

UNIVERSITY OF KANSAS

Office of Institutional Research and Planning

11/08 revised

TABLE 8-101
PERCENTAGE ANNUAL INCREASES
UNCLASSIFIED, CLASSIFIED, STUDENT SALARIES
AND OTHER OPERATING EXPENDITURES
FROM STATE APPROPRIATIONS AND TUITION ENHANCEMENTS
FISCAL YEAR 1968-2009
 University of Kansas
 Lawrence Campus

Fiscal Year	Unclassified Salaries	Classified Service Salaries			Student Salary Increase	Other Operating Expenditures
		Base Increase	Estimated Step Increase	Base and Step Increase		
1968	6.0%					
1969	6.0			Data not available		
1970	6.0					
1971	6.0	0.0%	5.0%	5.0%		
1972	0.0	0.0	5.0	5.0		0.0%
1973	5.0	0.0	5.0	5.0		5.0
1974	5.5	5.0	5.0	10.0		0.0
1975	10.0	5.5 ¹	5.0	10.5		7.4
1976	10.0	5.0 ²	4.8	9.8		15.0
1977	8.0	2.8 ³	4.8	7.6		10.0
1978	6.0	3.0 ⁴	4.8	7.8		7.5
1979	7.0	7.25 ⁵	4.8	12.05		7.0
1980	6.5	4.0 ⁶	4.8	8.8		6.0
1981	9.0	NA ⁷	NA ⁷	12.5	6.9%	7.0
1982	7.0	5.0	5.0	10.0	8.1	5.5
1983	7.5	6.5	1.25	7.75	8.75	6.0
1984	4.5 ⁸	4.5 ⁸	--	4.5 ⁸	4.5 ⁸	6.5
1985	7.0	5.0 ⁹	--	5.0	5.0	7.0

In the calculations of classified service salary percent increases, the dollar increments have been ignored, thus understating the increase in the base.

SEE FOLLOWING PAGES FOR FOOTNOTE EXPLANATIONS.

(continued)

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FISCAL YEAR 1968-2009
 University of Kansas
 Lawrence Campus

NOTE: Beginning FY 1986 Unclassified salary increases have been split to reflect faculty increases separate from Unclassified nonfaculty staff.

Fiscal Year	Faculty Salaries	Unclassified Nonfaculty Salaries	Classified Service Salaries			Student Salary Increase	Other Operating Expenditures
			Base Increase	Estimated Step Increase	Base and Step Increase		
1986	5.0% ¹⁰	5.0% ¹⁰	5.5%	--	5.5%	5.0%	5.0%
1987	2.5 ¹¹	2.5 ¹¹	3.0	2.5%	5.5	2.5	3.0
1988	3.0 ¹²	3.0 ¹²	2.0 ¹²	2.5 ¹²	4.5 ¹²	1.25	3.0 ¹³
1989	7.3 ¹⁴	7.3 ¹⁴	4.0	2.5	6.5	4.0	4.0
1990	7.55 ¹⁵	7.55 ¹⁵	3.0	2.5	5.5	4.0	4.0
1991	2.7 ¹⁶	2.7 ¹⁶	1.5	2.5	4.0	0.0	1.75 ¹⁶
1992 ¹⁷	2.5	2.5	0.0	2.5	2.5	0.0	0.0
1993	3.5 ¹⁸	3.5 ¹⁸	1.0 ¹⁸	2.5	3.5 ¹⁸	3.5 ¹⁸	4.0 ¹⁹
1994	2.25 ²⁰	2.25 ²⁰	0.5	2.5	3.0	2.5	2.75
1995	6.5 ²¹	4.0 ²¹	1.5 ²²	2.5	4.0	2.5	2.0
1996	3.5 ²³	3.5 ²³	1.0	2.5	3.5	3.5 ²⁴	1.5
1997	2.5 ²⁵	2.5 ²⁵	0.0	2.5	2.5	2.5 ²⁵	0.0
1998	3.5	3.5	1.0	2.5	3.5	3.5	2.0
1999	4.0	4.0	1.5	2.5	4.0	4.0	2.0
2000	4.8 ²⁶	3.5	1.0	2.5	3.5	3.5	2.5

In the calculations of classified service salary percent increases, the dollar increments have been ignored, thus understating the increase in the base.

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TABLE 8-101 (continued)
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 FISCAL YEAR 1968-2009
 University of Kansas
 Lawrence Campus

NOTE: Beginning FY 2006 employees in the Classified Service were recategorized as University Support Staff.

Fiscal Year	Faculty Salaries	Unclassified Nonfaculty Salaries	University Support Staff Salaries ³⁶	Classified Service Salaries			Student Salary Increase	Other Operating Expenditures	Other Operating Expenditure Dollars From Tuition Enhancement
				Base Increase	Estimated Step Increase	Base and Step Increase			
2001	5.9% ²⁷	2.5%		0.0%	2.5%	2.5%	2.5%	0.0%	
2002	6.0 ²⁸	3.0 ²⁹		3.0 ²⁹	0.0	3.0 ²⁹	3.0 ²⁹	1.0	
2003	0.0	0.0		0.0	0.0	0.0	0.0 ³⁰	0.0	\$ 7,920,000 ³⁵
2004	3.0 ³¹	3.0 ³¹		1.5 ³¹	0.0	1.5 ³¹	0.0 ^{30/31}	0.0	11,051,500 ³⁵
2005	6.0 ³²	5.0 ³²		3.0 ³³	0.0	3.0 ³³	3.0 ³⁴	0.0	13,941,500 ³⁵
2006	5.5 ³⁷	4.5 ³⁷	4.5 ³⁶				2.5 ³⁸	0.0 ³⁹	18,758,500 ³⁵
2007	5.5 ⁴⁰	4.5 ⁴⁰	4.5 ⁴¹				5.5 ⁴²	0.0	21,078,500 ⁴³
2008	5.5 ⁴⁴	4.5 ⁴⁴	4.5 ⁴⁵				4.0 ⁴⁶	2.5 ⁴⁷	611,211 ⁴⁸
2009	3.0 ⁴⁹	3.0 ⁴⁹	3.0 ⁵⁰				3.5 ⁵¹	0.0	0 ⁵²

In the calculations of classified service salary percent increases, the dollar increments have been ignored, thus understating the increase in the base.

SEE FOLLOWING PAGES FOR FOOTNOTE EXPLANATIONS.

(continued)

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TABLE 8-101 (continued)
PERCENTAGE ANNUAL INCREASES
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 University of Kansas
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EXPLANATIONS FOR FOOTNOTES IN THE TABLE

- ¹ Classified base increase 5.5% if monthly salary more than \$500; if less, \$30 per month.
- ² Classified base increase 5.0% plus \$25.
- ³ Classified base increase 2.8% plus \$15.
- ⁴ Classified base increase 3.0% or \$25, whichever is less.
- ⁵ Classified base increase 7.25% to a maximum of \$125.
- ⁶ Classified base increase 4.0% plus \$26.
- ⁷ NA - not applicable, university under new pay plan.
- ⁸ Increases delayed until January 1984 so "annual" increase amounted to 2.25%.
- ⁹ Classified base increase 5.0% plus \$204.
- ¹⁰ There was an increase in the state of Kansas contribution to the unclassified retirement programs from 5% to 6% of salary.
- ¹¹ There was an increase in the state of Kansas contribution to the unclassified retirement programs from 6% to 7% of salary.
- ¹² Increase delayed by the Legislature until January 1988 so "annual" increase amounted to half the listed amount. Additionally, there was an increase in the state of Kansas contribution to the unclassified retirement programs from 7% to 8% of salary.
- ¹³ 1.0% of OOE increase was one-time only.
- ¹⁴ 7.3% increase was 5.0% merit and 2.3% Margin of Excellence.
- ¹⁵ 7.55% increase was 5.0% merit and 2.55% Margin of Excellence.
- ¹⁶ 4.0% increase for unclassified and 2.75% for OOE were first approved by the Legislature then a 1.75% roll back in all General Fund appropriations was approved. KU allocated the net new money as 2.7% for salaries and 1.75% for OOE.
- ¹⁷ In August 1991, the Governor implemented a 1% State General Fund reduction. This action lowered the KU base, and funds from sources throughout the University were used to cover the reduction.
- ¹⁸ 1% unclassified, 1% classified base increase, and 1% student help delayed by the Legislature until January 1993 so "annual" increase amounted to 3.0%.
- ¹⁹ Due to a 1% State General Fund reduction (approximately \$1 million) imposed by the Legislature, only 2.5% of the 4.0% OOE base increase was allocated. The remaining 1.5% of the base increase plus additional funds from the units (approximately \$700,000) were used to cover this reduction.
- ²⁰ Additionally, there was an increase in the state of Kansas contribution to the unclassified retirement programs from 8% to 8.5% of salary, together with requiring an additional employee contribution from 5% to 5.5% of salary.
- ²¹ 1.5% of the 4.0% was delayed by the Legislature until mid-September. An additional \$1.9 million, which equaled 2.5%, was appropriated for ranked faculty merit pool.
- ²² 1.5% increase was delayed by the Legislature until mid-September.
- ²³ 3.5% increase was delayed by University policy until January 1996 so "annual" increase amounted to 1.75%.
- ²⁴ 3.5% passed by the Legislature. 1.75% allocated to units by University policy, balance allocated to University Libraries to meet student help needs.
- ²⁵ 2.5% increase was delayed by the Legislature until January 1997 so "annual" increase amounted to 1.25%.
- ²⁶ The 4.8% increase is comprised of two components: 1) appropriation of 3.5% merit, 2) faculty salary enhancements of 1.3% (KU received \$889,500 of the \$3.4 million appropriated to the Regents for these enhancements.)
- ²⁷ The 5.9% increase is comprised of two components: 1) appropriation of 2.5% merit, 2) faculty salary enhancements of 3.4% (KU received \$2,261,267 of the \$8.4 million appropriated to the Regents for these enhancements.)
- ²⁸ The 6.0% increase is comprised of two components: 1) appropriation of 3.0% merit, of which 1.5% was delayed by the Legislature for 4 ½ months for 9 month faculty, and 6 months for 12 month faculty; 2) faculty salary enhancements of 3.0% (KU received \$2,378,777 of the \$8.4 million appropriated to the Regents for these enhancements.)
- ²⁹ Of the 3.0% increase, 1.5% was effective the beginning of the fiscal year and the remaining 1.5% was delayed by the Legislature until mid-December.
- ³⁰ Graduate teaching assistants new contract included a 10% increase to the merit salary pool for each of three years.

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EXPLANATIONS FOR FOOTNOTES IN THE TABLE

- ³¹ 1.5% salary increases were delayed by the Legislature until mid-August. Additional tuition enhancement funds were allocated to raise continuing faculty and unclassified nonfaculty salary increases to approximately 3.0%. The student salary base was increased by \$300,000. A major change in state funding support for Kansas universities occurred in 2001. The university is now funded by a block grant with full tuition ownership, all paid tuition remains at KU. The Board of Regents required each university to develop a five-year tuition strategy. For KU's five year tuition enhancement plan KU chose to hire 100 more faculty, increase compensation for GTAs, GRAs, and student hourly employees, direct millions to financial aid and technology improvements, academic departments and other operating needs.
- ³² Due to timing of tuition increase approved by Board of Regents, salary increases were delayed until beginning of third pay period, July 4, 2004. Funding sources of merit increase funds: 3.0% - state appropriations and 2% - tuition enhancement funds. An additional 1.0% for tenure/tenure-track faculty from S.B. 345 faculty salary enhancement funds - KU received \$956,417 of the \$3,333,426 appropriated to the Regents for these enhancements.
- ³³ Cost of Living effective at the beginning of the fiscal year.
- ³⁴ Plus an additional 7% (for a total of 10%) for GTA pools - consistent with the contract.
- ³⁵ Tuition enhancement funds are used for technology, department other operating expenditures, faculty startup funds, library, and classroom improvements.
- ³⁶ On July 3, 2005 employees in the Classified Service were moved to a new employee category – University Support Staff (USS). This transition was part of a multi-year process which included an on-campus vote of those in the Classified Service, Legislative Authorization, and approval by the Board of Regents. The major differences between Classified and USS are a) pay rates are no longer linked to a matrix; and b) part of the salary increases will be merit-based. FY 2006 pay rate increases included (1) while the employees remained in the Classified Service, a 1.25% COLA beginning with the first pay period; 2) additional funds to provide a COLA totaling 3% (from the FY 2005 pay matrix) - which was made effective on July 3, 2005 upon conversion into USS; and 3) an additional pool of funds to be used for the merit-based component; sufficient funding was allowed to provide an additional 1.5% increase (average) to be effective with the pay period beginning September 11, 2005.
- ³⁷ Due to timing of tuition increase approved by Board of Regents, salary increases delayed until July 3, 2005, beginning of the third pay period. Funding sources of merit increase funds: 2.5% state appropriations or tuition maintenance increases; 2.0% tuition enhancement funds. An additional 1.0% for tenure/tenure track faculty from faculty salary enhancement funds - KU received \$978,260 of the \$3,333,426 appropriated to the Regents for these enhancements.
- ³⁸ Allocations for student hourly increased by 2.5% for the FY 2006 working budget. Since the GTA contract will be renegotiated during Fall 2005, GTA allocations were not increased for the FY 2006 working budget.
- ³⁹ Additional OOE allocations (from tuition enhancement funds) to be made during FY 2006.
- ⁴⁰ Salary increases were effective at the beginning of the fiscal year, pay period beginning June 18, 2006. Funding sources of merit increase funds: 2.5% state appropriations and/or tuition maintenance increases; 2.0% tuition enhancement funds. An additional 1.0% for tenure/tenure track faculty from faculty salary enhancement funds - KU received \$1,004,855 of the \$3,333,426 appropriated to the Regents for these enhancements.
- ⁴¹ USS salary increases came from state appropriations and/or tuition maintenance and consisted of two components 1) 3% across the board for all eligible staff members; 2) 1.5% merit pool. Salary increases were effective at the beginning of the fiscal year, pay period beginning June 18, 2006.
- ⁴² \$250,000 of general use funds (tuition enhancement monies) was allocated to permanently fund a 50 cent increase in the student hourly wage (to \$6.50 per hour), effective on August 28, 2005. Since the GTA contract has not been finalized, GTA allocations were not increased for the FY 2007 working budget.
- ⁴³ Tuition enhancement funds were allocated for technology, classroom improvements, faculty startup, faculty travel, miscellaneous program support, renovation reserve, and miscellaneous departmental OOE.
- ⁴⁴ FY 2008 salary increases were effective at the beginning of the fiscal year, pay period beginning June 17, 2007.
- ⁴⁵ USS salary increases consisted of two components: 3% across the board for all eligible staff members and 1.5% merit pool. FY 2008 salary increases were effective at the beginning of the fiscal year, pay period beginning June 17, 2007.
- ⁴⁶ GTA pools increased by 17.4% - the net impact of compounding a 5.5% increase for three years - FY 2006, FY 2007, and FY 2008. Student Hourly Pools increased by 4.0%, sufficient funding to increase the student hourly minimum wage from \$7.00 per hour to \$7.25 per hour at the beginning of FY 2008.

(continued)

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EXPLANATIONS FOR FOOTNOTES IN THE TABLE

- ⁴⁷ Net increase to OOE budgets was 2.5%: GU funds \$307,229 added to units plus reallocated savings available from a reduction in telephone charges.
- ⁴⁸ OOE increases to all units -\$307,229; Student Success Initiatives -\$169,480; International Programs, Global Awareness and Study Abroad - \$50,300; College Honors Program - \$45,000; Center for Service Learning, Environmental Sustainability Center, IDS - \$39,202.
- ⁴⁹ FY 2009 salary increases were effective at the beginning of the fiscal year, pay period beginning June 15, 2008. Academic year faculty salary increases were effective with pay period beginning August 18, 2008.
- ⁵⁰ USS salary increases consisted of two components: 2% across the board for all eligible staff members and 1% merit pool. FY 2009 salary increases were effective at the beginning of the fiscal year, pay period beginning June 15, 2008.
- ⁵¹ GTA pools increased by 3%. Student hourly pools increased by 3.5%, sufficient funding to increase the student hourly minimum wage from \$7.25 per hour to \$7.50 per hour effective July 27, 2008.
- ⁵² Tuition enhancement funds for OOE enhancements fully allocated. No additional funds allocated for FY 2009.

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TABLE 8-105
CONSUMER PRICE INDEX
FISCAL YEAR 1970-2008

<u>Fiscal Year</u>	<u>CPI (FY 1983 = 100)</u>	<u>Annual Percent Change</u>
1970	38.5	--
1971	40.5	5.2%
1972	41.9	3.6
1973	43.6	3.9
1974	47.5	8.9
1975	52.8	11.2
1976	56.5	7.1
1977	59.8	5.8
1978	63.8	6.8
1979	69.8	9.3
1980	79.1	13.3
1981	88.2	11.6
1982	95.8	8.7
1983	100.0	4.3
1984	103.7	3.7
1985	107.7	3.9
1986	110.8	2.9
1987	113.3	2.2
1988	118.0	4.1
1989	123.5	4.7
1990	129.4	4.8
1991	136.4	5.4
1992	140.8	3.2
1993	145.2	3.1
1994	148.8	2.5
1995	153.2	3.0
1996	157.4	2.7
1997	161.9	2.9
1998	164.8	1.8
1999	167.6	1.7
2000	172.5	2.9
2001	178.4	3.4
2002	181.6	1.8
2003	185.5	2.2
2004	189.6	2.2
2005	195.3	3.0
2006	202.7	3.8
2007	208.0	2.6
2008	215.7	3.7

Source: 2008 Higher Education Price Index, Commonfund Institute.

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TABLE 8-201
HIGHER EDUCATION PRICE INDEX (HEPI)
ALL ITEMS
FISCAL YEAR 1975-2008
(Fiscal Year 1983 = 100)

<u>Fiscal Year</u>	<u>HEPI</u>	<u>Annual Percent Change</u>
1975	54.3	--
1976	57.8	6.4%
1977	61.5	6.4
1978	65.7	6.8
1979	70.5	7.3
1980	77.5	9.9
1981	85.8	10.7
1982	93.9	9.4
1983	100.0	6.5
1984	104.8	4.8
1985	110.8	5.8
1986	116.3	5.0
1987	120.9	4.0
1988	126.2	4.4
1989	132.8	5.3
1990	140.8	6.0
1991	148.2	5.2
1992	153.5	3.6
1993	157.9	2.9
1994	163.3	3.4
1995	168.1	2.9
1996	173.0	2.9
1997	178.4	3.2
1998	184.7	3.5
1999	189.1	2.4
2000	196.9	4.1
2001	206.5	4.9
2002	215.0	4.1
2003	221.2	2.9
2004	231.5	4.6
2005	239.8	3.6
2006	251.8	5.0
2007	260.3	3.4
2008	269.7	3.6

5/09

TABLE 8-300
MEAN EARNINGS OF WORKERS 18 YEARS AND OLDER
BY EDUCATIONAL ATTAINMENT
 1986-2007

<u>Earnings Year</u>	<u>High School Graduate</u>	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Doctorate Degree</u>	<u>Advanced Degree</u>
1986	\$15,120	\$26,511			\$34,787
1987	15,939	26,919			35,968
1988	16,750	28,344			37,724
1989	17,594	30,736			41,019
1990	17,820	31,112			41,458
1991	18,261	31,323			46,039
1992	18,737	32,629			48,652
1993	19,422	35,121			55,789
1994	20,248	37,224			56,105
1995	21,431	36,980			56,667
1996	22,154	38,112			61,317
1997	22,895	40,478			63,229

<u>Earnings Year</u>	<u>High School Graduate</u>	<u>Bachelor's Degree</u>	<u>Master's Degree</u>	<u>Doctorate Degree</u>	<u>Professional Degree</u>
1998	\$23,594	\$43,782	\$52,794	\$74,712	\$ 95,488
1999	24,572	45,678	55,641	86,833	110,987
2000	25,692	49,595	61,172	80,994	104,325
2001	26,795	50,623	63,592	85,675	101,375
2002	27,280	51,194	60,445	89,734	112,845
2003	27,915	51,206	62,514	88,471	115,212
2004	29,595	52,790	67,219	94,956	115,921
2005	29,448	54,689	67,898	92,863	119,009
2006	31,071	56,788	70,358	103,944	116,514
2007	31,286	57,181	70,186	95,565	120,978

Source: U.S. Bureau of the Census web site, Detailed Income Tabulations from CPS-Person, Table PINC-04, "Educational Attainment-People 18 Years and Over by Total Money Earnings," 1986-1997, 2005-2007; "Table 9-Earnings by Educational Attainment of the Workers 18 Years and Over," both sexes, all races, 1998-2004.