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**TABLE 6-202**  
**AVERAGE FACULTY SALARY FOR CONTINUING FACULTY\***  
**FISCAL YEAR 1993-2008**  
 University of Kansas  
 Lawrence Campus

<u>Fiscal Year</u>	<u>Average Continuing Faculty Salary*</u>	<u>Percent Change</u>
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
2006	78,669	
2007	83,299	5.9
2007	82,932	
2008	87,894	6.0

\* Continuing faculty are those whose salaries were reported for FY 2004 and were also faculty at KU in FY 2005. 11-12 month contracts have been converted to 9-month equivalents.

\*\* In addition to faculty salary percent changes the state increased contributions to retirement: 1994 - .5%.

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**TABLE 6-203**  
**AVERAGE FACULTY SALARY\* BY RANK**  
**IN CURRENT AND CONSTANT DOLLARS**  
**ADJUSTED BY HIGHER EDUCATION PRICE INDEX (HEPI)**  
**FISCAL YEAR 1995-2007**  
 University of Kansas  
 Lawrence Campus

<u>Rank</u>	<u>Fiscal Year</u>	<u>Current Dollars</u>	<u>Fiscal Year 1983 Constant Dollars**</u>
PROFESSOR	1995	\$61,128	\$36,364
	1996	63,251	36,561
	1997	64,504	36,157
	1998	66,931	36,238
	1999	69,812	36,918
	2000	74,193	37,681
	2001	79,578	38,537
	2002	84,424	39,267
	2003	84,601	38,246
	2004	87,861	37,953
	2005	92,442	38,550
	2006	98,044	38,937
	2007	103,886	39,910
	ASSOCIATE PROFESSOR	1995	\$44,658
1996		45,939	26,554
1997		46,937	26,310
1998		48,752	26,395
1999		50,784	26,856
2000		53,567	27,205
2001		56,075	27,155
2002		59,563	27,704
2003		59,909	27,084
2004		61,698	26,651
2005		65,180	27,181
2006		68,655	27,266
2007		72,261	27,761

\* 11-12 month contracts have been converted to 9-month equivalents.  
 \*\* Based on Higher Education Price Index (HEPI), *University of Kansas Profiles*, Table 8-201.

(continued)

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**TABLE 6-203 (concluded)**  
**AVERAGE FACULTY SALARY\* BY RANK**  
**IN CURRENT AND CONSTANT DOLLARS**  
**ADJUSTED BY HIGHER EDUCATION PRICE INDEX (HEPI)**  
**FISCAL YEAR 1995-2007**  
 University of Kansas  
 Lawrence Campus

<u>Rank</u>	<u>Fiscal Year</u>	<u>Current Dollars</u>	<u>Fiscal Year 1983 Constant Dollars**</u>
ASSISTANT PROFESSOR	1995	\$38,502	\$22,904
	1996	39,406	22,778
	1997	40,686	22,806
	1998	42,795	23,170
	1999	44,395	23,477
	2000	46,189	23,458
	2001	48,754	23,610
	2002	50,878	23,664
	2003	50,742	22,939
	2004	51,224	22,127
	2005	54,524	22,737
	2006	59,357	23,573
	2007	62,849	24,145
	INSTRUCTOR	1995	\$26,801
1996		27,547	15,923
1997		27,778	15,571
1998		29,073	15,741
1999		31,957	16,899
2000		33,155	16,838
2001		32,638	15,805
2002		36,872	17,150
2003		44,961	20,326
2004		37,534	16,213
2005		42,401	17,682
2006		45,380	18,022
2007		46,596	17,901

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

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

**TABLE 6-205**  
**SALARY INCREASES IN PERCENTAGES FOR**  
**CONTINUING FACULTY BY RANK**  
**FISCAL YEAR 1972-2008**  
 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	--

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, 2001-2008*, Maryse Eymonerie Associates and AAUP.

# UNIVERSITY OF KANSAS

Office of Institutional Research and Planning

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**TABLE 6-206**  
**DISTRIBUTION OF UNCLASSIFIED SALARY INCREASES: TEACHING AND NONTEACHING STAFF**  
 (Excluding Auxiliary Enterprises and Service Clearing Activities)  
 FISCAL YEAR 1999-2008  
 University of Kansas - Lawrence Campus

Percent of Salary Increase over Previous Year (1)	Number of Unclassified Full-time Continuing Persons Receiving Increases									
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
No Increase	26	25	22	30	1,739	34	20	31	42	84
0.1 to 2.99	165	170	569	302	24	1,186	145	143	102	128
3.0 to 4.99	1,017	974	394	546	32	196	629	874	1,186	1,160
5.0 to 6.99	256	295	388	458	2	179	616	668	880	806
7.0 to 8.99	83	137	189	218	2	123	235	154	185	228
9.0 to 11.99	83	65	88	101	2	89	166	91	94	137
12.0 to 14.99	20	37	33	45	2	20	56	28	28	29
15.0 to 19.99	10	13	17	28	0	10	34	13	20	17
20.0 and over	8	10	21	5	0	9	15	7	13	4
<b>TOTAL</b>	<b>1,668</b>	<b>1,726</b>	<b>1,721</b>	<b>1,733</b>	<b>1,803</b>	<b>1,846</b>	<b>1,916</b>	<b>2,009</b>	<b>2,550<sup>4</sup></b>	<b>2,593</b>
Increase in Legislative Appropriation for Faculty (2)	4.0%	4.8%	5.9%	6.0% <sup>1</sup>	0.0%	3.0% <sup>2</sup>	6.0% <sup>3</sup>	5.5% <sup>3</sup>	5.5%	5.5%
Increase in Average Salary for Continuing Faculty (Percentage)(3)	4.7	5.3	6.3	6.4	0.2	3.3	6.3	5.8	5.9	6.0
Increase in Legislative Appropriation for Unclassified Nonfaculty Staff (Percentage)(2)	4.0	3.5	2.5	3.0 <sup>1</sup>	0.0	3.0 <sup>2</sup>	5.0 <sup>3</sup>	4.5 <sup>3</sup>	4.5	4.5
Increase in Average Salary for Continuing Unclassified Nonfaculty Staff (Percentage)(4)	4.7	4.3	3.5	3.8	0.0	3.3	5.3	4.6	5.0	4.9
Increase in Consumer Price Index (Percentage)(5)	1.7	2.9	3.4	1.8	2.1	2.2	3.0	3.8	2.6	

<sup>1</sup>Of 3.0% merit increase, 1.5% delayed until mid-December. <sup>2</sup>1.5% salary increase delayed until mid-August. Additional tuition enhancement funds were allocated to raise continuing faculty and unclassified nonfaculty salaries to approximately 3.0%. <sup>3</sup>Due to timing of tuition increase approval, salary increases were delayed until beginning of third pay period. <sup>4</sup>Increased count is due primarily to improvements in the budget process for grant funded positions over the past two years.

# UNIVERSITY OF KANSAS

Office of Institutional Research and Planning

4/08

**TABLE 6-300**  
**COMPARISON OF WEIGHTED AVERAGE SALARY AND COMPENSATION**  
**COST STUDY PEER AVERAGES (KU EXCLUDED) AND KU FACULTY HEAD COUNT**  
 (Professor, Associate Professor, Assistant Professor, Instructor)  
 FISCAL YEAR 1980-2008  
 University of Kansas  
 Lawrence Campus

Fiscal Year	University of Kansas		Cost Study Average		KU as Percent of Peers	
	Salary	Compensation	Salary	Compensation	Salary	Compensation
1980	\$23,973	\$27,111	\$24,846	\$29,099	96.5%	93.2%
1981	25,381	28,997	27,000	31,943	94.0	90.8
1982	27,622	31,938	30,048	35,679	91.9	89.5
1983	30,018	34,654	31,629	37,699	94.9	91.9
1984	31,285	36,598	32,988	39,561	94.8	92.5
1985	33,518	39,087	35,198	42,196	95.2	92.6
1986	34,917	40,881	37,330	44,747	93.5	91.4
1987	36,353	42,934	39,492	47,251	92.1	90.9
1988	37,645	45,009	42,508	51,224	88.6	87.9
1989	40,672	48,962	44,762	54,103	90.9	90.5
1990	44,021	53,357	47,774	58,202	92.1	91.7
1991	44,864	54,698	50,551	61,736	88.8	88.6
1992	45,871	56,507	52,127	63,938	88.0	88.4
1993	47,333	58,119	53,870	66,187	87.9	87.8
1994	48,546	60,248	55,443	68,616	87.6	87.8
1995	51,210	63,417	57,498	71,133	89.1	89.2
1996	52,688	64,982	58,702	72,550	89.8	89.6
1997	53,897	66,718	61,088	75,268	88.2	88.6
1998	55,901	69,047	63,378	78,005	88.2	88.5
1999	58,144	71,521	65,993	81,189	88.1	88.1
2000	61,468	75,039	69,200	85,298	88.8	88.0
2001	65,161	79,959	72,440	89,342	90.0	89.5
2002	68,144	84,409	73,594	91,241	92.6	92.5
2003	68,292	85,399	76,216	94,716	89.6	90.2
2004	70,032	86,843	77,113	96,730	90.8	89.8
2005	73,861	92,241	79,746	100,404	92.6	91.9
2006	77,993	97,116	81,740	103,702	95.4	93.6
2007	82,302	102,028	86,895	110,392	94.7	92.4
2008	86,690	107,183	92,824	118,004	93.4	90.8

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

# UNIVERSITY OF KANSAS

Office of Institutional Research and Planning

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**TABLE 6-305**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**COST STUDY (FORMULA FUNDING) PEER GROUP**  
**FISCAL YEAR 2008**

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	\$116,400	415	\$84,900	309	\$72,300	280	\$94,406	1,004	\$48,000	271	\$84,543	1,275
Iowa	118,100	509	81,000	409	69,600	308	93,539	1,226	47,000	9	93,200	1,235
Kansas	110,500	399	76,100	340	65,000	272	86,690	1,011	--	--	86,690	1,011
North Carolina	138,500	578	90,900	339	76,900	314	109,679	1,231	78,700	11	109,405	1,242
Oklahoma	110,300	361	74,200	304	58,900	294	83,099	959	37,200	87	79,281	1,046
Oregon	94,800	213	67,500	217	61,900	177	75,447	607	43,200	119	70,161	726
Weighted Average	118,211	2,475	79,904	1,918	67,952	1,645	92,350	6,038	45,622	497	88,796	6,535
KU Diff from WTD	(7,711)		(3,804)		(2,952)		(5,660)		--		(2,106)	
WTD Avg w/o KU	119,693	2,076	80,724	1,578	68,536	1,373	92,824*		45,622	497	92,824*	
KU Diff from Above	(9,193)		(4,624)		(3,536)		(6,134)		--		(6,135)	
KU's Rank	4/6		4/6		4/6		4/6		--/5		3/6	

\* 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.

Source: *ACADEME, Economic Status of the Profession*, March-April 2008, Vol. 94, No. 2, American Association of University Professors.

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Office of Institutional Research and Planning

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**TABLE 6-306**  
**COMPARISON OF AVERAGE COMPENSATION BY RANK**  
**COST STUDY (FORMULA FUNDING) PEER GROUP**  
**FISCAL YEAR 2008**

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	\$141,900	415	\$105,600	309	\$90,800	280	\$116,477	1,004	\$62,200	271	\$104,940	1,275
Iowa	149,400	509	103,500	409	89,100	308	118,939	1,226	60,400	9	118,512	1,235
Kansas	134,800	399	95,400	340	81,400	272	107,183	1,011	--	--	107,183	1,011
North Carolina	167,500	578	113,100	339	96,500	314	134,409	1,231	98,300	11	134,089	1,242
Oklahoma	146,100	361	97,700	304	76,800	294	109,512	959	49,300	87	104,504	1,046
Oregon	129,900	213	96,500	217	86,500	177	105,304	607	65,400	119	98,763	726
Weighted Average	147,856	2,475	102,388	1,918	87,051	1,645	116,847	6,038	61,474	497	112,636	6,535
KU Diff from WTD	(13,056)		(6,988)		(5,651)		(9,664)		--		(5,453)	
WTD Avg w/o KU	150,366	2,076	103,894	1,578	88,170	1,373	118,004*		61,474	497	118,004*	
KU Diff from Above	(15,566)		(8,494)		(6,770)		(10,821)		--		(10,821)	
KU's Rank	5/6		6/6		5/6		5/6		--/5		3/6	

\* 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.

Source: *ACADEME, Economic Status of the Profession*, March-April 2008, Vol. 94, No. 2, American Association of University Professors.

# UNIVERSITY OF KANSAS

Office of Institutional Research and Planning

4/08

**TABLE 6-311**  
**COMPARISONS OF AVERAGE DIFFERENCES AND PERCENTAGES BETWEEN KU SALARIES/COMPENSATION AND PEERS**  
**COST STUDY (FORMULA FUNDING) PEER GROUP**  
 (KU Excluded from Average)  
 FISCAL YEAR 1998-2008

## 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
1997-98	\$(10,988)	85.9%	5/6	\$(5,695)	89.5%	4/6	\$(2,489)	94.5%	4/6	\$(7,477)	88.2%	4/6
1998-99	(11,386)	86.0	5/6	(6,218)	89.1	5/6	(2,593)	94.5	5/6	(7,849)	88.1	4/6
1999-00	(11,447)	86.6	5/6	(5,496)	90.7	4/6	(3,173)	93.6	4/6	(7,732)	88.8	4/6
2000-01	(10,629)	88.2	5/6	(5,593)	90.9	4/6	(2,797)	94.6	4/6	(7,279)	90.0	4/6
2001-02	(8,662)	90.7	5/6	(3,448)	94.5	4/6	(2,423)	95.5	4/6	(5,476)	92.6	4/6
2002-03	(11,201)	88.3	5/6	(5,726)	91.3	4/6	(5,341)	90.5	4/6	(8,010)	89.5	4/6
2003-04	(9,498)	90.2	4/6	(4,992)	92.5	4/6	(5,861)	89.7	5/6	(7,108)	90.8	4/6
2004-05	(8,342)	91.7	4/6	(3,428)	95.0	4/6	(5,066)	91.5	4/6	(5,911)	92.6	4/6
2005-06	(5,948)	94.3	4/6	(2,357)	96.7	4/6	(2,134)	96.5	4/6	(3,747)	95.4	4/6
2006-07	(6,929)	93.7	5/6	(3,464)	95.4	5/6	(2,539)	96.1	4/6	(4,593)	98.1	4/6
2007-08	(9,193)	92.3	4/6	(4,624)	94.3	4/6	(3,536)	94.8	4/6	(6,134)	93.4	4/6

## COMPENSATION

1997-98	\$(12,824)	86.5%	5/6	\$(7,160)	89.5%	6/6	\$(3,194)	94.3%	4/6	\$(8,958)	88.5%	4/6
1998-99	(13,713)	86.2	5/6	(7,920)	88.8	5/6	(3,442)	94.1	4/6	(9,668)	88.1	5/6
1999-00	(14,174)	86.4	6/6	(7,922)	89.3	6/6	(5,416)	91.3	5/6	(10,259)	88.0	5/6
2000-01	(13,093)	88.1	5/6	(7,228)	90.6	6/6	(4,898)	92.4	5/6	(9,384)	89.5	4/6
2001-02	(9,999)	91.2	5/6	(4,565)	94.2	4/6	(4,250)	93.7	4/6	(6,855)	92.5	4/6
2002-03	(12,451)	89.4	5/6	(6,933)	91.6	6/6	(7,258)	89.8	5/6	(9,403)	90.1	4/6
2003-04	(12,598)	89.5	6/6	(7,429)	91.2	5/6	(8,704)	88.1	5/6	(9,925)	89.8	6/6
2004-05	(10,790)	91.4	5/6	(5,334)	93.9	4/6	(7,570)	90.1	5/6	(8,196)	91.8	5/6
2005-06	(8,956)	93.1	6/6	(4,783)	94.8	6/6	(5,211)	93.4	5/6	(6,586)	93.6	6/6
2006-07	(11,650)	91.6	5/6	(6,698)	93.1	5/6	(5,572)	93.4	5/6	(8,364)	92.4	5/6
2007-08	(15,566)	89.6	5/6	(8,494)	91.8	6/6	(6,770)	92.3	5/6	(10,821)	90.8	5/6

\* 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**  
**COST STUDY (FORMULA FUNDING) PEER GROUP**  
**FISCAL YEAR 2008**

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Colorado	4.9%	5.9%	6.4%	5.9%
Iowa	8.8	9.7	8.7	8.8
Kansas	5.7	6.6	5.8	--
North Carolina - Chapel Hill	9.5	10.1	9.8	7.9
Oklahoma	5.5	3.3	3.9	3.7
Oregon	9.3	9.0	7.5	8.1
 KU RANK	 4/6	 4/6	 5/6	 --/5

4/08

**TABLE 6-318**  
**COMPARISON OF WEIGHTED AVERAGE SALARY AND COMPENSATION**  
**BIG TWELVE COMPARISON AVERAGES (KU EXCLUDED) AND KU FACULTY HEAD COUNT**  
 (Professor, Associate Professor, Assistant Professor, Instructor)  
**FISCAL YEAR 1996-2008**  
 University of Kansas  
 Lawrence Campus

Fiscal Year	University of Kansas		Big Twelve Average		KU as Percent of Big Twelve	
	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

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**TABLE 6-320**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**BIG TWELVE COMPARISON GROUP**  
**FISCAL YEAR 2008**

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	\$97,200	231	\$74,700	185	\$69,500	153	\$82,436	569	--	--	\$82,436	569
Colorado	116,400	415	84,900	309	72,300	280	94,406	1,004	\$48,000	271	84,543	1,275
Iowa State	106,700	501	77,600	375	67,600	305	87,362	1,181	47,900	5	87,196	1,186
Kansas	110,500	399	76,100	340	65,000	272	86,690	1,011	--	--	86,690	1,011
Kansas State	91,800	275	70,500	258	59,900	264	74,338	797	41,200	143	69,297	940
Missouri	102,800	334	70,800	344	58,200	394	76,139	1,072	--	--	76,139	1,072
Nebraska	105,200	473	74,400	295	65,100	213	87,231	981	--	--	87,231	981
Oklahoma	110,300	361	74,200	304	58,900	294	83,099	959	37,200	87	79,281	1,046
Oklahoma State	92,300	316	69,900	280	63,500	270	76,078	866	42,400	4	75,923	870
Texas	126,000	976	81,300	453	77,600	455	103,563	1,884	75,700	3	103,519	1,887
Texas A&M	112,300	807	79,800	441	70,500	478	92,420	1,726	--	--	92,420	1,726
Texas Tech	99,900	276	70,600	323	60,900	319	76,038	918	39,500	160	70,615	1,078
Weighted Average	109,583	5,364	75,883	3,907	66,184	3,697	87,057	12,968	43,228	673	84,895	13,641
KU Diff from WTD	917		217		(1,184)		(367)		--		1,795	
WTD Avg w/o KU	109,510	4,965	75,862	3,567	66,278	3,425	86,563*		43,228	673	86,563*	
KU Diff from Above	990		238		(1,278)		127		--		127	
KU's Rank	4/12		5/12		7/12		6/12		--/7		5/12	

\* 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.

Source: *ACADEME, Economic Status of the Profession*, March-April 2008, Vol. 94, No. 2, American Association of University Professors.

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Office of Institutional Research and Planning

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**TABLE 6-321**  
**COMPARISON OF AVERAGE COMPENSATION BY RANK**  
**BIG TWELVE COMPARISON GROUP**  
**FISCAL YEAR 2008**

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	\$125,700	231	\$98,100	185	\$88,100	153	\$106,616	569	--	--	\$106,616	569
Colorado	141,900	415	105,600	309	90,800	280	116,477	1,004	\$62,200	271	104,940	1,275
Iowa State	134,900	501	101,200	375	89,300	305	112,423	1,181	65,800	5	112,226	1,186
Kansas	134,800	399	95,400	340	81,400	272	107,183	1,011	--	--	107,183	1,011
Kansas State	113,000	275	88,100	258	71,100	264	91,060	797	49,100	143	84,677	940
Missouri	127,900	334	90,100	344	73,600	394	95,813	1,072	--	--	95,813	1,072
Nebraska	128,900	473	93,800	295	82,700	213	108,314	981	--	--	108,314	981
Oklahoma	146,100	361	97,700	304	76,800	294	109,512	959	49,300	87	104,504	1,046
Oklahoma State	122,200	316	93,900	280	82,200	270	100,579	866	59,200	4	100,389	870
Texas	149,300	976	99,300	453	94,100	455	123,946	1,884	92,400	3	123,896	1,887
Texas A&M	132,800	807	95,400	441	84,400	478	109,840	1,726	--	--	109,840	1,726
Texas Tech	120,500	276	86,800	323	74,100	319	92,519	918	49,500	160	86,134	1,078
Weighted Average	134,519	5,364	95,634	3,907	82,563	3,697	107,992	12,968	54,873	673	105,371	13,641
KU Diff from WTD	281		(234)		(1,163)		(809)		--		1,812	
WTD Avg w/o KU	134,496	4,965	95,657	3,567	82,655	3,425	107,487*		54,873	673	107,487*	
KU Diff from Above	304		(257)		(1,255)		(304)		--		(304)	
KU's Rank	5/12		6/12		8/12		7/12		--/7		5/12	

\* 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.

Source: *ACADEME, Economic Status of the Profession*, March-April 2008, Vol. 94, No. 2, American Association of University Professors.

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**TABLE 6-326**  
**COMPARISONS OF AVERAGE DIFFERENCES AND PERCENTAGES BETWEEN KU SALARIES/COMPENSATION AND PEERS**  
**BIG TWELVE COMPARISON GROUP**  
**(KU Excluded from Average)**  
**FISCAL YEAR 1998-2008**

## 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
1997-98	\$(7,490)	89.9%	10/12	\$(3,885)	92.6%	10/12	\$(1,854)	95.8%	8/12	\$(5,130)	91.6%	8/12
1998-99	(7,175)	90.7	10/12	(3,851)	93.0	11/12	(1,634)	96.5	8/12	(4,923)	92.2	8/12
1999-00	(6,242)	92.2	10/12	(3,608)	93.7	9/12	(2,030)	95.8	8/12	(4,490)	93.2	8/12
2000-01	(4,446)	94.7	9/12	(3,492)	94.1	9/12	(2,107)	95.9	7/12	(3,634)	94.7	8/12
2001-02	(4,072)	95.4	9/12	(2,906)	95.4	9/12	(2,394)	95.5	8/12	(3,293)	95.4	7/12
2002-03	(5,805)	93.6	9/12	(3,790)	94.0	9/12	(4,192)	92.4	10/12**	(4,758)	93.5	7/12
2003-04	(4,200)	95.4	7/12	(3,045)	95.3	8/12	(4,762)	91.5	11/12	(3,953)	94.7	7/12
2004-05	(3,650)	96.2	7/12	(2,231)	96.7	8/12	(3,824)	93.4	8/12	(3,230)	95.8	6/12
2005-06	(1,879)	98.1	4/12	(941)	98.6	6/12	(1,649)	97.3	7/12	(1,513)	98.1	6/12
2006-07	(584)	99.4	5/12	(394)	99.5	6/12	(945)	98.5	7/12	(621)	99.3	6/12
2007-08	990	100.9	4/12	238	100.3	5/12	(1,278)	98.1	7/12	127	100.1	6/12

## COMPENSATION

1997-98	\$(7,712)	91.4%	10/12	\$(4,216)	93.5%	10/12	\$(1,985)	96.4%	8/12	\$(5,370)	92.8%	9/12
1998-99	(7,840)	91.6	11/12	(4,601)	93.2	11/12	(2,312)	96.0	10/12	(5,620)	92.7	10/12
1999-00	(7,309)	92.5	10/12	(4,881)	93.1	11/12	(3,287)	94.5	10/12	(5,667)	93.0	10/12
2000-01	(4,915)	95.2	10/12	(4,324)	94.2	11/12	(3,688)	94.2	10/12	(4,457)	94.7	8/12
2001-02	(3,471)	96.8	9/12**	(2,722)	96.5	8/12	(2,969)	95.5	8/12	(3,106)	96.5	7/12
2002-03	(5,689)	94.9	9/12	(4,010)	95.0	9/12	(4,731)	93.1	9/12	(4,908)	94.6	7/12
2003-04	(4,866)	95.7	9/12	(3,805)	95.3	9/12	(5,497)	92.1	9/12	(4,667)	94.9	8/12
2004-05	(2,996)	97.4	8/12	(2,004)	97.6	8/12	(3,674)	94.9	8/12	(2,843)	97.0	8/12
2005-06	(1,032)	99.2	6/12	(430)	99.5	8/12	(1,589)	97.9	7/12	(990)	99.0	8/12
2006-07	(773)	99.4	4/12	(919)	99.0	7/12	(1,267)	98.4	8/12	(956)	99.1	8/12
2007-08	304	100.2	5/12	(257)	99.7	6/12	(1,255)	98.5	8/12	(304)	99.7	7/12

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

\*\* Tied.

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

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**TABLE 6-330**  
**PERCENTAGE SALARY INCREASES FOR CONTINUING FACULTY**  
**BIG TWELVE COMPARISON GROUP**  
**FISCAL YEAR 2008**

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Baylor	5.5%	6.2%	6.8%	--
Colorado	4.9	5.9	6.4	5.9%
Iowa State	6.5	7.0	6.1	3.9
Kansas	5.7	6.6	5.8	--
Kansas State	4.4	5.0	4.8	5.4
Missouri	4.4	5.8	5.2	--
Nebraska	5.1	5.3	6.0	10.5
Oklahoma	5.5	3.3	3.9	3.7
Oklahoma State	3.4	3.8	3.9	2.3
Texas	4.0	4.9	4.1	--
Texas A&M	5.1	6.1	5.4	--
Texas Tech	3.5	4.2	4.7	4.4
KU RANK	2/12	2/12	5/12	--/7

4/08

**TABLE 6-333**  
**COMPARISON OF WEIGHTED AVERAGE SALARY AND COMPENSATION**  
**AAU FOURTEEN COMPARISON AVERAGES (KU EXCLUDED) AND KU FACULTY HEAD COUNT**  
 (Professor, Associate Professor, Assistant Professor, Instructor)  
 FISCAL YEAR 1980-2008  
 University of Kansas  
 Lawrence Campus

Fiscal Year	University of Kansas		AAU-14 Average		KU as Percent of AAU-14	
	Salary	Compensation	Salary	Compensation	Salary	Compensation
1980	\$23,973	\$27,111	\$25,515	\$30,286	94.0%	89.5%
1981	25,381	28,997	27,470	32,855	92.4	88.3
1982	27,622	31,938	30,003	36,134	92.1	88.4
1983	30,018	34,654	32,237	38,802	93.1	89.3
1984	31,285	36,598	33,974	40,954	92.1	89.4
1985	33,518	39,087	36,404	44,061	92.1	88.7
1986	34,917	40,881	38,641	46,734	90.4	87.5
1987	36,353	42,934	41,481	50,127	87.6	85.7
1988	37,645	45,009	44,268	53,496	85.0	84.1
1989	40,672	48,962	46,556	56,639	87.4	86.4
1990	44,021	53,357	49,936	61,123	88.2	87.3
1991	44,864	54,698	52,804	64,705	85.0	84.5
1992	45,871	56,507	54,074	66,528	84.8	84.9
1993	47,333	58,119	55,636	69,044	85.1	84.2
1994	48,546	60,248	56,995	71,060	85.2	84.8
1995	51,210	63,417	59,196	73,539	86.5	86.2
1996	52,688	64,982	61,179	75,999	86.1	85.5
1997	53,897	66,718	63,170	78,192	85.3	85.3
1998	55,901	69,047	65,475	80,785	85.4	85.5
1999	58,144	71,521	68,111	84,132	85.4	85.0
2000	61,468	75,039	71,340	88,417	86.2	84.9
2001	65,161	79,959	74,033	92,300	88.0	86.6
2002	68,144	84,409	76,189	95,566	89.4	88.3
2003	68,292	85,399	78,859	99,282	86.6	86.0
2004	70,032	86,843	80,756	102,382	86.7	84.8
2005	73,861	92,241	83,048	105,936	88.9	87.1
2006	77,993	97,116	85,263	108,979	91.5	89.1
2007	82,302	102,028	88,320	112,920	93.2	90.4
2008	86,690	107,183	92,086	117,131	94.1	91.5

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**TABLE 6-335**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**AAU FOURTEEN MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2008**

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	\$116,400	415	\$84,900	309	\$72,300	280	\$94,406	1,004	\$48,000	271	\$84,543	1,275
Illinois	125,700	813	82,200	533	73,700	522	98,757	1,868	51,800	11	98,482	1,879
Indiana	114,000	634	77,800	414	68,400	395	91,132	1,443	--	--	91,132	1,443
Iowa	118,100	509	81,000	409	69,600	308	93,539	1,226	47,000	9	93,200	1,235
Iowa State	106,700	501	77,600	375	67,600	305	87,362	1,181	47,900	5	87,196	1,186
Kansas	110,500	399	76,100	340	65,000	272	86,690	1,011	--	--	86,690	1,011
Michigan	137,000	927	89,100	518	79,300	537	108,848	1,982	--	--	108,848	1,982
Michigan State	116,000	898	82,800	570	64,200	648	91,194	2,116	38,600	169	87,304	2,285
Minnesota	121,300	813	84,300	525	72,300	412	98,664	1,750	45,400	139	94,745	1,889
Missouri	102,800	334	70,800	344	58,200	394	76,139	1,072	--	--	76,139	1,072
Nebraska	105,200	473	74,400	295	65,100	213	87,231	981	--	--	87,231	981
Ohio State	121,600	973	80,500	757	70,900	533	95,910	2,263	51,100	8	95,752	2,271
Purdue	111,300	791	77,200	533	69,200	526	89,505	1,850	46,500	19	89,068	1,869
Wisconsin	104,700	764	80,300	245	69,100	339	91,312	1,348	50,800	14	90,896	1,362
Weighted Average	116,904	9,244	80,433	6,167	69,291	5,684	93,413	21,095	45,082	645	91,979	21,740
KU Diff from WTD	(6,404)		(4,333)		(4,291)		(6,723)		--		(5,289)	
WTD Avg w/o KU	117,193	8,845	80,686	5,827	69,507	5,412	92,086*		45,082	645	92,086*	
KU Diff from Above	(6,693)		(4,586)		(4,507)		(5,396)		--		(5,396)	
KU's Rank	10/14		12/14		12/14		13/14		--/9		12/14	

\* 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.

Source: *ACADEME, Economic Status of the Profession*, March-April 2008, Vol. 94, No. 2, American Association of University Professors.

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**TABLE 6-336**  
**COMPARISON OF AVERAGE COMPENSATION BY RANK**  
**AAU FOURTEEN MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2008**

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	\$141,900	415	\$105,600	309	\$90,800	280	\$116,477	1,004	\$62,200	271	\$104,940	1,275
Illinois	151,000	813	102,500	533	93,000	522	120,954	1,868	68,600	11	120,647	1,879
Indiana	143,800	634	99,900	414	86,800	395	115,602	1,443	--	--	115,602	1,443
Iowa	149,400	509	103,500	409	89,100	308	118,939	1,226	60,400	9	118,512	1,235
Iowa State	134,900	501	101,200	375	89,300	305	112,423	1,181	65,800	5	112,226	1,186
Kansas	134,800	399	95,400	340	81,400	272	107,183	1,011	--	--	107,183	1,011
Michigan	165,700	927	112,100	518	100,700	537	134,081	1,982	--	--	134,081	1,982
Michigan State	150,300	898	112,400	570	90,400	648	121,747	2,116	60,300	169	117,202	2,285
Minnesota	154,300	813	110,900	525	95,000	412	127,319	1,750	61,600	139	122,483	1,889
Missouri	127,900	334	90,100	344	73,600	394	95,813	1,072	--	--	95,813	1,072
Nebraska	128,900	473	93,800	295	82,700	213	108,314	981	--	--	108,314	981
Ohio State	149,900	973	102,000	757	90,700	533	119,934	2,263	67,900	8	119,750	2,271
Purdue	144,000	791	103,400	533	91,900	526	117,490	1,850	58,000	19	116,885	1,869
Wisconsin	133,800	764	105,200	245	92,100	339	118,115	1,348	70,400	14	117,625	1,362
Weighted Average	146,032	9,244	103,529	6,167	89,970	5,684	118,501	21,095	61,810	645	116,819	21,740
KU Diff from WTD	(11,232)		(8,129)		(8,570)		(11,318)		--		(9,636)	
WTD Avg w/o KU	146,539	8,845	104,003	5,827	90,401	5,412	117,131*		61,810	645	117,131*	
KU Diff from Above	(11,739)		(8,603)		(9,001)		(9,948)		--		(9,948)	
KU's Rank	11/14		12/14		13/14		13/14		--/9		12/14	

\* 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.

Source: *ACADEME, Economic Status of the Profession*, March-April 2008, Vol. 94, No. 2, American Association of University Professors.

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**TABLE 6-341**  
**COMPARISONS OF AVERAGE DIFFERENCES AND PERCENTAGES BETWEEN KU SALARIES/COMPENSATION AND PEERS**  
**AAU FOURTEEN MEMBER COMPARISON GROUP**  
**(KU Excluded from Average)**  
**FISCAL YEAR 1998-2008**

## S A L A R Y

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
1997-98	\$(12,696)	84.0%	14/14	\$(8,015)	85.9%	14/14	\$(5,095)	89.4%	14/14	\$(9,574)	85.4%	14/14
1998-99	(13,261)	84.0	14/14	(8,388)	85.8	14/14	(5,179)	89.6	14/14	(9,967)	85.4	14/14
1999-00	(12,904)	85.2	14/14	(8,288)	86.6	14/14	(5,714)	89.0	14/14	(9,872)	86.2	14/14
2000-01	(11,196)	87.7	14/14	(7,881)	87.8	14/14	(5,469)	89.9	14/14	(8,872)	88.0	14/14
2001-02	(10,233)	89.2	14/14	(6,825)	89.7	14/14	(5,859)	89.7	14/14	(8,081)	89.4	14/14
2002-03	(13,465)	86.3	14/14	(8,462)	87.6	14/14	(8,583)	85.5	14/14	(10,660)	86.5	13/14
2003-04	(13,014)	87.1	14/14	(8,701)	87.6	14/14	(9,685)	84.1	14/14	(10,764)	86.7	13/14
2004-05	(11,677)	88.8	14/14	(7,006)	90.3	14/14	(7,963)	87.3	13/14	(9,215)	88.9	13/14
2005-06	(9,891)	90.8	11/14	(5,843)	92.2	13/14	(5,082)	92.1	13/14	(7,270)	91.5	13/14
2006-07	(8,280)	92.6	10/14	(4,955)	93.6	12/14	(3,997)	94.0	12/14	(6,018)	93.2	13/14
2007-08	(6,693)	94.3	10/14	(4,586)	94.3	12/14	(4,507)	93.5	12/14	(5,396)	94.1	13/14

## C O M P E N S A T I O N

1997-98	\$(14,989)	84.6%	14/14	\$(10,089)	85.8%	14/14	\$(7,116)	88.2%	13/14	\$(11,738)	85.5%	14/14
1998-99	(16,134)	84.1	14/14	(10,830)	85.4	14/14	(7,660)	87.7	14/14	(12,611)	85.0	14/14
1999-00	(16,756)	84.3	14/14	(11,422)	85.2	14/14	(9,092)	86.1	14/14	(13,378)	84.9	14/14
2000-01	(14,877)	86.7	14/14	(10,789)	86.6	14/14	(9,406)	86.3	14/14	(12,341)	86.6	13/14
2001-02	(13,289)	88.7	13/14**	(9,514)	88.7	14/14	(9,713)	86.6	13/14	(11,203)	88.3	13/14
2002-03	(16,994)	86.1	13/14	(11,267)	87.1	13/14	(12,294)	83.8	13/14	(13,994)	85.9	13/14
2003-04	(18,317)	85.5	14/14	(12,943)	85.7	14/14	(14,496)	81.6	13/14	(15,593)	84.8	13/14
2004-05	(16,584)	87.3	14/14	(10,930)	88.3	14/14	(12,593)	84.5	13/14	(13,730)	87.1	13/14
2005-06	(14,704)	89.1	12/14	(9,861)	89.8	13/14	(10,028)	88.1	13/14	(11,863)	89.1	13/14
2006-07	(13,531)	90.4	11/14	(9,318)	90.7	12/14	(8,927)	89.8	13/14	(10,892)	90.4	13/14
2007-08	(11,739)	92.0	11/14	(8,603)	91.7	12/14	(9,001)	90.0	13/14	(9,948)	91.5	13/14

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

\*\* Tied.

Source: *University of Kansas Profiles*, tables 6-335 and 6-336.

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**TABLE 6-345**  
**PERCENTAGE SALARY INCREASES FOR CONTINUING FACULTY**  
**AAU FOURTEEN MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2008**

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Colorado-Boulder	4.9%	5.9%	6.4%	5.9%
Illinois-Urbana	4.1	5.1	4.4	2.6
Indiana-Bloomington	4.5	6.0	5.7	--
Iowa	8.8	9.7	8.7	8.8
Iowa State	6.5	7.0	6.1	3.9
Kansas	5.7	6.6	5.8	--
Michigan-Ann Arbor	4.7	4.3	4.7	--
Michigan State	4.7	5.4	5.8	5.9
Minnesota-Minn./St. Paul	4.8	5.6	5.8	4.8
Missouri-Columbia	4.4	5.8	5.2	--
Nebraska-Lincoln	5.1	5.3	6.0	10.5
Ohio State	4.4	5.5	5.8	11.0
Purdue-Lafayette	4.1	5.3	5.5	8.5
Wisconsin-Madison	2.9	3.7	2.7	1.0
KU RANK	3/14	3/14	5*/14	--/10

\* Tied

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**TABLE 6-350**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**AAU THIRTY-FOUR MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2008**

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	\$113,100	647	\$79,000	396	\$69,700	300	\$93,350	1,343	--	--	\$93,350	1,343
Cal-Berkeley	--	--	--	--	--	--	--	--	--	--	--	--
Cal-Davis	--	--	--	--	--	--	--	--	--	--	--	--
Cal-Irvine	--	--	--	--	--	--	--	--	--	--	--	--
Cal-L.A.	--	--	--	--	--	--	--	--	--	--	--	--
Cal-San Diego	--	--	--	--	--	--	--	--	--	--	--	--
Cal-Santa Barbara	--	--	--	--	--	--	--	--	--	--	--	--
Colorado	116,400	415	84,900	309	72,300	280	94,406	1,004	\$48,000	271	84,543	1,275
Florida	109,300	768	73,000	551	62,500	530	85,068	1,849	--	--	85,068	1,849
Illinois	125,700	813	82,200	533	73,700	522	98,757	1,868	51,800	11	98,482	1,879
Indiana	114,000	634	77,800	414	68,400	395	91,132	1,443	--	--	91,132	1,443
Iowa	118,100	509	81,000	409	69,600	308	93,539	1,226	47,000	9	93,200	1,235
Iowa State	106,700	501	77,600	375	67,600	305	87,362	1,181	47,900	5	87,196	1,186
Kansas	110,500	399	76,100	340	65,000	272	86,690	1,011	--	--	86,690	1,011
Maryland	127,500	649	89,500	412	78,800	288	105,497	1,349	57,200	21	104,757	1,370
Michigan	137,000	927	89,100	518	79,300	537	108,848	1,982	--	--	108,848	1,982
Michigan State	116,000	898	82,800	570	64,200	648	91,194	2,116	38,600	169	87,304	2,285
Minnesota	121,300	813	84,300	525	72,300	412	98,664	1,750	45,400	139	94,745	1,889
Missouri	102,800	334	70,800	344	58,200	394	76,139	1,072	--	--	76,139	1,072
Nebraska	105,200	473	74,400	295	65,100	213	87,231	981	--	--	87,231	981
SUNY - Buffalo	119,400	353	83,300	311	66,600	346	90,196	1,010	49,100	6	89,953	1,016
SUNY- Stony Brook	116,200	292	86,500	208	68,600	172	94,824	672	46,900	3	94,611	675
North Carolina	138,500	578	90,900	339	76,900	314	109,679	1,231	78,700	11	109,405	1,242
Ohio State	121,600	973	80,500	757	70,900	533	95,910	2,263	51,100	8	95,752	2,271

(continued)

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**TABLE 6-350 (concluded)**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**AAU THIRTY-FOUR MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2008**

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	\$94,800	213	\$67,500	217	\$61,900	177	\$75,447	607	\$43,200	119	\$70,161	726
Penn State	125,400	765	85,000	482	69,500	426	99,527	1,673	45,000	187	94,045	1,860
Pittsburgh	121,900	491	80,400	421	67,700	508	90,206	1,420	41,500	89	87,334	1,509
Purdue	111,300	791	77,200	533	69,200	526	89,505	1,850	46,500	19	89,068	1,869
Rutgers	130,100	708	89,400	409	72,500	267	106,960	1,384	43,100	108	102,338	1,492
Texas	126,000	976	81,300	453	77,600	455	103,563	1,884	75,700	3	103,519	1,887
Texas A&M	112,300	807	79,800	441	70,500	478	92,420	1,726	--	--	92,420	1,726
Virginia	132,700	539	91,000	328	74,500	258	107,195	1,125	52,900	14	106,528	1,139
Washington	116,400	860	83,400	494	73,900	365	97,892	1,719	41,800	44	96,493	1,763
Wisconsin	104,700	764	80,300	245	69,100	339	91,312	1,348	50,800	14	90,896	1,362
Weighted Average	119,060	17,890	81,539	11,629	69,936	10,568	95,225	40,087	45,033	1,250	93,707	41,337
KU Diff from WTD	(8,560)		(5,439)		(4,936)		(8,535)		--		(7,017)	
WTD Avg w/o KU	119,255	17,491	81,703	11,289	70,067	10,296	93,393*		45,033	1,250	93,393*	
KU Diff from Above	(8,755)		(5,603)		(5,067)		(6,703)		--		(6,703)	
KU's Rank	22/28		24/28		24/28		25/28		--/20		24/28	

\* 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.  
 University of California institutions data were delayed.

Source: *ACADEME, Economic Status of the Profession*, March-April 2008, Vol. 94, No. 2, American Association of University Professors.

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**TABLE 6-355**  
**COMPARISON OF AVERAGE COMPENSATION BY RANK**  
**AAU THIRTY-FOUR MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2008**

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	\$140,600	647	\$101,300	396	\$89,600	300	\$117,620	1,343	--	--	\$117,620	1,343
Cal-Berkeley	--	--	--	--	--	--	--	--	--	--	--	--
Cal-Davis	--	--	--	--	--	--	--	--	--	--	--	--
Cal-Irvine	--	--	--	--	--	--	--	--	--	--	--	--
Cal-L.A.	--	--	--	--	--	--	--	--	--	--	--	--
Cal-San Diego	--	--	--	--	--	--	--	--	--	--	--	--
Cal-Santa Barbara	--	--	--	--	--	--	--	--	--	--	--	--
Colorado	141,900	415	105,600	309	90,800	280	116,477	1,004	\$62,200	271	104,940	1,275
Florida	135,800	768	93,900	551	80,200	530	107,377	1,849	--	--	107,377	1,849
Illinois	151,000	813	102,500	533	93,000	522	120,954	1,868	68,600	11	120,647	1,879
Indiana	143,800	634	99,900	414	86,800	395	115,602	1,443	--	--	115,602	1,443
Iowa	149,400	509	103,500	409	89,100	308	118,939	1,226	60,400	9	118,512	1,235
Iowa State	134,900	501	101,200	375	89,300	305	112,423	1,181	65,800	5	112,226	1,186
Kansas	134,800	399	95,400	340	81,400	272	107,183	1,011	--	--	107,183	1,011
Maryland	155,800	649	113,400	412	101,100	288	131,173	1,349	77,600	21	130,351	1,370
Michigan	165,700	927	112,100	518	100,700	537	134,081	1,982	--	--	134,081	1,982
Michigan State	150,300	898	112,400	570	90,400	648	121,747	2,116	60,300	169	117,202	2,285
Minnesota	154,300	813	110,900	525	95,000	412	127,319	1,750	61,600	139	122,483	1,889
Missouri	127,900	334	90,100	344	73,600	394	95,813	1,072	--	--	95,813	1,072
Nebraska	128,900	473	93,800	295	82,700	213	108,314	981	--	--	108,314	981
SUNY - Buffalo	153,700	353	108,800	311	86,600	346	116,888	1,010	66,500	6	116,590	1,016
SUNY- Stony Brook	150,000	292	113,300	208	89,000	172	123,027	672	66,900	3	122,778	675
North Carolina	167,500	578	113,100	339	96,500	314	134,409	1,231	98,300	11	134,089	1,242
Ohio State	149,900	973	102,000	757	90,700	533	119,934	2,263	67,900	8	119,750	2,271

(continued)

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**TABLE 6-355 (concluded)**  
**COMPARISON OF AVERAGE COMPENSATION BY RANK**  
**AAU THIRTY-FOUR MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2008**

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	\$129,900	213	\$96,500	217	\$86,500	177	\$105,304	607	\$65,400	119	\$98,763	726
Penn State	153,000	765	106,300	482	86,400	426	122,587	1,673	57,600	187	116,053	1,860
Pittsburgh	153,100	491	103,900	421	86,600	508	114,723	1,420	56,600	89	111,295	1,509
Purdue	144,000	791	103,400	533	91,900	526	117,490	1,850	58,000	19	116,885	1,869
Rutgers	163,700	708	117,600	409	97,600	267	137,325	1,384	62,800	108	131,930	1,492
Texas	149,300	976	99,300	453	94,100	455	123,946	1,884	92,400	3	123,896	1,887
Texas A&M	132,800	807	95,400	441	84,400	478	109,840	1,726	--	--	109,840	1,726
Virginia	163,400	539	115,700	328	95,700	258	133,967	1,125	68,600	14	133,163	1,139
Washington	141,800	860	102,700	494	90,100	365	119,586	1,719	54,500	44	117,962	1,763
Wisconsin	133,800	764	105,200	245	92,100	339	118,115	1,348	70,400	14	117,625	1,362
Weighted Average	147,561	17,890	104,268	11,629	89,740	10,568	119,759	40,087	61,750	1,250	118,005	41,337
KU Diff from WTD	(12,761)		(8,868)		(8,340)		(12,576)		--		(10,822)	
WTD Avg w/o KU	147,852	17,491	104,535	11,289	89,960	10,296	117,709*		61,750	1,250	117,709*	
KU Diff from Above	(13,052)		(9,135)		(8,560)		(10,526)		--		(10,526)	
KU's Rank	23/28		24/28		26/28		26/28		--/20		25/28	

\* 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.  
 University of California institutions data were delayed.

Source: *ACADEME, Economic Status of the Profession*, March-April 2008, Vol. 94, No. 2, American Association of University Professors.

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**TABLE 6-365**  
**RETIREMENT CONTRIBUTIONS**  
**COST STUDY PEER GROUP**  
**FISCAL YEAR 2008**

<u>University</u>	<u>Institution Contribution</u>	<u>Employee Contribution</u>
Colorado	10.0%	5.0%
Iowa	10.0% - with 5 or more years of service. 6.67% on the first \$4,800 and 10% over \$4,800 with less than 5 years of service.	5.0% - with 5 or more years of service. 3.33% on first \$4,800 and 5% over \$4,800 with less than 5 years of service.
Kansas	8.5%	5.5%
North Carolina	1) State plan - 7.83%, effective July 1, 2007 2) Optional Retirement Program - effective July 1, 2007 -11.46%	1) 6.0% 2) 6.0%
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)-7.05% of total compensation. <b>2) Hired 7/1/95 - 6/30/04</b> a) DCP - 8.0% of salary over \$9,000. b) OTRS - 7.05% 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>For each employee choosing the ORP OU must pay OTRS 2.5% of salary to offset the current unfunded liability.</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>
Oregon	State Retirement Plan- effective July 1, 2007 1) Tier One and Tier Two Oregon PERS -12.94% 2) Tier Three - Oregon Public Service Retirement Plan - 8.03%.  Optional Retirement Plan - effective July 1, 2007 1) For employees hired prior to 8/29/03 -16.01%. 2) For employees hired after 8/29/03 - 5.82%	6% 6%  6% 6%

Source: Special communication with each institution.

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**TABLE 6-370**  
**RETIREMENT CONTRIBUTIONS**  
**BIG TWELVE COMPARISON GROUP**  
**FISCAL YEAR 2008**

University	Institution Contribution	Employee Contribution
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 salary over \$4,800.	5.0% - after 5 years service. Less than 5 years service - 3 1/3% of first \$4,800, 5% of salary over \$4,800.
Kansas	8.5%	5.5%
Kansas State	8.5%	5.5%
Missouri	7.98% university plan	0.0%
Nebraska	6.5% Tier 1 - TIAA/CREF or Fidelity 8.0% Tier 2 - TIAA/CREF or Fidelity	3.5% 5.5%
Oklahoma	<p><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)- 7.05% of total compensation.</p> <p><b>2) Hired 7/1/95 - 6/30/04</b>                      a) DCP - 8.0% of salary over \$9,000.                      b) OTRS - 7.05% of total compensation.</p> <p><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.</p> <p><i>For each employee choosing the ORP OU must pay OTRS 2.5% of salary to offset the current unfunded liability.</i></p>	<p><b>1) Hired before 7/1/1995</b>                      a) 0.0%                      b) OTRS - 7% of total compensation.</p> <p><b>2) Hired 7/1/95 - 6/30/04</b>                      a) 0.0%                      b) 7% of total compensation.</p> <p><b>3) Hired after 7/1/04 - Choice of</b>                      a) Same as #2 or                      b) 0.0%</p> <p><i>The employee receives no benefit.</i></p>
Oklahoma State	<p>1) Defined Contribution Plan or Alternate Retirement Plan - 11.5% institution contribution <b>OR</b>                      2) Oklahoma Teacher's Retirement System - 7.55% employer total covered compensation, plus 7.0% member total covered compensation <b>OR</b>                      3) 11.5% pay to cover 7.0% member contribution to OTRS, with remainder of funds to Defined Contribution Plan. OSU also pays 7.55% employer contribution to OTRS.</p>	<p>1) 0.0%                      2) 0.0%                      3) 0.0%</p>
Texas	<p>1) Texas Teacher's Retirement System - 6.0%                      2) Optional Retirement Program active participants as of 8/31/95, state and university contribute 8.5%; new participants - 6.5%.</p>	<p>1) Texas Teacher's Retirement System - 6.4%                      2) Optional Retirement Program - 6.65%</p>
Texas A&M	<p>1) Texas Teacher's Retirement System - 6.58%                      2) Optional Retirement Program- State matching for new participants is 6.58%; State matching for active participants is 8.5%.</p>	<p>1) Texas Teacher's Retirement System - 6.4%                      2) Optional Retirement Program - 6.65%</p>
Texas Tech	<p>1) Texas Teacher's Retirement System - 6.58%                      2) Optional Retirement Prog. - 8.5% for active participants, 6.58% for new participants effective 9/1/07.</p>	<p>1) Texas Teacher's Retirement System - 6.4%                      2) Optional Retirement Program - 6.65%</p>

Source: Special communication to each institution.