

**Faculty Compensation Committee Report  
4/17/2017**

**Co-Chairs: Robert Schwaller, Sara Wilson**

**Members:**

**Hossein Saiedian, Engineering, (2019)**

**Margaret Marco, Music, (2019)**

**Susan King, HSES, (2018)**

**Robert Schwaller, History, (2018)**

**Arlene Barry, Curriculum & Teaching (2017)**

**Sara Wilson, Mechanical Engineering (2017)**

**Ex-officio member, Mary Lee Hummer, Vice Provost, Faculty Development**

**Specific charge #1:** Continue to work with OIRP to obtain quantitative analysis of salary compression in libraries.

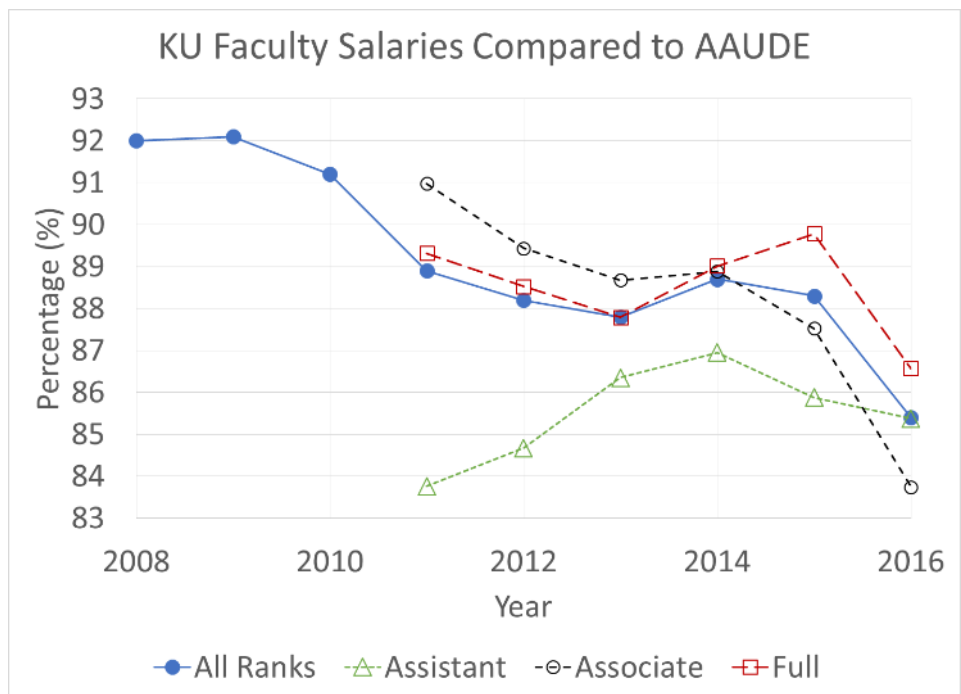
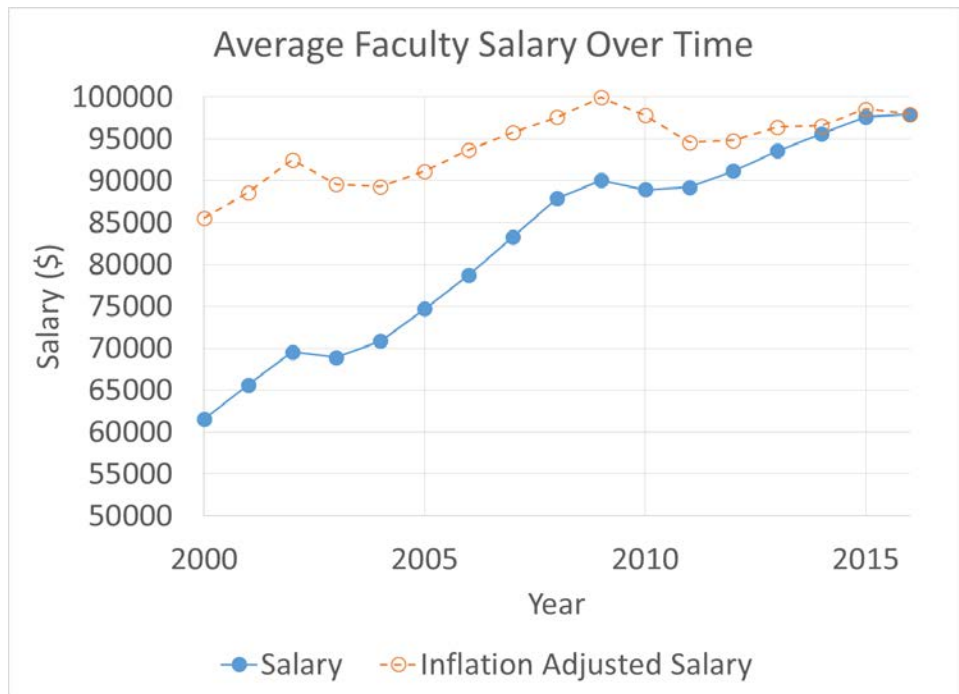
The committee has not been able to make significant headway towards this charge. Currently, OIRP does not appear to have comparative data on library salaries. Moreover, they do not collect comparative data for peer-institutions' library salaries. This appears to be the result of job titles/position descriptions used at KU which are not as common among peer institutions. Consequently, the committee cannot speak to salary compression in the libraries.

**Recommendation:** The committee asks that OIRP be directed to collect and analyze more data on Library salaries than it currently has been charged to do.

**Specific charge #2:** Continue to work with OIRP to obtain quantitative analysis of faculty salaries and library faculty salaries for each school or discipline within KU. Compare individual school and discipline data with peer institutions and provide a report.

Using data from OIRP in available reports, we have the following analysis of faculty salaries:

KU faculty salaries (on average) have risen in the last 15 years with a dip between 2009 and 2011 during the recession and a slight decrease between 2015 and 2016 (Figure 1). Adjusting for inflation, faculty salaries (on average) have risen \$12,427.47 (in today's dollars) over the past 15 years. However, comparisons with peer institutions suggest that KU, on average, is not keeping up with the faculty marketplace. From a peak in 2009, faculty salary has decreased relative to the AAU (Figure 2), and our peer institution group (see Appendix). In the last year, KU salaries show a marked drop in comparison to AAU institutions, especially at the

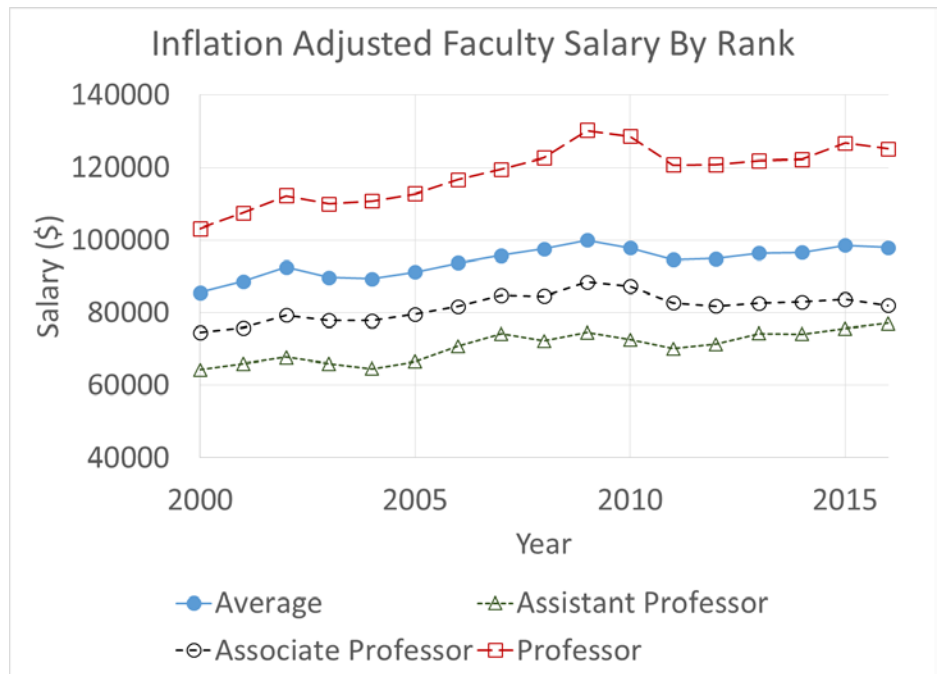
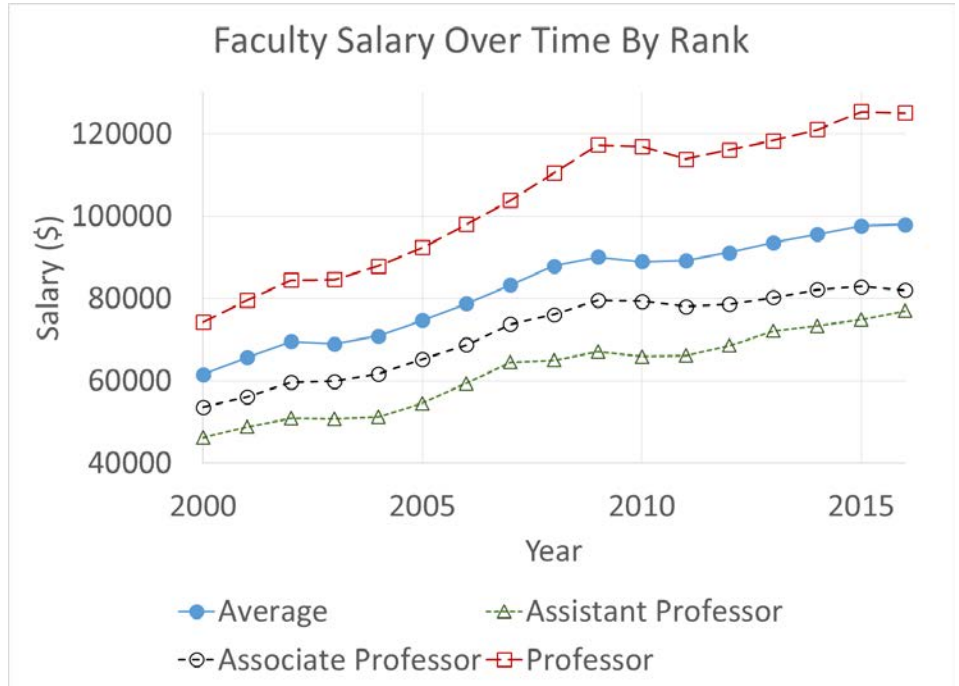


associate and full professor ranks. The less pronounced dip in assistant rank salaries can likely be accounted for by market forces which lead to increased competition at the junior rank where applicants may be considering employment offers from across the country. Fewer national searches are made for associate and full professors. Consequently the dip in salary at these ranks likely results from the cumulative effect of smaller promotion and merit raises for KU faculty than for faculty at peer institutions.

Examining these data by rank, we found that the different faculty ranks have, for the most part tracked in parallel with full professors rising slightly faster than assistant and associate professors (Figure 3). These patterns are also observed when the salaries are adjusted for inflation (Figure 4). These figures illustrate the recent (2015-2016) dip in salaries at the associate and full ranks. These data suggest that, in aggregate, faculty compression is not much of an issue, although associate professors have been growing at a slightly lower rate than the other ranks in the last 5 years.

The data provided by OIRP (Appendix) indicates differences across units from these general trends. In several cases, units have succeeded in maintaining relative parity to peer institutions' salaries. For example, salaries the School of Journalism and

Mass Communication are between 96% and 97.4% of peer institutions. Similarly, the School of Pharmacy has salaries that range between 94.6% (assoc.) and 97.7% (full) of peer institutions. In contrast, several units have significantly less than average salaries in comparison with the peer group. The School of Music has salaries that range between 84.4% (full) and 87.5% (assist). In the College's Division of the Social Sciences full professors make 85.9% of their peers while assistant professors only make 81.4% of their peers. The tendency for lower ranked professors (assistants/associates) to make more relative to their peers than those of higher ranks



can be seen most clearly in the College's Division of Natural Sciences, and most of the professional schools (The School of Architecture, Design and Planning, The School of Business, The School of Education, The School of Engineering, The School of Law, The School of Music, and School of Social Welfare). This data suggests that market forces and employment prospects outside of higher education have helped keep entry level salaries high in these units. However, smaller promotion and merit raises have led to decreased relative salaries of longer serving faculty.

#### Recommendations:

The disparity in salaries at the associate and full level between KU and peer institutions needs to be addressed. The gap appears to be increasing. Although there is less movement at these ranks, the growing disparity may lead to some KU faculty seeking employment elsewhere. Since some units appear to have maintained parity better than others, further investigation into the factors contributing to these trends would be helpful to considering future options. Additionally, the University could consider ways of improving employee compensation outside of salary increases, see comments below. Finally, the committee asks that these findings be disseminated to the Deans and Provost's office so that they might be more aware of issues of salary parity across different units of the University.

**Specific charge #3:** Review standing charges and recommend whether there are issues of faculty compensation other than salaries that could be examined by this committee (such as benefits or resources).

In the past, the possibility of tuition reduction/remission for dependents has been raised as a form of non-salary compensation. The implementation of such a policy could help offset some of the issues raised in this report. Additionally, the committee felt that rising healthcare costs should be examined. Rising out-of-pocket expenses (premiums, co-payes, etc.) have resulted in less take home pay for faculty. For example, the primary care co-pay for the state employee health plan has doubled from \$20 in 2011 to \$40 in 2017. Although the University's healthcare plan is negotiated by the state, the University should consider how increasing cost of healthcare contribute to its ability to recruit and retain faculty.

**Appendix**  
**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												
		2011		2012		2013		2014		2015		2016		
Rank		KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	
<b>Salary Comparisons</b>														
Professor		\$113,863	\$127,482	\$116,104	\$131,158	\$118,325	\$134,782	\$121,043	\$135,989	\$125,447	\$139,724	\$125,123	\$144,535	
Associate		\$78,056	\$85,793	\$78,616	\$87,901	\$80,239	\$90,487	\$82,159	\$92,430	\$82,890	\$94,707	\$81,993	\$97,905	
Assistant		\$66,082	\$78,893	\$68,565	\$80,980	\$72,083	\$83,475	\$73,643	\$84,303	\$74,855	\$87,166	\$77,010	\$90,204	
Instructor		\$0	\$55,226	\$0	\$57,883	\$0	\$58,925	\$0	\$60,357	\$0	\$61,096	\$0	\$65,971	
All Ranks		\$89,226	\$100,410	\$91,177	\$103,392	\$93,594	\$106,546	\$95,621	\$107,804	\$97,607	\$110,480	\$97,950	\$114,642	
<b>KU Salaries as a Percent of Peer Salaries</b>														
Professor			89.3%		88.5%		87.8%		89.0%		89.8%		86.6%	
Associate			91.0%		89.4%		88.7%		88.9%		87.5%		83.7%	
Assistant			83.8%		84.7%		86.4%		87.4%		85.9%		85.4%	
Instructor			0.0%		0.0%		0.0%		0.0%		0.0%		0.0%	
All Ranks			88.9%		88.2%		87.8%		88.7%		88.3%		85.4%	
<b>Total FTE</b>														
Professor		369.16	8,122.05	372.70	8,149.26	376.22	8,126.98	381.28	8,414.09	375.36	8,403.80	387.09	8,567.81	
Associate		363.57	4,923.54	375.05	5,006.28	370.55	5,079.76	389.43	5,325.09	387.68	5,350.16	373.69	5,399.21	
Assistant		217.50	3,858.38	202.50	3,671.11	202.50	3,647.49	202.50	3,891.72	208.55	3,981.71	217.55	4,111.72	
Instructor		0.00	187.19	0.00	183.70	0.00	198.20	0.00	208.84	0.00	233.41	0.00	263.94	
All Ranks		950.23	17,091.16	950.25	17,010.35	949.27	17,052.43	973.21	17,839.74	971.59	17,969.08	978.33	18,342.68	
<b># of Peers reporting data:</b>														
			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		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin

>>> 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														
		2011		2012		2013		2014		2015		2016				
Rank		KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group			
<b>Salary Comparisons</b>																
Professor		\$103,551	\$119,073	\$104,898	\$122,254	\$106,175	\$125,744	\$109,024	\$127,181	\$114,075	\$130,623	\$115,465	\$134,908			
Associate		\$74,220	\$78,888	\$74,794	\$80,859	\$76,196	\$83,184	\$77,054	\$84,755	\$78,189	\$86,758	\$77,801	\$89,748			
Assistant		\$60,415	\$69,272	\$62,210	\$70,910	\$63,110	\$72,933	\$64,593	\$73,654	\$66,252	\$76,072	\$65,614	\$79,249			
Instructor		\$0	\$45,858	\$0	\$47,881	\$0	\$49,034	\$0	\$50,919	\$0	\$51,011	\$0	\$54,657			
All Ranks		\$81,237	\$90,924	\$83,044	\$93,907	\$84,412	\$96,749	\$86,435	\$98,380	\$89,009	\$100,840	\$90,228	\$105,456			
<b>KU Salaries as a Percent of Peer Salaries</b>																
Professor			87.0%		85.8%		84.4%		85.7%		87.3%		85.6%			
Associate			94.1%		92.5%		91.6%		90.9%		90.1%		86.7%			
Assistant			87.2%		87.7%		86.5%		87.7%		87.1%		82.8%			
Instructor			0.0%		0.0%		0.0%		0.0%		0.0%		0.0%			
All Ranks			89.3%		88.4%		87.2%		87.9%		88.3%		85.6%			
<b>Total FTE</b>																
Professor		197.25	4,755.24	199.34	4,779.66	202.09	4,785.59	205.21	4,910.08	201.56	4,934.63	214.42	4,974.97			
Associate		205.87	2,800.73	213.62	2,881.26	215.12	2,954.08	220.55	3,032.27	218.75	3,034.09	223.51	3,013.65			
Assistant		142.00	2,159.66	124.50	2,069.32	123.50	2,021.60	117.50	2,115.33	118.00	2,126.39	107.00	2,163.19			
Instructor		0.00	108.40	0.00	102.00	0.00	116.60	0.00	120.15	0.00	139.86	0.00	157.42			
All Ranks		545.12	9,824.03	537.46	9,832.24	540.71	9,877.87	543.26	10,177.83	538.31	10,234.97	544.93	10,309.23			
<b># of Peers reporting data:</b>																
			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

**Appendix**  
**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											
		2011		2012		2013		2014		2015		2016	
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	
<b>Salary Comparisons</b>													
Professor	\$103,206	\$105,772	\$104,116	\$108,771	\$103,258	\$111,735	\$106,556	\$112,439	\$107,985	\$115,803	\$110,593	\$118,897	
Associate	\$71,422	\$73,188	\$71,678	\$74,786	\$72,913	\$77,064	\$73,816	\$78,201	\$72,563	\$79,922	\$72,359	\$82,891	
Assistant	\$54,009	\$60,948	\$54,142	\$62,347	\$55,235	\$63,630	\$57,371	\$64,203	\$58,548	\$66,372	\$58,992	\$69,240	
Instructor	\$0	\$42,669	\$0	\$44,418	\$0	\$45,374	\$0	\$46,669	\$0	\$46,384	\$0	\$48,013	
All Ranks	\$75,904	\$79,281	\$77,112	\$81,864	\$77,816	\$84,284	\$80,071	\$85,517	\$81,043	\$88,665	\$82,315	\$92,009	
<b>KU Salaries as a Percent of Peer Salaries</b>													
Professor		97.6%		95.7%		92.4%		94.8%		93.2%		93.0%	
Associate		97.6%		95.8%		94.6%		94.4%		90.8%		87.3%	
Assistant		88.6%		86.8%		86.8%		89.4%		88.2%		85.2%	
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%	
All Ranks		95.7%		94.2%		92.3%		93.6%		91.4%		89.5%	
<b>Total FTE</b>													
Professor	45.74	1,111.53	45.94	1,090.63	49.07	1,096.35	52.31	1,127.73	55.07	1,160.81	60.58	1,156.63	
Associate	71.00	1,038.89	74.00	1,063.14	75.00	1,068.62	74.50	1,069.36	71.50	1,084.91	72.51	1,067.25	
Assistant	42.50	581.16	36.50	558.41	39.00	531.73	40.50	559.26	39.00	547.01	42.50	542.38	
Instructor	0.00	47.60	0.00	43.30	0.00	48.80	0.00	50.09	0.00	56.01	0.00	62.73	
All Ranks	159.24	2,779.18	156.44	2,755.48	163.07	2,745.50	167.31	2,806.44	165.57	2,848.74	175.59	2,828.99	
<b># of Peers reporting data:</b>													
		15		15		15		15		15		15	
List of Institutions		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin	

**Appendix**  
**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												
		2011		2012		2013		2014		2015		2016		
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group		
<b>Salary Comparisons</b>														
Professor	\$102,732	\$121,260	\$103,661	\$124,239	\$105,934	\$127,998	\$107,032	\$129,390	\$113,290	\$133,121	\$113,094	\$136,704		
Associate	\$76,860	\$82,893	\$77,813	\$85,042	\$78,686	\$87,283	\$80,656	\$89,152	\$83,276	\$91,033	\$83,238	\$93,802		
Assistant	\$66,748	\$73,572	\$69,170	\$75,357	\$71,122	\$77,640	\$73,220	\$77,609	\$73,993	\$80,014	\$73,553	\$81,909		
Instructor	\$0	\$49,791	\$0	\$49,937	\$0	\$51,357	\$0	\$54,364	\$0	\$56,601	\$0	\$59,092		
All Ranks	\$86,033	\$97,877	\$88,470	\$101,931	\$90,315	\$104,952	\$91,606	\$105,822	\$95,014	\$107,869	\$96,818	\$113,609		
<b>KU Salaries as a Percent of Peer Salaries</b>														
Professor		84.7%		83.4%		82.8%		82.7%		85.1%		82.7%		
Associate		92.7%		91.5%		90.2%		90.5%		91.5%		88.7%		
Assistant		90.7%		91.8%		91.6%		94.3%		92.5%		89.8%		
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%		
All Ranks		87.9%		86.8%		86.1%		86.6%		88.1%		85.2%		
<b>Total FTE</b>														
Professor	82.22	2,262.76	88.57	2,294.41	86.32	2,274.99	85.09	2,337.73	82.59	2,334.15	90.19	2,376.73		
Associate	56.12	836.39	55.62	890.77	63.12	905.59	65.30	909.51	66.80	907.36	63.55	907.76		
Assistant	44.50	746.98	39.00	722.66	32.00	710.96	32.50	762.86	34.50	792.96	26.00	856.91		
Instructor	0.00	34.90	0.00	33.80	0.00	36.80	0.00	41.81	0.00	47.68	0.00	55.76		
All Ranks	182.84	3,881.03	183.19	3,941.64	181.44	3,928.34	182.89	4,051.91	183.89	4,082.15	179.74	4,197.16		
<b># of Peers reporting data:</b>														
		15		15		15		15		15		15		
List of Institutions		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin



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

>>> FINAL ANALYSIS <<<

**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												
		2011		2012		2013		2014		2015		2016		
Rank		KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	
<b>Salary Comparisons</b>														
Professor		\$110,447	\$131,924	\$113,389	\$135,532	\$114,641	\$139,138	\$118,830	\$141,509	\$126,857	\$145,214	\$130,421	\$151,910	
Associate		\$78,246	\$85,692	\$78,286	\$87,772	\$80,856	\$90,673	\$80,124	\$91,956	\$81,337	\$94,626	\$80,629	\$98,237	
Assistant		\$61,649	\$73,734	\$64,390	\$76,306	\$65,741	\$78,347	\$66,972	\$80,069	\$69,628	\$83,255	\$71,276	\$87,611	
Instructor		\$0	\$45,767	\$0	\$51,969	\$0	\$53,134	\$0	\$54,246	\$0	\$51,262	\$0	\$60,580	
All Ranks		\$84,382	\$98,159	\$86,329	\$100,764	\$88,318	\$104,225	\$91,858	\$108,196	\$95,391	\$110,641	\$97,173	\$115,961	
<b>KU Salaries as a Percent of Peer Salaries</b>														
Professor			83.7%		83.7%		82.4%		84.0%		87.4%		85.9%	
Associate			91.3%		89.2%		89.2%		87.1%		86.0%		82.1%	
Assistant			83.6%		84.4%		83.9%		83.6%		83.6%		81.4%	
Instructor			0.0%		0.0%		0.0%		0.0%		0.0%		0.0%	
All Ranks			86.0%		85.7%		84.7%		84.9%		86.2%		83.8%	
<b>Total FTE</b>														
Professor		53.29	1,184.62	50.33	1,193.85	52.20	1,205.74	55.81	1,240.61	52.90	1,236.41	52.65	1,238.32	
Associate		52.25	703.79	57.50	707.58	49.50	742.10	53.00	812.39	55.20	802.30	61.20	788.27	
Assistant		47.00	699.27	41.00	643.00	44.50	637.16	35.50	643.96	34.50	629.00	28.50	624.90	
Instructor		0.00	17.60	0.00	16.90	0.00	22.00	0.00	19.25	0.00	27.42	0.00	28.93	
All Ranks		152.54	2,605.28	148.83	2,561.33	146.20	2,607.00	144.31	2,716.21	142.60	2,695.13	142.35	2,680.42	
<b># of Peers reporting data:</b>														
			15		15		15		15		15		15	
List of Institutions		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin

>>> FINAL ANALYSIS <<<

**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**

Rank	Fiscal Year											
	2011		2012		2013		2014		2015		2016	
	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
<b>Salary Comparisons</b>												
Professor	\$85,781	\$91,645	\$85,457	\$93,853	\$87,004	\$97,363	\$88,309	\$96,229	\$88,983	\$97,823	\$90,157	\$101,445
Associate	\$68,187	\$68,892	\$69,584	\$71,030	\$71,046	\$71,709	\$71,407	\$72,964	\$73,776	\$75,175	\$73,076	\$77,555
Assistant	\$51,966	\$57,975	\$53,909	\$57,820	\$54,823	\$59,883	\$56,554	\$61,181	\$57,946	\$61,227	\$56,978	\$64,315
Instructor	\$0	\$47,802	\$0	\$49,305	\$0	\$49,360	\$0	\$51,449	\$0	\$49,383	\$0	\$54,473
All Ranks	\$71,192	\$74,371	\$71,722	\$75,627	\$73,078	\$77,257	\$72,825	\$76,515	\$73,970	\$77,546	\$73,646	\$80,315
<b>KU Salaries as a Percent of Peer Salaries</b>												
Professor		93.6%		91.1%		89.4%		91.8%		91.0%		88.9%
Associate		99.0%		98.0%		99.1%		97.9%		98.1%		94.2%
Assistant		89.6%		93.2%		91.6%		92.4%		94.6%		88.6%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		95.7%		94.8%		94.6%		95.2%		95.4%		91.7%
<b>Total FTE</b>												
Professor	16.00	196.33	14.50	200.77	14.50	208.51	12.00	204.01	11.00	203.26	11.00	203.29
Associate	26.50	221.66	26.50	219.77	27.50	237.77	27.75	241.01	25.25	239.52	26.25	250.37
Assistant	8.00	132.25	8.00	145.25	8.00	141.75	9.00	149.25	10.00	157.42	10.00	139.00
Instructor	0.00	8.30	0.00	8.00	0.00	9.00	0.00	9.00	0.00	8.75	0.00	10.00
All Ranks	50.50	558.54	49.00	573.79	50.00	597.03	48.75	603.27	46.25	608.95	47.25	602.66
<b># of Peers reporting data:</b>												
		13		13		14		14		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 Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Texas A&M Wisconsin		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan Michigan State Minnesota Missouri Nebraska Ohio State Texas Texas A&M Wisconsin

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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											
		2011		2012		2013		2014		2015		2016	
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	
<b>Salary Comparisons</b>													
Professor	\$92,943	\$112,219	\$96,864	\$113,495	\$96,609	\$115,041	\$98,804	\$116,806	\$98,564	\$122,254	\$103,544	\$122,808	
Associate	\$69,980	\$79,730	\$70,783	\$79,051	\$72,079	\$81,912	\$75,628	\$83,990	\$75,007	\$85,101	\$74,575	\$87,143	
Assistant	\$56,861	\$64,867	\$59,414	\$65,060	\$60,767	\$66,621	\$62,939	\$68,154	\$64,093	\$69,668	\$64,406	\$70,411	
Instructor	\$0	\$0	\$0	\$0	\$0	\$49,805	\$0	\$50,814	\$0	\$0	\$0	\$0	
All Ranks	\$77,322	\$90,532	\$77,458	\$88,056	\$79,832	\$92,381	\$80,043	\$90,668	\$79,692	\$92,810	\$80,399	\$93,341	
<b>KU Salaries as a Percent of Peer Salaries</b>													
Professor		82.8%		85.3%		84.0%		84.6%		80.6%		84.3%	
Associate		87.8%		89.5%		88.0%		90.0%		88.1%		85.6%	
Assistant		87.7%		91.3%		91.2%		92.3%		92.0%		91.5%	
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%	
All Ranks		85.4%		88.0%		86.4%		88.3%		85.9%		86.1%	
<b>Total FTE</b>													
Professor	13.70	93.40	12.70	92.00	14.00	95.50	12.00	105.25	11.00	93.50	11.00	91.40	
Associate	18.00	129.05	18.00	132.80	18.00	132.24	20.00	140.50	21.00	127.75	19.00	147.75	
Assistant	4.00	103.75	7.00	100.00	5.00	103.57	8.00	110.00	7.00	104.00	9.00	106.00	
Instructor	0.00	0.00	0.00	0.00	0.00	2.00	0.00	2.00	0.00	0.00	0.00	0.00	
All Ranks	35.70	326.20	37.70	324.80	37.00	333.31	40.00	357.75	39.00	325.25	39.00	345.15	
<b># of Peers reporting data:</b>													
		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	

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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**

Rank	Fiscal Year													
	2011		2012		2013		2014		2015		2016			
	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group		
<b>Salary Comparisons</b>														
Professor	\$164,313	\$188,600	\$172,850	\$196,866	\$177,858	\$203,946	\$183,026	\$208,750	\$185,988	\$217,451	\$188,843	\$229,647		
Associate	\$133,961	\$146,065	\$136,510	\$152,227	\$140,552	\$158,654	\$146,159	\$161,967	\$152,442	\$169,001	\$151,544	\$177,434		
Assistant	\$133,234	\$144,164	\$145,902	\$149,388	\$153,043	\$154,576	\$157,432	\$157,302	\$154,598	\$161,113	\$155,948	\$169,915		
Instructor	\$0	\$73,976	\$0	\$82,070	\$0	\$85,754	\$0	\$87,175	\$0	\$89,739	\$0	\$97,396		
All Ranks	\$148,386	\$166,076	\$156,349	\$173,497	\$160,602	\$177,651	\$165,401	\$181,234	\$168,594	\$189,383	\$168,140	\$195,864		
<b>KU Salaries as a Percent of Peer Salaries</b>														
Professor		87.1%		87.8%		87.2%		87.7%		85.5%		82.2%		
Associate		91.7%		89.7%		88.6%		90.2%		90.2%		85.4%		
Assistant		92.4%		97.7%		99.0%		100.1%		96.0%		91.8%		
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%		
All Ranks		89.3%		90.1%		90.4%		91.3%		89.0%		85.8%		
<b>Total FTE</b>														
Professor	25.00	478.92	25.00	455.26	24.00	457.59	24.25	477.06	26.00	458.36	23.00	488.84		
Associate	15.00	307.68	15.00	307.42	15.00	314.82	16.00	349.62	15.00	333.75	14.00	340.51		
Assistant	12.00	382.73	11.00	363.17	15.00	375.23	15.00	407.98	15.00	448.49	20.00	448.66		
Instructor	0.00	29.30	0.00	28.80	0.00	30.80	0.00	33.07	0.00	33.89	0.00	44.95		
All Ranks	52.00	1,198.63	51.00	1,154.65	54.00	1,178.44	55.25	1,267.73	56.00	1,274.49	57.00	1,322.96		
<b># of Peers reporting data:</b>														
		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		Colorado Illinois Indiana Iowa Iowa State Michigan Michigan State Minnesota Missouri Nebraska Ohio State Purdue Texas Texas A&M Wisconsin

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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												
2011		2012		2013		2014		2015		2016		
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
<b>Salary Comparisons</b>												
<b>Professor</b>	\$104,536	\$108,582	\$106,097	\$111,268	\$109,323	\$113,499	\$113,468	\$113,417	\$115,722	\$118,300	\$111,924	\$121,287
<b>Associate</b>	\$69,542	\$76,681	\$70,245	\$78,517	\$71,733	\$79,857	\$72,575	\$80,528	\$74,224	\$82,139	\$73,725	\$85,256
<b>Assistant</b>	\$54,963	\$62,868	\$59,293	\$64,849	\$62,099	\$66,514	\$63,856	\$68,080	\$67,275	\$69,656	\$66,832	\$71,662
<b>Instructor</b>	\$0	\$53,215	\$0	\$59,019	\$0	\$60,743	\$0	\$55,285	\$0	\$57,205	\$0	\$60,670
<b>All Ranks</b>	\$81,292	\$87,308	\$82,060	\$88,644	\$84,719	\$90,621	\$86,923	\$91,398	\$87,784	\$93,152	\$85,571	\$94,982
<b>KU Salaries as a Percent of Peer Salaries</b>												
<b>Professor</b>		96.3%		95.4%		96.3%		100.0%		97.8%		92.3%
<b>Associate</b>		90.7%		89.5%		89.8%		90.1%		90.4%		86.5%
<b>Assistant</b>		87.4%		91.4%		93.4%		93.8%		96.6%		93.3%
<b>Instructor</b>		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
<b>All Ranks</b>		93.1%		92.6%		93.5%		95.1%		94.2%		90.1%
<b>Total FTE</b>												
<b>Professor</b>	26.30	450.08	27.55	432.81	28.05	406.02	27.55	437.57	25.05	429.64	25.50	451.31
<b>Associate</b>	28.50	384.54	31.00	378.10	30.50	377.09	36.50	380.51	38.00	389.12	33.00	418.49
<b>Assistant</b>	10.50	286.40	13.00	259.51	13.00	253.12	9.00	285.03	9.00	308.59	15.00	323.68
<b>Instructor</b>	0.00	8.50	0.00	9.70	0.00	6.90	0.00	10.38	0.00	11.92	0.00	12.42
<b>All Ranks</b>	65.30	1,129.52	71.55	1,080.12	71.55	1,043.13	73.05	1,113.49	72.05	1,139.27	73.50	1,205.90
<b># of Peers reporting data:</b>												
		15		15		15		15		15		15
<b>List of Institutions</b>		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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**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**

Rank	Fiscal Year											
	2011		2012		2013		2014		2015		2016	
	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
<b>Salary Comparisons</b>												
Professor	\$125,221	\$138,716	\$126,997	\$142,482	\$133,963	\$146,688	\$136,162	\$148,672	\$139,688	\$152,556	\$140,320	\$156,535
Associate	\$92,499	\$98,600	\$94,410	\$100,727	\$95,177	\$102,719	\$97,424	\$104,571	\$96,101	\$107,347	\$96,003	\$110,153
Assistant	\$79,329	\$86,596	\$81,101	\$88,887	\$84,080	\$90,843	\$85,112	\$91,671	\$85,646	\$92,226	\$85,840	\$93,820
Instructor	\$0	\$82,687	\$0	\$80,092	\$0	\$75,679	\$0	\$73,141	\$0	\$76,822	\$0	\$81,565
All Ranks	\$102,398	\$111,669	\$105,543	\$116,008	\$110,008	\$119,673	\$111,233	\$120,519	\$111,884	\$122,762	\$110,998	\$124,195
<b>KU Salaries as a Percent of Peer Salaries</b>												
Professor		90.3%		89.1%		91.3%		91.6%		91.6%		89.6%
Associate		93.8%		93.7%		92.7%		93.2%		89.5%		87.2%
Assistant		91.6%		91.2%		92.6%		92.8%		92.9%		91.5%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		91.7%		91.0%		91.9%		92.3%		91.1%		89.4%
<b>Total FTE</b>												
Professor	38.37	1,347.92	41.07	1,386.72	41.57	1,398.38	43.57	1,424.97	42.81	1,432.24	44.68	1,489.65
Associate	37.20	661.55	37.43	655.70	33.93	660.35	38.93	718.02	37.18	765.05	33.68	781.60
Assistant	22.00	569.91	19.00	526.38	19.00	522.65	21.00	517.58	23.00	553.67	32.00	623.57
Instructor	0.00	13.80	0.00	12.60	0.00	17.80	0.00	20.14	0.00	23.64	0.00	28.30
All Ranks	97.57	2,593.18	97.50	2,581.40	94.50	2,599.18	103.50	2,680.71	102.99	2,774.60	110.36	2,923.12
<b># of Peers reporting data:</b>												
		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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**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**

Rank	Fiscal Year											
	2011		2012		2013		2014		2015		2016	
	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
<b>Salary Comparisons</b>												
Professor	\$121,827	\$111,449	\$116,292	\$112,609	\$118,528	\$114,513	\$120,483	\$113,521	\$122,598	\$117,823	\$117,278	\$120,458
Associate	\$78,353	\$77,278	\$78,580	\$78,896	\$82,103	\$81,957	\$83,563	\$79,891	\$84,870	\$82,772	\$82,742	\$85,259
Assistant	\$61,613	\$65,507	\$64,223	\$67,583	\$65,143	\$69,439	\$68,108	\$67,639	\$69,075	\$68,805	\$67,800	\$70,597
Instructor	\$0	\$53,844	\$0	\$55,101	\$0	\$56,224	\$0	\$71,859	\$0	\$69,535	\$0	\$61,901
All Ranks	\$81,693	\$80,195	\$82,345	\$82,624	\$87,094	\$86,834	\$87,867	\$84,177	\$87,209	\$85,122	\$87,096	\$89,823
<b>KU Salaries as a Percent of Peer Salaries</b>												
Professor		109.3%		103.3%		103.5%		106.1%		104.1%		97.4%
Associate		101.4%		99.6%		100.2%		104.6%		102.5%		97.0%
Assistant		94.1%		95.0%		93.8%		100.7%		100.4%		96.0%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		101.9%		99.7%		100.3%		104.4%		102.5%		97.0%
<b>Total FTE</b>												
Professor	3.00	117.84	4.00	112.70	4.00	108.44	4.00	122.79	4.00	117.94	5.00	105.81
Associate	12.00	129.06	12.00	123.38	12.00	115.87	11.95	133.57	14.00	137.91	12.50	131.33
Assistant	4.00	68.25	5.00	70.49	3.00	87.99	4.00	109.49	6.00	104.00	5.00	90.00
Instructor	0.00	3.00	0.00	4.00	0.00	4.00	0.00	4.50	0.00	4.50	0.00	3.50
All Ranks	19.00	318.15	21.00	310.57	19.00	316.30	19.95	370.35	24.00	364.35	22.50	330.64
<b># of Peers reporting data:</b>												
		11		11		11		11		11		12
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 Texas A&M Wisconsin

>>> *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**

Rank	Fiscal Year											
	2011		2012		2013		2014		2015		2016	
	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
<b>Salary Comparisons</b>												
Professor	\$156,579	\$190,038	\$162,332	\$196,131	\$167,312	\$198,862	\$169,102	\$191,647	\$171,865	\$195,788	\$172,108	\$199,309
Associate	\$106,175	\$121,221	\$106,743	\$124,588	\$115,747	\$131,450	\$118,956	\$128,144	\$121,847	\$128,572	\$119,995	\$126,482
Assistant	\$0	\$127,869	\$0	\$125,105	\$0	\$123,606	\$0	\$104,384	\$0	\$112,802	\$0	\$104,038
Instructor	\$0	\$69,938	\$0	\$71,183	\$0	\$72,437	\$0	\$76,178	\$0	\$78,348	\$0	\$80,254
All Ranks	\$149,194	\$179,955	\$157,456	\$189,855	\$158,813	\$187,752	\$157,752	\$177,274	\$161,861	\$182,345	\$165,002	\$189,378
<b>KU Salaries as a Percent of Peer Salaries</b>												
Professor		82.4%		82.8%		84.1%		88.2%		87.8%		86.4%
Associate		87.6%		85.7%		88.1%		92.8%		94.8%		94.9%
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		82.9%		82.9%		84.6%		89.0%		88.8%		87.1%
<b>Total FTE</b>												
Professor	23.30	309.97	20.80	317.16	20.27	305.40	20.51	341.29	20.00	327.39	19.00	326.71
Associate	4.00	61.00	2.00	65.13	4.00	71.00	6.00	79.00	5.00	74.25	3.00	70.76
Assistant	0.00	39.00	0.00	44.00	0.00	39.80	0.00	52.00	0.00	48.08	0.00	43.25
Instructor	0.00	13.00	0.00	14.00	0.00	9.00	0.00	8.00	0.00	8.00	0.00	8.00
All Ranks	27.30	422.97	22.80	440.29	24.27	425.20	26.51	480.29	25.00	457.72	22.00	448.72
<b># of Peers reporting data:</b>												
		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



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**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**

Rank	Fiscal Year											
	2011		2012		2013		2014		2015		2016	
	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
<b>Salary Comparisons</b>												
Professor	\$86,251	\$94,652	\$87,676	\$97,071	\$89,008	\$99,689	\$87,838	\$99,514	\$91,070	\$102,402	\$92,204	\$109,209
Associate	\$58,984	\$69,594	\$60,401	\$71,037	\$62,715	\$72,414	\$66,037	\$73,759	\$66,656	\$76,036	\$67,572	\$79,198
Assistant	\$53,530	\$57,372	\$55,306	\$58,594	\$58,380	\$60,526	\$56,084	\$62,087	\$57,278	\$62,599	\$56,780	\$64,871
Instructor	\$0	\$47,636	\$0	\$46,589	\$0	\$52,035	\$0	\$49,333	\$0	\$52,868	\$0	\$53,805
All Ranks	\$67,859	\$76,054	\$68,537	\$77,382	\$70,535	\$79,241	\$70,972	\$79,608	\$71,900	\$80,844	\$72,267	\$84,583
<b>KU Salaries as a Percent of Peer Salaries</b>												
Professor		91.1%		90.3%		89.3%		88.3%		88.9%		84.4%
Associate		84.8%		85.0%		86.6%		89.5%		87.7%		85.3%
Assistant		93.3%		94.4%		96.5%		90.3%		91.5%		87.5%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		89.2%		88.6%		89.0%		89.2%		88.9%		85.4%
<b>Total FTE</b>												
Professor	19.00	339.22	16.00	335.59	15.00	334.84	16.00	347.77	15.25	353.65	15.00	368.31
Associate	20.00	263.47	23.00	262.55	23.00	260.30	21.50	266.60	20.75	262.21	19.00	261.01
Assistant	12.00	117.60	9.00	111.00	8.00	110.00	11.00	114.00	12.55	116.04	13.55	118.00
Instructor	0.00	11.10	0.00	12.60	0.00	11.10	0.00	10.60	0.00	9.60	0.00	8.60
All Ranks	51.00	731.39	48.00	721.74	46.00	716.24	48.50	738.97	48.55	741.50	47.55	755.92
<b># of Peers reporting data:</b>												
		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

>>> 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												
	2011		2012		2013		2014		2015		2016	
Rank	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
<b>Salary Comparisons</b>												
<b>Professor</b>	\$138,473	\$126,550	\$142,914	\$135,883	\$145,170	\$137,012	\$145,340	\$134,782	\$144,280	\$139,629	\$138,686	\$142,001
<b>Associate</b>	\$84,213	\$86,396	\$87,776	\$90,333	\$89,781	\$92,637	\$91,685	\$93,480	\$93,639	\$96,359	\$92,109	\$97,352
<b>Assistant</b>	\$76,240	\$73,529	\$76,619	\$76,958	\$76,271	\$77,982	\$74,958	\$80,438	\$77,803	\$82,006	\$78,773	\$82,685
<b>Instructor</b>	\$0	\$70,500	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$69,805	\$0	\$62,657
<b>All Ranks</b>	\$110,447	\$104,875	\$112,275	\$109,866	\$115,941	\$112,911	\$116,705	\$112,710	\$118,471	\$117,421	\$117,560	\$121,398
<b>KU Salaries as a Percent of Peer Salaries</b>												
<b>Professor</b>		109.4%		105.2%		106.0%		107.8%		103.3%		97.7%
<b>Associate</b>		97.5%		97.2%		96.9%		98.1%		97.2%		94.6%
<b>Assistant</b>		103.7%		99.6%		97.8%		93.2%		94.9%		95.3%
<b>Instructor</b>		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
<b>All Ranks</b>		105.3%		102.2%		102.7%		103.5%		100.9%		96.8%
<b>Total FTE</b>												
<b>Professor</b>	18.74	170.97	19.74	178.18	20.24	177.85	20.69	186.31	23.19	195.85	22.49	207.57
<b>Associate</b>	13.50	117.65	14.50	123.48	12.00	113.84	12.00	138.00	11.00	141.53	8.00	149.11
<b>Assistant</b>	5.00	79.58	7.00	82.74	7.00	83.28	7.00	111.31	8.00	106.75	7.00	127.67
<b>Instructor</b>	0.00	0.09	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	0.00	0.75
<b>All Ranks</b>	37.24	368.29	41.24	384.40	39.24	374.97	39.69	435.62	42.19	446.13	37.49	485.10
<b># of Peers reporting data:</b>												
		9		9		9		9		9		9
<b>List of Institutions</b>		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

>>> 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**

Rank	Fiscal Year											
	2011		2012		2013		2014		2015		2016	
	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group	KU	Comp. Group
<b>Salary Comparisons</b>												
Professor	\$94,539	\$115,428	\$93,218	\$118,631	\$94,854	\$125,338	\$97,710	\$120,184	\$97,504	\$126,229	\$101,597	\$129,891
Associate	\$76,386	\$82,062	\$77,164	\$83,669	\$78,594	\$86,944	\$79,285	\$88,376	\$80,712	\$89,515	\$78,853	\$91,015
Assistant	\$62,568	\$67,472	\$64,514	\$68,204	\$66,893	\$72,311	\$68,201	\$70,899	\$69,461	\$70,826	\$69,449	\$73,865
Instructor	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
All Ranks	\$76,325	\$85,192	\$77,882	\$89,078	\$78,964	\$92,903	\$80,449	\$91,090	\$80,569	\$91,717	\$81,960	\$95,923
<b>KU Salaries as a Percent of Peer Salaries</b>												
Professor		81.9%		78.6%		75.7%		81.3%		77.2%		78.2%
Associate		93.1%		92.2%		90.4%		89.7%		90.2%		86.6%
Assistant		92.7%		94.6%		92.5%		96.2%		98.1%		94.0%
Instructor		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
All Ranks		89.6%		87.4%		85.0%		88.3%		87.8%		85.4%
<b>Total FTE</b>												
Professor	4.50	58.49	6.50	59.18	7.00	57.37	7.50	61.00	6.50	60.60	7.00	63.24
Associate	9.50	68.81	8.50	76.46	7.00	80.17	6.00	87.00	7.00	84.50	8.00	85.00
Assistant	6.00	51.50	7.00	44.50	9.00	50.25	10.00	69.00	10.00	65.70	9.00	67.70
Instructor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Ranks	20.00	178.80	22.00	180.14	23.00	187.79	23.50	217.00	23.50	210.80	24.00	215.94
<b># of Peers reporting data:</b>												
		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