher Education Price Index (HEPI), *University of Kansas Profiles*, Table 8-201.

<sup>3</sup> Revised.

**TABLE 6-205**  
**SALARY INCREASES IN PERCENTAGES FOR**  
**CONTINUING FACULTY BY RANK**  
**FISCAL YEAR 1972-2018**  
 University of Kansas  
 Lawrence Campus

<u>Fiscal Year</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
1972	0.1%	0.2%	0.1%	0.3%
1973	4.6	6.6	8.5	7.9
1974	5.8	7.2	6.4	6.4
1975	10.6	11.2	11.2	10.4
1976	9.9	10.9	10.8	12.0
1977	7.9	8.7	9.6	12.4
1978	6.0	6.8	6.3	7.0
1979	7.1	7.8	7.0	8.0
1980	7.4	7.0	5.1	8.2
1981	9.2	10.9	10.8	9.8
1982	6.8	7.9	8.0	7.7
1983	7.8	8.9	9.6	9.9
1984	4.4	4.9	5.9	5.5
1985	7.2	7.8	8.6	7.2
1986	5.2	5.8	6.6	4.6
1987	3.0	3.9	4.0	4.1
1988	3.3	4.1	5.0	6.7
1989	8.2	10.3	8.6	10.2
1990	8.0	9.2	9.7	8.1
1991	2.7	3.1	3.4	2.8
1992	2.4	3.2	2.5	2.2
1993	4.0	4.5	4.1	5.1
1994	2.7	2.9	2.8	1.7
1995	6.2	6.7	6.2	3.8
1996	3.5	3.8	3.5	2.6
1997	2.6	3.1	2.7	2.1
1998	3.9	4.5	4.2	3.0
1999	4.4	5.2	4.5	2.8
2000	5.1	6.0	4.8	2.5
2001	6.4	6.3	5.9	2.4
2002	6.2	6.5	6.4	2.9
2003	0.2	0.4	0.1	0.0
2004	3.3	3.3	3.4	1.2
2005	6.1	6.8	6.1	6.2
2006	5.4	6.2	6.6	4.1
2007	5.8	6.0	5.8	2.7
2008	5.7	6.6	5.8	--
2009	3.3	3.8	3.2	--
2010	0.2	0.4	0.0	--
2011	0.2	0.6	0.0	--

(continued)

**TABLE 6-205** (concluded)  
**SALARY INCREASES IN PERCENTAGES FOR**  
**CONTINUING FACULTY BY RANK**  
**FISCAL YEAR 1972-2018**  
 University of Kansas  
 Lawrence Campus

<u>Fiscal Year</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
2012	1.9%	2.2%	2.5%	--
2013	2.6	3.1	2.9	--
2014	2.3	3.1	2.6	--
2015	2.9	3.0	2.0	--
2016	0.0	0.9	0.9	--
2017	1.8	3.1	3.4	1.4
2018	1.1	1.8	3.3	--

Source: *ACADEME, Economic Status of the Profession, 1972 -1988*, American Association of University Professors; Budget Office, 1992-2000; *Annual Survey of Faculty Compensation, 1989-1991, 2001-2018*, Maryse Eymonerie Associates and AAUP.

**TABLE 6-206**  
**DISTRIBUTION OF UNCLASSIFIED SALARY INCREASES: TEACHING AND NONTEACHING STAFF**  
(Excluding Auxiliary Enterprises and Service Clearing Activities)  
FISCAL YEAR 2008-2018  
University of Kansas - Lawrence Campus

Percent of Salary Increase over Previous Year (1)	Number of Unclassified Full-time Continuing Persons Receiving Increases										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
No Increase	84	67	2,624	2,662	310	149	223	175	3,471	301	2,011
0.1 to 2.99	128	1,104	23	18	1,799	2,036	2,147	2,629	3	2,528	1,094
3.0 to 4.99	1,160	1,200	23	10	406	425	371	341	3	423	19
5.0 to 6.99	806	123	21	29	157	109	116	107	15	124	27
7.0 to 8.99	228	50	3	9	68	56	61	57	23	62	30
9.0 to 11.99	137	41	1	4	34	50	37	45	18	77	49
12.0 to 14.99	29	7	1	3	13	18	22	17	6	41	41
15.0 to 19.99	17	11	1	0	6	12	11	13	2	29	17
20.0 and over	4	2	0	0	4	2	7	6	2	26	15
<b>TOTAL</b>	<b>2,593</b>	<b>2,605</b>	<b>2,697</b>	<b>2,735</b>	<b>2,797</b>	<b>2,857</b>	<b>2,995</b>	<b>3,390</b>	<b>3,543</b>	<b>3,611</b>	<b>3,303</b>
Salary Increase for Faculty (2)	5.5%	3.0%	0.0%	0.0%	2.0% <sup>1</sup>	2.0%	2.0%	2.0% <sup>2</sup>	0.0%	2.0% <sup>3</sup>	0.0%
Increase in Average Salary for Continuing Faculty (Percentage)(3)	6.0	3.4	0.2	0.3	2.1	2.8	2.6	2.8	0.4	2.5	1.4
Salary Increase for Unclassified Nonfaculty Staff (Percentage)(2)	4.5	3.0	0.0	0.0	2.0 <sup>1</sup>	2.0	2.0	1.75 <sup>2</sup>	0.0	2.0 <sup>3</sup>	0.0
Increase in Average Salary for Continuing Unclassified Nonfaculty Staff (Percentage)(4)	4.9	3.2	0.0	0.0	2.2	2.5	2.1	1.9	0.06	2.5	1.4
Increase in Consumer Price Index (Percentage)(5)	3.7	1.4	1.0	2.0	2.9	1.7	1.6	0.7	0.7	1.8	

<sup>1</sup> 2.0% salary increase delayed until mid-year. <sup>2</sup> Salary increases delayed until August. <sup>3</sup> 2.0% salary increase delayed until mid-year.

**TABLE 6-300**  
**COMPARISON OF WEIGHTED AVERAGE SALARY AND COMPENSATION**  
**PEER COMPARISON AVERAGES (KU EXCLUDED) AND KU FACULTY HEAD COUNT**  
 (Professor, Associate Professor, Assistant Professor, Instructor)  
 FISCAL YEAR 2013-2018  
 University of Kansas  
 Lawrence Campus

Fiscal Year	University of Kansas		Peer Average		KU as Percent of Peers	
	Salary	Compensation	Salary	Compensation	Salary	Compensation
2013	\$93,932	\$119,079	\$102,615	\$132,279	91.5%	90.0%
2014	96,121	121,223	104,981	135,443	91.6%	89.5%
2015	98,240	123,367	107,742	138,487	91.2%	89.1%
2016	98,119	122,593	109,682	140,645	89.5%	87.2%
2017	101,735	125,747	113,207	145,492	89.9%	86.4%
2018	102,197	126,501	117,994	151,203	86.6%	83.7%



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**TABLE 6-305**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**PEER GROUP**  
**FISCAL YEAR 2018**

School	Professor		Associate		Assistant		All Ranks without Instructors		Instructors		All Ranks with Instructors	
	Salary	F-T Head Count	Salary	F-T Head Count	Salary	F-T Head Count	Average Salary	F-T Head Count	Salary	F-T Head Count	Average Salary	F-T Head Count
Colorado	\$142,600	480	\$102,900	385	\$94,500	302	\$117,055	1,167	\$67,800	346	\$105,791	1,513
Florida	149,100	775	100,000	538	88,200	411	119,259	1,724	--	--	119,259	1,724
Indiana	142,200	684	97,300	496	99,900	351	117,956	1,531	--	--	117,956	1,531
Iowa	141,100	479	96,400	396	87,800	289	112,659	1,164	67,400	56	110,582	1,220
Kansas	128,600	443	84,900	362	76,800	214	102,197	1,019	--	--	102,197	1,019
Michigan State	154,600	810	101,900	608	82,600	711	115,505	2,129	--	--	115,505	2,129
Missouri	123,000	394	80,000	398	71,400	349	92,218	1,141	--	--	92,218	1,141
North Carolina	159,300	585	105,700	375	95,700	263	129,188	1,223	135,600	5	129,214	1,228
Oregon	134,800	288	98,100	293	84,900	179	108,898	760	55,700	338	92,522	1,098
SUNY - Buffalo	136,200	369	92,900	363	81,300	392	103,069	1,124	59,400	12	102,608	1,136
Virginia	177,300	537	118,700	376	90,600	408	133,843	1,321	68,300	6	133,546	1,327
Weighted Average	146,645	5,844	98,282	4,590	86,459	3,869	114,844	14,303	62,727	763	112,205	15,066
KU Diff from WTD	(18,045)		(13,382)		(9,659)		(12,647)		--		(10,008)	
WTD Avg w/o KU	148,125	5,401	99,428	4,228	87,025	3,655	117,994*		62,727	763	117,994*	
KU Diff from Above	(19,525)		(14,528)		(10,225)		(15,797)		--		(15,797)	
KU's Rank	10/11		10/11		10/11		10/11		--/6		9/11	

\* Salary average computed using the peer average dollars by rank and the KU head count for each rank.

Note: Ranks with less than three individuals are not reported. AAUP has defined visiting faculty (all ranks) as instructors.

Source: "Annual Report on the Economic Status of the Profession, 2017-2018, Appendix I," American Association of University Professors website.

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**TABLE 6-306**  
**COMPARISON OF AVERAGE COMPENSATION BY RANK**  
**PEER GROUP**  
**FISCAL YEAR 2018**

School	Professor		Associate		Assistant		All Ranks without Instructors		Instructors		All Ranks with Instructors	
	Comp.	F-T Head Count	Comp.	F-T Head Count	Comp.	F-T Head Count	Average Comp.	F-T Head Count	Comp.	F-T Head Count	Average Comp.	F-T Head Count
Colorado	\$178,200	480	\$133,100	385	\$122,400	302	\$148,881	1,167	\$91,300	346	\$135,713	1,513
Florida	185,500	775	128,200	538	113,100	411	150,359	1,724	--	--	150,359	1,724
Indiana	173,000	684	119,800	496	121,800	351	144,027	1,531	--	--	144,027	1,531
Iowa	183,700	479	126,400	396	112,400	289	146,504	1,164	86,000	56	143,726	1,220
Kansas	156,900	443	106,800	362	96,900	214	126,501	1,019	--	--	126,501	1,019
Michigan State	196,800	810	137,000	608	108,900	711	150,367	2,129	--	--	150,367	2,129
Missouri	156,600	394	106,000	398	91,000	349	118,885	1,141	--	--	118,885	1,141
North Carolina	197,000	585	134,100	375	121,900	263	161,564	1,223	166,700	5	161,584	1,228
Oregon	190,200	288	139,400	293	119,300	179	153,916	760	84,600	338	132,579	1,098
SUNY - Buffalo	177,000	369	123,900	363	107,200	392	135,508	1,124	78,100	12	134,902	1,136
Virginia	223,100	537	153,700	376	117,100	408	170,608	1,321	83,900	6	170,216	1,327
Weighted Average	185,041	5,844	128,047	4,590	111,611	3,869	146,888	14,303	88,171	763	143,914	15,066
KU Diff from WTD	(28,141)		(21,247)		(14,711)		(20,387)		--		(17,413)	
WTD Avg w/o KU	187,349	5,401	129,866	4,228	112,472	3,655	151,203*		88,171	763	151,203*	
KU Diff from Above	(30,449)		(23,066)		(15,572)		(24,702)		--		(24,702)	
KU's Rank	10/11		10/11		10/11		10/11		--/6		10/11	

\* Compensation average computed using the peer average dollars by rank and the KU head count for each rank.

Note: Ranks with less than three individuals are not reported. AAUP has defined visiting faculty (all ranks) as instructors.

Source: "Annual Report on the Economic Status of the Profession, 2017-2018, Appendix I," American Association of University Professors website.

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**TABLE 6-311**  
 COMPARISONS OF AVERAGE DIFFERENCES AND PERCENTAGES BETWEEN KU SALARIES/COMPENSATION AND PEERS  
 PEER GROUP  
 (KU Excluded from Average)  
 FISCAL YEAR 2013-2018

**SALARY**

Fiscal Year	PROFESSOR			ASSOCIATE			ASSISTANT			WEIGHTED AVERAGE*		
	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank
2012-13	\$(12,939)	90.1%	9/11	\$(7,229)	91.8%	9/11	\$(3,245)	95.7%	8/11	\$(8,683)	91.5%	9/11
2013-14	(12,592)	90.6	9/11	(7,909)	91.2	10/11	(3,363)	95.6	9/11	(8,860)	91.6	9/11
2014-15	(11,929)	91.3	10/11	(9,455)	89.8	10/11	(5,019)	93.7	9/11	(9,502)	91.2	10/11
2015-16	(14,529)	89.7	10/11	(12,035)	87.3	10/11	(5,620)	93.2	9/11	(11,681)	89.5	10/11
2016-17	(13,426)	90.7	9/11	(12,626)	87.0	10/11	(5,307)	93.7	10/11	(11,476)	90.0	10/11
2017-18	(19,525)	86.8	10/11	(14,528)	85.3	10/11	(10,225)	87.3	10/11	(15,797)	86.6	10/11

**COMPENSATION**

2012-13	\$(18,540)	88.8%	10/11	\$(11,238)	90.2%	10/11	\$(6,627)	93.3%	10/11	\$(13,200)	90.0%	10/11
2013-14	(19,041)	88.8	10/11	(12,680)	89.3	10/11	(7,711)	92.4	10/11	(14,220)	89.5	10/11
2014-15	(18,693)	89.2	11/11	(14,757)	87.8	10/11	(9,067)	91.3	10/11	(15,120)	89.1	10/11
2015-16	(22,214)	87.5	10/11	(18,346)	85.1	10/11	(9,853)	90.8	10/11	(18,109)	87.2	10/11
2016-17	(23,137)	87.3	10/11	(20,703)	83.7	11/11	(10,419)	90.5	10/11	(19,643)	86.6	10/11
2017-18	(30,449)	83.7	10/11	(23,066)	82.2	10/11	(15,572)	86.2	10/11	(24,702)	83.7	10/11

\* Weighted average computed using the peer average dollars by rank and the KU head count for each rank.

Source: *University of Kansas Profiles*, tables 6-305 and 6-306.

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**TABLE 6-315**  
**PERCENTAGE SALARY INCREASES FOR CONTINUING FACULTY**  
**PEER GROUP**  
**FISCAL YEAR 2018**

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Colorado	3.4%	3.8%	3.9%	4.7%
Florida	8.8	8.3	--	--
Indiana	1.7	2.9	3.0	--
Iowa	3.2	4.0	5.0	5.9
Kansas	1.0	1.7	3.3	--
Michigan State	2.9	3.5	4.0	--
Missouri	0.6	1.0	2.1	--
North Carolina - Chapel Hill	2.1	2.5	3.2	4.8
Oregon	3.8	4.0	5.0	3.1
SUNY - Buffalo	1.0	0.6	0.9	0.0
Virginia	3.5	4.3	3.8	3.0
KU RANK	9*/11	9/11	6/10	-/6

\* Tied

**TABLE 6-318**  
**COMPARISON OF WEIGHTED AVERAGE SALARY AND COMPENSATION**  
**MIDWEST\* COMPARISON AVERAGES (KU EXCLUDED) AND KU FACULTY HEAD COUNT**  
 (Professor, Associate Professor, Assistant Professor, Instructor)  
**FISCAL YEAR 1996-2018**  
 University of Kansas  
 Lawrence Campus

Fiscal Year	University of Kansas		Midwest Average		KU as Percent of Midwest	
	Salary	Compensation	Salary	Compensation	Salary	Compensation
1996	\$52,688	\$64,982	\$57,042	\$69,824	92.4%	93.1%
1997	53,897	66,718	58,848	71,893	91.6%	92.8%
1998	55,901	69,047	61,031	74,417	91.6%	92.8%
1999	58,144	71,521	63,067	77,141	92.2%	92.7%
2000	61,468	75,039	65,958	80,706	93.2%	93.0%
2001	65,161	79,959	68,795	84,416	94.7%	94.7%
2002	68,144	84,409	71,426	87,506	95.4%	96.5%
2003	68,292	85,399	72,981	90,230	93.6%	94.6%
2004	70,032	86,843	73,972	91,489	94.7%	94.9%
2005	73,861	92,241	77,072	95,059	95.8%	97.0%
2006	77,993	97,116	79,506	98,106	98.1%	99.0%
2007	82,302	102,028	82,923	102,984	99.3%	99.1%
2008	86,690	107,183	86,563	107,487	100.1%	99.7%
2009	91,329	112,514	90,358	112,228	101.1%	100.3%
2010	90,971	113,031	91,322	113,476	99.6%	99.6%
2011**	89,672	112,405	91,706	114,653	97.8%	98.0%
2012	91,495	115,531	94,115	117,497	97.2%	98.3%
2013	93,932	119,079	96,311	120,468	97.5%	98.8%
2014	96,121	121,223	98,672	123,645	97.4%	98.0%
2015	98,240	123,367	101,274	127,234	97.0%	97.0%
2016	98,119	122,593	103,538	129,880	94.8%	94.4%
2017	101,735	125,747	106,908	134,162	95.2%	93.7%
2018	102,197	126,501	110,334	138,476	92.6%	91.4%

\* Former Big Twelve  
 \*\* Revised

# UNIVERSITY OF KANSAS

Office of Institutional Research and Planning

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**TABLE 6-320**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**MIDWEST COMPARISON GROUP**  
**FISCAL YEAR 2018**

School	Professor		Associate		Assistant		All Ranks without Instructors		Instructors		All Ranks with Instructors	
	Salary	F-T Head Count	Salary	F-T Head Count	Salary	F-T Head Count	Average Salary	F-T Head Count	Salary	F-T Head Count	Average Salary	F-T Head Count
Baylor	\$137,300	296	\$99,900	265	\$88,200	194	\$111,556	755	--	--	\$111,556	755
Colorado	142,600	480	102,900	385	94,500	302	117,055	1,167	\$67,800	346	105,791	1,513
Iowa State	130,500	506	98,000	402	84,400	422	106,049	1,330	--	--	106,049	1,330
Kansas	128,600	443	84,900	362	76,800	214	102,197	1,019	--	--	102,197	1,019
Kansas State	113,900	268	86,100	294	76,800	282	91,820	844	51,400	211	83,736	1,055
Missouri	123,000	394	80,000	398	71,400	349	92,218	1,141	--	--	92,218	1,141
Nebraska	128,100	432	90,000	307	87,800	305	105,123	1,044	--	--	105,123	1,044
Oklahoma	122,200	377	84,200	316	75,000	310	95,640	1,003	42,700	106	90,580	1,109
Oklahoma State	108,600	303	82,700	268	78,200	287	90,341	858	--	--	90,341	858
Texas	165,600	978	107,600	525	101,500	320	137,645	1,823	--	--	137,645	1,823
Texas A&M	143,400	966	100,800	526	89,400	365	120,720	1,857	--	--	120,720	1,857
Texas Tech	122,300	377	87,600	384	74,700	383	94,716	1,144	39,600	289	83,601	1,433
Weighted Average	136,079	5,820	93,169	4,432	83,169	3,733	108,357	13,985	52,810	952	104,817	14,937
KU Diff from WTD	(7,479)		(8,269)		(6,369)		(6,160)		--		(2,620)	
WTD Avg w/o KU	136,695	5,377	93,904	4,070	83,557	3,519	110,334*		52,810	952	110,334*	
KU Diff from Above	(8,095)		(9,004)		(6,757)		(8,137)		--		(8,137)	
KU's Rank	6/12		9/12		8/12		7/12		--/4		7/12	

\* Salary average computed using the comparison group's average dollars by rank and the KU head count for each rank.

Note: Ranks with less than three individuals are not reported. AAUP has defined visiting faculty (all ranks) as instructors.

Source: "Annual Report on the Economic Status of the Profession, 2017-2018, Appendix I," American Association of University Professors website.

# UNIVERSITY OF KANSAS

Office of Institutional Research and Planning

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**TABLE 6-321**  
**COMPARISON OF AVERAGE COMPENSATION BY RANK**  
**MIDWEST COMPARISON GROUP**  
**FISCAL YEAR 2018**

School	Professor		Associate		Assistant		All Ranks without Instructors		Instructors		All Ranks with Instructors	
	Comp.	F-T Head Count	Comp.	F-T Head Count	Comp.	F-T Head Count	Average Comp.	F-T Head Count	Comp.	F-T Head Count	Average Comp.	F-T Head Count
Baylor	\$175,000	296	\$130,900	265	\$112,700	194	\$143,513	755	--	--	\$143,513	755
Colorado	178,200	480	133,100	385	122,400	302	148,881	1,167	\$91,300	346	135,713	1,513
Iowa State	167,800	506	129,700	402	113,600	422	139,087	1,330	--	--	139,087	1,330
Kansas	156,900	443	106,800	362	96,900	214	126,501	1,019	--	--	126,501	1,019
Kansas State	140,900	268	107,900	294	96,800	282	114,670	844	66,900	211	105,116	1,055
Missouri	156,600	394	106,000	398	91,000	349	118,885	1,141	--	--	118,885	1,141
Nebraska	161,200	432	117,800	307	114,600	305	134,824	1,044	--	--	134,824	1,044
Oklahoma	159,200	377	109,000	316	96,400	310	123,974	1,003	57,200	106	117,592	1,109
Oklahoma State	144,200	303	110,600	268	103,100	287	119,957	858	--	--	119,957	858
Texas	196,600	978	131,800	525	124,000	320	165,195	1,823	--	--	165,195	1,823
Texas A&M	170,600	966	122,000	526	108,800	365	144,687	1,857	--	--	144,687	1,857
Texas Tech	150,100	377	109,700	384	94,700	383	117,992	1,144	51,800	289	104,643	1,433
Weighted Average	168,079	5,820	118,769	4,432	106,255	3,733	135,950	13,985	70,104	952	131,753	14,937
KU Diff from WTD	(11,179)		(11,969)		(9,355)		(9,449)		--		(5,252)	
WTD Avg w/o KU	169,001	5,377	119,834	4,070	106,824	3,519	138,476*		70,104	952	138,476*	
KU Diff from Above	(12,101)		(13,034)		(9,924)		(11,975)		--		(11,975)	
KU's Rank	8/12		11/12		8/12		7/12		--/4		7/12	

\* Compensation average computed using the comparison group's average dollars by rank and the KU head count for each rank.

Note: Ranks with less than three individuals are not reported. AAUP has defined visiting faculty (all ranks) as instructors.

Source: "Annual Report on the Economic Status of the Profession, 2017-2018, Appendix I," American Association of University Professors website.

# UNIVERSITY OF KANSAS

Office of Institutional Research and Planning

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**TABLE 6-326**  
**COMPARISONS OF AVERAGE DIFFERENCES AND PERCENTAGES BETWEEN KU SALARIES/COMPENSATION AND PEERS**  
**MIDWEST COMPARISON GROUP**  
**(KU Excluded from Average)**  
**FISCAL YEAR 2008-2018**

## SALARY

Fiscal Year	PROFESSOR			ASSOCIATE			ASSISTANT			WEIGHTED AVERAGE <sup>1</sup>		
	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank
2007-08	\$ 990	100.9%	4/12	\$ 238	100.3%	5/12	\$(1,278)	98.1%	7/12	\$ 127	100.1%	6/12
2008-09	3,023	102.6	3/12	590	100.7	5/12	(1,684)	97.6	6/12	971	101.1	5/12
2009-10	1,482	101.3	4/12	4	100.0	6/12	(3,838)	94.5	7/12	(351)	99.6	6/12
2010-11 <sup>2</sup>	(1,808)	98.4	4/12	(1,266)	98.4	6/12	(3,658)	94.8	7/12	(2,034)	97.8	7/12
2011-12	(3,373)	97.2	4/12	(2,193)	97.3	6/12	(2,009)	97.2	7/12	(2,620)	97.2	7/12
2012-13	(3,390)	97.2	5/12	(1,982)	97.6	6/12	(1,182)	98.4	7/12	(2,379)	97.5	7/12
2013-14	(3,100)	97.5	5/12	(2,437)	97.1	6/12	(1,691)	97.7	7/12	(2,551)	97.4	7/12
2014-15	(2,487)	98.1	5/12	(3,607)	95.9	7/12	(2,991)	96.2	7/12	(3,034)	97.0	7/12
2015-16	(5,236)	96.0	6/12	(7,196)	92.0	8/12	(3,169)	96.0	8/12	(5,531)	94.7	7/12
2016-17	(4,473)	96.7	6/12	(7,766)	91.6	8/12	(2,288)	97.2	7/12	(5,254)	95.1	7/12
2017-18	(8,095)	94.1	6/12	(9,004)	90.4	9/12	(6,757)	91.9	8/12	(8,137)	92.6	7/12

## COMPENSATION

2007-08	\$ 304	100.2%	5/12	\$ (257)	99.7%	6/12	\$(1,255)	98.5%	8/12	\$ (304)	99.7%	7/12
2008-09	2,208	101.6	4/12	(186)	99.8	6/12	(2,047)	97.6	7/12	286	100.3	7/12
2009-10	1,368	101.0	4/12	(289)	99.7	5/12	(3,610)	95.9	7/12	(445)	99.6	8/12
2010-11 <sup>2</sup>	(2,318)	98.4	6/12	(1,592)	98.4	7/12	(3,190)	96.4	7/12	(2,248)	98.0	8/12
2011-12	(2,941)	98.0	7/12	(1,642)	98.4	7/12	(766)	99.1	6/12	(1,966)	98.3	7/12
2012-13	(2,618)	98.3	6/12	(957)	99.1	5/12	159	100.2	6/12	(1,389)	98.8	6/12
2013-14	(3,279)	97.9	7/12	(2,110)	98.0	7/12	(1,341)	98.6	7/12	(2,422)	98.0	7/12
2014-15	(3,395)	97.9	8/12	(4,341)	96.1	7/12	(3,870)	96.1	8/12	(3,867)	97.0	7/12
2015-16	(7,019)	95.7	8/12	(9,201)	91.9	9/12	(4,927)	95.2	8/12	(7,392)	94.4	7/12
2016-17	(7,706)	95.4	6/12	(11,228)	90.4	11/12	(5,064)	95.2	8/12	(8,408)	93.8	7/12
2017-18	(12,101)	92.8	8/12	(13,034)	89.1	11/12	(9,924)	90.7	8/12	(11,975)	91.4	7/12

<sup>1</sup> Weighted average computed using the comparison group's average dollars by rank and the KU head count for each rank.

<sup>2</sup> Revised

Source: *University of Kansas Profiles*, tables 6-320 and 6-321.



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**TABLE 6-330**  
**PERCENTAGE SALARY INCREASES FOR CONTINUING FACULTY**  
**MIDWEST COMPARISON GROUP**  
**FISCAL YEAR 2018**

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Baylor	3.2%	3.5%	4.3%	--
Colorado	3.4	3.8	3.9	4.7%
Iowa State	1.0	1.2	0.8	--
Kansas	1.0	1.7	3.3	--
Kansas State	3.4	4.1	4.8	4.5
Missouri	0.6	1.0	2.1	--
Nebraska	1.9	2.7	2.6	--
Oklahoma	1.9	3.5	3.1	0.7
Oklahoma State	0.1	1.3	1.3	--
Texas	3.4	4.3	3.0	--
Texas A&M	0.9	1.4	1.7	--
Texas Tech	0.5	2.1	1.2	3.7
KU RANK	7*/12	8/12	4/12	-/4

\* Tied.

Source: "Annual Report on the Economic Status of the Profession, 2017-2018, Appendix I," American Association of University Professors website.

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**TABLE 6-333**  
**COMPARISON OF WEIGHTED AVERAGE SALARY AND COMPENSATION**  
**AAUDE SIXTEEN COMPARISON AVERAGES (KU EXCLUDED) AND KU FACULTY HEAD COUNT**  
 (Professor, Associate Professor, Assistant Professor, Instructor)  
**FISCAL YEAR 2008-2018**  
 University of Kansas  
 Lawrence Campus

Fiscal Year	University of Kansas		AAUDE 16 Average		KU as Percent of AAUDE 16	
	Salary	Compensation	Salary	Compensation	Salary	Compensation
2008	\$86,690	\$107,183	\$92,429	\$116,472	93.8%	92.0%
2009	91,329	112,514	96,485	122,159	94.7%	92.1%
2010	90,971	113,031	97,616	123,985	93.2%	91.2%
2011*	89,672	112,450	98,797	125,524	90.8%	89.6%
2012	91,495	115,531	101,478	128,798	90.2%	89.7%
2013	93,932	119,079	104,416	132,677	90.0%	89.8%
2014	96,121	121,223	107,167	136,108	89.7%	89.1%
2015	98,240	123,367	109,242	138,759	89.9%	88.9%
2016	98,119	122,593	111,813	141,816	87.8%	86.4%
2017	101,735	125,747	115,011	145,331	88.5%	86.5%
2018	102,197	126,501	118,495	149,856	86.2%	84.4%

\* Revised

# UNIVERSITY OF KANSAS

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**TABLE 6-335**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**AAUDE SIXTEEN MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2018**

School	Professor		Associate		Assistant		All Ranks without Instructors		Instructors		All Ranks with Instructors	
	Salary	F-T Head Count	Salary	F-T Head Count	Salary	F-T Head Count	Average Salary	F-T Head Count	Salary	F-T Head Count	Average Salary	F-T Head Count
Colorado	\$142,600	480	\$102,900	385	\$94,500	302	\$117,055	1,167	\$67,800	346	\$105,791	1,513
Illinois	150,500	833	104,200	489	95,500	509	122,845	1,831	56,100	68	120,455	1,899
Indiana	142,200	684	97,300	496	99,900	351	117,956	1,531	--	--	117,956	1,531
Iowa	141,100	479	96,400	396	87,800	289	112,659	1,164	67,400	56	110,582	1,220
Iowa State	130,500	506	98,000	402	84,400	422	106,049	1,330	--	--	106,049	1,330
Kansas	128,600	443	84,900	362	76,800	214	102,197	1,019	--	--	102,197	1,019
Michigan	170,200	1,126	113,200	572	95,600	607	136,410	2,305	66,800	20	135,811	2,325
Michigan State	154,600	810	101,900	608	82,600	711	115,505	2,129	--	--	115,505	2,129
Minnesota	143,400	946	100,500	610	89,000	550	116,767	2,106	54,000	167	112,155	2,273
Missouri	123,000	394	80,000	398	71,400	349	92,218	1,141	--	--	92,218	1,141
Nebraska	128,100	432	90,000	307	87,800	305	105,123	1,044	--	--	105,123	1,044
Ohio State	150,000	994	101,300	718	89,400	621	118,882	2,333	124,000	10	118,903	2,343
Purdue	142,400	883	101,200	537	89,700	596	115,846	2,016	73,600	10	115,637	2,026
Texas	165,600	978	107,600	525	101,500	320	137,645	1,823	--	--	137,645	1,823
Texas A&M	143,400	966	100,800	526	89,400	365	120,720	1,857	--	--	120,720	1,857
Wisconsin	136,200	979	102,100	325	89,500	415	118,479	1,719	65,700	310	110,415	2,029
Weighted Average	146,372	11,933	99,842	7,656	89,269	6,926	118,021	26,515	64,585	987	116,103	27,502
KU Diff from WTD	(17,772)		(14,942)		(12,469)		(15,824)		--		(13,906)	
WTD Avg w/o KU	147,057	11,490	100,583	7,294	89,667	6,712	118,495*		64,585	987	118,495*	
KU Diff from Above	(18,457)		(15,683)		(12,867)		(16,298)		--		(16,298)	
KU's Rank	14/16		15/16		15/16		15/16		--/8		15/16	

\* Salary average computed using the comparison group's average dollars by rank and the KU head count for each rank.

Note: Ranks with less than three individuals are not reported. AAUP has defined visiting faculty (all ranks) as instructors.

Source: "Annual Report on the Economic Status of the Profession, 2017-2018, Appendix I," American Association of University Professors website.

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**TABLE 6-336**  
**COMPARISON OF AVERAGE COMPENSATION BY RANK**  
**AAUDE SIXTEEN MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2018**

School	Professor		Associate		Assistant		All Ranks without Instructors		Instructors		All Ranks with Instructors	
	Comp.	F-T Head Count	Comp.	F-T Head Count	Comp.	F-T Head Count	Average Comp.	F-T Head Count	Comp.	F-T Head Count	Average Comp.	F-T Head Count
Colorado	\$178,200	480	\$133,100	385	\$122,400	302	\$148,881	1,167	\$91,300	346	\$135,713	1,513
Illinois	190,100	833	137,000	489	127,000	509	158,378	1,831	81,400	68	155,621	1,899
Indiana	173,000	684	119,800	496	121,800	351	144,027	1,531	--	--	144,027	1,531
Iowa	183,700	479	126,400	396	112,400	289	146,504	1,164	86,000	56	143,726	1,220
Iowa State	167,800	506	129,700	402	113,600	422	139,087	1,330	--	--	139,087	1,330
Kansas	156,900	443	106,800	362	96,900	214	126,501	1,019	--	--	126,501	1,019
Michigan	206,800	1,126	142,900	572	122,400	607	168,717	2,305	85,800	20	168,004	2,325
Michigan State	196,800	810	137,000	608	108,900	711	150,367	2,129	--	--	150,367	2,129
Minnesota	190,500	946	133,600	610	118,300	550	155,163	2,106	72,300	167	149,075	2,273
Missouri	156,600	394	106,000	398	91,000	349	118,885	1,141	--	--	118,885	1,141
Nebraska	161,200	432	117,800	307	114,600	305	134,824	1,044	--	--	134,824	1,044
Ohio State	186,000	994	129,300	718	115,500	621	149,784	2,333	155,300	10	149,808	2,343
Purdue	176,500	883	131,000	537	117,000	596	146,790	2,016	95,400	10	146,536	2,026
Texas	196,600	978	131,800	525	124,000	320	165,195	1,823	--	--	165,195	1,823
Texas A&M	170,600	966	122,000	526	108,800	365	144,687	1,857	--	--	144,687	1,857
Wisconsin	169,400	979	131,100	325	116,800	415	149,460	1,719	89,800	310	140,345	2,029
Weighted Average	182,024	11,933	128,338	7,656	115,267	6,926	149,085	26,515	87,210	987	146,865	27,502
KU Diff from WTD	(25,124)		(21,538)		(18,367)		(22,584)		--		(20,363)	
WTD Avg w/o KU	182,993	11,490	129,407	7,294	115,853	6,712	149,856*		87,210	987	149,856*	
KU Diff from Above	(26,093)		(22,607)		(18,953)		(23,355)		--		(23,355)	
KU's Rank	15/16		15/16		15/16		15/16		--/8		15/16	

\* Compensation average computed using the comparison group's average dollars by rank and the KU head count for each rank.

Note: Ranks with less than three individuals are not reported. AAUP has defined visiting faculty (all ranks) as instructors.

Source: "Annual Report on the Economic Status of the Profession, 2017-2018, Appendix I," American Association of University Professors website.

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**TABLE 6-341**  
**COMPARISONS OF AVERAGE DIFFERENCES AND PERCENTAGES BETWEEN KU SALARIES/COMPENSATION AND PEERS**  
**AAUDE SIXTEEN MEMBER COMPARISON GROUP**  
**(KU Excluded from Average)**  
**FISCAL YEAR 2008-2018**

## SALARY

Fiscal Year	PROFESSOR			ASSOCIATE			ASSISTANT			WEIGHTED AVERAGE <sup>1</sup>		
	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank
2007-08	\$(7,130)	93.9%	12/16	\$(4,569)	94.3%	14/16	\$(5,162)	92.6%	14/16	\$(5,736)	93.8%	15/16
2008-09	(5,427)	95.6	10/16	(4,230)	95.0	14/16	(5,994)	91.8	13/16	(5,156)	94.7	14/16
2009-10	(7,269)	94.1	11/16	(4,864)	94.2	14/16	(8,223)	88.9	15/16	(6,645)	93.2	15/16
2010-11 <sup>2</sup>	(11,227)	91.1	12/16	(6,966)	91.8	14/16	(9,069)	88.0	15/16	(9,125)	90.8	15/16
2011-12	(12,943)	90.0	12/16	(8,258)	90.5	14/16	(7,651)	90.0	15/16	(9,983)	90.2	15/16
2012-13	(13,758)	89.6	14/16	(8,787)	90.2	14/16	(7,339)	90.7	14/16	(10,484)	90.0	15/16
2013-14	(14,130)	89.6	14/16	(9,600)	89.6	14/16	(7,756)	90.4	14/16	(11,046)	89.7	15/16
2014-15	(12,822)	90.7	14/16	(10,449)	88.9	15/16	(8,612)	89.7	14/16	(11,002)	89.9	15/16
2015-16	(15,975)	88.7	14/16	(14,059)	85.5	15/16	(8,956)	89.6	14/16	(13,750)	87.8	15/16
2016-17	(14,804)	89.8	14/16	(14,365)	85.5	15/16	(8,150)	90.7	15/16	(13,287)	88.6	15/16
2017-18	(18,457)	87.4	14/16	(15,683)	84.4	15/16	(12,867)	85.7	15/16	(16,298)	86.2	15/16

## COMPENSATION

2007-08	\$(10,949)	92.5%	12/16	\$(7,722)	92.5%	13/16 <sup>3</sup>	\$(8,814)	90.2%	15/16	\$(9,289)	92.0%	15/16
2008-09	(9,960)	93.5	11/16	(8,387)	92.2	13/16	(10,869)	88.5	15/16	(9,645)	92.1	15/16
2009-10	(11,607)	92.5	12/16	(8,896)	91.8	13/16	(12,886)	86.6	15/16	(10,954)	91.2	15/16
2010-11 <sup>2</sup>	(15,395)	90.2	13/16	(10,680)	90.3	14/16	(13,221)	86.5	15/16	(13,119)	89.5	15/16
2011-12	(16,162)	89.9	13/16	(11,511)	89.8	14/16	(11,114)	88.9	14/16	(13,267)	89.7	14/16
2012-13	(16,733)	89.8	12/16	(11,822)	89.8	13/16	(10,860)	89.5	14/16	(13,598)	89.8	14/16
2013-14	(17,871)	89.4	14/16	(13,226)	88.9	15/16	(12,192)	88.5	15/16	(14,885)	89.1	15/16
2014-15	(17,069)	90.1	15/16	(14,842)	87.8	15/16	(13,265)	87.8	15/16	(15,392)	88.9	15/16
2015-16	(21,378)	87.9	15/16	(19,736)	84.2	15/16	(14,261)	87.2	15/16	(19,235)	86.6	15/16
2016-17	(21,150)	88.3	14/16	(20,841)	83.6	16/16	(13,678)	87.9	15/16	(19,515)	86.7	15/16
2017-18	(26,093)	85.7	15/16	(22,607)	82.5	15/16	(18,953)	83.6	15/16	(23,355)	84.4	15/16

<sup>1</sup> Weighted average computed using the comparison group's average dollars by rank and the KU head count for each rank.

<sup>2</sup> Revised <sup>3</sup> Tied

**TABLE 6-345**  
**PERCENTAGE SALARY INCREASES FOR CONTINUING FACULTY**  
**AAUDE SIXTEEN MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2018**

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Colorado-Boulder	3.4%	3.8%	3.9%	4.7%
Illinois-Urbana	4.1	5.1	4.8	6.2
Indiana-Bloomington	1.7	2.9	3.0	--
Iowa	3.2	4.0	5.0	5.9
Iowa State	1.0	1.2	0.8	--
Kansas	1.0	1.7	3.3	--
Michigan-Ann Arbor	2.9	3.4	3.2	1.4
Michigan State	2.9	3.5	4.0	--
Minnesota-Minn./St. Paul	2.5	3.1	2.7	3.7
Missouri-Columbia	0.6	1.0	2.1	--
Nebraska-Lincoln	1.9	2.7	2.6	--
Ohio State	2.7	3.9	3.2	3.0
Purdue-West Lafayette	2.8	3.5	3.7	5.9
Texas	3.4	4.3	3.0	--
Texas A&M	0.9	1.4	1.7	--
Wisconsin-Madison	2.6	5.0	3.8	2.8
 KU RANK	 13*/16	 13/16	 7/16	 -/8

\* Tied.

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**TABLE 6-350**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**AAU THIRTY-FOUR MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2018**

School	Professor		Associate		Assistant		All Ranks without Instructors		Instructors		All Ranks with Instructors	
	Salary	F-T Head Count	Salary	F-T Head Count	Salary	F-T Head Count	Average Salary	F-T Head Count	Salary	F-T Head Count	Average Salary	F-T Head Count
Arizona	\$132,100	621	\$94,400	394	\$79,700	454	\$105,794	1,469	\$29,400	111	\$100,427	1,580
Cal-Berkeley	191,200	840	131,500	307	111,000	248	163,804	1,395	--	--	163,804	1,395
Cal-Davis	165,600	781	113,300	289	96,100	304	139,222	1,374	--	--	139,222	1,374
Cal-Irvine	171,300	584	115,200	242	96,100	174	144,639	1,000	--	--	144,639	1,000
Cal-L.A.	204,000	964	133,700	244	106,000	292	173,487	1,500	--	--	173,487	1,500
Cal-San Diego	171,200	580	115,000	193	100,800	213	144,991	986	--	--	144,991	986
Cal-Santa Barbara	176,100	524	107,800	146	92,800	163	147,829	833	--	--	147,829	833
Colorado	142,600	480	102,900	385	94,500	302	117,055	1,167	67,800	346	105,791	1,513
Florida	149,100	775	100,000	538	88,200	411	119,259	1,724	--	--	119,259	1,724
Georgia Tech	168,400	520	113,100	295	103,000	199	139,477	1,014	55,900	10	138,661	1,024
Illinois	150,500	833	104,200	489	95,500	509	122,845	1,831	56,100	68	120,455	1,899
Indiana	142,200	684	97,300	496	99,900	351	117,956	1,531	--	--	117,956	1,531
Iowa	141,100	479	96,400	396	87,800	289	112,659	1,164	67,400	56	110,582	1,220
Iowa State	130,500	506	98,000	402	84,400	422	106,049	1,330	--	--	106,049	1,330
Kansas	128,600	443	84,900	362	76,800	214	102,197	1,019	--	--	102,197	1,019
Maryland	160,800	733	108,700	426	95,400	326	131,497	1,485	68,200	8	131,158	1,493
Michigan	170,200	1,126	113,200	572	95,600	607	136,410	2,305	66,800	20	135,811	2,325
Michigan State	154,600	810	101,900	608	82,600	711	115,505	2,129	--	--	115,505	2,129
Minnesota	143,400	946	100,500	610	89,000	550	116,767	2,106	54,000	167	112,155	2,273
Missouri	123,000	394	80,000	398	71,400	349	92,218	1,141	--	--	92,218	1,141
SUNY - Buffalo	136,200	369	92,900	363	81,300	392	103,069	1,124	59,400	12	102,608	1,136
SUNY- Stony Brook	152,900	349	104,300	281	88,700	295	117,662	925	75,500	11	117,166	936
North Carolina	159,300	585	105,700	375	95,700	263	129,188	1,223	135,600	5	129,214	1,228
Ohio State	150,000	994	101,300	718	89,400	621	118,882	2,333	124,000	10	118,903	2,343

(continued)

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**TABLE 6-350 (concluded)**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**AAU THIRTY-FOUR MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2018**

School	Professor		Associate		Assistant		All Ranks without Instructors		Instructors		All Ranks with Instructors	
	Salary	F-T Head Count	Salary	F-T Head Count	Salary	F-T Head Count	Average Salary	F-T Head Count	Salary	F-T Head Count	Average Salary	F-T Head Count
Oregon	\$134,800	288	\$98,100	293	\$84,900	179	\$108,898	760	\$55,700	338	\$92,522	1,098
Penn State	157,000	870	107,300	550	90,400	511	125,220	1,931	62,600	263	117,713	2,194
Pittsburgh	153,000	480	101,100	413	85,600	510	113,222	1,403	55,600	158	107,390	1,561
Purdue	142,400	883	101,200	537	89,700	596	115,846	2,016	73,600	10	115,637	2,026
Rutgers	165,900	799	109,600	522	86,300	501	127,882	1,822	63,700	220	120,967	2,042
Texas	165,600	978	107,600	525	101,500	320	137,645	1,823	--	--	137,645	1,823
Texas A&M	143,400	966	100,800	526	89,400	365	120,720	1,857	--	--	120,720	1,857
Virginia	177,300	537	118,700	376	90,600	408	133,843	1,321	68,300	6	133,546	1,327
Washington	144,800	707	110,100	447	101,900	343	124,609	1,497	50,000	43	122,526	1,540
Wisconsin	136,200	979	102,100	325	89,500	415	118,479	1,719	65,700	310	110,415	2,029
Weighted Average	155,866	23,407	104,124	14,043	90,571	12,807	124,769	50,257	60,305	2,172	122,098	52,429
KU Diff from WTD	(27,266)		(19,224)		(13,771)		(22,572)		--		(19,901)	
WTD Avg w/o KU	156,392	22,964	104,632	13,681	90,805	12,593	124,230*		60,305	2,172	124,230*	
KU Diff from Above	(27,792)		(19,732)		(14,005)		(22,033)		--		(22,033)	
KU's Rank	33/34		33/34		33/34		33/34		--/20		31/34	

\* Salary average computed using the comparison group's average dollars by rank and the KU head count for each rank.

Note: Ranks with less than three individuals are not reported. AAUP has defined visiting faculty (all ranks) as instructors.

Source: "Annual Report on the Economic Status of the Profession, 2017-2018, Appendix I," American Association of University Professors website.



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**TABLE 6-355**  
**COMPARISON OF AVERAGE COMPENSATION BY RANK**  
**AAU THIRTY-FOUR MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2018**

School	Professor		Associate		Assistant		All Ranks without Instructors		Instructors		All Ranks with Instructors	
	Comp.	F-T Head Count	Comp.	F-T Head Count	Comp.	F-T Head Count	Average Comp.	F-T Head Count	Comp.	F-T Head Count	Average Comp.	F-T Head Count
Arizona	\$165,600	621	\$122,100	394	\$102,800	454	\$134,524	1,469	\$42,000	111	\$128,024	1,580
Cal-Berkeley	255,200	840	179,900	307	154,000	248	220,637	1,395	--	--	220,637	1,395
Cal-Davis	223,000	781	156,900	289	135,200	304	189,671	1,374	--	--	189,671	1,374
Cal-Irvine	230,200	584	159,400	242	135,100	174	196,519	1,000	--	--	196,519	1,000
Cal-L.A.	271,500	964	182,700	244	147,800	292	232,975	1,500	--	--	232,975	1,500
Cal-San Diego	230,000	580	159,000	193	141,100	213	196,898	986	--	--	196,898	986
Cal-Santa Barbara	236,200	524	150,000	146	131,100	163	200,526	833	--	--	200,526	833
Colorado	178,200	480	133,100	385	122,400	302	148,881	1,167	91,300	346	135,713	1,513
Florida	185,500	775	128,200	538	113,100	411	150,359	1,724	--	--	150,359	1,724
Georgia Tech	214,000	520	143,700	295	132,200	199	177,494	1,014	99,000	10	176,728	1,024
Illinois	190,100	833	137,000	489	127,000	509	158,378	1,831	81,400	68	155,621	1,899
Indiana	173,000	684	119,800	496	121,800	351	144,027	1,531	--	--	144,027	1,531
Iowa	183,700	479	126,400	396	112,400	289	146,504	1,164	86,000	56	143,726	1,220
Iowa State	167,800	506	129,700	402	113,600	422	139,087	1,330	--	--	139,087	1,330
Kansas	156,900	443	106,800	362	96,900	214	126,501	1,019	--	--	126,501	1,019
Maryland	194,700	733	136,200	426	121,300	326	161,805	1,485	91,500	8	161,428	1,493
Michigan	206,800	1,126	142,900	572	122,400	607	168,717	2,305	85,800	20	168,004	2,325
Michigan State	196,800	810	137,000	608	108,900	711	150,367	2,129	--	--	150,367	2,129
Minnesota	190,500	946	133,600	610	118,300	550	155,163	2,106	72,300	167	149,075	2,273
Missouri	156,600	394	106,000	398	91,000	349	118,885	1,141	--	--	118,885	1,141
SUNY - Buffalo	177,000	369	123,900	363	107,200	392	135,508	1,124	78,100	12	134,902	1,136
SUNY- Stony Brook	196,000	349	138,300	281	117,600	295	153,468	925	99,400	11	152,833	936
North Carolina	197,000	585	134,100	375	121,900	263	161,564	1,223	166,700	5	161,584	1,228
Ohio State	186,000	994	129,300	718	115,500	621	149,784	2,333	155,300	10	149,808	2,343

(continued)

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**TABLE 6-355 (concluded)**  
**COMPARISON OF AVERAGE COMPENSATION BY RANK**  
**AAU THIRTY-FOUR MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2018**

School	Professor		Associate		Assistant		All Ranks without Instructors		Instructors		All Ranks with Instructors	
	Comp.	F-T Head Count	Comp.	F-T Head Count	Comp.	F-T Head Count	Average Comp.	F-T Head Count	Comp.	F-T Head Count	Average Comp.	F-T Head Count
Oregon	\$190,200	288	\$139,400	293	\$119,300	179	\$153,916	760	\$84,600	338	\$132,579	1,098
Penn State	196,300	870	138,100	550	116,700	511	158,659	1,931	88,100	263	150,201	2,194
Pittsburgh	193,900	480	128,600	413	109,600	510	144,034	1,403	71,900	158	136,733	1,561
Purdue	176,500	883	131,000	537	117,000	596	146,790	2,016	95,400	10	146,536	2,026
Rutgers	208,800	799	145,700	522	119,500	501	166,167	1,822	94,100	220	158,403	2,042
Texas	196,600	978	131,800	525	124,000	320	165,195	1,823	--	--	165,195	1,823
Texas A&M	170,600	966	122,000	526	108,800	365	144,687	1,857	--	--	144,687	1,857
Virginia	223,100	537	153,700	376	117,100	408	170,608	1,321	83,900	6	170,216	1,327
Washington	172,600	707	134,800	447	123,800	343	150,132	1,497	66,700	43	147,802	1,540
Wisconsin	169,400	979	131,100	325	116,800	415	149,460	1,719	89,800	310	140,345	2,029
Weighted Average	197,427	23,407	135,180	14,043	118,337	12,807	159,879	50,257	84,035	2,172	156,737	52,429
KU Diff from WTD	(40,527)		(28,380)		(21,437)		(33,378)		--		(30,236)	
WTD Avg w/o KU	198,209	22,964	135,931	13,681	118,702	12,593	159,387*		84,035	2,172	159,387*	
KU Diff from Above	(41,309)		(29,131)		(21,802)		(32,886)		--		(32,886)	
KU's Rank	33/34		33/34		33/34		33/34		--/20		33/34	

\* Compensation average computed using the comparison group's average dollars by rank and the KU head count for each rank.

Note: Ranks with less than three individuals are not reported. AAUP has defined visiting faculty (all ranks) as instructors.

Source: "Annual Report on the Economic Status of the Profession, 2017-2018, Appendix I," American Association of University Professors website.

# UNIVERSITY OF KANSAS

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**TABLE 6-370**  
**RETIREMENT CONTRIBUTIONS**  
**MIDWEST COMPARISON GROUP**  
**FISCAL YEAR 2018**

<u>University</u>	<u>Institution Contribution</u>	<u>Employee Contribution</u>
Baylor <i>New plan effective 1/1/08</i>	10.8% - must have one year of service and be 21 years old.	0.0%
Colorado	10.0%	5.0%
Iowa State	10.0% - after 5 years service. Less than 5 years service - 6 2/3% of first \$4,800, 10% of the remainder.	5.0% - after 5 years service. Less than 5 years service - 3 1/3% of first \$4,800, 5% of the remainder.
Kansas	8.5%	5.5%
Kansas State	8.5%	5.5%
Missouri	<b>FY 2017, varies by Employee's Date of Hire:</b> 1) Hired prior to 10/1/12 - Defined Benefit plan only - 9.39% base pay (including summer session). 2) Hired on or after 10/1/12 - Defined Benefit & Defined Contribution plans, institution contributions are a function of base pay (including summer session): a) To Defined Benefit - 5.48%, plus b) To Defined Contribution - 2%, plus c) To Defined Contribution - matches Employee's rate up to 3%.	<b>FY 2017, varies by Employee's Date of Hire:</b> 1) Hired prior to 10/1/12 - Defined Benefit plan only - 1% of base pay (including summer session) earnings up to \$50,000, and 2% of earnings above \$50,000, averages 1.33%. 2) Hired on or after 10/1/12 - Defined Benefit & Defined Contribution plans: a) To Defined Benefit - 1% of base pay (including summer session) earnings up to \$50,000, and 2% of earnings above \$50,000; averages 1.23%. b) To Defined Contribution - Employee elects a rate >=0% applicable to total compensation (default=3%).
Nebraska	6.5% Tier 1 - TIAA/CREF or Fidelity 8.0% Tier 2 - TIAA/CREF or Fidelity	3.5% 5.5%
Oklahoma	<b>1) Hired before 7/1/1995</b> a) Defined Contribution Plan (DCP) - 15% of salary over \$9,000. b) Oklahoma Teacher's Retirement System (OTRS) - 8.55% of total compensation. <b>2) Hired 7/1/95 - 6/30/04</b> a) DCP - 8.0% of salary over \$9,000. b) OTRS - 8.55% of total compensation. <b>3) Hired after 7/1/04 - Choice of</b> a) #2 above (DCP + OTRS) or b) Optional Retirement Plan (ORP) DCP - 9% of total compensation, No OTRS. <i>Some participants have a contribution-basis salary cap of \$275,000. For each monthly employee under 45 at date of hire (on or after 7/1/04) who chooses the ORP, OU must pay OTRS 2.5% of salary to offset the current unfunded liability. All OU employees eligible for either 401(a) Defined Contribution Plans must complete a 12-month waiting period and that first year is included with their 3 year vesting period even though no contributions are going in.</i>	<b>1) Hired before 7/1/1995</b> a) 0.0% b) OTRS - 7% of total compensation. <b>2) Hired 7/1/95 - 6/30/04</b> a) 0.0% b) 7% of total compensation. <b>3) Hired after 7/1/04 - Choice of</b> a) Same as #2 or b) 0.0% <i>The employee receives no benefit.</i>
Oklahoma State	1) Alternate Retirement Plan - (DC Plan - New Hires after 6/30/04) 11.5% of pay as institution contribution <b>OR</b> 2) Oklahoma Teachers' Retirement System (DB Plan - New Hires after 6/30/04) - 8.55% employer total covered compensation, plus 7.0% member total covered compensation. 3) Grandfathered DC/DB Plan for hires prior to 7/1/04 11.5% pay to cover 7.0% member contribution to OTRS, with remainder of funds to Defined Contribution Plan. OSU also pays 8.55% employer contribution to OTRS.	1) 0.0% 2) 0.0% 3) 0.0%

(continued)

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**TABLE 6-370 (concluded)**  
**RETIREMENT CONTRIBUTIONS**  
**MIDWEST COMPARISON GROUP**  
**FISCAL YEAR 2018**

<u>University</u>	<u>Institution Contribution</u>	<u>Employee Contribution</u>
Texas	1) Texas Teacher's Retirement System (TRS) - 6.8% 2) Optional Retirement Program (ORP) - 8.5%.	1) Texas Teacher's Retirement System (TRS) - 7.7% 2) Optional Retirement Program (ORP) - 6.65%
Texas A&M	1) Texas Teacher's Retirement System - 6.8%. 2) Optional Retirement Program (ORP)- grandfathered (hired prior to 1995): 6.6%; State matching for participants hired prior to 1995 is 8.5%.	1) Texas Teacher's Retirement System - 7.7% 2) Optional Retirement Program - 6.65%
Texas Tech	1) Texas Teacher's Retirement System - 6.8% 2) Optional Retirement Program (ORP) grandfathered (hired prior to 1995) - 8.5%; hired after 1995 - 6.6% from the state, the institution supplements .2% to equal 6.8%.	1) Texas Teacher's Retirement System- 7.7% 2) Optional Retirement Program (ORP) - 6.65%

Source: Special communication to each institution.