

TABLE 6-202
AVERAGE FACULTY SALARY FOR CONTINUING FACULTY*
FISCAL YEAR 1994-2011
 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
2009**	88,718	
2010**	88,923	0.2
2010**	88,381	
2011**	88,673	0.3

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

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

TABLE 6-203
AVERAGE FACULTY SALARY* BY RANK
IN CURRENT AND CONSTANT DOLLARS
ADJUSTED BY HIGHER EDUCATION PRICE INDEX (HEPI)
FISCAL YEAR 2000-2010
 University of Kansas
 Lawrence Campus

<u>Rank</u>	<u>Fiscal Year</u>	<u>Current Dollars</u>	<u>Fiscal Year 1983 Constant Dollars**</u>
PROFESSOR	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	40,448
	2009	117,336	42,011
	2010	116,925	41,492
ASSOCIATE PROFESSOR	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	27,872
	2009	79,634	28,512
	2010	79,342	28,155

* 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 6-203 (concluded)
AVERAGE FACULTY SALARY* BY RANK
IN CURRENT AND CONSTANT DOLLARS
ADJUSTED BY HIGHER EDUCATION PRICE INDEX (HEPI)
FISCAL YEAR 2000-2010
 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	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	23,792
	2009	67,080	24,017
	2010	65,903	23,386
INSTRUCTOR	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	--	--
	2009	--	--
	2010	--	--

* 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 1972-2011
 University of Kansas
 Lawrence Campus

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

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, 2001-2011, Maryse Eymonerie Associates and AAUP.

TABLE 6-206
DISTRIBUTION OF UNCLASSIFIED SALARY INCREASES: TEACHING AND NONTEACHING STAFF
(Excluding Auxiliary Enterprises and Service Clearing Activities)
FISCAL YEAR 2001-2011
University of Kansas - Lawrence Campus

Percent of Salary Increase over Previous Year (1)	Number of Unclassified Full-time Continuing Persons Receiving Increases										
	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
No Increase	22	30	1,739	34	20	31	42	84	67	2,624	2,662
0.1 to 2.99	569	302	24	1,186	145	143	102	128	1,104	23	18
3.0 to 4.99	394	546	32	196	629	874	1,186	1,160	1,200	23	10
5.0 to 6.99	388	458	2	179	616	668	880	806	123	21	29
7.0 to 8.99	189	218	2	123	235	154	185	228	50	3	9
9.0 to 11.99	88	101	2	89	166	91	94	137	41	1	4
12.0 to 14.99	33	45	2	20	56	28	28	29	7	1	3
15.0 to 19.99	17	28	0	10	34	13	20	17	11	1	0
20.0 and over	21	5	0	9	15	7	13	4	2	0	0
TOTAL	1,721	1,733	1,803	1,846	1,916	2,009	2,550⁴	2,593	2,605	2,697	2,735
Increase in Legislative Appropriation for Faculty (2)	5.9%	6.0% ¹	0.0%	3.0% ²	6.0% ³	5.5% ³	5.5%	5.5%	3.0%	0.0%	0.0%
Increase in Average Salary for Continuing Faculty (Percentage)(3)	6.3	6.4	0.2	3.3	6.3	5.8	5.9	6.0	3.4	0.2	0.3
Increase in Legislative Appropriation for Unclassified Nonfaculty Staff (Percentage)(2)	2.5	3.0 ¹	0.0	3.0 ²	5.0 ³	4.5 ³	4.5	4.5	3.0	0.0	0.0
Increase in Average Salary for Continuing Unclassified Nonfaculty Staff (Percentage)(4)	3.5	3.8	0.0	3.3	5.3	4.6	5.0	4.9	3.2	0.0	0.0
Increase in Consumer Price Index (Percentage)(5)	3.4	1.8	2.2	2.2	3.0	3.8	2.6	3.7	1.4	1.0	

¹ Of 3.0% merit increase, 1.5% delayed until mid-December. ² 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%. ³ Due to timing of tuition increase approval, salary increases were delayed until beginning of third pay period. ⁴ Increased count is due primarily to improvements in the budget process for grant funded positions over the past two years.

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 1980-2011
 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
2010	90,971	113,031	97,014	123,641	93.8	91.4
2011	91,378	114,343	97,227	124,293	94.0	92.0

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TABLE 6-305
COMPARISON OF AVERAGE SALARY BY RANK
COST STUDY (FORMULA FUNDING) PEER GROUP
FISCAL YEAR 2011

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	\$118,600	433	\$86,500	351	\$74,400	294	\$96,094	1,078	\$50,500	279	\$86,720	1,357
Iowa	126,300	518	84,100	370	72,500	292	99,755	1,180	41,900	10	99,268	1,190
Kansas	117,700	387	79,400	371	66,300	229	91,378	987	--	--	91,378	987
North Carolina	143,300	633	93,100	352	81,100	335	114,128	1,320	84,700	11	113,885	1,331
Oklahoma	111,100	391	74,500	318	62,600	262	86,027	971	36,400	104	81,226	1,075
Oregon	104,900	232	75,500	231	72,000	177	85,190	640	45,200	163	77,072	803
Weighted Average	123,675	2,594	82,709	1,993	72,083	1,589	97,182	6,176	46,902	567	92,953	6,743
KU Diff from WTD	(5,975)		(3,309)		(5,783)		(5,804)		--		(1,576)	
WTD Avg w/o KU	124,723	2,207	83,466	1,622	73,057	1,360	97,227*		46,902	567	97,227*	
KU Diff from Above	(7,023)		(4,066)		(6,757)		(5,849)		--		(5,849)	
KU's Rank	4/6		4/6		5/6		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 2011, Vol. 97, No. 2, American Association of University Professors.

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TABLE 6-306
COMPARISON OF AVERAGE COMPENSATION BY RANK
COST STUDY (FORMULA FUNDING) PEER GROUP
FISCAL YEAR 2011

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	\$146,600	433	\$109,600	351	\$95,400	294	\$120,589	1,078	\$67,300	279	\$109,633	1,357
Iowa	158,500	518	106,500	370	91,900	292	125,714	1,180	53,000	10	125,103	1,190
Kansas	145,000	387	100,600	371	84,800	229	114,343	987	--	--	114,343	987
North Carolina	175,400	633	117,300	352	102,700	335	141,456	1,320	107,000	11	141,172	1,331
Oklahoma	149,100	391	99,600	318	82,300	262	114,865	971	49,800	104	108,570	1,075
Oregon	140,800	232	106,300	231	98,900	177	116,760	640	69,400	163	107,146	803
Weighted Average	155,624	2,594	106,731	1,993	92,998	1,589	123,733	6,176	65,212	567	118,812	6,743
KU Diff from WTD	(10,624)		(6,131)		(8,198)		(9,390)		--		(4,469)	
WTD Avg w/o KU	157,486	2,207	108,133	1,622	94,379	1,360	124,293*		65,212	567	124,293*	
KU Diff from Above	(12,486)		(7,533)		(9,579)		(9,950)		--		(9,950)	
KU's Rank	5/6		5/6		5/6		6/6		--/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 2011, Vol. 97, No. 2, American Association of University Professors.

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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 2001-2011

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
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
2009-10	(7,406)	94.0	4/6	(4,202)	95.0	4/6	(6,510)	91.0	5/6	(6,043)	93.8	4/6
2010-11	(7,023)	94.4	4/6	(4,066)	95.1	4/6	(6,757)	90.8	5/6	(5,849)	94.0	4/6

COMPENSATION

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
2009-10	(13,437)	91.4	5/6	(8,059)	92.5	5/6	(9,736)	89.6	5/6	(10,610)	91.4	6/6
2010-11	(12,486)	92.1	5/6	(7,533)	93.0	5/6	(9,579)	89.6	5/6	(9,950)	92.0	6/6

* 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 2011

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Colorado	0.7%	0.9%	1.0%	0.1%
Iowa	2.9	3.3	3.2	4.8
Kansas	0.2	0.6	0.0	--
North Carolina - Chapel Hill	1.2	1.7	1.4	0.3
Oklahoma	0.8	1.1	1.3	(1.3)
Oregon	1.4	1.8	2.7	1.7
 KU RANK	 6/6	 6/6	 6/6	 --/5

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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 1996-2011
 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
2010	90,971	113,031	91,322	113,476	99.6	99.6
2011	91,378	114,343	91,706	114,653	99.6	99.7

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TABLE 6-320
COMPARISON OF AVERAGE SALARY BY RANK
BIG TWELVE COMPARISON GROUP
FISCAL YEAR 2011

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	\$111,400	234	\$83,600	214	\$74,600	157	\$92,017	605	--	--	\$92,017	605
Colorado	118,600	433	86,500	351	74,400	294	96,094	1,078	\$50,500	279	86,720	1,357
Iowa State	114,300	509	82,300	390	73,700	308	93,600	1,207	27,400	30	91,995	1,237
Kansas	117,700	387	79,400	371	66,300	229	91,378	987	--	--	91,378	987
Kansas State	98,500	279	72,100	267	60,900	243	77,986	789	41,600	160	71,851	949
Missouri	111,100	345	73,500	381	60,900	357	81,324	1,083	--	--	81,324	1,083
Nebraska	112,300	499	76,700	301	68,900	240	91,981	1,040	--	--	91,981	1,040
Oklahoma	111,100	391	74,500	318	62,600	262	86,027	971	36,400	104	81,226	1,075
Oklahoma State	97,500	318	72,900	286	65,000	269	79,427	873	--	--	79,427	873
Texas	136,500	984	88,600	530	82,400	439	111,340	1,953	--	--	111,340	1,953
Texas A&M	118,900	757	81,900	488	73,700	479	95,868	1,724	--	--	95,868	1,724
Texas Tech	103,900	312	74,100	365	65,100	307	80,741	984	42,800	192	74,546	1,176
Weighted Average	116,407	5,448	79,460	4,262	69,724	3,584	91,976	13,294	43,883	765	89,360	14,059
KU Diff from WTD	1,293		(60)		(3,424)		(598)		--		2,018	
WTD Avg w/o KU	116,308	5,061	79,466	3,891	69,958	3,355	91,706*		43,883	765	91,706*	
KU Diff from Above	1,392		(66)		(3,658)		(328)		--		(328)	
KU's Rank	4/12		6/12		7/12		7/12		--/5		6/12	

* 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 2011, Vol. 97, 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 2011

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	\$142,300	234	\$109,300	214	\$96,100	157	\$118,638	605	--	--	\$118,638	605
Colorado	146,600	433	109,600	351	95,400	294	120,589	1,078	\$67,300	279	109,633	1,357
Iowa State	145,500	509	108,300	390	98,000	308	121,359	1,207	42,800	30	119,454	1,237
Kansas	145,000	387	100,600	371	84,800	229	114,343	987	--	--	114,343	987
Kansas State	121,700	279	89,700	267	71,800	243	95,503	789	51,700	160	88,118	949
Missouri	134,400	345	91,700	381	75,600	357	99,995	1,083	--	--	99,995	1,083
Nebraska	140,300	499	99,800	301	90,100	240	116,994	1,040	--	--	116,994	1,040
Oklahoma	149,100	391	99,600	318	82,300	262	114,865	971	49,800	104	108,570	1,075
Oklahoma State	129,400	318	97,500	286	83,500	269	104,806	873	--	--	104,806	873
Texas	163,500	984	109,800	530	101,900	439	135,080	1,953	--	--	135,080	1,953
Texas A&M	140,500	757	98,000	488	88,100	479	113,911	1,724	--	--	113,911	1,724
Texas Tech	126,600	312	92,000	365	81,000	307	99,539	984	54,700	192	92,218	1,176
Weighted Average	143,809	5,448	100,775	4,262	87,786	3,584	114,909	13,294	57,535	765	111,787	14,059
KU Diff from WTD	1,191		(175)		(2,986)		(566)		--		2,556	
WTD Avg w/o KU	143,718	5,061	100,792	3,891	87,990	3,355	114,653*		57,535	765	114,653*	
KU Diff from Above	1,282		(192)		(3,190)		(310)		--		(309)	
KU's Rank	5/12		5/12		7/12		7/12		--/5		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 2011, Vol. 97, 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 2001-2011

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
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
2009-10	1,482	101.3	4/12	4	100.0	6/12	(3,838)	94.5	7/12	(351)	99.6	6/12
2010-11	1,392	101.2	4/12	(66)	99.9	6/12	(3,658)	94.8	7/12	(328)	99.6	7/12

COMPENSATION

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
2009-10	1,368	101.0	4/12	(289)	99.7	5/12	(3,610)	95.9	7/12	(445)	99.6	8/12
2010-11	1,282	100.9	5/12	(192)	99.8	5/12	(3,190)	96.4	7/12	(310)	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 2011

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Baylor	3.1%	2.9%	3.1%	--
Colorado	0.7	0.9	1.0	0.1%
Iowa State	1.8	2.6	2.5	0.7
Kansas	0.2	0.6	0.0	--
Kansas State	1.1	1.4	1.7	0.4
Missouri	1.1	0.9	1.6	--
Nebraska	0.3	0.8	0.9	--
Oklahoma	0.8	1.1	1.3	(1.3)
Oklahoma State	0.3	0.7	0.8	--
Texas	4.6	6.2	4.5	--
Texas A&M	0.9	1.7	0.9	--
Texas Tech	4.0	2.4	1.0	1.2
KU RANK	12/12	12/12	12/12	--/5

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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 2008-2011
 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
2010	90,971	113,031	97,616	123,985	93.2	91.2
2011	91,378	114,343	98,797	125,524	92.5	91.1

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TABLE 6-335
COMPARISON OF AVERAGE SALARY BY RANK
AAU SIXTEEN MEMBER COMPARISON GROUP
FISCAL YEAR 2011

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	\$118,600	433	\$86,500	351	\$74,400	294	\$96,094	1,078	\$50,500	279	\$86,720	1,357
Illinois	133,500	808	84,800	523	80,300	448	105,786	1,779	53,900	14	105,381	1,793
Indiana	120,900	668	82,200	450	72,800	350	97,569	1,468	--	--	97,569	1,468
Iowa	126,300	518	84,100	370	72,500	292	99,755	1,180	41,900	10	99,268	1,190
Iowa State	114,300	509	82,300	390	73,700	308	93,600	1,207	27,400	30	91,995	1,237
Kansas	117,700	387	79,400	371	66,300	229	91,378	987	--	--	91,378	987
Michigan	146,900	973	96,100	555	84,500	520	117,290	2,048	63,700	12	116,977	2,060
Michigan State	125,200	911	87,000	567	69,100	625	98,228	2,103	43,400	153	94,510	2,256
Minnesota	123,200	681	85,100	511	78,500	355	100,357	1,547	45,900	154	95,427	1,701
Missouri	111,100	345	73,500	381	60,900	357	81,324	1,083	--	--	81,324	1,083
Nebraska	112,300	499	76,700	301	68,900	240	91,981	1,040	--	--	91,981	1,040
Ohio State	131,500	988	87,700	746	79,400	474	105,517	2,208	63,300	4	105,441	2,212
Purdue	122,100	826	84,800	533	77,400	519	99,161	1,878	52,000	8	98,961	1,886
Texas	136,500	984	88,600	530	82,400	439	111,340	1,953	--	--	111,340	1,953
Texas A&M	118,900	757	81,900	488	73,700	479	95,868	1,724	--	--	95,868	1,724
Wisconsin	113,800	775	87,300	267	74,900	311	99,629	1,353	58,800	18	99,093	1,371
Weighted Average	125,446	11,062	84,875	7,334	75,037	6,240	100,600	24,636	47,340	682	99,166	25,318
KU Diff from WTD	(7,746)		(5,475)		(8,737)		(9,222)		--		(7,788)	
WTD Avg w/o KU	125,727	10,675	85,166	6,963	75,369	6,011	98,797*		47,340	682	98,797*	
KU Diff from Above	(8,027)		(5,766)		(9,069)		(7,419)		--		(7,419)	
KU's Rank	12/16		14/16		15/16		15/16		--/10		14/16	

* 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 2011, Vol. 97, 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 2011

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	\$146,600	433	\$109,600	351	\$95,400	294	\$120,589	1,078	\$67,300	279	\$109,633	1,357
Illinois	163,800	808	109,100	523	104,100	448	132,685	1,779	74,200	14	132,228	1,793
Indiana	154,000	668	107,200	450	95,000	350	125,587	1,468	--	--	125,587	1,468
Iowa	158,500	518	106,500	370	91,900	292	125,714	1,180	53,000	10	125,103	1,190
Iowa State	145,500	509	108,300	390	98,000	308	121,359	1,207	42,800	30	119,454	1,237
Kansas	145,000	387	100,600	371	84,800	229	114,343	987	--	--	114,343	987
Michigan	179,400	973	121,900	555	108,300	520	145,765	2,048	84,100	12	145,406	2,060
Michigan State	161,500	911	118,000	567	96,900	625	130,573	2,103	66,700	153	126,241	2,256
Minnesota	164,500	681	119,700	511	111,700	355	137,585	1,547	72,600	154	131,702	1,701
Missouri	134,400	345	91,700	381	75,600	357	99,995	1,083	--	--	99,995	1,083
Nebraska	140,300	499	99,800	301	90,100	240	116,994	1,040	--	--	116,994	1,040
Ohio State	161,400	988	110,200	746	100,500	474	131,028	2,208	81,500	4	130,938	2,212
Purdue	152,500	826	110,800	533	100,500	519	126,294	1,878	66,200	8	126,040	1,886
Texas	163,500	984	109,800	530	101,900	439	135,080	1,953	--	--	135,080	1,953
Texas A&M	140,500	757	98,000	488	88,100	479	113,911	1,724	--	--	113,911	1,724
Wisconsin	149,900	775	118,700	267	104,100	311	133,215	1,353	84,900	18	132,581	1,371
Weighted Average	156,383	11,062	109,410	7,334	97,536	6,240	127,494	24,636	68,047	682	125,893	25,318
KU Diff from WTD	(11,383)		(8,810)		(12,736)		(13,151)		--		(11,549)	
WTD Avg w/o KU	156,795	10,675	109,880	6,963	98,021	6,011	125,524*		68,047	682	125,524*	
KU Diff from Above	(11,795)		(9,280)		(13,221)		(11,181)		--		(11,181)	
KU's Rank	13/16		13/16		15/16		14/16		--/10		13/16	

* 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 2011, Vol. 97, 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 2008-2011

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
2007-08	\$(7,130)	93.9%	12/16	\$(4,569)	94.3%	14/16	\$(5,162)	92.6%	14/16	\$(5,736)	93.8%	15/16
2008-09	(5,427)	95.6	10/16	(4,230)	95.0	14/16	(5,994)	91.8	13/16	(5,156)	94.7	14/16
2009-10	(7,269)	94.1	11/16	(4,864)	94.2	14/16	(8,223)	88.9	15/16	(6,645)	93.2	15/16
2010-11	(8,027)	93.6	12/16	(5,766)	93.2	14/16	(9,069)	88.0	15/16	(7,419)	92.5	15/16

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
2009-10	(11,607)	92.5	12/16	(8,896)	91.8	13/16	(12,886)	86.6	15/16	(10,954)	91.2	15/16
2010-11	(11,795)	92.5	13/16	(9,280)	91.6	13/16	(13,221)	86.5	15/16	(11,181)	91.1	14/16

* 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.

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TABLE 6-345
PERCENTAGE SALARY INCREASES FOR CONTINUING FACULTY
AAU SIXTEEN MEMBER COMPARISON GROUP
FISCAL YEAR 2011

<u>University</u>	<u>Professor</u>	<u>Associate Professor</u>	<u>Assistant Professor</u>	<u>Instructor</u>
Colorado-Boulder	0.7%	0.9%	1.0%	0.1%
Illinois-Urbana	2.8	3.8	4.1	0.8
Indiana-Bloomington	0.4	1.2	1.1	--
Iowa	2.9	3.3	3.2	4.8
Iowa State	1.8	2.6	2.5	0.7
Kansas	0.2	0.6	0.0	--
Michigan-Ann Arbor	2.4	2.9	2.5	0.4
Michigan State	0.8	1.3	2.1	5.4
Minnesota-Minn./St. Paul	0.0	0.6	1.4	0.8
Missouri-Columbia	1.1	0.9	1.6	--
Nebraska-Lincoln	0.3	0.8	0.9	--
Ohio State	2.4	2.7	3.6	11.8
Purdue-Lafayette	5.9	6.4	6.6	23.0
Texas	4.6	6.2	4.5	--
Texas A&M	0.9	1.7	0.9	--
Wisconsin-Madison	2.1	3.8	2.6	4.1
 KU RANK	 15/16	 15/16*	 16/16	 --/10

*Tied

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TABLE 6-350
COMPARISON OF AVERAGE SALARY BY RANK
AAU THIRTY-FIVE MEMBER COMPARISON GROUP
FISCAL YEAR 2011

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	\$117,500	640	\$80,600	407	\$68,400	290	\$95,617	1,337	\$36,200	46	\$93,641	1,383
Cal-Berkeley	149,100	888	101,500	286	88,400	235	129,314	1,409	--	--	129,314	1,409
Cal-Davis	123,800	799	84,700	249	78,700	241	107,815	1,289	--	--	107,815	1,289
Cal-Irvine	132,000	475	84,900	206	78,400	196	108,958	877	--	--	108,958	877
Cal-L.A.	153,700	930	100,600	251	84,000	282	131,155	1,463	--	--	131,155	1,463
Cal-San Diego	136,300	517	88,400	205	80,900	160	115,117	882	--	--	115,117	882
Cal-Santa Barbara	132,000	504	81,400	173	76,700	89	114,147	766	--	--	114,147	766
Colorado	118,600	433	86,500	351	74,400	294	96,094	1,078	50,500	279	86,720	1,357
Florida	122,100	689	80,000	589	68,400	514	92,860	1,792	--	--	92,860	1,792
Georgia Tech	140,400	409	94,000	240	85,800	221	113,730	870	--	--	113,730	870
Illinois	133,500	808	84,800	523	80,300	448	105,786	1,779	53,900	14	105,381	1,793
Indiana	120,900	668	82,200	450	72,800	350	97,569	1,468	--	--	97,569	1,468
Iowa	126,300	518	84,100	370	72,500	292	99,755	1,180	41,900	10	99,268	1,190
Iowa State	114,300	509	82,300	390	73,700	308	93,600	1,207	27,400	30	91,995	1,237
Kansas	117,700	387	79,400	371	66,300	229	91,378	987	--	--	91,378	987
Maryland	134,400	647	94,500	404	82,400	300	110,921	1,351	59,800	18	110,249	1,369
Michigan	146,900	973	96,100	555	84,500	520	117,290	2,048	63,700	12	116,977	2,060
Michigan State	125,200	911	87,000	567	69,100	625	98,228	2,103	43,400	153	94,510	2,256
Minnesota	123,200	681	85,100	511	78,500	355	100,357	1,547	45,900	154	95,427	1,701
Missouri	111,100	345	73,500	381	60,900	357	81,324	1,083	--	--	81,324	1,083
Nebraska	112,300	499	76,700	301	68,900	240	91,981	1,040	--	--	91,981	1,040
SUNY - Buffalo	134,900	375	92,800	335	77,200	309	103,563	1,019	54,200	9	103,130	1,028
SUNY- Stony Brook	138,600	341	99,600	225	78,600	208	111,139	774	48,800	7	110,580	781
North Carolina	143,300	633	93,100	352	81,100	335	114,128	1,320	84,700	11	113,885	1,331
Ohio State	131,500	988	87,700	746	79,400	474	105,517	2,208	63,300	4	105,441	2,212

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TABLE 6-350 (concluded)
COMPARISON OF AVERAGE SALARY BY RANK
AAU THIRTY-FIVE MEMBER COMPARISON GROUP
FISCAL YEAR 2011

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	\$104,900	232	\$75,500	231	\$72,000	177	\$85,190	640	\$45,200	163	\$77,072	803
Penn State	133,500	809	89,000	490	75,900	427	106,617	1,726	49,800	198	100,770	1,924
Pittsburgh	132,800	503	88,400	434	72,200	492	98,451	1,429	43,600	93	95,099	1,522
Purdue	122,100	826	84,800	533	77,400	519	99,161	1,878	52,000	8	98,961	1,886
Rutgers	142,700	723	96,700	426	78,900	283	116,407	1,432	49,700	138	110,544	1,570
Texas	136,500	984	88,600	530	82,400	439	111,340	1,953	--	--	111,340	1,953
Texas A&M	118,900	757	81,900	488	73,700	479	95,868	1,724	--	--	95,868	1,724
Virginia	136,500	551	91,800	328	76,300	242	110,425	1,121	50,800	6	110,108	1,127
Washington	118,300	775	86,800	456	77,400	335	100,378	1,566	44,100	15	99,844	1,581
Wisconsin	113,800	775	87,300	267	74,900	311	99,629	1,353	58,800	18	99,093	1,371
Weighted Average	129,904	22,502	86,981	13,621	76,040	11,576	104,575	47,699	47,544	1,386	102,965	49,085
KU Diff from WTD	(12,204)		(7,581)		(9,740)		(13,197)		--		(11,587)	
WTD Avg w/o KU	130,118	22,115	87,193	13,250	76,237	11,347	101,482*		47,544	1,386	101,482*	
KU Diff from Above	(12,418)		(7,793)		(9,937)		(10,104)		--		(10,104)	
KU's Rank	29/35		32/35		34/35		33/35		--/21		32/35	

* 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 2011, Vol. 97, No. 2, American Association of University Professors.

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TABLE 6-355
COMPARISON OF AVERAGE COMPENSATION BY RANK
AAU THIRTY-FIVE MEMBER COMPARISON GROUP
FISCAL YEAR 2011

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	\$148,700	640	\$106,400	407	\$91,700	290	\$123,460	1,337	\$52,500	46	\$121,100	1,383
Cal-Berkeley	197,300	888	137,600	286	121,100	235	172,473	1,409	--	--	172,473	1,409
Cal-Davis	165,500	799	116,500	249	109,000	241	145,471	1,289	--	--	145,471	1,289
Cal-Irvine	175,800	475	116,700	206	108,700	196	146,922	877	--	--	146,922	877
Cal-L.A.	203,000	930	136,500	251	115,700	282	174,763	1,463	--	--	174,763	1,463
Cal-San Diego	181,200	517	121,100	205	111,700	160	154,623	882	--	--	154,623	882
Cal-Santa Barbara	175,900	504	112,300	173	106,500	89	153,473	766	--	--	153,473	766
Colorado	146,600	433	109,600	351	95,400	294	120,589	1,078	67,300	279	109,633	1,357
Florida	154,400	689	105,500	589	91,300	514	120,228	1,792	--	--	120,228	1,792
Georgia Tech	170,300	409	118,200	240	107,400	221	139,950	870	--	--	139,950	870
Illinois	163,800	808	109,100	523	104,100	448	132,685	1,779	74,200	14	132,228	1,793
Indiana	154,000	668	107,200	450	95,000	350	125,587	1,468	--	--	125,587	1,468
Iowa	158,500	518	106,500	370	91,900	292	125,714	1,180	53,000	10	125,103	1,190
Iowa State	145,500	509	108,300	390	98,000	308	121,359	1,207	42,800	30	119,454	1,237
Kansas	145,000	387	100,600	371	84,800	229	114,343	987	--	--	114,343	987
Maryland	163,900	647	119,200	404	105,400	300	137,543	1,351	81,100	18	136,801	1,369
Michigan	179,400	973	121,900	555	108,300	520	145,765	2,048	84,100	12	145,406	2,060
Michigan State	161,500	911	118,000	567	96,900	625	130,573	2,103	66,700	153	126,241	2,256
Minnesota	164,500	681	119,700	511	111,700	355	137,585	1,547	72,600	154	131,702	1,701
Missouri	134,400	345	91,700	381	75,600	357	99,995	1,083	--	--	99,995	1,083
Nebraska	140,300	499	99,800	301	90,100	240	116,994	1,040	--	--	116,994	1,040
SUNY - Buffalo	173,100	375	121,100	335	100,500	309	133,990	1,019	75,000	9	133,473	1,028
SUNY- Stony Brook	176,900	341	129,600	225	102,000	208	143,022	774	66,500	7	142,336	781
North Carolina	175,400	633	117,300	352	102,700	335	141,456	1,320	107,000	11	141,172	1,331
Ohio State	161,400	988	110,200	746	100,500	474	131,028	2,208	81,500	4	130,938	2,212

(continued)

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TABLE 6-355 (concluded)
COMPARISON OF AVERAGE COMPENSATION BY RANK
AAU THIRTY-FIVE MEMBER COMPARISON GROUP
FISCAL YEAR 2011

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	\$140,800	232	\$106,300	231	\$98,900	177	\$116,760	640	\$69,400	163	\$107,146	803
Penn State	164,900	809	113,400	490	96,400	427	133,333	1,726	66,600	198	126,466	1,924
Pittsburgh	168,200	503	114,300	434	92,800	492	125,870	1,429	59,500	93	121,815	1,522
Purdue	152,500	826	110,800	533	100,500	519	126,294	1,878	66,200	8	126,040	1,886
Rutgers	178,300	723	126,600	426	106,600	283	148,750	1,432	73,700	138	142,153	1,570
Texas	163,500	984	109,800	530	101,900	439	135,080	1,953	--	--	135,080	1,953
Texas A&M	140,500	757	98,000	488	88,100	479	113,911	1,724	--	--	113,911	1,724
Virginia	168,100	551	116,800	328	98,200	242	138,000	1,121	66,600	6	137,620	1,127
Washington	149,200	775	112,000	456	99,600	335	127,757	1,566	60,800	15	127,122	1,581
Wisconsin	149,900	775	118,700	267	104,100	311	133,215	1,353	84,900	18	132,581	1,371
Weighted Average	164,133	22,502	113,014	13,621	99,500	11,576	133,849	47,699	67,904	1,386	131,987	49,085
KU Diff from WTD	(19,133)		(12,414)		(14,700)		(19,506)		--		(17,644)	
WTD Avg w/o KU	164,468	22,115	113,361	13,250	99,796	11,347	130,253*		67,904	1,386	130,253*	
KU Diff from Above	(19,468)		(12,761)		(14,996)		(15,910)		--		(15,909)	
KU's Rank	31/35		32/35		34/35		33/35		--/21		31/35	

* 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 2011, Vol. 97, No. 2, American Association of University Professors.

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TABLE 6-365
RETIREMENT CONTRIBUTIONS
COST STUDY PEER GROUP
FISCAL YEAR 2011

<u>University</u>	<u>Institution Contribution</u>	<u>Employee Contribution</u>
Colorado	10.0%	5.0%
Iowa*	8.0% - 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 - 9.15%, effective July 1, 2010 2) Optional Retirement Program - effective July 1, 2010 -12.26%	1) 6.0% 2) 6.0%
Oklahoma	<p>1) Hired before 7/1/1995 a) Defined Contribution Plan (DCP) - 15% of salary over \$9,000. b) Oklahoma Teacher's Retirement System (OTRS)-8.55% of total compensation.</p> <p>2) Hired 7/1/95 - 6/30/04 a) DCP - 8.0% of salary over \$9,000. b) OTRS - 8.55% of total compensation.</p> <p>3) Hired after 7/1/04 - Choice of a) #2 above (DCP + OTRS) or b) Optional Retirement Plan (ORP) DCP - 9% of total compensation, No OTRS.</p> <p><i>Some participants have a contribution-basis salary cap of \$245,000. For each monthly employee under 45 at date of hire(on or after 7/1/04) who chooses the ORP, OU must pay OTRS 2.5% of salary to offset the current unfunded liability.</i></p>	<p>1) Hired before 7/1/1995 a) 0.0% b) OTRS - 7% of total compensation.</p> <p>2) Hired 7/1/95 - 6/30/04 a) 0.0% b) 7% of total compensation.</p> <p>3) Hired after 7/1/04 - Choice of a) Same as #2 or b) 0.0%</p> <p><i>The employee receives no benefit.</i></p>
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%.	6% 6%
	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%

* Iowa's 8.0% employer contribution is a temporary reduction from the usual 10% contribution due to budget cuts. The 10% contribution will resume on July 1, 2011.

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TABLE 6-370
RETIREMENT CONTRIBUTIONS
BIG TWELVE COMPARISON GROUP
FISCAL YEAR 2011

<u>University</u>	<u>Institution Contribution</u>	<u>Employee Contribution</u>
Baylor <i>New plan effective 1/1/08</i>	10.8% - must have one year of service and be 21 years old.	0.0%
Colorado	10.0%	5.0%
Iowa State	10.0% - after 5 years service. Less than 5 years service - 6 2/3% of first \$4,800, 10% of 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	5.74% university plan	1.23% (on average, 1% on earnings up to \$50,000 and 2% on earnings above \$50,000)
Nebraska	6.5% Tier 1 - TIAA/CREF or Fidelity 8.0% Tier 2 - TIAA/CREF or Fidelity	3.5% 5.5%
Oklahoma	<p>1) Hired before 7/1/1995 a) Defined Contribution Plan (DCP) - 15% of salary over \$9,000. b) Oklahoma Teacher's Retirement System (OTRS)- 8.55% of total compensation.</p> <p>2) Hired 7/1/95 - 6/30/04 a) DCP - 8.0% of salary over \$9,000. b) OTRS - 8.55% of total compensation.</p> <p>3) Hired after 7/1/04 - Choice of a) #2 above (DCP + OTRS) or b) Optional Retirement Plan (ORP) DCP - 9% of total compensation, No OTRS.</p> <p><i>Some participants have a contribution-basis salary cap of \$245,000. For each monthly employee under 45 at date of hire (on or after 7/1/04) who chooses the ORP, OU must pay OTRS 2.5% of salary to offset the current unfunded liability.</i></p>	<p>1) Hired before 7/1/1995 a) 0.0% b) OTRS - 7% of total compensation.</p> <p>2) Hired 7/1/95 - 6/30/04 a) 0.0% b) 7% of total compensation.</p> <p>3) Hired after 7/1/04 - Choice of a) Same as #2 or b) 0.0%</p> <p><i>The employee receives no benefit.</i></p>
Oklahoma State	<p>1) Alternate Retirement Plan - (DC Plan - New Hires after 6/30/04) 11.5% of pay as institution contribution OR</p> <p>2) Oklahoma Teachers' Retirement System (DB Plan-New Hires after 6/30/04 - 8.55% employer total covered compensation, plus 7.0% member total covered compensation.</p> <p>3) Grandfathered DC/DB Plan for hires prior to 7/1/04 11.5% pay to cover 7.0% member contribution to OTRS, with remainder of funds to Defined Contribution Plan. OSU also pays 8.55% employer contribution to OTRS.</p>	<p>1) 0.0%</p> <p>2) 0.0%</p> <p>3) 0.0%</p>
Texas	<p>1) Texas Teacher's Retirement System - 6.64%</p> <p>2) All Optional Retirement Program participants, state and university contribute 8.5%.</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 - 6.644%</p> <p>2) Optional Retirement Program- State matching for new participants is 6.4%; 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 - 6.64%</p> <p>2) Optional Retirement Program active participants as of 8/31/95, state and university contribute 8.5%; new participants - 6.4%.</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.