

FY-2015 FACULTY COMPENSATION COMMITTEE ANNUAL REPORT

TO: University Governance, Jonathan Mayhew, University Senate President
Jim Carothers, Faculty Senate President

FROM: Faculty Compensation Committee
Chair: Jorge Pérez, Spanish and Portuguese, (2016)
Members: Peter Chun, Music (2016), John Keating, Economics (2016), Joshua Rosenbloom, Economics, (2017), Arleen Barry, Curriculum & Teaching (2017), Sara Wilson, Mechanical Engineering (2017)
Ex-officio member, Marta Caminero-Santangelo, Office of the Provost

DATE: 5/1/2015

Standing charges:

1. Continue to monitor the level and distribution of faculty salaries to identify issues and concerns. Report issues, problems, and recommendations to FacEx (ongoing).

Deb Teeter (OIRP) provided the FY 2014 Faculty Salary Equity Study. The report was discussed by the committee in the February 9, 2015 meeting. This study is attached to the report. The committee concluded that there were no significant differences as a result of age, gender or race/ethnicity. However, the committee would like to view the actual regression analysis in order to gain a better understanding of the statistical model.

We also examined data comparing KU faculty salaries to peer institutions for FY 2014. These data are available on the OIRP website and attached to this report. The evidence provided indicates that overall the level of faculty salaries is not keeping pace with peer institutions. Since 2009 University wide KU salaries have fallen from 92.5% of peers to 88.2%. This drop appears to be greatest at the associate professor level (94% down to 88.5%). There is considerable variation in competitiveness across disciplines, however, with CLAS humanities faculty doing better in relative terms than CLAS Natural Sciences and Mathematics and Social Sciences. It is especially concerning that full professors in the latter groups now earn just 82-83% of peers, a situation which is going to make it increasingly difficult to retain talented faculty. It is also worth noting that KU Journalism faculty appear to be paid above market rates (although this could reflect higher levels of qualification).

2. Continue the cooperative communication between the Chairs of the Planning and Resources and Faculty Compensation Committees to facilitate coordination on issues of mutual concern. Report issues and recommendations to FacEx (ongoing).

The Faculty Compensation Committee did not communicate with the Chair of the Planning and Resources Committee. We had several charges to attend as discussed below.

Specific charges:

1. Drawing upon the work of the Tuition Assistance Task Force, and in coordination with the Planning and Resources Committee, consider how and expanded tuition assistance policy might affect faculty compensation, recruitment, and retention. Consider which Task Force

recommendations might be prioritized if a phased or incremental approach is pursued. Report findings and recommendations to FacEx.

Jorge Pérez, Chair of the Faculty Compensation Committee, and Joshua Rosenbloom, member of the committee, met with Richard McKinney and Christopher Stoppel from the Provost Office on January 27, 2015. McKinney and Stoppel shared the information they had gathered from Kansas State and Wichita State, institutions that have expanded tuition assistance to the dependents of staff and faculty (either children or spouses). Both schools offer a similar model to what the KU Tuition Assistance Task Force recommended: 7 credits hours of undergraduate tuition and 3 hours of graduate tuition and eight semesters of eligibility to students who are enrolled in at least 12 hours per semester in a degree seeking program.

In order to better estimate the likely cost of an expansion such as the ones that KSU and WSU had implemented, McKinney and Stoppel suggested that the Faculty Compensation Committee would pass a survey to all faculty and staff in the Lawrence campus. Joshua Rosenbloom drafted the survey and then Rosenbloom and Pérez met with Richard McKinney and Chris Stoppel again on February 18, 2015 to polish details of the survey. Once a final draft had been crafted, with the assistance of Paul Klute (OIRP), the survey was in the field by February 26, 2015, and we had final results by the end of Spring Break. The survey results are attached to

The survey responses suggest that the number of students likely to be covered under a tuition plan was reasonably estimated. Richard McKinney had provided estimates on spring 2014 based on current Tuition Assistance use and cost and dependents currently enrolled who received the Coca Cola scholarship that were revised and presented by the 2013-2014 Faculty Compensation Committee (attached).

For those students currently enrolled the tuition plan would reduce KU tuition revenues to the extent these students are not now receiving financial aid. Based on the survey this is likely to be about two thirds of the number currently enrolled.

The committee recommends that the estimates consider the potential revenues if the plan results in increased enrollments from students who would otherwise have chosen to enroll elsewhere. Because the proposed plan would cover only part of their tuition costs, these students would increase tuition revenue (although by less than would a non-dependent student). The added cost of providing a dependent student classroom seats will vary, but is likely to be less than the price of tuition. It is this incremental cost (not the total tuition bill) that needs to be considered. Based on FY 2014 expenses, Richard McKinney estimated the incremental costs of new students at \$1,000 per year with the following breakdown: Library Services (\$386), Student Support Services (\$496), and Miscellaneous (\$118).

Beyond this, the survey certainly shows that there is strong support for a tuition plan. The high response rate (2,564 respondents) suggests people are interested in this program, and overall 70% of respondents' rates implementing a plan somewhat or very important for faculty and staff recruitment and retention vs. just 19 percent who said it was not important or only slightly important. Even when the question is rephrased to take account of the fact that tuition benefits might reduce funds available for other purposes (merit raises, faculty lines, start-up costs, etc), a majority of respondents (51% overall, and 53% among staff) still said it was somewhat or very important.

In this sense, the Faculty Compensation Committee believes that getting an expanded tuition assistance plan should remain a priority for faculty governance. So we recommend that the 2015-2016 Faculty Compensation Committee continue to work with the Office of the Provost to move forward with a possible implementation of the program.

2. Consider whether a more consistent policy is possible across the university regarding compensation for development of online courses.

The Faculty Compensation Committee analyzed data provided by OIRP on courses taught online for the 2013-2014 academic year. The data was discussed by the committee in the October 29, 2015 meeting. No new data from the academic year 2014-2015 was provided. Given that some schools have incentives to develop online and hybrid courses and others do not, the committee does not support a universal policy. More information is needed to consider the impact on faculty. This further information should include:

- Distinction between hybrid and online courses
- Up-to-date information on how many courses have been developed and offered, and how many are being developed.
- Differentiation of the data by school (including staff used for support by each school)
- Information about what comparable universities are doing

The committee recommends that any pressure to support online courses should come with incentives. These incentives should be not only financial (stipend to support the faculty efforts to create innovative courses) but also include technical assistance with the technological details and logistics.

3. Work with OIRP to perform a quantitative analysis of salary compression by school. The analysis should consider the effect of time-in-rank and the effect of job tenure at KU on salary.

We requested from OIRP a quantitative analysis of salary compression by school. Unfortunately, Deb Teeter reported that they did not have the bandwidth to do a special study and suggested us to use the report comparing KU faculty salaries to peer institutions (see standing charge 1). This report breaks down salaries by school and provides data that somewhat respond to our charge. The committee discussed this report in the February 9, 2015 meeting. First, we found that in the School of Education salary comparisons between Full Professors at KU and comparable Universities are about equal; salary comparisons between Assistant Professors at KU and comparable Universities are close to being equal, but at the Associate level, KU School of Education faculty make significantly less than Associates at comparable Universities. This inequity has been occurring for years. It seems important that the salaries be equalized and that there be some compensation for the years of inequity.

Second, there is a case of salary inversion in the School of Business, where Assistant Professors are now earning more than Associate Professors. This may, however, reflect the fact that Associate Professor ranks in the school are made up of those unable to be promoted or move.

The latter observation emphasizes the importance of a more complete analysis of the determinants of individual salary. The Public Report that OIRP provided is based on precisely the analysis we would need to draw these conclusions, so we recommend that the 2015-2016 Faculty Compensation Committee reiterate the request and work with OIRP to obtain the regression results that underlie the report. A more ambitious project for the future would be to work with the AAU 16 Public institutions to examine salary compression as well.

Public Report
FY 2014 Faculty Salary Equity Study
University of Kansas - Lawrence Campus

Key Findings

- ◆ **The faculty salary model accounts for 86.8 percent of the variation in faculty salary levels at the University of Kansas.** The factors that account for the greatest proportion of variation in faculty salaries are the most senior faculty rank and departmental appointments.
- ◆ **Gender, race/ethnicity, and age had no effect on faculty salary levels, providing no indication of systematic salary discrimination at the university.** In other words, knowing an individual's gender, race/ethnicity, or age did not increase the salary model's ability to account for differences in faculty salaries.

Background

The statistical model used to examine salary equity is based on previous faculty salary research conducted both nationally and in the state of Kansas. The objectives of the faculty salary study were twofold:

- ◆ To gain a better understanding of the variation among faculty salary levels at the University of Kansas.
- ◆ To determine whether demographic variables such as gender, race/ethnicity, and age inappropriately affect the level of faculty salaries.

The study builds upon a tradition, spanning more than 35 years, of attentiveness to issues of salary equity for all groups at the University of Kansas. Earlier faculty studies employed a technique that matched women with men of the same department, rank, and years in rank and similarly for racial and ethnic minorities. The method allowed administrators to better identify and correct any differences based on demographic characteristics, rather than performance or merit. Since 1999, linear regression has been utilized to isolate the effects of gender, race/ethnicity, and age, after controlling for factors such as academic rank, discipline, and individual accomplishments. The current study replicates the earlier regression analyses, with similar results – over 86 percent of the differences in faculty salaries can be accounted for by the variables included in the model.

Description of Salary Model

Regression analysis is a popular choice for salary equity studies because it provides a relatively simple, but robust method for examining interrelationships among a set of variables. Regression techniques can be used to study the effects of race/ethnicity or gender on salary independent of other factors such as academic department or work experience. In addition, regression analysis can be used to predict or explain changes in salary levels based on changes in factors such as rank, experience, accomplishments, or academic department.

The faculty salary information used for this study is from the October 2013 official census file for university reporting. Faculty included in the study are full-time, tenured and tenure-track faculty on the Lawrence campus who are at least 50 percent instruction – 1,034 individuals. This definition excludes tenured and tenure-track faculty whose duties are primarily research-based or administrative, as well as those on phased retirement.

The following variable groups are used in the regression model.

Academic Rank: Assistant, associate, or full professor – assistant professor is the reference category and is omitted from the model.

School/Division Appointment: The academic units are architecture, arts, humanities, social sciences, natural sciences/math, business, education, engineering, journalism, law, music, pharmacy, or social welfare. Business is grouped into three areas to approximate the different salary levels or market values of the individual disciplines – high (accounting/finance), medium (economics/decision sciences/information systems/ marketing) and low (HR/law/international/organizational). Arts serves as the comparison group and is omitted from the model.

Premium for Outside Job Market: Represents the salary premium in fields with a strong labor market outside of academia that is not typical of other disciplines within the unit. This group includes faculty in economics, who enjoy a salary premium not typical of the social sciences as a whole. Other disciplines (i.e., engineering, law, business, pharmacy) also have strong outside labor markets, but this influence is consistent enough across the entire school to be represented by the school/division variable alone. This indicator is also used for faculty members with salary premiums that are based upon their individual marketability.

Individual Accomplishments:

- Distinguished or named professor
- Named teaching professor, including Chancellor's Club Teaching Professors¹
- Teaching, service, or research/scholarship award, including Chancellor's Club award²
- Top 20 percent of university researchers based on prior years research expenditures

Experience Factors:

- Years of tenured service at KU
- Years in current rank
- Administrative experience
- Hired at a rank above Assistant Professor

Demographic Factors:

- Gender
- Age as of October 2013
- Member of a minority group (Black, Hispanic, Asian, Hawaiian/Pacific Islander, American Indian, or multiple races) and a native citizen, naturalized citizen, or permanent resident alien (IPEDS definition)

Salary: 9-month faculty salary

The dependent variable, 9-month salary, was converted to a natural logarithm because the relationship between earnings and many human capital factors (i.e., age and experience) are exponential, not linear. In addition, salary increases at the University of Kansas are primarily percentage-based, or calculated as a percentage of one's current salary, rather than a constant amount awarded to each individual. Without the transformation, the predictive power of the regression equation is reduced, particularly at higher salary levels.

1. Chancellor's Club Teaching Professors, see Profiles page 6a-465.

2. Chancellor's Club Career Teaching Awards, , see Profiles pages 6a-460.

Results

- ◆ Without knowing a faculty member's gender, race/ethnicity, citizenship, or age, the model accounts for 86.8 percent of the variation in faculty salary levels. The factors that individually account for the most variation include – the rank of professor, a distinguished/named professorship, as well as appointments in accounting, finance, economics, decision sciences, information systems, marketing, engineering, or law. These factors make up over half of the variance explained by the model.
- ◆ When information on gender is added to the model, the explanatory power of the model for faculty salaries remains constant at 86.8 percent. In other words, knowing whether or not a faculty member is female does not increase the model's accuracy in predicting the faculty member's salary. It would be more helpful to know whether or not a faculty member is a professor in engineering than if the faculty member was male or female.
- ◆ When status as a member in an underrepresented racial/ethnic group is added to the model, the amount of variance in salaries explained by the model remained at 86.8 percent. Like gender, knowledge of one's status as a minority faculty member would not help in predicting the faculty member's salary, over and above the information included in the model.
- ◆ When information on age is added to the model, again, the results do not change – the model accounts for 86.8 percent of the differences in faculty salaries.

Conclusions/Implications

- ◆ In addition to providing insight into the differences between faculty salary levels, this study found that sex, race/ethnicity, and age were not statistically significant at the traditional confidence level of $\alpha < .05$ that is used for most research in the behavioral and social sciences. In other words, a researcher is willing to take a 5 percent chance of incorrectly identifying a relationship between factors (when actually there is no relationship) so as to better uncover any true relationships between factors. With the large number of faculty members included in the study, the statistical tests of significance are quite powerful and should detect even small differences between groups.
- ◆ Although the model identifies factors that account for 86.8 percent of the variation of salaries on an aggregate university level, the model has limited usefulness in predicting individual faculty salaries within academic units. For example, in this study performance and productivity are represented by indirect or proxy measures such as distinguished professorships or top research awards. It is likely that the indirect measures do not fully capture variation in salaries due to actual performance. Further, the overall model may not reflect the patterns of salary variation within academic units. An additional 13.2 percent of the variation among faculty salaries cannot be explained or predicted by the model. It is possible that performance and differences within departments are included in the unexplained variance. Thus, the model must be used with caution in predicting individual salaries.

University of Kansas -- Lawrence
Comparative Faculty Salaries
Summary of Weighted Salaries by
Fiscal Year
>>> FINAL ANALYSIS <<<

University Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009		2010		2011		2012		2013		2014		
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$116,282	\$125,629	\$115,704	\$126,656	\$113,863	\$127,540	\$116,104	\$131,140	\$118,325	\$134,785	\$121,043	\$136,774
Associate	\$79,464	\$84,494	\$79,094	\$85,152	\$78,056	\$85,783	\$78,616	\$87,864	\$80,239	\$90,466	\$82,159	\$92,788
Assistant	\$67,308	\$75,003	\$65,245	\$76,642	\$66,082	\$78,786	\$68,565	\$80,928	\$72,083	\$83,421	\$73,643	\$84,855
Instructor	\$0	\$51,463	\$0	\$51,989	\$0	\$55,100	\$0	\$57,657	\$0	\$58,794	\$0	\$60,237
All Ranks	\$90,654	\$98,049	\$90,244	\$99,501	\$89,226	\$100,404	\$91,177	\$103,359	\$93,594	\$106,528	\$95,621	\$108,370
KU Salaries as a Percent of Peer Salaries												
Professor		92.6%		91.4%		89.3%		88.5%		87.8%		88.5%
Associate		94.0%		92.9%		91.0%		89.5%		88.7%		88.5%
Assistant		89.7%		85.1%		83.9%		84.7%		86.4%		86.8%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		92.5%		90.7%		88.9%		88.2%		87.9%		88.2%
Total FTE												
Professor	379.18	8,133.30	375.22	8,209.35	369.16	8,257.81	372.70	8,238.02	376.22	8,215.78	381.28	8,838.00
Associate	344.75	4,933.46	350.07	4,959.28	363.57	5,002.76	375.05	5,064.92	370.55	5,142.07	389.43	5,547.33
Assistant	251.00	4,581.09	226.00	4,387.38	217.50	3,920.52	202.50	3,706.41	202.50	3,677.24	202.50	4,034.75
Instructor	0.00	295.50	0.00	271.66	0.00	189.19	0.00	186.70	0.00	200.20	0.00	210.84
All Ranks	974.93	17,943.35	951.29	17,827.67	950.23	17,370.28	950.25	17,196.05	949.27	17,235.29	973.21	18,630.92
# of Peers reporting data:												
		15		15		15		15		15		15
List of Institutions		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin

University of Kansas -- Lawrence
Comparative Faculty Salaries
Summary of Weighted Salaries by
Fiscal Year

>>> FINAL ANALYSIS <<<

College of Liberal Arts & Sciences Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009			2010		2011		2012		2013		2014	
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$106,172	\$117,556	\$105,270	\$118,427	\$103,551	\$119,314	\$104,898	\$122,285	\$106,175	\$125,825	\$109,024	\$127,972
Associate	\$75,972	\$77,465	\$75,265	\$78,423	\$74,220	\$78,982	\$74,794	\$80,895	\$76,196	\$83,242	\$77,054	\$85,202
Assistant	\$61,193	\$66,153	\$60,190	\$67,466	\$60,415	\$69,379	\$62,210	\$70,976	\$63,110	\$72,979	\$64,593	\$73,931
Instructor	\$0	\$44,710	\$0	\$45,174	\$0	\$45,812	\$0	\$47,764	\$0	\$48,980	\$0	\$50,865
All Ranks	\$82,312	\$88,326	\$82,280	\$90,241	\$81,237	\$91,074	\$83,044	\$93,949	\$84,412	\$96,813	\$86,435	\$98,920
KU Salaries as a Percent of Peer Salaries												
Professor		90.3%		88.9%		86.8%		85.8%		84.4%		85.2%
Associate		98.1%		96.0%		94.0%		92.5%		91.5%		90.4%
Assistant		92.5%		89.2%		87.1%		87.6%		86.5%		87.4%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		93.2%		91.2%		89.2%		88.4%		87.2%		87.4%
Total FTE												
Professor	196.07	4,863.76	205.42	4,890.51	197.25	4,885.50	199.34	4,859.92	202.09	4,867.69	205.21	5,176.99
Associate	194.89	2,824.45	200.87	2,869.39	205.87	2,874.95	213.62	2,937.90	215.12	3,013.39	220.55	3,185.51
Assistant	163.00	2,634.32	150.00	2,523.03	142.00	2,225.80	124.50	2,105.62	123.50	2,055.35	117.50	2,197.36
Instructor	0.00	185.90	0.00	171.56	0.00	110.40	0.00	105.00	0.00	118.60	0.00	122.15
All Ranks	553.96	10,508.43	556.29	10,454.49	545.12	10,096.65	537.46	10,008.44	540.71	10,055.03	543.26	10,682.01
# of Peers reporting data:												
		15		15		15		15		15		15
List of Institutions		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin

**University of Kansas -- Lawrence
Comparative Faculty Salaries
Summary of Weighted Salaries by
Fiscal Year**

>>> FINAL ANALYSIS <<<

College of Liberal Arts & Sciences
Division of Humanities Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009			2010		2011		2012		2013		2014	
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$102,234	\$104,003	\$103,794	\$104,554	\$103,206	\$105,772	\$104,116	\$108,771	\$103,258	\$111,735	\$106,556	\$113,151
Associate	\$74,016	\$71,784	\$74,254	\$72,484	\$71,422	\$73,188	\$71,678	\$74,786	\$72,913	\$77,064	\$73,816	\$78,538
Assistant	\$54,255	\$58,393	\$53,922	\$59,795	\$54,009	\$60,948	\$54,142	\$62,347	\$55,235	\$63,630	\$57,371	\$64,327
Instructor	\$0	\$41,217	\$0	\$41,981	\$0	\$42,669	\$0	\$44,418	\$0	\$45,374	\$0	\$46,669
All Ranks	\$76,473	\$77,351	\$77,624	\$78,832	\$75,904	\$79,281	\$77,112	\$81,864	\$77,816	\$84,284	\$80,071	\$85,920
KU Salaries as a Percent of Peer Salaries												
Professor		98.3%		99.3%		97.6%		95.7%		92.4%		94.2%
Associate		103.1%		102.4%		97.6%		95.8%		94.6%		94.0%
Assistant		92.9%		90.2%		88.6%		86.8%		86.8%		89.2%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		98.9%		98.5%		95.7%		94.2%		92.3%		93.2%
Total FTE												
Professor	52.94	1,090.07	53.23	1,103.52	45.74	1,111.53	45.94	1,090.63	49.07	1,096.35	52.31	1,160.73
Associate	71.25	989.04	68.75	1,011.71	71.00	1,038.89	74.00	1,063.14	75.00	1,068.62	74.50	1,088.36
Assistant	53.50	703.89	49.00	671.10	42.50	581.16	36.50	558.41	39.00	531.73	40.50	570.26
Instructor	0.00	76.50	0.00	74.96	0.00	47.60	0.00	43.30	0.00	48.80	0.00	50.09
All Ranks	177.69	2,859.50	170.98	2,861.29	159.24	2,779.18	156.44	2,755.48	163.07	2,745.50	167.31	2,869.44
# of Peers reporting data:												
		15		15		15		15		15		15
List of Institutions		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin

University of Kansas -- Lawrence
Comparative Faculty Salaries
Summary of Weighted Salaries by
Fiscal Year

>>> FINAL ANALYSIS <<<

College of Liberal Arts & Sciences
Division of Natural Sciences and Mathematics Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009			2010		2011		2012		2013		2014	
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$106,721	\$119,967	\$105,478	\$120,979	\$102,732	\$121,631	\$103,661	\$124,236	\$105,934	\$128,086	\$107,032	\$129,817
Associate	\$76,884	\$81,590	\$76,784	\$82,181	\$76,860	\$82,862	\$77,813	\$84,903	\$78,686	\$87,213	\$80,656	\$89,333
Assistant	\$67,571	\$69,346	\$66,653	\$71,132	\$66,748	\$73,516	\$69,170	\$75,328	\$71,122	\$77,554	\$73,220	\$77,644
Instructor	\$0	\$48,080	\$0	\$47,997	\$0	\$49,440	\$0	\$49,435	\$0	\$51,073	\$0	\$54,057
All Ranks	\$87,365	\$94,994	\$86,912	\$96,603	\$86,033	\$98,021	\$88,470	\$101,882	\$90,315	\$104,955	\$91,606	\$106,091
KU Salaries as a Percent of Peer Salaries												
Professor		89.0%		87.2%		84.5%		83.4%		82.7%		82.4%
Associate		94.2%		93.4%		92.8%		91.6%		90.2%		90.3%
Assistant		97.4%		93.7%		90.8%		91.8%		91.7%		94.3%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		92.0%		90.0%		87.8%		86.8%		86.1%		86.3%
Total FTE												
Professor	80.80	2,375.57	81.90	2,380.99	82.22	2,393.02	88.57	2,374.67	86.32	2,357.09	85.09	2,514.64
Associate	49.13	884.74	50.12	904.83	56.12	910.61	55.62	947.41	63.12	964.90	65.30	1,015.75
Assistant	53.00	1,011.33	50.00	930.08	44.50	813.12	39.00	758.96	32.00	744.71	32.50	818.89
Instructor	0.00	65.05	0.00	59.60	0.00	36.90	0.00	36.80	0.00	38.80	0.00	43.81
All Ranks	182.93	4,336.69	182.02	4,275.50	182.84	4,153.65	183.19	4,117.84	181.44	4,105.50	182.89	4,393.09
# of Peers reporting data:												
		15		15		15		15		15		15
List of Institutions		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin

University of Kansas -- Lawrence
Comparative Faculty Salaries
Summary of Weighted Salaries by
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College of Liberal Arts & Sciences
Division of Social Sciences Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009			2010		2011		2012		2013		2014	
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$113,804	\$129,176	\$113,042	\$130,250	\$110,447	\$131,924	\$113,389	\$135,532	\$114,641	\$139,138	\$118,830	\$142,613
Associate	\$79,558	\$83,089	\$78,563	\$84,965	\$78,246	\$85,692	\$78,286	\$87,772	\$80,856	\$90,673	\$80,124	\$92,370
Assistant	\$62,947	\$71,542	\$61,028	\$72,046	\$61,649	\$73,734	\$64,390	\$76,306	\$65,741	\$78,347	\$66,972	\$80,517
Instructor	\$0	\$46,341	\$0	\$47,201	\$0	\$45,767	\$0	\$51,969	\$0	\$53,134	\$0	\$54,246
All Ranks	\$85,523	\$94,528	\$85,631	\$97,199	\$84,382	\$98,159	\$86,329	\$100,764	\$88,318	\$104,225	\$91,858	\$108,885
KU Salaries as a Percent of Peer Salaries												
Professor		88.1%		86.8%		83.7%		83.7%		82.4%		83.3%
Associate		95.8%		92.5%		91.3%		89.2%		89.2%		86.7%
Assistant		88.0%		84.7%		83.6%		84.4%		83.9%		83.2%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		90.5%		88.1%		86.0%		85.7%		84.7%		84.4%
Total FTE												
Professor	51.33	1,208.61	53.29	1,216.06	53.29	1,184.62	50.33	1,193.85	52.20	1,205.74	55.81	1,297.61
Associate	56.01	727.82	53.50	734.46	52.25	703.79	57.50	707.58	49.50	742.10	53.00	837.39
Assistant	49.50	754.00	44.00	762.25	47.00	699.27	41.00	643.00	44.50	637.16	35.50	658.96
Instructor	0.00	27.75	0.00	22.90	0.00	17.60	0.00	16.90	0.00	22.00	0.00	19.25
All Ranks	156.84	2,718.18	150.79	2,735.67	152.54	2,605.28	148.83	2,561.33	146.20	2,607.00	144.31	2,813.21
# of Peers reporting data:												
		15		15		15		15		15		15
List of Institutions		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin

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Comparative Faculty Salaries
Summary of Weighted Salaries by
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College of Liberal Arts & Sciences
School of Arts Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009		2010		2011		2012		2013		2014		
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$85,479	\$91,185	\$84,529	\$91,351	\$85,781	\$91,645	\$85,457	\$93,853	\$87,004	\$97,363	\$88,309	\$96,440
Associate	\$70,223	\$67,931	\$68,843	\$68,372	\$68,187	\$68,892	\$69,584	\$71,030	\$71,046	\$71,709	\$71,407	\$73,133
Assistant	\$53,518	\$55,070	\$52,624	\$56,487	\$51,966	\$57,975	\$53,909	\$57,820	\$54,823	\$59,883	\$56,554	\$61,181
Instructor	\$0	\$44,880	\$0	\$46,923	\$0	\$47,802	\$0	\$49,305	\$0	\$49,360	\$0	\$51,449
All Ranks	\$71,617	\$72,473	\$71,760	\$74,228	\$71,192	\$74,371	\$71,722	\$75,627	\$73,078	\$77,257	\$72,825	\$76,664
KU Salaries as a Percent of Peer Salaries												
Professor		93.7%		92.5%		93.6%		91.1%		89.4%		91.6%
Associate		103.4%		100.7%		99.0%		98.0%		99.1%		97.6%
Assistant		97.2%		93.2%		89.6%		93.2%		91.6%		92.4%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		98.8%		96.7%		95.7%		94.8%		94.6%		95.0%
Total FTE												
Professor	11.00	189.51	17.00	189.94	16.00	196.33	14.50	200.77	14.50	208.51	12.00	204.01
Associate	18.50	222.85	28.50	218.39	26.50	221.66	26.50	219.77	27.50	237.77	27.75	244.01
Assistant	7.00	165.10	7.00	159.60	8.00	132.25	8.00	145.25	8.00	141.75	9.00	149.25
Instructor	0.00	16.60	0.00	14.10	0.00	8.30	0.00	8.00	0.00	9.00	0.00	9.00
All Ranks	36.50	594.06	52.50	582.03	50.50	558.54	49.00	573.79	50.00	597.03	48.75	606.27
# of Peers reporting data:												
		13		13		13		13		14		14
List of Institutions		Colorado Illinois Indiana Iowa Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Texas A&M Wisconsin

University of Kansas -- Lawrence
Comparative Faculty Salaries
Summary of Weighted Salaries by
Fiscal Year
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School of Architecture, Design & Planning Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009		2010		2011		2012		2013		2014		
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$91,006	\$112,542	\$92,235	\$110,966	\$92,943	\$112,219	\$96,864	\$113,495	\$96,609	\$115,041	\$98,804	\$116,917
Associate	\$68,989	\$78,331	\$70,250	\$79,057	\$69,980	\$79,730	\$70,783	\$79,051	\$72,079	\$81,912	\$75,628	\$84,321
Assistant	\$59,391	\$62,826	\$59,531	\$63,672	\$56,861	\$64,867	\$59,414	\$65,060	\$60,767	\$66,621	\$62,939	\$68,143
Instructor	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$49,805	\$0	\$50,814
All Ranks	\$76,460	\$89,852	\$78,713	\$91,358	\$77,322	\$90,532	\$77,458	\$88,056	\$79,832	\$92,381	\$80,043	\$90,864
KU Salaries as a Percent of Peer Salaries												
Professor		80.9%		83.1%		82.8%		85.3%		84.0%		84.5%
Associate		88.1%		88.9%		87.8%		89.5%		88.0%		89.7%
Assistant		94.5%		93.5%		87.7%		91.3%		91.2%		92.4%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		85.1%		86.2%		85.4%		88.0%		86.4%		88.1%
Total FTE												
Professor	19.00	96.90	16.00	99.31	13.70	93.40	12.70	92.00	14.00	95.50	12.00	107.25
Associate	21.00	130.25	16.50	132.55	18.00	129.05	18.00	132.80	18.00	132.24	20.00	142.50
Assistant	7.00	110.50	4.00	107.00	4.00	103.75	7.00	100.00	5.00	103.57	8.00	111.00
Instructor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	2.00
All Ranks	47.00	337.65	36.50	338.86	35.70	326.20	37.70	324.80	37.00	333.31	40.00	362.75
# of Peers reporting data:												
		10		10		10		10		10		10
List of Institutions		Illinois Iowa Iowa State Michigan Minnesota Nebraska Ohio State Texas Texas A&M Wisconsin		Illinois Iowa Iowa State Michigan Minnesota Nebraska Ohio State Texas Texas A&M Wisconsin		Illinois Iowa Iowa State Michigan Minnesota Nebraska Ohio State Texas Texas A&M Wisconsin		Illinois Iowa Iowa State Michigan Minnesota Nebraska Ohio State Texas Texas A&M Wisconsin		Illinois Iowa Iowa State Michigan Minnesota Nebraska Ohio State Texas Texas A&M Wisconsin		Illinois Iowa Iowa State Michigan Minnesota Nebraska Ohio State Texas Texas A&M Wisconsin

**University of Kansas -- Lawrence
Comparative Faculty Salaries
Summary of Weighted Salaries by
Fiscal Year**

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School of Business Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009		2010		2011		2012		2013		2014		
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$170,695	\$182,492	\$170,048	\$184,197	\$164,313	\$188,600	\$172,850	\$196,866	\$177,858	\$203,946	\$183,026	\$209,156
Associate	\$133,662	\$140,087	\$132,994	\$142,712	\$133,961	\$146,065	\$136,510	\$152,227	\$140,552	\$158,654	\$146,159	\$162,369
Assistant	\$123,677	\$136,236	\$124,748	\$140,914	\$133,234	\$144,164	\$145,902	\$149,388	\$153,043	\$154,576	\$157,432	\$157,791
Instructor	\$0	\$70,931	\$0	\$76,930	\$0	\$73,976	\$0	\$82,070	\$0	\$85,754	\$0	\$87,175
All Ranks	\$147,163	\$157,849	\$150,613	\$163,925	\$148,386	\$166,076	\$156,349	\$173,497	\$160,602	\$177,651	\$165,401	\$181,662
KU Salaries as a Percent of Peer Salaries												
Professor		93.5%		92.3%		87.1%		87.8%		87.2%		87.5%
Associate		95.4%		93.2%		91.7%		89.7%		88.6%		90.0%
Assistant		90.8%		88.5%		92.4%		97.7%		99.0%		99.8%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		93.2%		91.9%		89.3%		90.1%		90.4%		91.0%
Total FTE												
Professor	25.00	491.44	26.00	498.10	25.00	478.92	25.00	455.26	24.00	457.59	24.25	500.06
Associate	14.00	321.51	14.00	306.73	15.00	307.68	15.00	307.42	15.00	314.82	16.00	361.62
Assistant	17.00	407.10	10.00	401.86	12.00	382.73	11.00	363.17	15.00	375.23	15.00	436.98
Instructor	0.00	33.30	0.00	28.00	0.00	29.30	0.00	28.80	0.00	30.80	0.00	33.07
All Ranks	56.00	1,253.35	50.00	1,234.69	52.00	1,198.63	51.00	1,154.65	54.00	1,178.44	55.25	1,331.73
# of Peers reporting data:												
		15		15		15		15		15		15
List of Institutions		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin

University of Kansas -- Lawrence
Comparative Faculty Salaries
Summary of Weighted Salaries by
Fiscal Year

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School of Education Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009		2010		2011		2012		2013		2014		
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$107,757	\$109,437	\$107,727	\$109,127	\$104,536	\$108,582	\$106,097	\$111,268	\$109,323	\$113,499	\$113,468	\$113,543
Associate	\$73,513	\$76,918	\$71,906	\$76,334	\$69,542	\$76,681	\$70,245	\$78,517	\$71,733	\$79,857	\$72,575	\$80,449
Assistant	\$56,759	\$62,630	\$56,769	\$62,352	\$54,963	\$62,868	\$59,293	\$64,849	\$62,099	\$66,514	\$63,856	\$68,127
Instructor	\$0	\$55,444	\$0	\$50,982	\$0	\$53,215	\$0	\$59,019	\$0	\$60,743	\$0	\$55,285
All Ranks	\$81,424	\$84,771	\$82,201	\$85,738	\$81,292	\$87,308	\$82,060	\$88,644	\$84,719	\$90,621	\$86,923	\$91,412
KU Salaries as a Percent of Peer Salaries												
Professor		98.5%		98.7%		96.3%		95.4%		96.3%		99.9%
Associate		95.6%		94.2%		90.7%		89.5%		89.8%		90.2%
Assistant		90.6%		91.0%		87.4%		91.4%		93.4%		93.7%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		96.1%		95.9%		93.1%		92.6%		93.5%		95.1%
Total FTE												
Professor	19.05	387.35	19.05	395.88	26.30	450.08	27.55	432.81	28.05	406.02	27.55	445.57
Associate	26.00	361.19	25.00	360.87	28.50	384.54	31.00	378.10	30.50	377.09	36.50	390.51
Assistant	12.00	333.33	9.00	298.87	10.50	286.40	13.00	259.51	13.00	253.12	9.00	290.03
Instructor	0.00	10.50	0.00	10.30	0.00	8.50	0.00	9.70	0.00	6.90	0.00	10.38
All Ranks	57.05	1,092.37	53.05	1,065.92	65.30	1,129.52	71.55	1,080.12	71.55	1,043.13	73.05	1,136.49
# of Peers reporting data:												
		15		15		15		15		15		15
List of Institutions		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin

University of Kansas -- Lawrence
Comparative Faculty Salaries
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School of Engineering Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009			2010		2011		2012		2013		2014	
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$129,882	\$136,873	\$129,535	\$137,796	\$125,221	\$138,910	\$126,997	\$142,660	\$133,963	\$146,841	\$136,162	\$149,228
Associate	\$93,159	\$97,833	\$93,272	\$98,119	\$92,499	\$98,759	\$94,410	\$100,817	\$95,177	\$102,856	\$97,424	\$104,846
Assistant	\$80,644	\$85,040	\$79,985	\$85,777	\$79,329	\$86,602	\$81,101	\$88,899	\$84,080	\$90,860	\$85,112	\$91,773
Instructor	\$0	\$79,745	\$0	\$78,111	\$0	\$82,687	\$0	\$80,092	\$0	\$75,679	\$0	\$73,141
All Ranks	\$105,501	\$111,072	\$104,401	\$110,801	\$102,398	\$111,807	\$105,543	\$116,120	\$110,008	\$119,793	\$111,233	\$120,877
KU Salaries as a Percent of Peer Salaries												
Professor		94.9%		94.0%		90.1%		89.0%		91.2%		91.2%
Associate		95.2%		95.1%		93.7%		93.6%		92.5%		92.9%
Assistant		94.8%		93.2%		91.6%		91.2%		92.5%		92.7%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		95.0%		94.2%		91.6%		90.9%		91.8%		92.0%
Total FTE												
Professor	42.11	1,337.08	37.40	1,364.73	38.37	1,360.42	41.07	1,401.22	41.57	1,411.08	43.57	1,514.97
Associate	35.86	650.60	36.20	660.67	37.20	668.55	37.43	659.70	33.93	665.35	38.93	751.02
Assistant	23.50	646.71	22.00	640.42	22.00	570.91	19.00	529.38	19.00	526.65	21.00	543.58
Instructor	0.00	15.80	0.00	16.80	0.00	13.80	0.00	12.60	0.00	17.80	0.00	20.14
All Ranks	101.47	2,650.19	95.60	2,682.62	97.57	2,613.68	97.50	2,602.90	94.50	2,620.88	103.50	2,829.71
# of Peers reporting data:												
		15		15		15		15		15		15
List of Institutions		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin

University of Kansas -- Lawrence
Comparative Faculty Salaries
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School of Journalism and Mass Communications Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009		2010		2011		2012		2013		2014		
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$110,572	\$105,689	\$121,827	\$109,010	\$121,827	\$110,447	\$116,292	\$111,558	\$118,528	\$113,392	\$120,483	\$112,495
Associate	\$78,520	\$74,894	\$77,913	\$77,156	\$78,353	\$77,123	\$78,580	\$78,700	\$82,103	\$81,791	\$83,563	\$79,642
Assistant	\$65,562	\$61,872	\$64,042	\$62,530	\$61,613	\$63,949	\$64,223	\$66,790	\$65,143	\$68,365	\$68,108	\$66,544
Instructor	\$0	\$52,330	\$0	\$52,769	\$0	\$53,844	\$0	\$55,101	\$0	\$56,224	\$0	\$71,859
All Ranks	\$83,177	\$79,229	\$80,956	\$78,250	\$81,693	\$79,611	\$82,345	\$82,123	\$87,094	\$86,324	\$87,867	\$83,603
KU Salaries as a Percent of Peer Salaries												
Professor		104.6%		111.8%		110.3%		104.2%		104.5%		107.1%
Associate		104.8%		101.0%		101.6%		99.8%		100.4%		104.9%
Assistant		106.0%		102.4%		96.3%		96.2%		95.3%		102.4%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		105.0%		103.5%		102.6%		100.3%		100.9%		105.1%
Total FTE												
Professor	5.00	98.13	3.00	105.50	3.00	110.84	4.00	106.70	4.00	102.44	4.00	119.79
Associate	10.50	130.00	12.50	117.12	12.00	127.06	12.00	121.38	12.00	113.87	11.95	131.57
Assistant	5.00	89.00	5.00	81.25	4.00	63.25	5.00	66.49	3.00	79.99	4.00	106.49
Instructor	0.00	11.00	0.00	9.00	0.00	3.00	0.00	4.00	0.00	4.00	0.00	4.50
All Ranks	20.50	328.13	20.50	312.87	19.00	304.15	21.00	298.57	19.00	300.30	19.95	362.35
# of Peers reporting data:												
		11		11		11		11		11		11
List of Institutions		Colorado Illinois Indiana Iowa Iowa State Michigan State Minnesota Missouri Nebraska Texas Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan State Minnesota Missouri Nebraska Texas Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan State Minnesota Missouri Nebraska Texas Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan State Minnesota Missouri Nebraska Texas Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan State Minnesota Missouri Nebraska Texas Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan State Minnesota Missouri Nebraska Texas Wisconsin

University of Kansas -- Lawrence
Comparative Faculty Salaries
Summary of Weighted Salaries by
Fiscal Year
>>> FINAL ANALYSIS <<<

School of Law Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009			2010		2011		2012		2013		2014	
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$158,624	\$184,084	\$158,100	\$188,377	\$156,579	\$190,038	\$162,332	\$196,131	\$167,312	\$198,862	\$169,102	\$193,741
Associate	\$109,359	\$118,522	\$109,359	\$120,500	\$106,175	\$121,221	\$106,743	\$124,588	\$115,747	\$131,450	\$118,956	\$129,274
Assistant	\$0	\$124,108	\$0	\$128,875	\$0	\$127,869	\$0	\$125,105	\$0	\$123,606	\$0	\$106,251
Instructor	\$0	\$68,416	\$0	\$64,967	\$0	\$69,938	\$0	\$71,183	\$0	\$72,437	\$0	\$76,178
All Ranks	\$151,946	\$175,197	\$151,013	\$178,508	\$149,194	\$179,955	\$157,456	\$189,855	\$158,813	\$187,752	\$157,752	\$179,150
KU Salaries as a Percent of Peer Salaries												
Professor		86.2%		83.9%		82.4%		82.8%		84.1%		87.3%
Associate		92.3%		90.8%		87.6%		85.7%		88.1%		92.0%
Assistant		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		86.7%		84.6%		82.9%		82.9%		84.6%		88.1%
Total FTE												
Professor	25.51	299.71	23.51	302.60	23.30	309.97	20.80	317.16	20.27	305.40	20.51	358.29
Associate	4.00	66.50	4.00	65.30	4.00	61.00	2.00	65.13	4.00	71.00	6.00	85.00
Assistant	0.00	44.00	0.00	40.00	0.00	39.00	0.00	44.00	0.00	39.80	0.00	52.00
Instructor	0.00	15.00	0.00	13.00	0.00	13.00	0.00	14.00	0.00	9.00	0.00	8.00
All Ranks	29.51	425.21	27.51	420.90	27.30	422.97	22.80	440.29	24.27	425.20	26.51	503.29
# of Peers reporting data:												
		11		11		11		11		11		11
List of Institutions		Colorado Illinois Indiana Iowa Michigan Minnesota Missouri Nebraska Ohio State Texas Wisconsin		Colorado Illinois Indiana Iowa Michigan Minnesota Missouri Nebraska Ohio State Texas Wisconsin		Colorado Illinois Indiana Iowa Michigan Minnesota Missouri Nebraska Ohio State Texas Wisconsin		Colorado Illinois Indiana Iowa Michigan Minnesota Missouri Nebraska Ohio State Texas Wisconsin		Colorado Illinois Indiana Iowa Michigan Minnesota Missouri Nebraska Ohio State Texas Wisconsin		Colorado Illinois Indiana Iowa Michigan Minnesota Missouri Nebraska Ohio State Texas Wisconsin

University of Kansas -- Lawrence
Comparative Faculty Salaries
Summary of Weighted Salaries by
Fiscal Year

>>> *FINAL ANALYSIS* <<<

School of Music Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009		2010		2011		2012		2013		2014		
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$86,048	\$93,975	\$83,853	\$94,185	\$86,251	\$94,652	\$87,676	\$97,071	\$89,008	\$99,689	\$87,838	\$99,984
Associate	\$62,126	\$69,562	\$60,056	\$70,025	\$58,984	\$69,594	\$60,401	\$71,037	\$62,715	\$72,414	\$66,037	\$73,867
Assistant	\$52,216	\$56,363	\$53,193	\$57,437	\$53,530	\$57,372	\$55,306	\$58,594	\$58,380	\$60,526	\$56,084	\$62,113
Instructor	\$0	\$46,378	\$0	\$45,436	\$0	\$47,636	\$0	\$46,589	\$0	\$52,035	\$0	\$49,333
All Ranks	\$69,391	\$76,329	\$67,117	\$75,817	\$67,859	\$76,054	\$68,537	\$77,382	\$70,535	\$79,241	\$70,972	\$79,817
KU Salaries as a Percent of Peer Salaries												
Professor		91.6%		89.0%		91.1%		90.3%		89.3%		87.9%
Associate		89.3%		85.8%		84.8%		85.0%		86.6%		89.4%
Assistant		92.6%		92.6%		93.3%		94.4%		96.5%		90.3%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		90.9%		88.5%		89.2%		88.6%		89.0%		88.9%
Total FTE												
Professor	20.50	334.49	18.00	331.22	19.00	339.22	16.00	335.59	15.00	334.84	16.00	352.77
Associate	21.00	277.20	19.00	273.53	20.00	263.47	23.00	262.55	23.00	260.30	21.50	266.60
Assistant	11.00	149.16	12.00	139.85	12.00	117.60	9.00	111.00	8.00	110.00	11.00	116.00
Instructor	0.00	18.00	0.00	18.00	0.00	11.10	0.00	12.60	0.00	11.10	0.00	10.60
All Ranks	52.50	778.85	49.00	762.60	51.00	731.39	48.00	721.74	46.00	716.24	48.50	745.97
# of Peers reporting data:												
		13		13		13		13		13		13
List of Institutions		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Wisconsin

University of Kansas -- Lawrence
Comparative Faculty Salaries
Summary of Weighted Salaries by
Fiscal Year
>>> FINAL ANALYSIS <<<

School of Pharmacy Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
	2009		2010		2011		2012		2013		2014	
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$136,079	\$122,255	\$137,258	\$123,450	\$138,473	\$126,550	\$142,914	\$135,883	\$145,170	\$137,012	\$145,340	\$135,633
Associate	\$90,347	\$87,493	\$87,296	\$87,152	\$84,213	\$86,396	\$87,776	\$90,333	\$89,781	\$92,637	\$91,685	\$93,340
Assistant	\$79,657	\$73,155	\$78,340	\$72,376	\$76,240	\$73,529	\$76,619	\$76,958	\$76,271	\$77,982	\$74,958	\$80,554
Instructor	\$0	\$67,583	\$0	\$0	\$0	\$70,500	\$0	\$0	\$0	\$0	\$0	\$0
All Ranks	\$113,828	\$103,872	\$111,005	\$102,717	\$110,447	\$104,875	\$112,275	\$109,866	\$115,941	\$112,911	\$116,705	\$113,132
KU Salaries as a Percent of Peer Salaries												
Professor		111.3%		111.2%		109.4%		105.2%		106.0%		107.2%
Associate		103.3%		100.2%		97.5%		97.2%		96.9%		98.2%
Assistant		108.9%		108.2%		103.7%		99.6%		97.8%		93.1%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		109.6%		108.1%		105.3%		102.2%		102.7%		103.2%
Total FTE												
Professor	20.44	164.37	20.34	163.44	18.74	170.97	19.74	178.18	20.24	177.85	20.69	194.31
Associate	7.00	106.31	11.50	103.37	13.50	117.65	14.50	123.48	12.00	113.84	12.00	142.00
Assistant	8.50	106.17	8.00	94.25	5.00	79.58	7.00	82.74	7.00	83.28	7.00	112.31
Instructor	0.00	1.00	0.00	0.00	0.00	0.09	0.00	0.00	0.00	0.00	0.00	0.00
All Ranks	35.94	377.85	39.84	361.06	37.24	368.29	41.24	384.40	39.24	374.97	39.69	448.62
# of Peers reporting data:												
		9		9		9		9		9		9
List of Institutions		Iowa Michigan Michigan State Minnesota Ohio State Purdue Texas Texas A&M Wisconsin		Iowa Michigan Michigan State Minnesota Ohio State Purdue Texas Texas A&M Wisconsin		Iowa Michigan Michigan State Minnesota Ohio State Purdue Texas Texas A&M Wisconsin		Iowa Michigan Michigan State Minnesota Ohio State Purdue Texas Texas A&M Wisconsin		Iowa Michigan Michigan State Minnesota Ohio State Purdue Texas Texas A&M Wisconsin		Iowa Michigan Michigan State Minnesota Ohio State Purdue Texas Texas A&M Wisconsin

University of Kansas -- Lawrence
Comparative Faculty Salaries
Summary of Weighted Salaries by
Fiscal Year
>>> FINAL ANALYSIS <<<

School of Social Welfare Summary

(Salaries Have Been Converted to Nine-month Equivalents)

Only Those CIP Codes Accepted at KU are included

Comparison Group: **AAUDE 16 Member Peers**

Fiscal Year												
2009		2010		2011		2012		2013		2014		
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
Salary Comparisons												
Professor	\$94,019	\$115,798	\$94,200	\$115,326	\$94,539	\$115,428	\$93,218	\$118,631	\$94,854	\$125,338	\$97,710	\$117,328
Associate	\$77,921	\$79,098	\$77,962	\$79,930	\$76,386	\$82,062	\$77,164	\$83,669	\$78,594	\$86,944	\$79,285	\$88,030
Assistant	\$61,516	\$64,315	\$62,568	\$64,729	\$62,568	\$67,472	\$64,514	\$68,204	\$66,893	\$72,311	\$68,201	\$70,909
Instructor	\$0	\$37,457	\$0	\$48,915	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
All Ranks	\$79,779	\$87,642	\$78,535	\$85,968	\$76,325	\$85,192	\$77,882	\$89,078	\$78,964	\$92,903	\$80,449	\$90,095
KU Salaries as a Percent of Peer Salaries												
Professor		81.2%		81.7%		81.9%		78.6%		75.7%		83.3%
Associate		98.5%		97.5%		93.1%		92.2%		90.4%		90.1%
Assistant		95.6%		96.7%		92.7%		94.6%		92.5%		96.2%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		91.0%		91.4%		89.6%		87.4%		85.0%		89.3%
Total FTE												
Professor	6.50	60.07	6.50	58.06	4.50	58.49	6.50	59.18	7.00	57.37	7.50	68.00
Associate	10.50	65.45	10.50	69.75	9.50	68.81	8.50	76.46	7.00	80.17	6.00	91.00
Assistant	4.00	60.80	6.00	60.85	6.00	51.50	7.00	44.50	9.00	50.25	10.00	69.00
Instructor	0.00	5.00	0.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Ranks	21.00	191.32	23.00	193.66	20.00	178.80	22.00	180.14	23.00	187.79	23.50	228.00
# of Peers reporting data:												
		9		9		9		9		9		9
List of Institutions		Illinois Iowa Michigan Michigan State Minnesota Missouri Ohio State Texas Wisconsin		Illinois Iowa Michigan Michigan State Minnesota Missouri Ohio State Texas Wisconsin		Illinois Iowa Michigan Michigan State Minnesota Missouri Ohio State Texas Wisconsin		Illinois Iowa Michigan Michigan State Minnesota Missouri Ohio State Texas Wisconsin		Illinois Iowa Michigan Michigan State Minnesota Missouri Ohio State Texas Wisconsin		Illinois Iowa Michigan Michigan State Minnesota Missouri Ohio State Texas Wisconsin

April 16, 2014

To: Faculty Compensation Committee, Diane Goddard, Mary Lee Hummert
From: Donna K. Ginther, Chair, Faculty Compensation Committee

RE:: Tuition Assistance Revised Estimates

Last year, the University Senate's Task Force on Tuition Assistance proposed an expansion of tuition assistance to 7 credits per semester and expanding eligibility to include dependents, spouses, and domestic partners.¹ The Tuition Assistance proposal included estimates of the cost of expanding tuition assistance, based on different numbers of students and 2013 tuition rates.

Recently, Richard McKinney updated that analysis, providing estimates based on current Tuition Assistance use and costs and dependents currently enrolled who received the Coca Cola scholarship. McKinney's estimates of current tuition assistance use and cost appear in Table 1. If KU expands Tuition Assistance to 7 credit hours, and every eligible employee takes advantage of the program, the costs will double from an estimate of \$477,121 in FY 2014 to \$1,009,628. This should be considered an upper bound on the cost of expansion since not all faculty/staff will have the time to take additional courses.

Using Fall 2013 compact undergraduate costs and including an 11% premium for fees and differential tuition, we have estimated the costs of expanding Tuition Assistance to dependents. First, we used the count of current and former Coca Cola scholarship recipients enrolled at KU (285) and then assumed that the number of spouses and dependents doubled to 500.

- If 285 dependents receive 4 credits per semester, total annual cost would be \$972,776 per year (the near-term cost of expanding program to dependents).
- If 500 dependents/spouses/partners receive 4 credits per semester, total annual cost would be \$1,706,625 per year (an upper bound on additional cost of expanding eligibility).
- If 500 dependents/spouses/partners receive 7 credits per semester, total annual cost would be \$2,987,288 per year.
- If 1000 receive 4 credits per semester, total annual cost would be \$3,413,250 per year (an estimate of total cost of expanding eligibility).
- If 1000 receive 7 credits per semester, total annual cost would be \$5,974,575 per year (an estimate of total cost of expanding eligibility and credit hours).

¹ The current Tuition Assistance program only covers full-time faculty and staff without a doctorate, and allows them to take a 5 credit course per semester without charge.

Table 1: Tuition Assistance Estimates

		<u>Paid to KU</u>	<u>Number</u>	<u>Other</u>	<u>Number</u>	<u>7 Hours</u>	<u>Cost Increase</u>
FY 2013 Tuition Assistance	Summer	\$67,649	74	\$3,659	20		
	Fall	\$168,330	165	\$11,570	16		
	Spring	\$146,615	146	\$8,690	36		
	Total	\$382,594	385	\$23,919	72	\$863,922	\$481,328
FY 2014 Tuition Assistance	Summer	\$69,502	71	\$1,962	6		
	Fall	\$183,797	165	\$5,472	16		
	Spring (est)	\$193,822	174	\$6,640	22		
	Total	\$447,121	410	\$14,074	44	\$1,009,628	\$562,507

Notes: Most Tuition assistance recipients are taking graduate courses. Based on Richard McKinney's estimates

	<u>Students</u>	<u>Hours</u>	<u>Per student</u>	<u>Per semester</u>	<u>Per Year</u>	<u>Add fees</u> <u>Per semester</u>	<u>Add fees</u> <u>Per Year</u>
Adding Dependents--based on estimated							
285 Coca Cola scholars, 4 credits	285	4	\$1,230	\$350,550	\$876,375	\$389,111	\$972,776
Assume 285 students, 7 credits	285	7	\$2,153	\$613,463	\$1,533,656	\$680,943	\$1,702,358
Assume 500 students, 1 course	500	4	\$1,230	\$615,000	\$1,537,500	\$682,650	\$1,706,625
Assume 500 students, 7 credits	500	7	\$2,153	\$1,076,500	\$2,691,250	\$1,194,915	\$2,987,288
Assume 1000 staff/students, 4 credits	1000	4	\$1,230	\$1,230,000	\$3,075,000	\$1,365,300	\$3,413,250
Assume 1000 staff/students, 7 credits	1000	7	\$2,153	\$2,153,000	\$5,382,500	\$2,389,830	\$5,974,575

Notes: Uses FY 2013 Compact rate of \$307.50 and assumes fees add 11% in costs. Per year multiplies per semester rate by 2.5 to account for summer.

Staff Dependent Tuition Assistance Survey-Overall



Questions may have been truncated to fit this report. The final open-ended question of the survey was left out of this report to save space.

Number of Respondents









2,564

Number


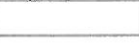

1. Are any of your dependent children currently enrolled as college students?

Choices	Percentage	Count
No	 87.63%	2232
Yes	 12.37%	315
Total		2547
<i>Unanswered</i>		<i>17</i>

How many children are currently enrolled as full-time (12 hours or more) undergraduates at KU?

Choices	Percentage	Count
0	 48.37%	148
1	 34.64%	106
None	 6.54%	20
one	 4.58%	14
2	 3.27%	10
zero	 0.65%	2
Son will be enrolled full time in Fall of 2015	 0.33%	1
Other [View]	 1.63%	5
Total		306
<i>Unanswered</i>		<i>2258</i>

How many of these children are receiving KU provided financial aid?

Choices	Percentage	Count
0	 60.82%	177
1	 21.65%	63
None	 9.62%	28

one		1.72%	5
2		1.37%	4
zero		0.69%	2
n.a.		0.34%	1
Other	[View]	3.78%	11
Total			291
<i>Unanswered</i>			<i>2273</i>

How many children are currently enrolled as part-time (less than 12hours) undergraduate students...?









Choices	Percentage	Count
0	82.70%	239
none	10.38%	30
1	3.11%	9
zero	0.69%	2
One	0.69%	2
NA	0.35%	1
O	0.35%	1
Other	[View] 1.73%	5
Total		289
<i>Unanswered</i>		<i>2275</i>

How many of these children are receiving KU provided financial aid?


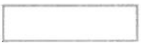






Choices	Percentage	Count
0	81.14%	228
None	10.68%	30
n/a	2.49%	7
na	2.14%	6
zero	0.71%	2
1	0.71%	2
None.	0.36%	1
Other	[View] 1.78%	5
Total		281

Unanswered 2283



How many children are currently enrolled as undergraduates at an institution other KU?

Choices	Percentage	Count
1	 42.66%	125
0	 35.84%	105
2	 9.56%	28
one	 5.12%	15
none	 4.10%	12
Two	 0.68%	2
zero	 0.34%	1
Other [View]	 1.71%	5
Total		293
Unanswered		2271

Would a tuition plan make it more likely that these students would transfer to KU?

Choices	Percentage	Count
yes	 43.12%	116
No	 20.07%	54
n/a	 10.78%	29
na	 5.58%	15
maybe	 2.97%	8
0	 2.23%	6
Possibly	 1.49%	4
Other [View]	 13.75%	37
Total		269
Unanswered		2295

2. Is your spouse or domestic partner currently enrolled as a student at KU?

Choices	Percentage	Count
No	 96.49%	2447
Yes	 3.51%	89

163	0.01%	63
Total		2536
<i>Unanswered</i>		<i>28</i>

Is your spouse or domestic partner enrolled as undergraduate or graduate student?

Choices	Percentage	Count
Graduate Student	73.26%	63
Undergraduate Student	26.74%	23
Total		86
<i>Unanswered</i>		<i>2478</i>

Is s/he enrolled in more than 7 hours (if undergraduate) or more than 3 hours (if graduate)?

Choices	Percentage	Count
Yes	64.37%	56
No	35.63%	31
Total		87
<i>Unanswered</i>		<i>2477</i>

Is s/he currently receiving any KU provided financial aid?

Choices	Percentage	Count
No	65.91%	58
Yes	34.09%	30
Total		88
<i>Unanswered</i>		<i>2476</i>

3. How many dependent children between the ages of 12 and 18 and not currently enrolled in college a

Choices	Percentage	Count
0	71.57%	1772
1	12.80%	317
none	5.69%	141
2	5.21%	129
3	1.17%	29
n/a	0.85%	21

na	[View]	0.48%	12
Other	[View]	2.22%	55
Total			2476
Unanswered			88

4. How many dependent children under 12 years of age are in your household?






Choices	Percentage	Count
0	<div><div></div></div> 59.91%	1484
1	<div><div></div></div> 17.40%	431
2	<div><div></div></div> 11.87%	294
none	<div><div></div></div> 5.65%	140
3	<div><div></div></div> 2.02%	50
4	<div><div></div></div> 0.61%	15
zero	<div><div></div></div> 0.40%	10
Other	<div><div></div></div> 2.14% [View]	53
Total		2477
Unanswered		87

Indicate how important a tuition assistance policy is to you personally






Choices (Score)	Percentage	Count
Very Important (5)	<div><div></div></div> 51.83%	1316
Somewhat Important (4)	<div><div></div></div> 19.14%	486
Neutral (3)	<div><div></div></div> 10.12%	257
Not Terribly Important (2)	<div><div></div></div> 5.24%	133
Not at all Important (1)	<div><div></div></div> 13.67%	347
Total		2539
Unanswered		25
Avg Score		3.9

Indicate how important a tuition assistance policy is for faculty recruitment and retention






Choices (Score)	Percentage	Count

Very Important (5)	 49.15%	1243
Somewhat Important (4)	 29.34%	742
Neutral (3)	 15.46%	391
Not Terribly Important (2)	 3.08%	78
Not at all Important (1)	 2.97%	75
Total		2529
<i>Unanswered</i>		<i>35</i>
Avg Score		4.2

Indicate how important a tuition assistance policy is for staff recruitment and retention

Choices (Score)	Percentage	Count
Very Important (5)	 57.96%	1463
Somewhat Important (4)	 27.50%	694
Neutral (3)	 10.22%	258
Not Terribly Important (2)	 2.30%	58
Not at all Important (1)	 2.02%	51
Total		2524
<i>Unanswered</i>		<i>40</i>
Avg Score		4.4

Would you still support such a place if it resulted in a reduction of funds for other purposes?

Choices (Score)	Percentage	Count
Strongly Support (5)	 20.21%	510
Support (4)	 32.65%	824
Neutral (3)	 22.82%	576
Oppose (2)	 14.22%	359
Strongly Oppose (1)	 10.10%	255
Total		2524
<i>Unanswered</i>		<i>40</i>
Avg Score		3.4

7. Would a tuition assistance plan make it more likely for dependent children to come to KU?

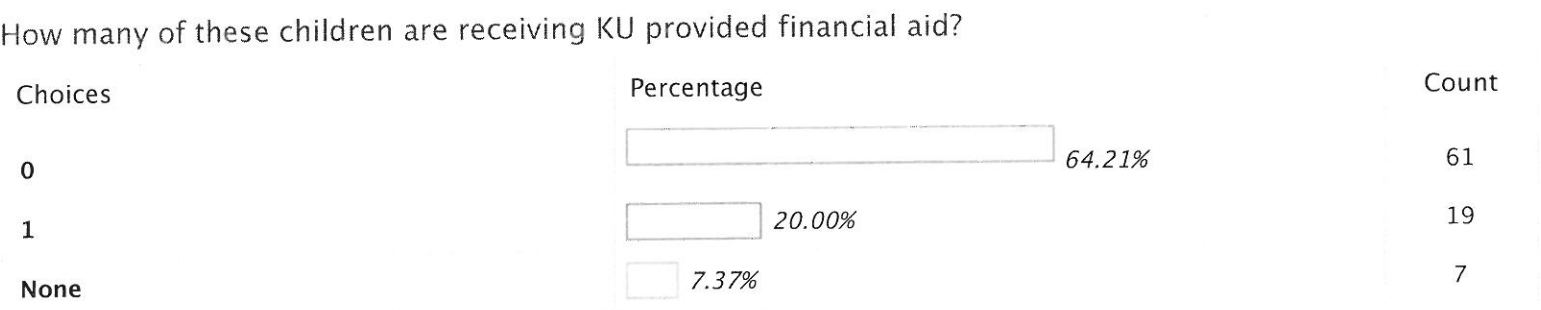
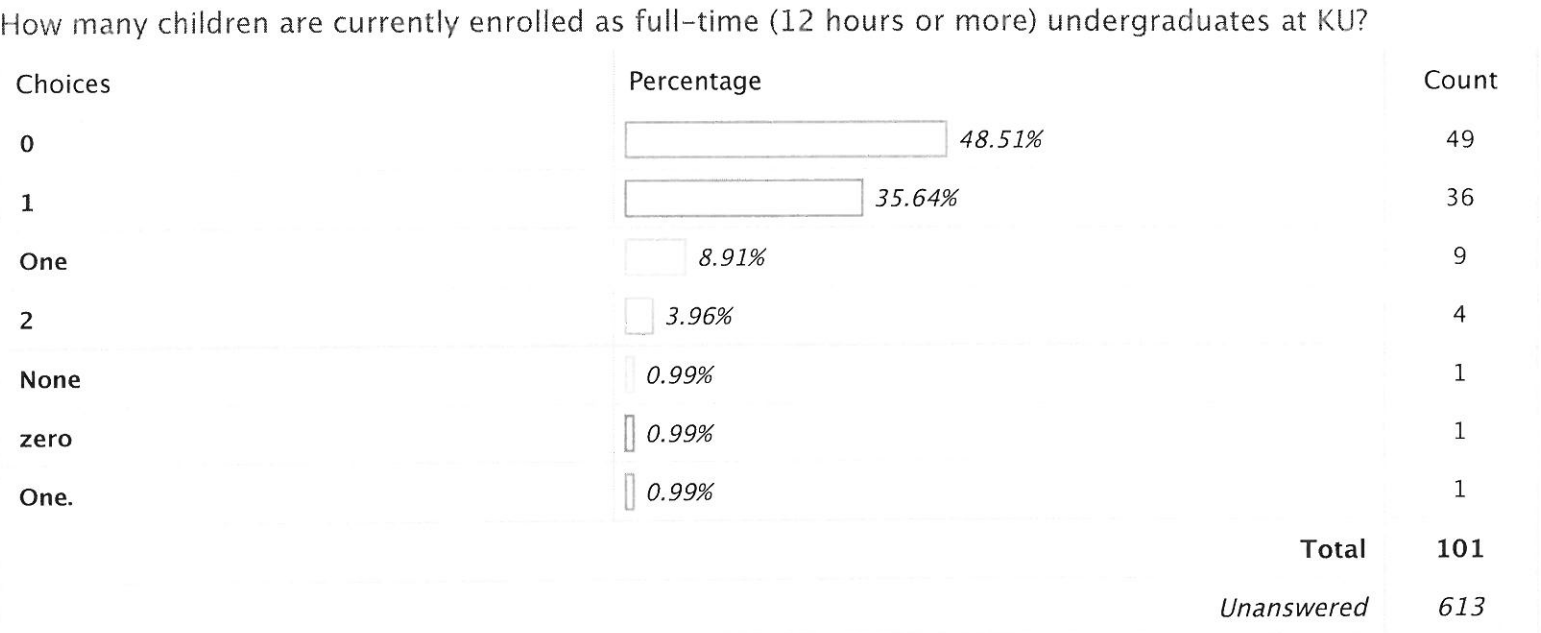
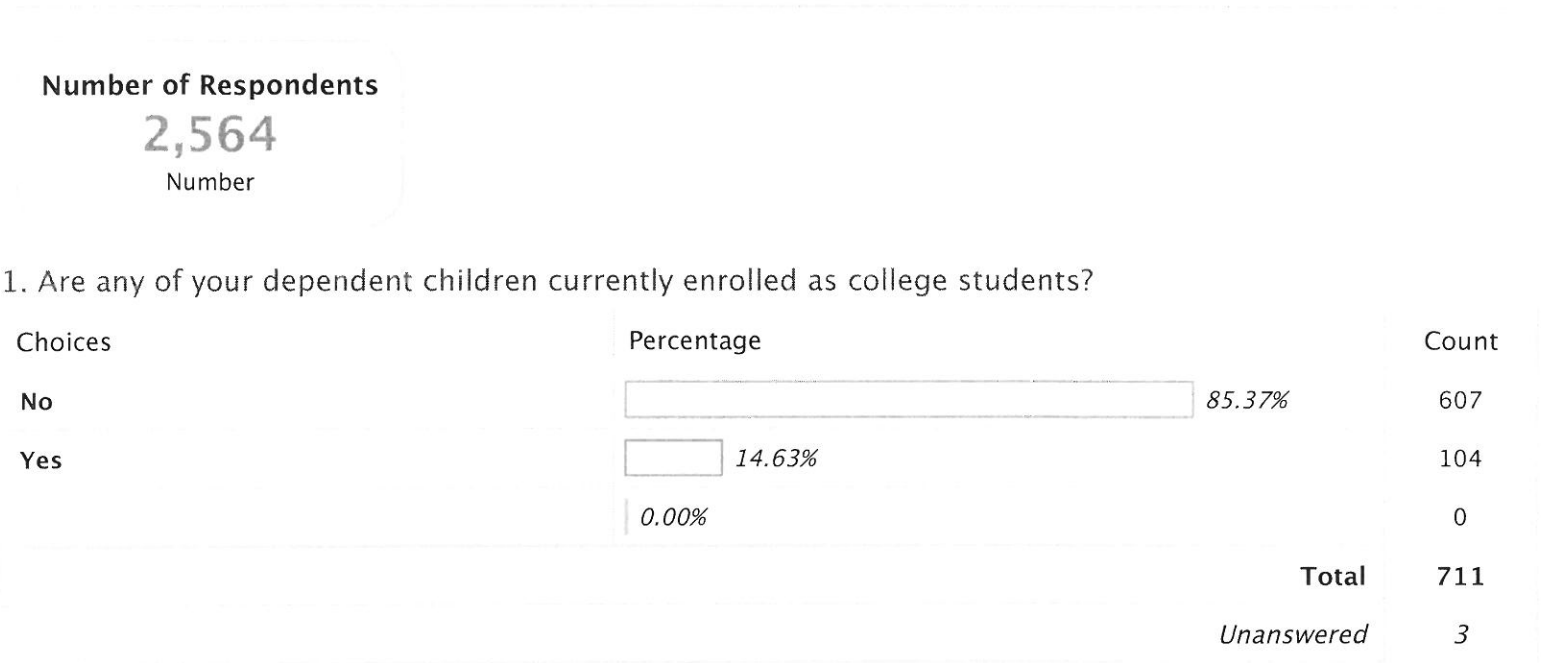
Choices	Percentage	Count
Yes	<div></div> 74.83%	1641
No	<div></div> 25.17%	552
Total		2193
Unanswered		371

8. Are you participating in KU’s staff tuition assistance program?

Choices	Percentage	Count
No	<div></div> 87.11%	2176
Yes	<div></div> 12.89%	322
Total		2498
Unanswered		66

Staff Dependent Tuition Assistance Survey–Faculty

Questions may have been truncated to fit this report. The final open-ended question of the survey was left out of this report to save space.



ONE	<input type="checkbox"/> 2.11%	2
n.a.	<input type="checkbox"/> 1.05%	1
one but very slight	<input type="checkbox"/> 1.05%	1
zero	<input type="checkbox"/> 1.05%	1
Other	<input type="checkbox"/> 3.16% [View]	3
Total		95
<i>Unanswered</i>		<i>619</i>









How many children are currently enrolled as part-time (less than 12hours) undergraduate students...?

Choices	Percentage	Count
0	<input type="checkbox"/> 82.61%	76
None	<input type="checkbox"/> 6.52%	6
1	<input type="checkbox"/> 4.35%	4
zero	<input type="checkbox"/> 1.09%	1
Full Time Graduate Student	<input type="checkbox"/> 1.09%	1
n.a.	<input type="checkbox"/> 1.09%	1
O	<input type="checkbox"/> 1.09%	1
Other	<input type="checkbox"/> 2.17% [View]	2
Total		92
<i>Unanswered</i>		<i>622</i>

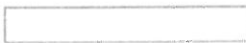






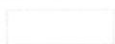
How many of these children are receiving KU provided financial aid?

Choices	Percentage	Count
0	<input type="checkbox"/> 84.44%	76
None	<input type="checkbox"/> 8.89%	8
NA	<input type="checkbox"/> 3.33%	3
zero	<input type="checkbox"/> 1.11%	1
n.a.	<input type="checkbox"/> 1.11%	1
None.	<input type="checkbox"/> 1.11%	1
	<input type="checkbox"/> 0.00%	0
Total		90
<i>Unanswered</i>		<i>624</i>


How many children are currently enrolled as undergraduates at an institution other KU?

Choices	Percentage	Count
1	 42.11%	40
0	 40.00%	38
None	 6.32%	6
2	 6.32%	6
One	 1.05%	1
zero	 1.05%	1
Two	 1.05%	1
Other [View]	 2.11%	2
Total		95
<i>Unanswered</i>		<i>619</i>

Would a tuition plan make it more likely that these students would transfer to KU?

Choices	Percentage	Count
yes	 37.04%	30
no	 27.16%	22
na	 9.88%	8
N/A	 4.94%	4
Yes.	 2.47%	2
probably not due to scholarship and education opportunities offered at current institution. It would have been likely that she would have attended here as a freshman	 1.23%	1
No - due to nature of program	 1.23%	1
Other [View]	 16.05%	13
Total		81
<i>Unanswered</i>		<i>633</i>

2. Is your spouse or domestic partner currently enrolled as a student at KU?

Choices	Percentage	Count
No	 97.04%	689

Yes	<div><div></div>2.96%</div>	21
	<div><div></div>0.00%</div>	0
Total		710
Unanswered		4

Is your spouse or domestic partner enrolled as undergraduate or graduate student?

Choices	Percentage	Count
Graduate Student	<div><div></div>70.00%</div>	14
Undergraduate Student	<div><div></div>30.00%</div>	6
	<div><div></div>0.00%</div>	0
Total		20
Unanswered		694

Is s/he enrolled in more than 7 hours (if undergraduate) or more than 3 hours (if graduate)?

Choices	Percentage	Count
Yes	<div><div></div>52.63%</div>	10
No	<div><div></div>47.37%</div>	9
	<div><div></div>0.00%</div>	0
Total		19
Unanswered		695

Is s/he currently receiving any KU provided financial aid?

Choices	Percentage	Count
No	<div><div></div>85.00%</div>	17
Yes	<div><div></div>15.00%</div>	3
	<div><div></div>0.00%</div>	0
Total		20
Unanswered		694

3. How many dependent children between the ages of 12 and 18 and not currently enrolled in college a

Choices	Percentage	Count
0	<div><div></div>66.67%</div>	464
1	<div><div></div>15.52%</div>	108

1	15.52%	100
None	7.76%	54
2	5.75%	40
3	1.58%	11
One	0.57%	4
n/a	0.57%	4
Other	[View] 1.58%	11
Total		696
<i>Unanswered</i>		<i>18</i>

4. How many dependent children under 12 years of age are in your household?

Choices	Percentage	Count
0	54.20%	374
1	18.41%	127
2	14.06%	97
None	7.25%	50
3	2.61%	18
4	0.87%	6
zero	0.43%	3
Other	[View] 2.17%	15
Total		690
<i>Unanswered</i>		<i>24</i>

Indicate how important a tuition assistance policy is to you personally

Choices (Score)	Percentage	Count
Very Important (5)	43.63%	308
Somewhat Important (4)	17.71%	125
Neutral (3)	9.07%	64
Not Terribly Important (2)	7.37%	52
Not at all Important (1)	22.24%	157
Total		706
<i>Unanswered</i>		<i>8</i>

Avg Score 3.5

Indicate how important a tuition assistance policy is for faculty recruitment and retention

Choices (Score)	Percentage	Count
Very Important (5)	59.89%	424
Somewhat Important (4)	25.00%	177
Neutral (3)	10.17%	72
Not Terribly Important (2)	2.97%	21
Not at all Important (1)	1.98%	14
Total		708
<i>Unanswered</i>		<i>6</i>
Avg Score		4.4

Indicate how important a tuition assistance policy is for staff recruitment and retention

Choices (Score)	Percentage	Count
Very Important (5)	57.55%	404
Somewhat Important (4)	25.36%	178
Neutral (3)	12.25%	86
Not Terribly Important (2)	2.85%	20
Not at all Important (1)	1.99%	14
Total		702
<i>Unanswered</i>		<i>12</i>
Avg Score		4.3

Would you still support such a place if it resulted in a reduction of funds for other purposes?

Choices (Score)	Percentage	Count
Strongly Support (5)	21.91%	154
Support (4)	29.87%	210
Neutral (3)	21.76%	153
Oppose (2)	13.80%	97
Strongly Oppose (1)	12.66%	89
Total		703

Unanswered 11

Avg Score 3.4

7. Would a tuition assististance plan make it more likely for dependent children to come to KU?

Choices	Percentage	Count
Yes	<div><div></div></div> 71.57%	428
No	<div><div></div></div> 28.43%	170
	0.00%	0
Total		598
Unanswered		116

8. Are you participating in KU’s staff tuition assistance program?

Choices	Percentage	Count
No	<div><div></div></div> 97.94%	667
Yes	<div><div></div></div> 2.06%	14
	0.00%	0
Total		681
Unanswered		33

Staff Dependent Tuition Assistance Survey-Staff

Questions may have been truncated to fit this report. The final open-ended question of the survey was left out of this report to save space.

1. Are any of your dependent children currently enrolled as college students?

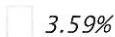
Choices	Percentage	Count
No	<div><div></div></div> 88.52%	1619
Yes	<div><div></div></div> 11.48%	210
	<div><div></div></div> 0.00%	0
Total		1829
<i>Unanswered</i>		<i>14</i>

How many children are currently enrolled as full-time (12 hours or more) undergraduates at KU?



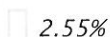





Choices	Percentage	Count
0	<div><div></div></div> 48.04%	98
1	<div><div></div></div> 34.31%	70
None	<div><div></div></div> 9.31%	19
2	<div><div></div></div> 2.94%	6
one	<div><div></div></div> 2.45%	5
zero	<div><div></div></div> 0.49%	1
Son will be enrolled full time in Fall of 2015	<div><div></div></div> 0.49%	1
Other [View]	<div><div></div></div> 1.96%	4
Total		204
<i>Unanswered</i>		<i>1639</i>

How many of these children are receiving KU provided financial aid?




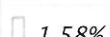
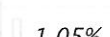
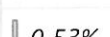
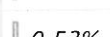
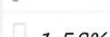
Choices	Percentage	Count
0	<div><div></div></div> 58.97%	115
1	<div><div></div></div> 22.56%	44
None	<div><div></div></div> 10.77%	21
one	<div><div></div></div> 1.54%	3
2	<div><div></div></div> 1.54%	3
zero	<div><div></div></div> 0.51%	1

?	 0.51%	1
Other	[View]  3.59%	7
Total		195
<i>Unanswered</i>		<i>1648</i>

How many children are currently enrolled as part-time (less than 12hours) undergraduate students...?

Choices	Percentage	Count
0	 82.65%	162
none	 12.24%	24
1	 2.55%	5
none, but will do his graduate work at KU	 0.51%	1
One	 0.51%	1
zero	 0.51%	1
NA	 0.51%	1
Other	[View]  0.51%	1
Total		196
<i>Unanswered</i>		<i>1647</i>

How many of these children are receiving KU provided financial aid?

Choices	Percentage	Count
0	 79.47%	151
None	 11.58%	22
n/a	 3.68%	7
na	 1.58%	3
1	 1.05%	2
zero	 0.53%	1
one	 0.53%	1
Other	[View]  1.58%	3
Total		190
<i>Unanswered</i>		<i>1653</i>

How many children are currently enrolled as undergraduates at an institution other KU?

Choices	Percentage	Count
1	<div><div></div></div> 42.64%	84
0	<div><div></div></div> 34.01%	67
2	<div><div></div></div> 11.17%	22
one	<div><div></div></div> 7.11%	14
none	<div><div></div></div> 3.05%	6
two	<div><div></div></div> 0.51%	1
My dependent grandson is at ESU	<div><div></div></div> 0.51%	1
Other [View]	<div><div></div></div> 1.02%	2
Total		197
<i>Unanswered</i>		<i>1646</i>

Would a tuition plan make it more likely that these students would transfer to KU?

Choices	Percentage	Count
yes	<div><div></div></div> 45.45%	85
No	<div><div></div></div> 17.11%	32
n/a	<div><div></div></div> 13.37%	25
maybe	<div><div></div></div> 4.28%	8
na	<div><div></div></div> 3.74%	7
0	<div><div></div></div> 2.67%	5
Possibly	<div><div></div></div> 2.14%	4
Other [View]	<div><div></div></div> 11.23%	21
Total		187
<i>Unanswered</i>		<i>1656</i>

2. Is your spouse or domestic partner currently enrolled as a student at KU?

Choices	Percentage	Count
No	<div><div></div></div> 96.26%	1751
Yes	<div><div></div></div> 3.74%	68
	<div><div></div></div> 0.00%	0
Total		1819

Unanswered 24

Is your spouse or domestic partner enrolled as undergraduate or graduate student?

Choices	Percentage	Count
Graduate Student	74.24%	49
Undergraduate Student	25.76%	17
	0.00%	0
Total		66
Unanswered		1777

Is s/he enrolled in more than 7 hours (if undergraduate) or more than 3 hours (if graduate)?

Choices	Percentage	Count
Yes	67.65%	46
No	32.35%	22
	0.00%	0
Total		68
Unanswered		1775

Is s/he currently receiving any KU provided financial aid?

Choices	Percentage	Count
No	60.29%	41
Yes	39.71%	27
	0.00%	0
Total		68
Unanswered		1775

3. How many dependent children between the ages of 12 and 18 and not currently enrolled in college a

Choices	Percentage	Count
0	73.62%	1306
1	11.56%	205
2	5.02%	89
none	4.90%	87
3	1.01%	18

n/a	0.96%	17
na	0.62%	11
Other	[View] 2.31%	41
Total		1774
<i>Unanswered</i>		<i>69</i>






4. How many dependent children under 12 years of age are in your household?

Choices	Percentage	Count
0	62.08%	1105
1	17.08%	304
2	10.96%	195
none	5.06%	90
3	1.80%	32
4	0.51%	9
zero	0.39%	7
Other	[View] 2.13%	38
Total		1780
<i>Unanswered</i>		<i>63</i>






Indicate how important a tuition assistance policy is to you personally

Choices (Score)	Percentage	Count
Very Important (5)	55.04%	1005
Somewhat Important (4)	19.66%	359
Neutral (3)	10.57%	193
Not Terribly Important (2)	4.38%	80
Not at all Important (1)	10.35%	189
Total		1826
<i>Unanswered</i>		<i>17</i>
Avg Score		4.1






Indicate how important a tuition assistance policy is for faculty recruitment and retention

Choices (Score)	Percentage	Count
Very Important (5)	 44.82%	813
Somewhat Important (4)	 31.09%	564
Neutral (3)	 17.59%	319
Not Terribly Important (2)	 3.14%	57
Not at all Important (1)	 3.36%	61
Total		1814
<i>Unanswered</i>		<i>29</i>
Avg Score		4.1

Indicate how important a tuition assistance policy is for staff recruitment and retention

Choices (Score)	Percentage	Count
Very Important (5)	 58.02%	1053
Somewhat Important (4)	 28.37%	515
Neutral (3)	 9.48%	172
Not Terribly Important (2)	 2.09%	38
Not at all Important (1)	 2.04%	37
Total		1815
<i>Unanswered</i>		<i>28</i>
Avg Score		4.4

Would you still support such a place if it resulted in a reduction of funds for other purposes?

Choices (Score)	Percentage	Count
Strongly Support (5)	 19.46%	353
Support (4)	 33.74%	612
Neutral (3)	 23.32%	423
Oppose (2)	 14.39%	261
Strongly Oppose (1)	 9.10%	165
Total		1814
<i>Unanswered</i>		<i>29</i>
Avg Score		3.4

7. Would a tuition assististance plan make it more likely for dependent children to come to KU?

Choices	Percentage	Count
Yes	<div></div> 76.01%	1207
No	<div></div> 23.99%	381
	<div></div> 0.00%	0
Total		1588
Unanswered		255

8. Are you participating in KU's staff tuition assistance program?

Choices	Percentage	Count
No	<div></div> 83.04%	1503
Yes	<div></div> 16.96%	307
	<div></div> 0.00%	0
Total		1810
Unanswered		33

ANALYSIS OF ONLINE/HYBRID COURSES TAUGHT 2013-2014

The Faculty Compensation Committee requested and received data on courses taught in the summer, fall, and spring semesters 2013-14 by mode (Online, hybrid, in-person, Video Course); course level; unit (school and department); and faculty rank of the instructor. We have analyzed these data to determine the incidence of online and hybrid courses, the faculty rank of the instructors, and number of students taught. Results appear below.

1. Comparatively few students enroll in hybrid or online courses during the 2013-14 academic year.

Mode	Total Students
Hybrid	2912
In Person	195592
Video	6562
Online	6088
Total	211154

2. These courses are concentrated in CLAS and the School of Education:

school	Teaching Mode				Total
	Hybrid	In Person	Video	Online	
Applied English Cente	0	211	0	0	211
College of Liberal Ar	17	6,836	14	133	7,000
Office of the Univers	0	31	0	0	31
School of Architectur	0	413	5	3	421
School of Business	10	569	0	6	585
School of Education	18	1,020	7	49	1,094
School of Engineering	1	1,022	9	1	1,033
School of Journalism	12	161	0	6	179
School of Law	0	259	0	0	259
School of Music	0	1,146	1	13	1,160
School of Pharmacy	1	205	65	33	304
School of Social Welf	43	188	4	2	237
Total	102	12,061	105	246	12,514

3. These courses are somewhat more likely to be taught in the spring and fall semesters:

Teaching Mode	Term			Total
	Sum 2013	Fall 2013	Spr 2014	
Hybrid	10	35	57	102
In Person	1,702	5,053	5,306	12,061
VC	2	53	50	105
Online	82	80	84	246

Total	1,796	5,221	5,497	12,514
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4. Adjuncts and Associate Professors are more likely to teach online and hybrid courses:

Academic Rank	Teaching Mode				Total
	Hybrid	In Person	Video	Online	
Student Teacher	2	382	10	20	414
Adjunct	36	1,751	11	64	1,862
Other Rank	18	3,006	35	27	3,086
Assistant	7	1,424	10	17	1,458
Associate	23	3,389	29	65	3,506
Full	16	2,109	10	53	2,188
Total	102	12,061	105	246	12,514

5. Excluding remedial courses and 900 level courses, online and hybrid courses have more students on average.

Teaching Mode	mean(students)
Hybrid	28.5
In Person	19.6
Video	64.6
Online	25.1
Total	20.3

6. Online and hybrid courses are distributed fairly evenly across course levels.

Course Level	Teaching Mode			
	Hybrid	In Person	Video	Online
Remedial courses		133		
100 level	8	1,498	3	59
200 level	1	805		26
300 level	12	1,237	6	38
400 level	12	1,126	1	5
500 level	1	1,016	28	16
600-800 level	29	1,715	54	35
800 level	39	2,000	9	63
900 level		2,531	4	4

School	Course Load Accounting	Extra Compensation
College of Liberal Arts & Sciences	During semester online and hybrid courses are counted as part of regular teaching load.	One-time course development funds are available to encourage faculty to develop online/hybrid courses.
School of Education	Online/hybrid courses are counted as part of regular teaching load.	Pay faculty \$3500 for the development of online/hybrid courses.
School of Journalism	Online/hybrid courses are counted as part of regular teaching load.	Pay is same for teaching online or in-person courses. Student enrollment caps are same for both types of courses.
School of Pharmacy	School of Pharmacy teaches several video courses delivered in Lawrence, Wichita, and Kansas City. These course lectures are delivered once and recorded. Graduate courses in PHCH are on-line.	No overload payments for teaching video courses. Online PHCH courses may result in overload payments depending on the teaching commitments of the faculty member.
School of Business	Online/hybrid courses are counted as part of regular teaching load.	No course development funds reported.
School of Social Welfare	Online/hybrid courses are counted as part of regular teaching load.	One-time \$5,000 course development payment as long as the courses are taught for three years.
School of Music	Online/hybrid courses are counted as part of regular teaching load.	No course development funds reported.