

TABLE 6-202
AVERAGE FACULTY SALARY FOR CONTINUING FACULTY*
FISCAL YEAR 1988-2019
 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 1988-2019
 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
2018**	95,428	
2019**	96,949	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.

TABLE 6-203
AVERAGE FACULTY SALARY ¹ BY RANK
IN CURRENT AND CONSTANT DOLLARS
ADJUSTED BY HIGHER EDUCATION PRICE INDEX (HEPI)
PUBLIC DOCTORAL INSTITUTIONS RATE
FISCAL YEAR 2002-2018
 University of Kansas
 Lawrence Campus

<u>Rank</u>	<u>Fiscal Year</u>	<u>Current Dollars</u>	<u>Fiscal Year 1983 Constant Dollars ²</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 ³	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 ³	130,400	36,763
	2018	128,600	35,359
	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 ³		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 ³		84,500	23,823
2018		84,900	23,343

¹ 11-12 month contracts have been converted to 9-month equivalents.

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

³ Revised.

TABLE 6-203 (concluded)
AVERAGE FACULTY SALARY ¹ BY RANK
IN CURRENT AND CONSTANT DOLLARS
ADJUSTED BY HIGHER EDUCATION PRICE INDEX (HEPI)
PUBLIC DOCTORAL INSTITUTIONS RATE
FISCAL YEAR 2002-2018
 University of Kansas
 Lawrence Campus

<u>Rank</u>	<u>Fiscal Year</u>	<u>Current Dollars</u>	<u>Fiscal Year 1983 Constant Dollars ²</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 ³	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 ³	79,400	22,385
	2018	76,800	21,116
INSTRUCTOR	2002	\$ 36,872	\$ 16,329
	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 ³	49,800	14,040	
2018	--	--	

¹ 11-12 month contracts have been converted to 9-month equivalents.

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

³ Revised.

TABLE 6-205
SALARY INCREASES IN PERCENTAGES FOR
CONTINUING FACULTY BY RANK
FISCAL YEAR 1972-2019
 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 1972-2019
 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	--
2019	0.9	2.1	2.4	--

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, 2001-2019*, 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 2009-2019
University of Kansas - Lawrence Campus

Percent of Salary Increase over Previous Year (1)	Number of Unclassified Full-time Continuing Persons Receiving Increases										
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
No Increase	67	2,624	2,662	310	149	223	175	3,471	301	2,011	2,618
0.1 to 2.99	1,104	23	18	1,799	2,036	2,147	2,629	3	2,528	1,094	83
3.0 to 4.99	1,200	23	10	406	425	371	341	3	423	19	116
5.0 to 6.99	123	21	29	157	109	116	107	15	124	27	83
7.0 to 8.99	50	3	9	68	56	61	57	23	62	30	59
9.0 to 11.99	41	1	4	34	50	37	45	18	77	49	61
12.0 to 14.99	7	1	3	13	18	22	17	6	41	41	36
15.0 to 19.99	11	1	0	6	12	11	13	2	29	17	42
20.0 and over	2	0	0	4	2	7	6	2	26	15	41
TOTAL	2,605	2,697	2,735	2,797	2,857	2,995	3,390	3,543	3,611	3,303	3,139
Salary Increase for Faculty (2)	3.0%	0.0%	0.0%	2.0% ¹	2.0%	2.0%	2.0% ²	0.0%	2.0% ³	0.0%	0.0%
Increase in Average Salary for Continuing Faculty (Percentage)(3)	3.4	0.2	0.3	2.1	2.8	2.6	2.8	0.4	2.5	1.6 rev	1.6
Salary Increase for Unclassified Nonfaculty Staff (Percentage)(2)	3.0	0.0	0.0	2.0 ¹	2.0	2.0	1.75 ²	0.0	2.0 ³	0.0	0.0
Increase in Average Salary for Continuing Unclassified Nonfaculty Staff (Percentage)(4)	3.2	0.0	0.0	2.2	2.5	2.1	1.9	0.06	2.5	1.4	1.4
Increase in Consumer Price Index (Percentage)(5)	1.4	1.0	2.0	2.9	1.7	1.6	0.7	0.7	1.8	2.3	

¹ 2.0% salary increase delayed until mid-year. ² Salary increases delayed until August. ³ 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 2013-2019
 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%
2019	99,815	124,130	118,622	151,955	84.1%	81.7%

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TABLE 6-305
COMPARISON OF AVERAGE SALARY BY RANK
PEER GROUP
FISCAL YEAR 2019

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	\$147,600	492	\$104,200	375	\$99,000	311	\$120,953	1,178	\$70,400	359	\$109,146	1,537
Florida	149,900	778	101,200	536	86,400	482	118,324	1,796	--	--	118,324	1,796
Indiana	142,100	689	98,300	510	104,600	337	119,329	1,536	--	--	119,329	1,536
Iowa	141,900	474	94,300	433	87,100	278	111,651	1,185	63,000	69	108,974	1,254
Kansas	126,000	439	85,500	369	76,100	262	99,815	1,070	--	--	99,815	1,070
Michigan State	157,400	802	103,100	626	83,100	717	116,717	2,145	--	--	116,717	2,145
Missouri	125,100	374	83,400	399	77,900	370	95,264	1,143	--	--	95,264	1,143
North Carolina	163,300	570	106,300	382	101,900	245	132,542	1,197	119,000	6	132,475	1,203
Oregon	137,300	309	100,900	287	89,400	205	111,999	801	58,500	321	96,693	1,122
SUNY - Buffalo	143,900	376	98,100	361	83,700	393	108,332	1,130	58,200	14	107,718	1,144
Virginia	182,600	547	120,800	370	93,500	438	136,923	1,355	61,100	5	136,645	1,360
Weighted Average	149,101	5,850	99,683	4,648	88,505	4,038	116,466	14,536	64,901	774	113,859	15,310
KU Diff from WTD	(23,101)		(14,183)		(12,405)		(16,651)		--		(14,044)	
WTD Avg w/o KU	150,975	5,411	100,906	4,279	89,365	3,776	118,622*		64,901	774	118,622*	
KU Diff from Above	(24,975)		(15,406)		(13,265)		(18,807)		--		(18,808)	
KU's Rank	10/11		10/11		11/11		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. In FY 2019 KU expanded the faculty pool to include more nontenured faculty.

Source: "Annual Report on the Economic Status of the Profession, 2018-2019, 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 2019

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	\$185,900	492	\$135,400	375	\$127,900	311	\$154,512	1,178	\$94,800	359	\$140,565	1,537
Florida	187,200	778	130,300	536	111,800	482	149,983	1,796	--	--	149,983	1,796
Indiana	173,400	689	121,300	510	127,400	337	146,009	1,536	--	--	146,009	1,536
Iowa	184,900	474	123,700	433	111,600	278	145,341	1,185	80,400	69	141,768	1,254
Kansas	154,800	439	107,900	369	95,600	262	124,130	1,070	--	--	124,130	1,070
Michigan State	200,300	802	138,300	626	109,600	717	151,888	2,145	--	--	151,888	2,145
Missouri	159,900	374	110,300	399	98,600	370	122,742	1,143	--	--	122,742	1,143
North Carolina	204,000	570	136,600	382	131,200	245	167,590	1,197	148,300	6	167,494	1,203
Oregon	191,000	309	141,600	287	123,400	205	155,999	801	87,300	321	136,344	1,122
SUNY - Buffalo	187,600	376	131,500	361	111,300	393	143,142	1,130	77,800	14	142,342	1,144
Virginia	223,800	547	151,600	370	118,600	438	170,079	1,355	78,500	5	169,743	1,360
Weighted Average	188,184	5,850	129,696	4,648	114,132	4,038	148,911	14,536	90,408	774	145,953	15,310
KU Diff from WTD	(33,384)		(21,796)		(18,532)		(24,781)		--		(21,823)	
WTD Avg w/o KU	190,892	5,411	131,575	4,279	115,418	3,776	151,955*		90,408	774	151,955*	
KU Diff from Above	(36,092)		(23,675)		(19,818)		(27,825)		--		(27,825)	
KU's Rank	11/11		11/11		11/11		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. In FY 2019 KU expanded the faculty pool to include more nontenured faculty.

Source: "Annual Report on the Economic Status of the Profession, 2018-2019, 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 2013-2019

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)	89.9	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
2018-19	(24,975)	83.5	10/11	(15,406)	84.7	10/11	(13,265)	85.2	11/11	(18,808)	84.1	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)	86.4	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
2018-19	(36,092)	81.1	11/11	(23,675)	82.0	11/11	(19,818)	82.8	11/11	(27,825)	81.7	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.

TABLE 6-315
PERCENTAGE SALARY INCREASES FOR CONTINUING FACULTY
PEER GROUP
FISCAL YEAR 2019

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Colorado	3.9%	4.0%	3.8%	4.5%
Florida	0.3	0.8	0.9	--
Indiana	1.8	3.3	3.6	--
Iowa	0.5	0.9	1.6	4.5
Kansas	0.9	2.1	2.4	--
Michigan State	1.9	2.8	3.1	--
Missouri	3.2	4.7	6.5	--
North Carolina - Chapel Hill	2.7	4.4	3.9	4.3
Oregon	4.6	4.4	4.3	4.8
SUNY - Buffalo	6.5	6.0	5.2	4.4
Virginia	3.5	3.9	4.8	9.2
KU RANK	9/11	10/11	10/10	-/6

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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 1996-2019
 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%
2019	99,815	124,130	112,307	141,153	88.9%	87.9%

* Former Big Twelve

** Revised

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TABLE 6-320
COMPARISON OF AVERAGE SALARY BY RANK
MIDWEST COMPARISON GROUP
FISCAL YEAR 2019

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	\$141,300	289	\$102,100	285	\$93,200	209	\$114,193	783	\$78,800	9	\$113,791	792
Colorado	147,600	492	104,200	375	99,000	311	120,953	1,178	70,400	359	109,146	1,537
Iowa State	132,800	510	99,900	412	87,100	413	108,509	1,335	--	--	108,509	1,335
Kansas	126,000	439	85,500	369	76,100	262	99,815	1,070	--	--	99,815	1,070
Kansas State	113,800	257	86,900	274	77,100	252	92,575	783	52,200	202	84,295	985
Missouri	125,100	374	83,400	399	77,900	370	95,264	1,143	--	--	95,264	1,143
Nebraska	129,500	421	91,600	319	90,900	284	106,988	1,024	--	--	106,988	1,024
Oklahoma	124,300	366	85,200	332	77,600	306	97,137	1,004	43,000	129	90,973	1,133
Oklahoma State	110,900	302	81,500	273	80,300	294	91,311	869	49,800	11	90,792	880
Texas	175,700	936	115,100	499	103,600	330	145,087	1,765	72,500	10	144,678	1,775
Texas A&M	148,000	985	103,400	518	92,000	406	123,988	1,909	--	--	123,988	1,909
Texas Tech	127,800	403	90,100	362	77,500	421	98,438	1,186	43,900	307	87,223	1,493
Weighted Average	139,899	5,774	95,390	4,417	85,995	3,858	111,103	14,049	55,330	1,027	107,303	15,076
KU Diff from WTD	(13,899)		(9,890)		(9,895)		(11,288)		--		(7,489)	
WTD Avg w/o KU	141,042	5,335	96,292	4,048	86,716	3,596	112,307*		55,330	1,027	112,307*	
KU Diff from Above	(15,042)		(10,792)		(10,616)		(12,492)		--		(12,492)	
KU's Rank	8/12		9/12		12/12		7/12		--/7		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. In FY 2019 KU expanded the faculty pool to include more nontenured faculty.

Source: "Annual Report on the Economic Status of the Profession, 2018-2019, Appendix I," American Association of University Professors website; special communication with institutions.

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TABLE 6-321
COMPARISON OF AVERAGE COMPENSATION BY RANK
MIDWEST COMPARISON GROUP
FISCAL YEAR 2019

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	\$180,400	289	\$134,400	285	\$120,500	209	\$147,668	783	\$106,400	9	\$147,199	792
Colorado	185,900	492	135,400	375	127,900	311	154,512	1,178	94,800	359	140,565	1,537
Iowa State	170,300	510	131,800	412	116,700	413	141,836	1,335	--	--	141,836	1,335
Kansas	154,800	439	107,900	369	95,600	262	124,130	1,070	--	--	124,130	1,070
Kansas State	141,300	257	109,500	274	97,700	252	116,140	783	68,200	202	106,309	985
Missouri	159,900	374	110,300	399	98,600	370	122,742	1,143	--	--	122,742	1,143
Nebraska	163,700	421	121,000	319	118,800	284	137,945	1,024	--	--	137,945	1,024
Oklahoma	160,900	366	110,000	332	99,500	306	125,355	1,004	57,800	129	117,663	1,133
Oklahoma State	144,800	302	107,600	273	100,400	294	118,092	869	68,600	11	117,473	880
Texas	210,500	936	142,500	499	128,300	330	175,906	1,765	91,400	10	175,430	1,775
Texas A&M	178,400	985	126,700	518	111,000	406	150,037	1,909	--	--	150,037	1,909
Texas Tech	154,100	403	110,100	362	95,600	421	119,904	1,186	55,900	307	106,743	1,493
Weighted Average	173,349	5,774	121,869	4,417	109,037	3,858	139,503	14,049	73,080	1,027	134,978	15,076
KU Diff from WTD	(18,549)		(13,969)		(13,437)		(15,373)		--		(10,848)	
WTD Avg w/o KU	174,875	5,335	123,143	4,048	110,016	3,596	141,153*		73,080	1,027	141,153*	
KU Diff from Above	(20,075)		(15,243)		(14,416)		(17,023)		--		(17,023)	
KU's Rank	9/12		11/12		11/12 T		8/12		--/7		7/12	

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

Notes: Ranks with less than three individuals are not reported. In FY 2019 KU expanded the faculty pool to include more nontenured faculty.
 T=tied.

Source: "Annual Report on the Economic Status of the Profession, 2018-2019, Appendix I," American Association of University Professors website; special communication with institutions.

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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 2009-2019

SALARY

Fiscal Year	PROFESSOR			ASSOCIATE			ASSISTANT			WEIGHTED AVERAGE ¹		
	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank
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 ²	(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)	94.8	7/12
2016-17	(4,473)	96.7	6/12	(7,766)	91.6	8/12	(2,288)	97.2	7/12	(5,254)	95.2	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
2018-19	(15,042)	89.3	8/12	(10,792)	88.8	9/12	(10,616)	87.8	12/12	(12,492)	88.9	7/12

COMPENSATION

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 ²	(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)	93.7	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
2018-19	(20,075)	88.5	9/12	(15,243)	87.6	11/12	(14,416)	86.9	11/12 ³	(17,023)	87.9	8/12

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

² Revised ³ Tied.

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TABLE 6-330
PERCENTAGE SALARY INCREASES FOR CONTINUING FACULTY
MIDWEST COMPARISON GROUP
FISCAL YEAR 2019

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Baylor	3.0%	3.4%	4.1%	3.0%
Colorado	3.9	4.0	3.8	4.5
Iowa State	2.6	2.7	2.7	--
Kansas	0.9	2.1	2.4	--
Kansas State	0.5	1.5	2.4	0.5
Missouri	3.2	4.7	6.5	--
Nebraska	NA	NA	NA	NA
Oklahoma	1.5	1.3	1.1	2.1
Oklahoma State	0.2	1.1	1.8	--
Texas	5.1	7.8	6.3	1.0
Texas A&M	NA	NA	NA	NA
Texas Tech	3.2	4.8	4.3	5.6
KU RANK	8/10	7/10	7*/10	-/6

* Tied.

Source: "Annual Report on the Economic Status of the Profession, 2018-2019, 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 2008-2019
 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%
2019	99,815	124,130	120,046	152,040	83.1%	81.6%

* Revised

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TABLE 6-335
COMPARISON OF AVERAGE SALARY BY RANK
AAUDE SIXTEEN MEMBER COMPARISON GROUP
FISCAL YEAR 2019

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	\$147,600	492	\$104,200	375	\$99,000	311	\$120,953	1,178	\$70,400	359	\$109,146	1,537
Illinois	156,100	843	106,600	487	97,900	523	126,664	1,853	59,300	72	124,144	1,925
Indiana	142,100	689	98,300	510	104,600	337	119,329	1,536	--	--	119,329	1,536
Iowa	141,900	474	94,300	433	87,100	278	111,651	1,185	63,000	69	108,974	1,254
Iowa State	132,800	510	99,900	412	87,100	413	108,509	1,335	--	--	108,509	1,335
Kansas	126,000	439	85,500	369	76,100	262	99,815	1,070	--	--	99,815	1,070
Michigan	175,000	1,144	115,800	573	98,500	606	140,441	2,323	--	-	140,441	2,323
Michigan State	157,400	802	103,100	626	83,100	717	116,717	2,145	--	--	116,717	2,145
Minnesota	145,700	939	102,900	605	90,900	575	118,610	2,119	55,200	163	114,081	2,282
Missouri	125,100	374	83,400	399	77,900	370	95,264	1,143	--	--	95,264	1,143
Nebraska	129,500	421	91,600	319	90,900	284	106,988	1,024	--	--	106,988	1,024
Ohio State	152,200	1,015	103,500	715	92,300	629	121,468	2,359	150,100	9	121,576	2,368
Purdue	146,100	897	104,300	528	91,900	635	118,679	2,060	56,500	17	118,170	2,077
Texas	175,700	936	115,100	499	103,600	330	145,087	1,765	72,500	10	144,678	1,775
Texas A&M	148,000	985	103,400	518	92,000	406	123,988	1,909	--	--	123,988	1,909
Wisconsin	142,600	971	106,300	355	92,900	415	123,351	1,741	68,200	329	114,586	2,070
Weighted Average	150,131	11,931	102,048	7,723	91,673	7,091	120,747	26,745	66,500	1,028	118,739	27,773
KU Diff from WTD	(24,131)		(16,548)		(15,573)		(20,932)		--		(18,924)	
WTD Avg w/o KU	151,053	11,492	102,878	7,354	92,270	6,829	120,046*		66,500	1,028	120,046*	
KU Diff from Above	(25,053)		(17,378)		(16,170)		(20,231)		--		(20,231)	
KU's Rank	15/16		15/16		16/16		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. In FY 2019 KU expanded the faculty pool to include more nontenured faculty.

Source: "Annual Report on the Economic Status of the Profession, 2018-2019, 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 2019

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	\$185,900	492	\$135,400	375	\$127,900	311	\$154,512	1,178	\$94,800	359	\$140,565	1,537
Illinois	196,800	843	140,000	487	130,000	523	163,018	1,853	85,500	72	160,119	1,925
Indiana	173,400	689	121,300	510	127,400	337	146,009	1,536	--	--	146,009	1,536
Iowa	184,900	474	123,700	433	111,600	278	145,341	1,185	80,400	69	141,768	1,254
Iowa State	170,300	510	131,800	412	116,700	413	141,836	1,335	--	--	141,836	1,335
Kansas	154,800	439	107,900	369	95,600	262	124,130	1,070	--	--	124,130	1,070
Michigan	213,000	1,144	146,400	573	126,100	606	173,903	2,323	--	--	173,903	2,323
Michigan State	200,300	802	138,300	626	109,600	717	151,888	2,145	--	--	151,888	2,145
Minnesota	193,400	939	136,900	605	120,900	575	157,595	2,119	73,800	163	151,610	2,282
Missouri	159,900	374	110,300	399	98,600	370	122,742	1,143	--	--	122,742	1,143
Nebraska	163,700	421	121,000	319	118,800	284	137,945	1,024	--	--	137,945	1,024
Ohio State	187,400	1,015	130,600	715	117,600	629	151,573	2,359	184,300	9	151,697	2,368
Purdue	181,300	897	135,500	528	120,400	635	150,788	2,060	74,400	17	150,163	2,077
Texas	210,500	936	142,500	499	128,300	330	175,906	1,765	91,400	10	175,430	1,775
Texas A&M	178,400	985	126,700	518	111,000	406	150,037	1,909	--	--	150,037	1,909
Wisconsin	176,200	971	135,700	355	120,700	415	154,712	1,741	92,600	329	144,840	2,070
Weighted Average	186,959	11,931	131,326	7,723	118,126	7,091	152,644	26,745	89,561	1,028	150,309	27,773
KU Diff from WTD	(32,159)		(23,426)		(22,526)		(28,514)		--		(26,179)	
WTD Avg w/o KU	188,187	11,492	132,501	7,354	118,990	6,829	152,040*		89,561	1,028	152,040*	
KU Diff from Above	(33,387)		(24,601)		(23,390)		(27,910)		--		(27,909)	
KU's Rank	16/16		16/16		16/16		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. In FY 2019 KU expanded the faculty pool to include more nontenured faculty.

Source: "Annual Report on the Economic Status of the Profession, 2018-2019, 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 2009-2019

SALARY

Fiscal Year	PROFESSOR			ASSOCIATE			ASSISTANT			WEIGHTED AVERAGE ¹		
	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank	Difference	KU as % of Group	Rank
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 ²	(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
2018-19	(25,053)	83.4	15/16	(17,378)	83.1	15/16	(16,170)	82.5	16/16	(20,231)	83.1	15/16

COMPENSATION

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 ²	(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
2018-19	(33,387)	82.3	16/16	(24,601)	81.4	16/16	(23,390)	80.3	16/16	(27,910)	81.6	15/16

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

² Revised

TABLE 6-345
PERCENTAGE SALARY INCREASES FOR CONTINUING FACULTY
AAUDE SIXTEEN MEMBER COMPARISON GROUP
FISCAL YEAR 2019

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Colorado-Boulder	3.9%	4.0%	3.8%	4.5%
Illinois-Urbana	3.6	5.1	4.4	4.0
Indiana-Bloomington	1.8	3.3	3.6	--
Iowa	0.5	0.9	1.6	4.5
Iowa State	2.6	2.7	2.7	--
Kansas	0.9	2.1	2.4	--
Michigan-Ann Arbor	3.1	3.6	3.3	--
Michigan State	1.9	2.8	3.1	--
Minnesota-Minn./St. Paul	2.4	3.5	3.7	2.9
Missouri-Columbia	3.2	4.7	6.5	--
Nebraska-Lincoln	NA	NA	NA	NA
Ohio State	3.4	4.2	4.2	6.5
Purdue-West Lafayette	2.9	3.8	3.8	3.3
Texas	5.1	7.8	6.3	1.0
Texas A&M	NA	NA	NA	NA
Wisconsin-Madison	4.8	6.2	6.5	4.7
 KU RANK	 13/14	 13/14	 13/14	 -/8

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TABLE 6-350
COMPARISON OF AVERAGE SALARY BY RANK
AAU THIRTY-FOUR MEMBER COMPARISON GROUP
FISCAL YEAR 2019

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	\$141,000	640	\$98,000	408	\$84,300	504	\$111,283	1,552	\$43,000	81	\$107,896	1,633
Cal-Berkeley	201,700	828	137,700	309	115,400	247	172,009	1,384	--	--	172,009	1,384
Cal-Davis	173,000	776	118,700	279	102,100	317	145,577	1,372	--	--	145,577	1,372
Cal-Irvine	178,100	586	119,800	248	101,100	207	148,900	1,041	--	--	148,900	1,041
Cal-L.A.	214,000	951	142,000	242	108,600	321	180,144	1,514	--	--	180,144	1,514
Cal-San Diego	178,900	583	123,500	198	106,300	224	151,804	1,005	--	--	151,804	1,005
Cal-Santa Barbara	187,500	505	115,600	150	100,300	180	155,786	835	--	--	155,786	835
Colorado	147,600	492	104,200	375	99,000	311	120,953	1,178	70,400	359	109,146	1,537
Florida	149,900	778	101,200	536	86,400	482	118,324	1,796	--	--	118,324	1,796
Georgia Tech	169,300	522	114,100	296	104,000	196	140,564	1,014	54,500	9	139,807	1,023
Illinois	156,100	843	106,600	487	97,900	523	126,664	1,853	59,300	72	124,144	1,925
Indiana	142,100	689	98,300	510	104,600	337	119,329	1,536	--	--	119,329	1,536
Iowa	141,900	474	94,300	433	87,100	278	111,651	1,185	63,000	69	108,974	1,254
Iowa State	132,800	510	99,900	412	87,100	413	108,509	1,335	--	--	108,509	1,335
Kansas	126,000	439	85,500	369	76,100	262	99,815	1,070	--	--	99,815	1,070
Maryland	161,600	724	108,800	434	96,400	321	131,955	1,479	68,200	8	131,612	1,487
Michigan	175,000	1,144	115,800	573	98,500	606	140,441	2,323	--	--	140,441	2,323
Michigan State	157,400	802	103,100	626	83,100	717	116,717	2,145	--	--	116,717	2,145
Minnesota	145,700	939	102,900	605	90,900	575	118,610	2,119	55,200	163	114,081	2,282
Missouri	125,100	374	83,400	399	77,900	370	95,264	1,143	--	--	95,264	1,143
SUNY - Buffalo	143,900	376	98,100	361	83,700	393	108,332	1,130	58,200	14	107,718	1,144
SUNY- Stony Brook	163,700	349	109,500	281	92,900	272	125,465	902	79,600	8	125,062	910
North Carolina	163,300	570	106,300	382	101,900	245	132,542	1,197	119,000	6	132,475	1,203
Ohio State	152,200	1,015	103,500	715	92,300	629	121,468	2,359	150,100	9	121,576	2,368

(continued)

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TABLE 6-350 (concluded)
COMPARISON OF AVERAGE SALARY BY RANK
AAU THIRTY-FOUR MEMBER COMPARISON GROUP
FISCAL YEAR 2019

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	\$137,300	309	\$100,900	287	\$89,400	205	\$111,999	801	\$58,500	321	\$96,693	1,122
Penn State	155,500	980	102,200	693	80,700	825	116,010	2,498	54,100	243	110,521	2,741
Pittsburgh	156,700	482	103,200	410	87,000	503	115,844	1,395	57,900	180	109,222	1,575
Purdue	146,100	897	104,300	528	91,900	635	118,679	2,060	56,500	17	118,170	2,077
Rutgers	167,600	809	109,400	536	86,200	525	128,065	1,870	63,300	216	121,359	2,086
Texas	175,700	936	115,100	499	103,600	330	145,087	1,765	72,500	10	144,678	1,775
Texas A&M	148,000	985	103,400	518	92,000	406	123,988	1,909	--	--	123,988	1,909
Virginia	182,600	547	120,800	370	93,500	438	136,923	1,355	61,100	5	136,645	1,360
Washington	151,400	729	114,600	435	102,500	327	129,939	1,491	58,600	50	127,624	1,541
Wisconsin	142,600	971	106,300	355	92,900	415	123,351	1,741	68,200	329	114,586	2,070
Weighted Average	160,378	23,554	106,439	14,259	92,307	13,539	127,454	51,352	61,919	2,169	124,798	53,521
KU Diff from WTD	(34,378)		(20,939)		(16,207)		(27,639)		--		(24,983)	
WTD Avg w/o KU	161,031	23,115	106,996	13,890	92,626	13,277	125,647*		61,919	2,169	125,647*	
KU Diff from Above	(35,031)		(21,496)		(16,526)		(25,832)		--		(25,832)	
KU's Rank	33/34		33/34		34/34		33/34		--/20		32/34	

* 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. In FY 2019 KU expanded the faculty pool to include more nontenured faculty.

Source: "Annual Report on the Economic Status of the Profession, 2018-2019, 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 2019

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	\$172,100	640	\$124,800	408	\$107,800	504	\$138,785	1,552	\$58,700	81	\$134,812	1,633
Cal-Berkeley	268,600	828	187,800	309	159,600	247	231,107	1,384	--	--	231,107	1,384
Cal-Davis	232,300	776	163,900	279	142,900	317	197,735	1,372	--	--	197,735	1,372
Cal-Irvine	238,800	586	165,200	248	141,700	207	201,958	1,041	--	--	201,958	1,041
Cal-L.A.	284,100	951	193,300	242	151,100	321	241,388	1,514	--	--	241,388	1,514
Cal-San Diego	239,800	583	169,900	198	148,100	224	205,590	1,005	--	--	205,590	1,005
Cal-Santa Barbara	250,600	505	159,900	150	140,700	180	210,616	835	--	--	210,616	835
Colorado	185,900	492	135,400	375	127,900	311	154,512	1,178	94,800	359	140,565	1,537
Florida	187,200	778	130,300	536	111,800	482	149,983	1,796	--	--	149,983	1,796
Georgia Tech	219,400	522	147,500	296	134,300	196	181,962	1,014	76,500	9	181,034	1,023
Illinois	196,800	843	140,000	487	130,000	523	163,018	1,853	85,500	72	160,119	1,925
Indiana	173,400	689	121,300	510	127,400	337	146,009	1,536	--	--	146,009	1,536
Iowa	184,900	474	123,700	433	111,600	278	145,341	1,185	80,400	69	141,768	1,254
Iowa State	170,300	510	131,800	412	116,700	413	141,836	1,335	--	--	141,836	1,335
Kansas	154,800	439	107,900	369	95,600	262	124,130	1,070	--	--	124,130	1,070
Maryland	196,100	724	137,200	434	123,300	321	163,016	1,479	92,300	8	162,635	1,487
Michigan	213,000	1,144	146,400	573	126,100	606	173,903	2,323	--	--	173,903	2,323
Michigan State	200,300	802	138,300	626	109,600	717	151,888	2,145	--	--	151,888	2,145
Minnesota	193,400	939	136,900	605	120,900	575	157,595	2,119	73,800	163	151,610	2,282
Missouri	159,900	374	110,300	399	98,600	370	122,742	1,143	--	--	122,742	1,143
SUNY - Buffalo	187,600	376	131,500	361	111,300	393	143,142	1,130	77,800	14	142,342	1,144
SUNY- Stony Brook	210,900	349	145,800	281	124,000	272	164,415	902	108,500	8	163,923	910
North Carolina	204,000	570	136,600	382	131,200	245	167,590	1,197	148,300	6	167,494	1,203
Ohio State	187,400	1,015	130,600	715	117,600	629	151,573	2,359	184,300	9	151,697	2,368

(continued)

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TABLE 6-355 (concluded)
COMPARISON OF AVERAGE COMPENSATION BY RANK
AAU THIRTY-FOUR MEMBER COMPARISON GROUP
FISCAL YEAR 2019

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	\$191,000	309	\$141,600	287	\$123,400	205	\$155,999	801	\$87,300	321	\$136,344	1,122
Penn State	196,900	980	135,200	693	108,900	825	150,720	2,498	75,300	243	144,034	2,741
Pittsburgh	198,300	482	131,500	410	111,000	503	147,189	1,395	74,400	180	138,870	1,575
Purdue	181,300	897	135,500	528	120,400	635	150,788	2,060	74,400	17	150,163	2,077
Rutgers	211,600	809	146,400	536	120,400	525	167,307	1,870	94,800	216	159,799	2,086
Texas	210,500	936	142,500	499	128,300	330	175,906	1,765	91,400	10	175,430	1,775
Texas A&M	178,400	985	126,700	518	111,000	406	150,037	1,909	--	--	150,037	1,909
Virginia	223,800	547	151,600	370	118,600	438	170,079	1,355	78,500	5	169,743	1,360
Washington	179,500	729	136,400	435	124,500	327	154,863	1,491	74,100	50	152,243	1,541
Wisconsin	176,200	971	135,700	355	120,700	415	154,712	1,741	92,600	329	144,840	2,070
Weighted Average	203,174	23,554	138,263	14,259	120,801	13,539	163,432	51,352	85,470	2,169	160,273	53,521
KU Diff from WTD	(48,374)		(30,363)		(25,201)		(39,302)		--		(36,142)	
WTD Avg w/o KU	204,093	23,115	139,070	13,890	121,298	13,277	161,396*		85,470	2,169	161,396*	
KU Diff from Above	(49,293)		(31,170)		(25,698)		(37,266)		--		(37,265)	
KU's Rank	34/34		34/34		34/34		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. In FY 2019 KU expanded the faculty pool to include more nontenured faculty.

Source: "Annual Report on the Economic Status of the Profession, 2018-2019, Appendix I," American Association of University Professors website.