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**TABLE 6-202**  
**AVERAGE FACULTY SALARY FOR CONTINUING FACULTY\***  
**FISCAL YEAR 1994-2009**  
 University of Kansas  
 Lawrence Campus

<u>Fiscal Year</u>	<u>Average Continuing Faculty Salary</u>	<u>Percent Change</u>
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
2008	87,075	
2009	90,054	3.4

\* 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.

Source: *Annual Salary Survey of Faculty Compensation, 1994-2009*, American Association of University Professors.

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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 1995-2008**  
 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	
	2008	110,504	40,973	
	ASSOCIATE PROFESSOR	1995	\$44,658	\$26,566
		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		
2008	76,147	28,234		

\* 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 1995-2008**  
 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
	2008	65,001	24,101
INSTRUCTOR	1995	\$26,801	\$15,943
	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
	2008	--	--

\* 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.

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**TABLE 6-205**  
**SALARY INCREASES IN PERCENTAGES FOR**  
**CONTINUING FACULTY BY RANK**  
**FISCAL YEAR 1972-2009**  
 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	--

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, 2001-2009*, 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 1999-2009  
 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	2009
No Increase	26	25	22	30	1,739	34	20	31	42	84	67
0.1 to 2.99	165	170	569	302	24	1,186	145	143	102	128	1,104
3.0 to 4.99	1,017	974	394	546	32	196	629	874	1,186	1,160	1,200
5.0 to 6.99	256	295	388	458	2	179	616	668	880	806	123
7.0 to 8.99	83	137	189	218	2	123	235	154	185	228	50
9.0 to 11.99	83	65	88	101	2	89	166	91	94	137	41
12.0 to 14.99	20	37	33	45	2	20	56	28	28	29	7
15.0 to 19.99	10	13	17	28	0	10	34	13	20	17	11
20.0 and over	8	10	21	5	0	9	15	7	13	4	2
<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>	<b>2,605</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%	3.0%
 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	3.4
 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	3.0
 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	3.2
 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	3.7	

<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

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**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 1980-2009  
 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
2009	91,329	112,514	96,969	123,501	94.2	91.1

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 2009**

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	\$121,500	428	\$88,900	316	\$75,600	298	\$98,487	1,042	\$51,200	286	\$88,303	1,328
Iowa	124,600	508	83,100	405	72,600	325	97,373	1,238	49,600	5	97,180	1,243
Kansas	117,300	402	79,600	353	67,100	260	91,329	1,015	--	--	91,329	1,015
North Carolina	142,700	594	94,100	357	82,000	327	113,593	1,278	104,900	17	113,479	1,295
Oklahoma	111,800	374	76,400	325	61,500	281	85,637	980	37,600	92	81,515	1,072
Oregon	99,800	210	72,400	217	66,400	176	80,191	603	45,000	141	73,522	744
Weighted Average	123,207	2,516	83,113	1,973	71,597	1,667	96,381	6,156	48,944	541	92,549	6,697
KU Diff from WTD	(5,907)		(3,513)		(4,497)		(5,052)		--		(1,219)	
WTD Avg w/o KU	124,330	2,114	83,878	1,620	72,428	1,407	96,966*		48,944	541	96,966*	
KU Diff from Above	(7,030)		(4,278)		(5,328)		(5,637)		--		(5,637)	
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 2009, Vol. 95, No. 2, American Association of University Professors.

# UNIVERSITY OF KANSAS

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 2009**

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	\$149,800	428	\$112,200	316	\$96,600	298	\$123,183	1,042	\$67,800	286	\$111,255	1,328
Iowa	157,600	508	106,200	405	93,000	325	123,826	1,238	63,600	5	123,584	1,243
Kansas	142,600	402	99,400	353	83,800	260	112,514	1,015	--	--	112,514	1,015
North Carolina	172,600	594	116,800	357	102,400	327	139,051	1,278	128,500	17	138,912	1,295
Oklahoma	148,300	374	100,700	325	80,100	281	112,959	980	50,200	92	107,573	1,072
Oregon	136,600	210	103,200	217	92,000	176	111,563	603	68,700	141	103,440	744
Weighted Average	154,283	2,516	106,626	1,973	91,772	1,667	122,082	6,156	66,910	541	117,625	6,697
KU Diff from WTD	(11,683)		(7,226)		(7,972)		(9,568)		--		(5,111)	
WTD Avg w/o KU	156,504	2,114	108,201	1,620	93,246	1,407	123,501*		66,910	541	123,501*	
KU Diff from Above	(13,904)		(8,801)		(9,446)		(10,987)		--		(10,987)	
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 2009, Vol. 95, No. 2, American Association of University Professors.

# UNIVERSITY OF KANSAS

Office of Institutional Research and Planning

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**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 1999-2009**

## 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
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
2008-09	(7,030)	94.3	4/6	(4,278)	94.9	4/6	(5,328)	92.6	4/6	(5,637)	94.2	4/6

## COMPENSATION

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
2008-09	(13,904)	91.1	5/6	(8,801)	91.9	6/6	(9,446)	89.9	5/6	(10,987)	91.1	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 2009**

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Colorado	5.5%	6.1%	6.4%	5.0%
Iowa	4.7	4.8	4.7	3.3
Kansas	3.3	3.8	3.2	--
North Carolina - Chapel Hill	4.6	5.5	6.4	6.1
Oklahoma	7.7	8.9	6.7	7.3
Oregon	6.5	7.6	6.9	7.0
 KU RANK	 6/6	 6/6	 6/6	 --/5

5/09

**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 1996-2009  
 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
2009	91,329	112,514	90,358	112,228	101.1	100.3

# UNIVERSITY OF KANSAS

Office of Institutional Research and Planning

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**TABLE 6-320**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**BIG TWELVE COMPARISON GROUP**  
**FISCAL YEAR 2009**

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	\$102,400	231	\$78,000	201	\$70,600	137	\$86,124	569	--	--	\$86,124	569
Colorado	121,500	428	88,900	316	75,600	298	98,487	1,042	\$51,200	286	88,303	1,328
Iowa State	112,100	508	81,900	378	71,500	324	91,794	1,210	38,400	11	91,313	1,221
Kansas	117,300	402	79,600	353	67,100	260	91,329	1,015	--	--	91,329	1,015
Kansas State	96,800	290	73,400	258	60,800	279	77,355	827	42,800	159	71,783	986
Missouri	111,200	336	75,300	361	61,100	374	81,604	1,071	--	--	81,604	1,071
Nebraska	110,100	488	76,700	298	66,300	246	90,015	1,032	--	--	90,015	1,032
Oklahoma	111,800	374	76,400	325	61,500	281	85,637	980	37,600	92	81,515	1,072
Oklahoma State	95,700	319	73,500	280	64,900	260	79,141	859	43,800	4	78,977	863
Texas	132,300	968	85,300	487	81,800	456	108,272	1,911	--	--	108,272	1,911
Texas A&M	116,300	825	81,800	457	72,200	509	94,964	1,791	--	--	94,964	1,791
Texas Tech	101,900	272	72,000	355	62,100	309	77,421	936	41,000	162	72,047	1,098
Weighted Average	114,500	5,441	79,061	4,069	68,667	3,733	90,691	13,243	45,024	714	88,355	13,957
KU Diff from WTD	2,800		539		(1,567)		638		--		2,974	
WTD Avg w/o KU	114,277	5,039	79,010	3,716	68,784	3,473	90,358*		45,024	714	90,358*	
KU Diff from Above	3,023		590		(1,684)		971		--		971	
KU's Rank	3/12		5/12		6/12		5/12		--/6		3/12	

\* 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 2009, Vol. 95, No. 2, American Association of University Professors.

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**TABLE 6-321**  
**COMPARISON OF AVERAGE COMPENSATION BY RANK**  
**BIG TWELVE COMPARISON GROUP**  
**FISCAL YEAR 2009**

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	\$131,500	231	\$101,800	201	\$90,900	137	\$111,233	569	--	--	\$111,233	569
Colorado	149,800	428	112,200	316	96,600	298	123,183	1,042	\$67,800	286	111,255	1,328
Iowa State	141,200	508	106,300	378	93,900	324	117,632	1,210	54,400	11	117,062	1,221
Kansas	142,600	402	99,400	353	83,800	260	112,514	1,015	--	--	112,514	1,015
Kansas State	118,600	290	90,700	258	70,900	279	93,804	827	52,200	159	87,095	986
Missouri	135,800	336	94,400	361	76,500	374	101,137	1,071	--	--	101,137	1,071
Nebraska	137,300	488	99,300	298	86,600	246	114,242	1,032	--	--	114,242	1,032
Oklahoma	148,300	374	100,700	325	80,100	281	112,959	980	50,200	92	107,573	1,072
Oklahoma State	126,100	319	97,900	280	83,500	260	104,014	859	61,100	4	103,815	863
Texas	156,900	968	104,300	487	99,300	456	129,751	1,911	--	--	129,751	1,911
Texas A&M	137,300	825	97,700	457	86,300	509	112,701	1,791	--	--	112,701	1,791
Texas Tech	122,600	272	88,200	355	75,600	309	94,037	936	51,000	162	87,687	1,098
Weighted Average	140,555	5,441	99,570	4,069	85,704	3,733	112,501	13,243	58,003	714	109,713	13,957
KU Diff from WTD	2,045		(170)		(1,904)		13		--		2,801	
WTD Avg w/o KU	140,392	5,039	99,586	3,716	85,847	3,473	112,228*		58,003	714	112,228*	
KU Diff from Above	2,208		(186)		(2,047)		286		--		286	
KU's Rank	4/12		6/12		7/12		7/12		--/6		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 2009, Vol. 95, 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 1999-2009**

## 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
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
2008-09	3,023	102.6	3/12	590	100.7	5/12	(1,684)	97.6	6/12	971	101.1	5/12

## COMPENSATION

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
2008-09	2,208	101.6	4/12	(186)	99.8	6/12	(2,047)	97.6	7/12	286	100.3	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.

5/09

**TABLE 6-330**  
**PERCENTAGE SALARY INCREASES FOR CONTINUING FACULTY**  
**BIG TWELVE COMPARISON GROUP**  
**FISCAL YEAR 2009**

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Baylor	5.7%	5.5%	5.9%	--
Colorado	5.5	6.1	6.4	5.0%
Iowa State	5.7	6.2	6.0	4.7
Kansas	3.3	3.8	3.2	--
Kansas State	4.9	5.1	6.0	4.9
Missouri	8.0	7.6	7.5	--
Nebraska	4.5	5.2	5.7	--
Oklahoma	7.7	8.9	6.7	7.3
Oklahoma State	4.6	4.9	4.9	3.3
Texas	4.1	5.9	4.7	--
Texas A&M	4.2	4.7	4.3	--
Texas Tech	2.8	3.4	4.2	3.1
KU RANK	11/12	11/12	12/12	--/6

5/09

**TABLE 6-333**

COMPARISON OF WEIGHTED AVERAGE SALARY AND COMPENSATION  
AAU SIXTEEN COMPARISON AVERAGES (KU EXCLUDED) AND KU FACULTY HEAD COUNT  
(Professor, Associate Professor, Assistant Professor, Instructor)  
FISCAL YEAR 2008-2009  
University of Kansas  
Lawrence Campus

Fiscal Year	University of Kansas		AAU-16 Average		KU as Percent of AAU-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

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**TABLE 6-335**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**AAU SIXTEEN MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2009**

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	\$121,500	428	\$88,900	316	\$75,600	298	\$98,487	1,042	\$51,200	286	\$88,303	1,328
Illinois	129,600	801	83,500	549	76,300	494	101,596	1,844	55,000	10	101,345	1,854
Indiana	118,400	641	81,600	414	71,100	405	94,844	1,460	--	--	94,844	1,460
Iowa	124,600	508	83,100	405	72,600	325	97,373	1,238	49,600	5	97,180	1,243
Iowa State	112,100	508	81,900	378	71,500	324	91,794	1,210	38,400	11	91,313	1,221
Kansas	117,300	402	79,600	353	67,100	260	91,329	1,015	--	--	91,329	1,015
Michigan	142,100	943	93,100	534	81,600	546	112,837	2,023	57,200	5	112,700	2,028
Michigan State	121,900	915	85,900	577	66,900	668	95,274	2,160	39,300	180	90,968	2,340
Minnesota	127,400	701	86,200	521	75,000	415	101,003	1,637	47,100	156	96,314	1,793
Missouri	111,200	336	75,300	361	61,100	374	81,604	1,071	--	--	81,604	1,071
Nebraska	110,100	488	76,700	298	66,300	246	90,015	1,032	--	--	90,015	1,032
Ohio State	126,400	980	84,200	744	75,000	508	100,635	2,232	56,700	10	100,439	2,242
Purdue	115,000	804	80,200	521	72,300	552	92,783	1,877	46,100	17	92,364	1,894
Texas	132,300	968	85,300	487	81,800	456	108,272	1,911	--	--	108,272	1,911
Texas A&M	116,300	825	81,800	457	72,200	509	94,964	1,791	--	--	94,964	1,791
Wisconsin	109,500	746	84,500	265	73,000	320	95,747	1,331	53,200	20	95,117	1,351
Weighted Average	122,528	10,994	83,622	7,180	72,862	6,700	97,920	24,874	47,123	700	96,529	25,574
KU Diff from WTD	(5,228)		(4,022)		(5,762)		(6,591)		--		(5,200)	
WTD Avg w/o KU	122,727	10,592	83,830	6,827	73,094	6,440	96,485*		47,123	700	96,485*	
KU Diff from Above	(5,427)		(4,230)		(5,994)		(5,156)		--		(5,156)	
KU's Rank	10/16		14/16		13/16		14/16		--/10		11/16	

\* 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.

Source: *ACADEME, Economic Status of the Profession*, March-April 2009, Vol. 95, No. 2, American Association of University Professors.

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**TABLE 6-336**  
**COMPARISON OF AVERAGE COMPENSATION BY RANK**  
**AAU SIXTEEN MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2009**

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	\$149,800	428	\$112,200	316	\$96,600	298	\$123,183	1,042	\$67,800	286	\$111,255	1,328
Illinois	156,600	801	105,000	549	96,900	494	125,244	1,844	72,900	10	124,962	1,854
Indiana	149,500	641	105,300	414	90,900	405	120,711	1,460	--	--	120,711	1,460
Iowa	157,600	508	106,200	405	93,000	325	123,826	1,238	63,600	5	123,584	1,243
Iowa State	141,200	508	106,300	378	93,900	324	117,632	1,210	54,400	11	117,062	1,221
Kansas	142,600	402	99,400	353	83,800	260	112,514	1,015	--	--	112,514	1,015
Michigan	171,800	943	116,900	534	103,500	546	138,874	2,023	74,800	5	138,716	2,028
Michigan State	157,100	915	116,300	577	93,900	668	126,656	2,160	61,400	180	121,636	2,340
Minnesota	167,200	701	119,100	521	105,600	415	136,275	1,637	72,100	156	130,692	1,793
Missouri	135,800	336	94,400	361	76,500	374	101,137	1,071	--	--	101,137	1,071
Nebraska	137,300	488	99,300	298	86,600	246	114,242	1,032	--	--	114,242	1,032
Ohio State	155,300	980	106,100	744	95,000	508	125,176	2,232	73,700	10	124,946	2,242
Purdue	149,000	804	108,300	521	96,500	552	122,263	1,877	58,800	17	121,694	1,894
Texas	156,900	968	104,300	487	99,300	456	129,751	1,911	--	--	129,751	1,911
Texas A&M	137,300	825	97,700	457	86,300	509	112,701	1,791	--	--	112,701	1,791
Wisconsin	142,100	746	112,900	265	99,500	320	126,044	1,331	76,100	20	125,305	1,351
Weighted Average	152,195	10,994	107,375	7,180	94,247	6,700	123,649	24,874	67,098	700	122,101	25,574
KU Diff from WTD	(9,595)		(7,975)		(10,447)		(11,135)		--		(9,587)	
WTD Avg w/o KU	152,560	10,592	107,787	6,827	94,669	6,440	122,159*		67,098	700	122,159*	
KU Diff from Above	(9,960)		(8,387)		(10,869)		(9,645)		--		(9,646)	
KU's Rank	11/16		13/16		15/16		15/16		--/10		14/16	

\* 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.

Source: *ACADEME, Economic Status of the Profession*, March-April 2009, Vol. 95, 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 SIXTEEN MEMBER COMPARISON GROUP**  
**(KU Excluded from Average)**  
**FISCAL YEAR 2008-2009**

## SALARY

Fiscal Year	PROFESSOR			ASSOCIATE			ASSISTANT			WEIGHTED AVERAGE*		
	<u>Difference</u>	<u>KU as % of Group</u>	<u>Rank</u>	<u>Difference</u>	<u>KU as % of Group</u>	<u>Rank</u>	<u>Difference</u>	<u>KU as % of Group</u>	<u>Rank</u>	<u>Difference</u>	<u>KU as % of Group</u>	<u>Rank</u>
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

## COMPENSATION

2007-08	\$(10,949)	92.5%	12/16	\$(7,722)	92.5%	13/16**	\$(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

\* 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.

5/09

**TABLE 6-345**  
**PERCENTAGE SALARY INCREASES FOR CONTINUING FACULTY**  
**AAU SIXTEEN MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2009**

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Colorado-Boulder	5.5%	6.1%	6.4%	5.0%
Illinois-Urbana	3.5	3.7	3.9	1.7
Indiana-Bloomington	4.8	6.1	5.7	--
Iowa	4.7	4.8	4.7	3.3
Iowa State	5.7	6.2	6.0	4.7
Kansas	3.3	3.8	3.2	--
Michigan-Ann Arbor	4.8	4.9	5.0	4.0
Michigan State	4.7	5.6	5.5	6.3
Minnesota-Minn./St. Paul	4.2	4.4	4.8	4.9
Missouri-Columbia	8.0	7.6	7.5	--
Nebraska-Lincoln	4.5	5.2	5.7	--
Ohio State	4.6	5.0	5.9	8.1
Purdue-Lafayette	4.3	5.9	5.0	7.8
Texas	4.1	5.9	4.7	--
Texas A&M	4.2	4.7	4.3	--
Wisconsin-Madison	2.9	4.2	1.9	3.3
 KU RANK	 15/16	 15/16	 15/16	 --/10

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**TABLE 6-350**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**AAU THIRTY-FOUR MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2009**

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	\$114,500	646	\$79,500	409	\$66,600	345	\$92,471	1,400	\$36,700	48	\$90,622	1,448
Cal-Berkeley	143,500	865	96,100	281	81,300	275	122,089	1,421	--	--	122,089	1,421
Cal-Davis	122,700	837	83,100	260	75,900	318	104,906	1,415	--	--	104,906	1,415
Cal-Irvine	131,800	512	84,600	230	75,100	272	105,884	1,014	--	--	105,884	1,014
Cal-L.A.	144,500	1,126	92,100	343	79,600	406	120,861	1,875	--	--	120,861	1,875
Cal-San Diego	133,800	514	85,500	185	77,700	180	112,146	879	--	--	112,146	879
Cal-Santa Barbara	129,000	491	78,500	178	74,000	112	109,603	781	--	--	109,603	781
Colorado	121,500	428	88,900	316	75,600	298	98,487	1,042	51,200	286	88,303	1,328
Florida	115,200	713	75,400	558	63,600	505	88,023	1,776	--	--	88,023	1,776
Illinois	129,600	801	83,500	549	76,300	494	101,596	1,844	55,000	10	101,345	1,854
Indiana	118,400	641	81,600	414	71,100	405	94,844	1,460	--	--	94,844	1,460
Iowa	124,600	508	83,100	405	72,600	325	97,373	1,238	49,600	5	97,180	1,243
Iowa State	112,100	508	81,900	378	71,500	324	91,794	1,210	38,400	11	91,313	1,221
Kansas	117,300	402	79,600	353	67,100	260	91,329	1,015	--	--	91,329	1,015
Maryland	133,400	644	94,900	423	83,400	314	110,239	1,381	59,400	22	109,442	1,403
Michigan	142,100	943	93,100	534	81,600	546	112,837	2,023	57,200	5	112,700	2,028
Michigan State	121,900	915	85,900	577	66,900	668	95,274	2,160	39,300	180	90,968	2,340
Minnesota	127,400	701	86,200	521	75,000	415	101,003	1,637	47,100	156	96,314	1,793
Missouri	111,200	336	75,300	361	61,100	374	81,604	1,071	--	--	81,604	1,071
Nebraska	110,100	488	76,700	298	66,300	246	90,015	1,032	--	--	90,015	1,032
SUNY - Buffalo	126,600	370	88,000	306	71,600	344	96,471	1,020	52,700	12	95,962	1,032
SUNY- Stony Brook	126,500	328	92,200	220	71,600	203	101,612	751	49,000	4	101,334	755
North Carolina	142,700	594	94,100	357	82,000	327	113,593	1,278	104,900	17	113,479	1,295
Ohio State	126,400	980	84,200	744	75,000	508	100,635	2,232	56,700	10	100,439	2,242

(continued)

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**TABLE 6-350 (concluded)**  
**COMPARISON OF AVERAGE SALARY BY RANK**  
**AAU THIRTY-FOUR MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2009**

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	\$99,800	210	\$72,400	217	\$66,400	176	\$80,191	603	\$45,000	141	\$73,522	744
Penn State	131,100	774	87,700	498	72,400	429	103,589	1,701	47,500	202	97,636	1,903
Pittsburgh	127,300	492	85,600	425	71,100	512	94,762	1,429	44,500	99	91,505	1,528
Purdue	115,000	804	80,200	521	72,300	552	92,783	1,877	46,100	17	92,364	1,894
Rutgers	137,500	714	94,900	412	76,000	274	112,927	1,400	49,000	119	107,919	1,519
Texas	132,300	968	85,300	487	81,800	456	108,272	1,911	--	--	108,272	1,911
Texas A&M	116,300	825	81,800	457	72,200	509	94,964	1,791	--	--	94,964	1,791
Virginia	133,400	534	91,700	337	74,700	276	107,023	1,147	54,400	12	106,478	1,159
Washington	121,700	873	87,100	470	78,000	352	103,031	1,695	42,700	39	101,674	1,734
Wisconsin	109,500	746	84,500	265	73,000	320	95,747	1,331	53,200	20	95,117	1,351
Weighted Average	126,491	22,231	85,190	13,289	73,457	12,320	101,361	47,840	47,463	1,415	99,813	49,255
KU Diff from WTD	(9,191)		(5,590)		(6,357)		(10,032)		--		(8,483)	
WTD Avg w/o KU	126,661	21,829	85,343	12,936	73,594	12,060	98,698*		47,463	1,415	98,698*	
KU Diff from Above	(9,361)		(5,743)		(6,494)		(7,369)		--		(7,368)	
KU's Rank	25/34		28/34		28/34		30/34		--/21		26/34	

\* 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.

Source: *ACADEME, Economic Status of the Profession*, March-April 2009, Vol. 95, 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 2009**

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	\$142,900	646	\$102,300	409	\$86,500	345	\$117,140	1,400	\$50,100	48	\$114,918	1,448
Cal-Berkeley	188,500	865	129,000	281	110,500	275	161,639	1,421	--	--	161,639	1,421
Cal-Davis	162,400	837	112,800	260	103,600	318	140,072	1,415	--	--	140,072	1,415
Cal-Irvine	173,800	512	114,600	230	102,700	272	141,300	1,014	--	--	141,300	1,014
Cal-L.A.	189,800	1,126	124,000	343	108,400	406	160,137	1,875	--	--	160,137	1,875
Cal-San Diego	176,300	514	115,700	185	106,000	180	149,150	879	--	--	149,150	879
Cal-Santa Barbara	170,300	491	106,900	178	101,300	112	145,955	781	--	--	145,955	781
Colorado	149,800	428	112,200	316	96,600	298	123,183	1,042	67,800	286	111,255	1,328
Florida	144,300	713	98,200	558	83,000	505	112,385	1,776	--	--	112,385	1,776
Illinois	156,600	801	105,000	549	96,900	494	125,244	1,844	72,900	10	124,962	1,854
Indiana	149,500	641	105,300	414	90,900	405	120,711	1,460	--	--	120,711	1,460
Iowa	157,600	508	106,200	405	93,000	325	123,826	1,238	63,600	5	123,584	1,243
Iowa State	141,200	508	106,300	378	93,900	324	117,632	1,210	54,400	11	117,062	1,221
Kansas	142,600	402	99,400	353	83,800	260	112,514	1,015	--	--	112,514	1,015
Maryland	162,500	644	119,200	423	106,200	314	136,436	1,381	79,900	22	135,550	1,403
Michigan	171,800	943	116,900	534	103,500	546	138,874	2,023	74,800	5	138,716	2,028
Michigan State	157,100	915	116,300	577	93,900	668	126,656	2,160	61,400	180	121,636	2,340
Minnesota	167,200	701	119,100	521	105,600	415	136,275	1,637	72,100	156	130,692	1,793
Missouri	135,800	336	94,400	361	76,500	374	101,137	1,071	--	--	101,137	1,071
Nebraska	137,300	488	99,300	298	86,600	246	114,242	1,032	--	--	114,242	1,032
SUNY - Buffalo	161,800	370	114,300	306	92,400	344	124,145	1,020	71,200	12	123,529	1,032
SUNY- Stony Brook	161,900	328	119,700	220	92,000	203	130,643	751	69,100	4	130,317	755
North Carolina	172,600	594	116,800	357	102,400	327	139,051	1,278	128,500	17	138,912	1,295
Ohio State	155,300	980	106,100	744	95,000	508	125,176	2,232	73,700	10	124,946	2,242

(continued)

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**TABLE 6-355 (concluded)**  
**COMPARISON OF AVERAGE COMPENSATION BY RANK**  
**AAU THIRTY-FOUR MEMBER COMPARISON GROUP**  
**FISCAL YEAR 2009**

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	\$136,600	210	\$103,200	217	\$92,000	176	\$111,563	603	\$68,700	141	\$103,440	744
Penn State	159,400	774	109,800	498	89,900	429	127,350	1,701	61,000	202	120,307	1,903
Pittsburgh	159,500	492	110,300	425	90,600	512	120,181	1,429	59,500	99	116,249	1,528
Purdue	149,000	804	108,300	521	96,500	552	122,263	1,877	58,800	17	121,694	1,894
Rutgers	170,100	714	121,700	412	99,400	274	142,020	1,400	67,300	119	136,166	1,519
Texas	156,900	968	104,300	487	99,300	456	129,751	1,911	--	--	129,751	1,911
Texas A&M	137,300	825	97,700	457	86,300	509	112,701	1,791	--	--	112,701	1,791
Virginia	164,300	534	116,500	337	95,500	276	133,701	1,147	72,200	12	133,064	1,159
Washington	146,000	873	105,300	470	92,900	352	123,687	1,695	53,700	39	122,113	1,734
Wisconsin	142,100	746	112,900	265	99,500	320	126,044	1,331	76,100	20	125,305	1,351
Weighted Average	158,863	22,231	109,772	13,289	95,264	12,320	128,848	47,840	65,947	1,415	127,041	49,255
KU Diff from WTD	(16,263)		(10,372)		(11,464)		(16,334)		--		(14,527)	
WTD Avg w/o KU	159,162	21,829	110,055	12,936	95,511	12,060	125,779*		65,947	1,415	125,779*	
KU Diff from Above	(16,562)		(10,655)		(11,711)		(13,265)		--		(13,265)	
KU's Rank	28/34		30/34		32/34		31/34		--/21		30/34	

\* 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.

Source: *ACADEME, Economic Status of the Profession*, March-April 2009, Vol. 95, No. 2, American Association of University Professors.

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**TABLE 6-365**  
**RETIREMENT CONTRIBUTIONS**  
**COST STUDY PEER GROUP**  
**FISCAL YEAR 2009**

<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 \$7,800 and 10% over \$7,800 with less than 5 years of service.	5.0% - with 5 or more years of service. 3.33% on first \$7,800 and 5% over \$7,800 with less than 5 years of service.
Kansas	8.5%	5.5%
North Carolina	1) State plan - 8.14%, effective July 1, 2008 2) Optional Retirement Program - effective July 1, 2008 -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)-7.55% of total compensation. <b>2) Hired 7/1/95 - 6/30/04</b> a) DCP - 8.0% of salary over \$9,000. b) OTRS - 7.55% 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>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, 2009 1)Tier One and Tier Two Oregon PERS -8.01% 2)Tier Three - Oregon Public Service Retirement Plan - 8.79%.  Optional Retirement Plan - effective July 1, 2009 1) For employees hired prior to 8/29/03 -11.89%. 2) For employees hired after 8/29/03 - 5.89%	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 2009**

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	5.87% 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)- 7.55% 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 - 7.55% 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% of pay as institution contribution <b>OR</b></p> <p>2) Oklahoma Teacher's Retirement System - 8.05% employer total covered compensation, plus 7.0% member total covered compensation <b>OR</b></p> <p>3) 11.5% pay to cover 7.0% member contribution to OTRS, with remainder of funds to Defined Contribution Plan. OSU also pays 8.05% employer contribution to OTRS.</p>	<p>1) 0.0%</p> <p>2) 0.0%</p> <p>3) 0.0%</p>
Texas	<p>1) Texas Teacher's Retirement System - 6.0%</p> <p>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%</p> <p>2) Optional Retirement Program - 6.65%</p>
Texas A&M	<p>1) Texas Teacher's Retirement System - 6.58%</p> <p>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%</p> <p>2) Optional Retirement Program - 6.65%</p>
Texas Tech	<p>1) Texas Teacher's Retirement System - 6.58%</p> <p>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%</p> <p>2) Optional Retirement Program - 6.65%</p>

Source: Special communication to each institution.