

**Washburn University
Faculty Salary Report
2017-18**



Strategic Analysis & Reporting
Washburn University
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Washburn University Faculty Salary Report 2017-18

This report provides an overview of Washburn University's 2017-18 average faculty salaries. Washburn salaries are compared with faculty salaries nationally, regionally, and with the Kansas Board of Regents (KBOR) institutions. Washburn Law School faculty are excluded from the comparisons below, unless stated otherwise.

The report follows AAUP methodology¹, which asks institutions to convert 11- and 12-month salaries to 9-month salaries by multiplying their salaries by .81818181818.² AAUP also asks institutions to remove administrative stipends from reported salaries. At the conclusion of 2016 reporting, Strategic Analysis & Reporting (SAR) discovered that Washburn had never removed administrative salaries from its reporting to the AAUP or other entities (i.e., IPEDS and CUPA). SAR also discovered that salaries were never separated in Banner – Washburn's data system – so that only total salaries were available. At the close of 2016 reporting, SAR worked with the A-VPAA and other offices to separate instructional salaries from administrative salaries in Banner, in order to make comparisons with AAUP data fairer and to make reporting to AAUP, CUPA, and IPEDS more accurate.

Because of this discovery, and because of the value of having historical comparisons, SAR provides report tables in two sections. First, we provide the traditional tables as we have historically reported them, which include administrative stipends in Washburn's reporting. Assuming KBOR institutions and schools in other categories followed AAUP instructions, these tables slightly inflate Washburn's faculty salaries as they compare to others. Second, we provide the same tables with administrative stipends removed from the reported average salaries. Because we have these historical data only since 2016-17, we can provide only two years of historical comparisons.

Historical Tables Summary (Including Administrative Stipends)

Table 1 indicates that at the professor, associate, and assistant professor levels, average salaries in 2017-18 are higher than they were in 2016-17. Lecturer salaries were lower in 2017-18 compared to 2016-17. A variety of factors impact mean salaries at each level. An average salary is influenced by the disciplinary composition of the faculty members occupying each rank each year (i.e., some disciplines earn higher salaries than others and as their numbers increase or decrease the average salary of the rank increases or decreases). Average salaries are

¹ "The Annual Report on the Economic Status of the Profession, 2017-18," *Academe*, American Association for University Professors (AAUP), March-April 2018. Over 1,000 institutions reported salary data to the AAUP.

² AAUP also asks institutions to report faculty on sabbatical and on phased retirement at what would be their full salary level, even though what they are paid may be reduced in the current year.

affected by faculty members leaving one rank at a comparatively higher salary and entering another rank at a comparatively lower salary, longevity of employment within a rank and at Washburn, and the timing of salary increases with respect to the annual November 1 faculty/staff snapshot.

Table 1, along with Table 5, show that Washburn's increase in average salaries at the professor and associate levels outpace the public master's average, but did not grow as fast as the national average at the assistant level.

Table 1 also shows the average salary increase for continuing faculty members.³ Washburn's continuing salary increases did not keep up with the national average among public master's institutions at the full, associate, but outpaced the national average at the assistant level. Washburn's continuing professors' average salary increased 2.7% but 3.3% nationally. Washburn's continuing associate professors' average salary increased 3.3% but 3.8% nationally. However, Washburn's continuing assistant professor salaries increased 4.5% whereas the national average was 3.5%.⁴

Table 2 indicates that, for each rank, Washburn's faculty salaries are lower than salaries at the University of Kansas, Kansas State University, and Wichita State University. They are approximately the same as, or higher than, salaries at Emporia State, Pittsburg State, and Fort Hays State.

Table 3 ranks Washburn's salaries with KBOR institutions. Washburn is ranked in the middle at the professor level, but near the bottom at the associate and assistant levels. Table 4 ranks Washburn's salaries with schools nationally across different regions of the U.S. Washburn is ranked at or near the bottom of university faculty salaries across the top three ranks.

Table 5 shows how many more dollars Washburn would need to dedicate to faculty salaries in order to achieve parity with public master's institutions. In total, Washburn would need to dedicate an additional \$1.7 million to achieve parity at the full, associate, and assistant professor ranks.

³ Following AAUP methodology, continuing faculty are full-time faculty from the previous year who remain employed full-time in the current year and with the same contract length. AAUP asks that institutions report a faculty member who received a promotion between the previous and current year to be reported under last year's rank. Thus, changes in continuing faculty salaries are due to university-wide raises and to the distribution and timing of promotion in ranking with concomitant salary increases. Table 1 lists headcounts and salaries by rank according to the current year's ranking, but tracks continuing faculty salaries according to the previous year's rank.

⁴ "The Annual Report on the Economic Status of the Profession, 2017-18," *Academe*, American Association for University Professors (AAUP), March-April 2018, Survey Report Table 2, p. 17.

2017-18 Tables Summary (Excluding Administrative Stipends)

When administrative stipends are removed, average salaries decrease by approximately \$1,000 at the professor and associate professor ranks. Excluding law faculty, average full professor salaries decrease from \$87,653 to \$86,532. Average associate professor salaries decreased from \$68,467 to \$66,928. At the assistant professor and lecturer ranks, average salaries decreased by less than \$500. Average assistant professor salaries decrease from \$60,430 to \$59,983. Average instructor/lecturer salaries decrease from \$47,089 to \$46,794. See Table 6.

Removing administrative stipends also has a slight impact on the dollars need to reach parity with public master's institutions. Washburn would need \$1.8 million dollars if its top three ranks were to earn, on average, the same amount as full, associate, and assistant professors do nationally. That is approximately an extra \$100,000 from what was reported above. See Table 10.

Table 1
Washburn University
Full-time Faculty Average Salaries by Academic Rank
2013-14 through 2017-18

Rank	All Full-Time Faculty						All Full-Time Faculty Excluding Law					
	2013-14	2014-15	2015-16	2016-17	2017-18	5-Year Change	2013-14	2014-15	2015-16	2016-17	2017-18	5-Year Change
Professors	73	79	84	85	78		55	62	66	67	60	
Average Salary	\$102,126	\$97,143	\$96,313	\$94,230	\$97,167		\$88,365	\$85,187	\$85,323	\$84,062	\$87,653	
Average Increase/Decrease	0.0%	-4.9%	-0.9%	-2.2%	3.1%	-4.9%	1.6%	-3.6%	0.2%	-1.5%	4.3%	-0.8%
Average Inc/Dec Continuing Faculty	3.1%	0.7%	1.8%	0.3%	2.6%		3.6%	0.4%	1.8%	0.4%	2.7%	
Associate Professors	71	59	58	50	51		63	52	50	44	46	
Average Salary	\$69,464	\$70,740	\$71,565	\$70,064	\$71,845		\$64,774	\$66,082	\$66,047	\$65,471	\$68,467	
Average Increase/Decrease	0.0%	1.8%	1.2%	-2.1%	2.5%	3.4%	2.5%	2.0%	-0.1%	-0.9%	4.6%	5.7%
Average Inc/Dec Continuing Faculty	2.8%	0.5%	3.2%	1.4%	3.1%		2.9%	0.6%	3.5%	1.4%	3.3%	
Assistant Professors	63	61	64	69	69		63	61	64	69	68	
Average Salary	\$58,840	\$56,705	\$60,642	\$59,996	\$60,835		\$58,840	\$56,705	\$60,642	\$59,996	\$60,430	
Average Increase/Decrease	2.2%	-3.6%	6.9%	-1.1%	1.4%	3.4%	2.2%	-3.6%	6.9%	-1.1%	0.7%	2.7%
Average Inc/Dec Continuing Faculty	2.8%	0.0%	3.4%	0.4%	4.5%		2.8%	0.0%	3.4%	0.4%	4.5%	
Instructors/Lecturers	71	71	80	71	76		71	71	80	71	76	
Average Salary	\$47,102	\$47,590	\$47,420	\$48,007	\$47,089		\$47,102	\$47,590	\$47,420	\$48,007	\$47,089	
Average Increase/Decrease	0.8%	1.0%	-0.4%	1.2%	-1.9%	0.0%	0.8%	1.0%	-0.4%	1.2%	-1.9%	0.0%
Average Inc/Dec Continuing Faculty	2.9%	0.1%	2.2%	0.7%	3.8%		2.9%	0.1%	2.2%	0.7%	3.8%	
Total All Ranks	278	270	286	275	274		252	246	260	251	250	
Average Salary	\$69,922	\$69,207	\$69,635	\$69,313	\$69,414		\$63,461	\$63,235	\$63,878	\$63,988	\$64,390	
Average Increase/Decrease	1.6%	-1.0%	0.6%	-0.5%	0.1%	-0.7%	2.5%	-0.4%	1.0%	0.2%	0.6%	1.5%
Average Inc/Dec Continuing Faculty	2.9%	0.5%	2.5%	0.5%	3.2%		3.0%	0.3%	2.6%	0.6%	3.6%	
Total Prof, Assoc, Asst	207	199	206	204	198		181	175	180	180	174	
Average Salary	\$77,749	\$76,919	\$78,263	\$76,728	\$77,984		\$69,877	\$69,582	\$71,193	\$70,292	\$71,942	
Average Increase/Decrease	2.2%	-1.1%	1.7%	-2.0%	0.4%	0.3%	3.3%	-0.4%	2.3%	-1.3%	2.3%	3.0%

Notes:

- [1] Salaries are for instructional faculty only and include 9-month and 12-month appointments, with 12-month appointments converted to 9-month.
- [2] Average increases for continuing faculty are based on the rank of the faculty member in the prior year.
- [3] Faculty counts represent faculty rank in the current year.

Table 2
Average Faculty Salaries by Academic Rank
Washburn University Compared to Kansas Board of Regents Institutions
2017-18

Rank	Washburn		Kansas Board of Regents							All KBOR	Excluding KU & KSU
	Including Law	Excluding Law	KU ^[4]	KSU	WSU	ESU	PSU	FHSU			
Professors	78	60	443	268	117	73	106	53	1,060	349	
Average Salary	\$97,167	\$87,653	\$128,600	\$113,900	\$103,000	\$70,900	\$82,900	\$80,600	\$111,114	\$86,779	
<i>WU excluding Law as % of</i> ^[1]	-	-	68.2%	77.0%	85.1%	124%	105.7%	108.8%	78.9%	101.0%	
Associate Professors	51	46	362	294	127	57	80	81	1,001	345	
Average Salary	\$71,845	\$68,467	\$84,900	\$86,100	\$75,200	\$64,300	\$66,200	\$68,800	\$80,051	\$69,810	
<i>WU excluding Law as % of</i> ^[1]	-	-	80.6%	79.5%	91.0%	106.5%	103.4%	99.5%	85.5%	98.1%	
Assistant Professors	69	68	214	282	112	81	82	113	884	388	
Average Salary	\$60,835	\$60,430	\$76,800	\$76,800	\$64,900	\$61,300	\$57,200	\$60,100	\$69,919	\$61,123	
<i>WU excluding Law as % of</i> ^[1]	-	-	78.7%	78.7%	93.1%	98.6%	105.6%	100.5%	86.4%	98.9%	
Instructors/Lecturers ^[2]	76	76	--	211	25	36	57	78	407	196	
Average Salary	\$47,089	\$47,089	--	\$51,400	\$43,600	\$41,700	\$48,500	\$50,500	\$49,484	\$47,422	
<i>WU excluding Law as % of</i> ^[1]	-	-	--	91.6%	108.0%	112.9%	97.1%	93.2%	95.2%	99.3%	
Total All Ranks	274	250	--	1,055	381	247	325	325	3,352	1,278	
Average Salary	\$69,414	\$64,390	--	\$83,736	\$78,636	\$61,973	\$66,272	\$63,307	--	\$68,373	
<i>WU excluding Law as % of</i> ^[1]	-	-	--	76.9%	81.9%	103.9%	97.2%	101.7%	--	94.2%	
Total Prof, Assoc, Asst ^[3]	198	174	1,019	844	356	211	268	247	2,945	1,082	
Average Salary	\$77,984	\$71,942	\$102,197	\$91,820	\$81,096	\$65,432	\$70,051	\$67,352	\$88,190	\$72,168	
<i>WU excluding Law as % of</i> ^[1]	-	-	70.4%	78.4%	88.7%	109.9%	102.7%	106.8%	81.6%	99.7%	

Note: Salaries are for instructional faculty only excluding lecturer positions, and include 9- and 12-month appointments with 12-month salaries converted to 9-month.

[1] "WU excluding Law as % of" illustrates Washburn University salaries excluding Law as a percentage of salaries at the Kansas Board of Regents institutions.

[2] For this table, Washburn's instructors and lecturers have been combined to provide more comparable data with the KBOR institutions. These titles are frequently used interchangeably by institutions, typically for non-tenured track teaching faculty.

[3] "Total Prof, Assoc, Asst Average Salary" is a weighted average salary of professor, associate professor, and assistant professor.

[4] KU did not report instructor/lecturer salary or headcount.

Source: *Academe*, March-April 2018, Appendix I

Table 3
Average Faculty Salaries by Academic Rank
Washburn University excluding Law and Kansas Board of Regents Institutions
2013-14, 2015-16, and 2017-18

2017-18								
Professor			Associate Professor			Assistant Professor		
Ranking	Institution	Average Salary	Ranking	Institution	Average Salary	Ranking	Institution	Average Salary
1	University of Kansas	\$128,600	1	Kansas State University	\$86,100	1	University of Kansas	\$76,800
2	Kansas State University	\$113,900	2	University of Kansas	\$84,900	1	Kansas State University	\$76,800
3	Regents Average	\$111,114	3	Regents Average	\$80,051	3	Regents Average	\$69,919
4	Wichita State University	\$103,000	4	Wichita State University	\$75,200	4	Wichita State University	\$64,900
5	Washburn excluding Law	\$87,653	5	Regents Average w/o KU & KSU	\$69,810	5	Emporia State University	\$61,300
6	Regents Average w/o KU & KSU	\$86,779	6	Fort Hays State University	\$68,800	6	Regents Average w/o KU & KSU	\$61,123
7	Pittsburg State University	\$82,900	7	Washburn excluding Law	\$68,467	7	Washburn excluding Law	\$60,430
8	Fort Hays State University	\$80,600	8	Pittsburg State University	\$66,200	8	Fort Hays State University	\$60,100
9	Emporia State University	\$70,900	9	Emporia State University	\$64,300	9	Pittsburg State University	\$57,200
2015-16								
Professor			Associate Professor			Assistant Professor		
Ranking	Institution	Average Salary	Ranking	Institution	Average Salary	Ranking	Institution	Average Salary
1	University of Kansas	\$126,000	1	University of Kansas	\$82,600	1	University of Kansas	\$76,800
2	Kansas State University	\$109,400	2	Kansas State University	\$80,916	2	Kansas State University	\$70,981
3	Regents Average	\$108,808	3	Regents Average	\$76,758	2	Regents Average	\$68,155
4	Wichita State University	\$100,600	4	Wichita State University	\$73,900	4	Wichita State University	\$63,500
5	Regents Average w/o KU & KSU	\$88,009	5	Regents Average w/o KU & KSU	\$67,500	5	Regents Average w/o KU & KSU	\$60,860
6	Washburn excluding Law	\$85,323	6	Fort Hays State University	\$66,900	6	Washburn excluding Law	\$60,642
7	Pittsburg State University	\$84,700	7	Washburn excluding Law	\$66,047	7	Pittsburg State University	\$59,700
8	Fort Hays State University	\$80,000	8	Pittsburg State University	\$64,300	8	Emporia State University	\$59,600
9	Emporia State University	\$72,000	9	Emporia State University	\$60,600	9	Fort Hays State University	\$59,400
2013-14								
Professor			Associate Professor			Assistant Professor		
Ranking	Institution	Average Salary	Ranking	Institution	Average Salary	Ranking	Institution	Average Salary
1	University of Kansas	\$121,200	1	University of Kansas	\$82,300	1	University of Kansas	\$73,300
2	Kansas State University	\$104,000	2	Kansas State University	\$75,500	2	Kansas State University	\$65,600
3	Regents Average	\$103,869	3	Regents Average	\$74,297	2	Regents Average	\$65,500
4	Wichita State University	\$97,949	4	Wichita State University	\$70,824	4	Wichita State University	\$63,237
5	Washburn excluding Law	\$88,365	5	Fort Hays State University	\$64,900	5	Regents Average w/o KU & KSU	\$59,207
6	Regents Average w/o KU & KSU	\$83,864	6	Washburn excluding Law	\$64,774	6	Washburn excluding Law	\$58,840
7	Fort Hays State University	\$78,400	7	Regents Average w/o KU & KSU	\$64,159	7	Fort Hays State University	\$58,600
8	Pittsburg State University	\$77,800	8	Pittsburg State University	\$58,800	8	Pittsburg State University	\$57,100
9	Emporia State University	\$71,100	9	Emporia State University	\$57,300	9	Emporia State University	\$53,900

Source: *Academe*, March-April 2018; March-April 2016; March-April 2014; Appendix I.

Table 4
Average Faculty Salaries for Washburn University (excluding Law) and Master's Level Institutions
By Region and Academic Rank
2013-14, 2015-16, and 2017-18

2017-18											
Professor			Associate Professor			Assistant Professor					
Rank	Region	Average Salary	Rank	Region	Average Salary	Rank	Region	Average Salary			
1	Mountain	\$110,822	1	Pacific	\$90,012	1	Pacific	\$79,661			
2	New England	\$110,505	2	New England	\$86,790	2	New England	\$75,669			
3	Pacific	\$109,424	3	Middle Atlantic	\$86,292	3	Middle Atlantic	\$73,071			
4	Middle Atlantic	\$109,277	4	Mountain	\$84,692	4	National Average: All Master's	\$69,553			
5	National Average: All Master's	\$98,906	5	National Average: All Master's	\$79,458	5	National Average: All Public Master's	\$69,067			
6	National Average: All Public Master's	\$97,445	6	National Average: All Public Master's	\$79,406	6	Mountain	\$67,898			
7	West South Central	\$93,325	7	South Atlantic	\$74,632	7	South Atlantic	\$66,411			
8	South Atlantic	\$92,707	8	West South Central	\$73,884	8	West South Central	\$66,145			
9	Washburn excluding Law	\$87,653	9	East North Central	\$71,382	9	East North Central	\$65,174			
10	East North Central	\$87,448	10	West North Central	\$71,142	10	West North Central	\$61,305			
11	West North Central	\$86,941	11	East South Central	\$70,619	11	East South Central	\$60,995			
12	East South Central	\$85,666	12	Washburn excluding Law	\$68,467	12	Washburn excluding Law	\$60,430			

2015-16											
Professor			Associate Professor			Assistant Professor					
Rank	Region	Average Salary	Rank	Region	Average Salary	Rank	Region	Average Salary			
1	New England	\$105,368	1	New England	\$83,382	1	Pacific	\$72,864			
2	Middle Atlantic	\$103,835	2	Pacific	\$83,214	2	New England	\$70,866			
3	Pacific	\$102,918	3	Middle Atlantic	\$82,460	3	Middle Atlantic	\$69,712			
4	Mountain	\$97,933	4	National Average: All Master's	\$75,699	4	National Average: All Master's	\$65,914			
5	National Average: All Master's	\$94,385	5	Mountain	\$75,138	5	National Average: All Public Master's	\$65,584			
6	National Average: All Public Master's	\$92,982	6	National Average: All Public Master's	\$74,907	6	Mountain	\$64,790			
7	West South Central	\$91,727	7	West South Central	\$72,888	7	West South Central	\$63,902			
8	South Atlantic	\$90,113	8	South Atlantic	\$72,070	8	South Atlantic	\$63,522			
9	East North Central	\$85,897	9	East North Central	\$69,383	9	East North Central	\$62,095			
10	Washburn excluding Law	\$85,323	10	West North Central	\$69,005	10	Washburn excluding Law	\$60,642			
11	East South Central	\$84,285	11	East South Central	\$68,850	11	East South Central	\$60,400			
12	West North Central	\$84,142	12	Washburn excluding Law	\$66,047	12	West North Central	\$59,616			

2013-14											
Professor			Associate Professor			Assistant Professor					
Rank	Region	Average Salary	Rank	Region	Average Salary	Rank	Region	Average Salary			
1	New England	\$106,094	1	New England	\$82,864	1	New England	\$70,467			
2	Middle Atlantic	\$105,901	2	Middle Atlantic	\$82,561	2	Pacific	\$69,486			
3	Pacific	\$97,189	3	Pacific	\$79,238	3	Middle Atlantic	\$67,826			
4	National Average: All Master's	\$93,933	4	National Average: All Master's	\$74,647	4	National Average: All Master's	\$63,655			
5	National Average: All Public Master's	\$90,517	5	National Average: All Public Master's	\$72,869	5	National Average: All Public Master's	\$62,636			
6	South Atlantic	\$90,202	6	West South Central	\$70,751	6	South Atlantic	\$61,507			
7	West South Central	\$89,807	7	East North Central	\$70,705	7	West South Central	\$61,171			
8	Washburn excluding Law	\$88,365	8	Mountain	\$70,531	8	East North Central	\$61,053			
9	Mountain	\$88,118	9	South Atlantic	\$70,407	9	Mountain	\$60,519			
10	East North Central	\$87,887	10	West North Central	\$68,334	10	Washburn excluding Law	\$58,840			
11	East South Central	\$84,041	11	East South Central	\$66,525	11	East South Central	\$58,825			
12	West North Central	\$83,114	12	Washburn excluding Law	\$64,774	12	West North Central	\$58,525			

Kansas is in the West North Central Region. Regional data include public and private institutions. The states within each region are:

New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

East South Central: Alabama, Kentucky, Mississippi, Tennessee

Middle Atlantic: New Jersey, New York, Pennsylvania

West South Central: Arkansas, Louisiana, Oklahoma, Texas

Pacific: Alaska, California, Guam, Hawaii, Oregon, Washington

South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virginia, West Virginia

East North Central: Illinois, Indiana, Michigan, Ohio, Wisconsin

Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming

West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota

Source: *Academe*, March-April 2018; March-April 2016; March-April 2014; Table 4: Category IIA (Master's) All Combined and Public; Table 6: Category IIA (Master's).

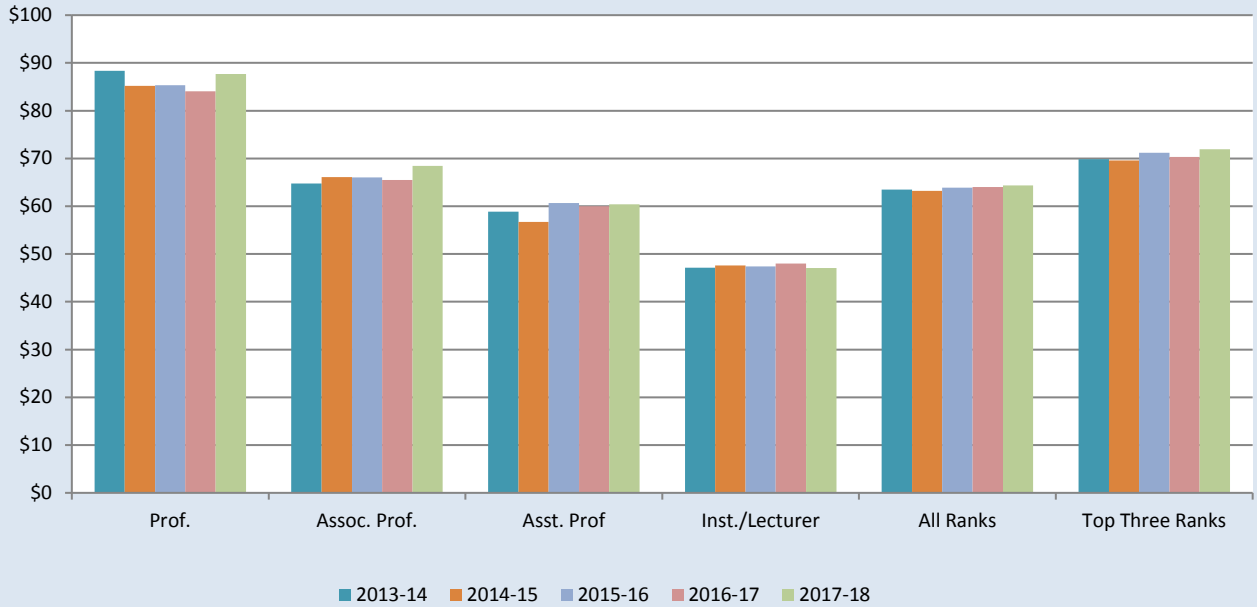
Table 5
Average Faculty Salary Comparisons for Washburn University (excluding Law)
And Public Master's Level Institutions
Fiscal Years 2001-2018

	N	Average WU Salary	Percent Change in WU Salary	Average Salary Public Master's	Percent Change Public Master's	Difference Between Washburn And Public Master's		% Needed for WU Catch Up
						Dollar	Percent	
Professor								
FY 01	55	\$61.2	5.0%	\$68.8	2.2%	-\$7.6	-11.0%	12.4%
FY 02	52	\$65.3	6.7%	\$72.8	5.8%	-\$7.5	-10.3%	11.5%
FY 03	52	\$67.3	3.1%	\$74.5	2.3%	-\$7.2	-9.7%	10.7%
FY 04	58	\$68.4	1.7%	\$74.9	0.5%	-\$6.5	-8.7%	9.5%
FY 05	60	\$70.8	3.4%	\$76.7	2.4%	-\$5.9	-7.7%	8.3%
FY 06	54	\$76.0	7.3%	\$78.9	2.9%	-\$2.9	-3.7%	3.8%
FY 07	48	\$80.7	6.3%	\$81.9	3.8%	-\$1.1	-1.4%	1.4%
FY 08	46	\$83.3	3.1%	\$85.7	4.7%	-\$2.5	-2.9%	2.9%
FY 09	50	\$84.8	1.9%	\$88.4	3.1%	-\$3.5	-4.0%	4.2%
FY 10	49	\$83.9	-1.0%	\$89.6	1.5%	-\$5.7	-6.4%	6.8%
FY 11	49	\$82.0	-2.3%	\$89.8	0.2%	-\$7.8	-8.7%	9.5%
FY 12	49	\$81.4	-0.7%	\$88.9	-1.0%	-\$7.5	-8.4%	9.2%
FY 13	49	\$87.0	6.8%	\$89.0	0.1%	-\$2.0	-2.2%	2.3%
FY 14	55	\$88.4	1.6%	\$90.5	1.7%	-\$2.2	-2.4%	2.4%
FY 15	62	\$85.2	-3.6%	\$91.4	1.0%	-\$6.2	-6.8%	7.3%
FY 16	66	\$85.3	0.2%	\$93.0	1.7%	-\$7.7	-8.2%	9.0%
FY 17	67	\$84.1	-1.5%	\$94.2	1.3%	-\$10.1	-10.8%	12.1%
FY 18	60	\$87.7	4.3%	\$97.4	3.4%	-\$9.8	-10.0%	11.2%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY18 differential:						\$587,520		
Associate Professor								
FY 01	51	\$51.7	3.8%	\$54.9	1.7%	-\$3.2	-5.8%	6.2%
FY 02	48	\$54.9	6.2%	\$57.8	5.3%	-\$2.9	-5.0%	5.3%
FY 03	46	\$57.4	4.6%	\$59.1	2.2%	-\$1.7	-2.9%	3.0%
FY 04	48	\$57.0	-0.6%	\$59.4	0.5%	-\$2.4	-4.0%	4.1%
FY 05	56	\$57.0	0.0%	\$61.0	2.6%	-\$3.9	-6.5%	6.9%
FY 06	62	\$58.9	3.4%	\$62.7	2.8%	-\$3.8	-6.0%	6.4%
FY 07	69	\$60.6	2.7%	\$65.1	3.8%	-\$4.5	-6.9%	7.4%
FY 08	69	\$63.9	5.6%	\$68.0	4.6%	-\$4.1	-6.0%	6.4%
FY 09	62	\$66.5	4.0%	\$70.3	3.3%	-\$3.9	-5.5%	5.8%
FY 10	59	\$64.1	-3.6%	\$71.1	1.1%	-\$7.0	-9.8%	10.9%
FY 11	57	\$63.6	-0.7%	\$71.5	0.6%	-\$7.9	-11.0%	12.4%
FY 12	58	\$62.1	-2.4%	\$71.0	-0.7%	-\$8.9	-12.5%	14.3%
FY 13	62	\$63.2	1.7%	\$71.3	0.4%	-\$8.2	-11.4%	12.9%
FY 14	63	\$64.8	2.5%	\$72.9	2.1%	-\$8.1	-11.1%	12.5%
FY 15	52	\$66.1	2.0%	\$73.9	1.4%	-\$7.8	-10.6%	11.9%
FY 16	50	\$66.0	-0.1%	\$74.9	1.3%	-\$8.9	-11.8%	13.4%
FY 17	44	\$65.5	-0.9%	\$76.4	2.0%	-\$11.0	-14.3%	16.7%
FY 18	46	\$68.5	4.6%	\$79.4	3.9%	-\$10.9	-13.8%	16.0%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY18 differential:						\$503,194		
Assistant Professor								
FY 01	64	\$40.5	5.7%	\$45.2	2.5%	-\$4.7	-10.4%	11.6%
FY 02	64	\$43.5	7.4%	\$47.5	5.1%	-\$4.0	-8.4%	9.2%
FY 03	73	\$45.1	3.7%	\$49.1	3.4%	-\$4.0	-8.1%	8.9%
FY 04	69	\$46.4	3.0%	\$49.8	1.4%	-\$3.4	-6.8%	7.2%
FY 05	65	\$48.0	3.3%	\$51.2	2.9%	-\$3.3	-6.4%	6.9%
FY 06	64	\$49.1	2.3%	\$52.9	3.2%	-\$3.8	-7.2%	7.8%
FY 07	63	\$51.3	4.5%	\$55.1	4.2%	-\$3.8	-6.9%	7.5%
FY 08	67	\$53.3	4.0%	\$57.5	4.5%	-\$4.2	-7.3%	7.9%
FY 09	65	\$53.7	0.6%	\$59.4	3.3%	-\$5.8	-9.7%	10.7%
FY 10	62	\$53.6	-0.2%	\$60.0	0.9%	-\$6.4	-10.7%	11.9%
FY 11	63	\$55.2	3.1%	\$60.6	1.1%	-\$5.4	-8.9%	9.8%
FY 12	67	\$54.7	-0.9%	\$60.7	0.1%	-\$5.9	-9.7%	10.8%
FY 13	67	\$57.6	5.2%	\$61.0	0.6%	-\$3.5	-5.7%	6.0%
FY 14	63	\$58.8	2.2%	\$62.6	2.6%	-\$3.8	-6.1%	6.5%
FY 15	61	\$56.7	-3.6%	\$64.0	2.1%	-\$7.2	-11.3%	12.8%
FY 16	64	\$60.6	6.9%	\$65.6	2.6%	-\$4.9	-7.5%	8.1%
FY 17	69	\$60.0	-1.1%	\$66.5	1.4%	-\$6.5	-9.8%	10.9%
FY 18	68	\$60.4	0.7%	\$69.1	3.8%	-\$8.6	-12.5%	14.3%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY18 differential:						\$587,316		
All Ranks - Professor, Associate Professor, Assistant Professor, [Using WU Weights]								
FY 01	170	\$50.6	4.3%	\$55.7	1.6%	-\$5.2	-9.3%	10.3%
FY 02	164	\$53.7	6.3%	\$58.5	5.0%	-\$4.8	-8.2%	8.9%
FY 03	171	\$55.2	2.6%	\$59.5	1.7%	-\$4.4	-7.3%	7.9%
FY 04	175	\$56.6	2.7%	\$60.8	2.1%	-\$4.1	-6.8%	7.3%
FY 05	181	\$58.3	3.0%	\$62.7	3.2%	-\$4.4	-6.9%	7.5%
FY 06	180	\$60.5	3.8%	\$64.1	2.2%	-\$3.5	-5.5%	5.8%
FY 07	180	\$62.7	3.5%	\$66.0	3.1%	-\$3.4	-5.1%	5.4%
FY 08	182	\$64.9	3.5%	\$68.6	3.9%	-\$3.7	-5.4%	5.8%
FY 09	177	\$66.9	3.1%	\$71.4	4.0%	-\$4.5	-6.3%	6.7%
FY 10	170	\$66.0	-1.5%	\$72.4	1.4%	-\$6.4	-8.8%	9.7%
FY 11	169	\$65.8	-0.2%	\$72.8	0.5%	-\$6.9	-9.5%	10.5%
FY 12	174	\$64.7	-1.7%	\$72.1	-0.9%	-\$7.4	-10.2%	11.4%
FY 13	178	\$67.6	4.5%	\$72.3	0.3%	-\$4.7	-6.5%	6.9%
FY 14	181	\$69.9	3.3%	\$74.7	3.2%	-\$4.8	-6.4%	6.9%
FY 15	175	\$69.6	-0.4%	\$76.6	2.6%	-\$7.1	-9.2%	10.1%
FY 16	180	\$71.2	2.3%	\$78.2	2.1%	-\$7.0	-9.0%	9.9%
FY 17	180	\$70.3	-1.3%	\$79.3	1.3%	-\$9.0	-11.3%	12.7%
FY 18	174	\$71.9	2.3%	\$81.6	2.9%	-\$9.6	-11.8%	13.4%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY18 differential:						\$1,678,030		
Dollars needed for WU to reach parity w/public Master's institutions, based on FY01 differential:						\$882,000		
<i>(Dollars needed are sum of the ranks)</i>								

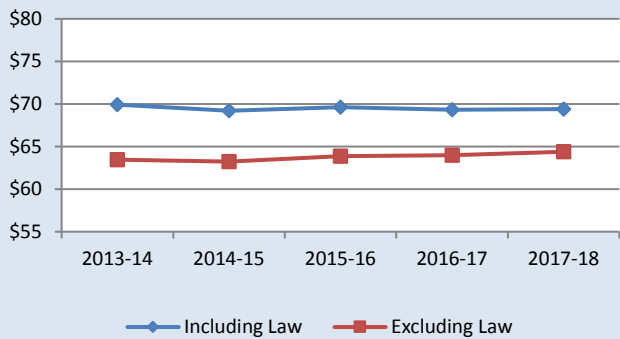
Source: Academe, March-April 2001-2018.

Chart 1
Washburn University Average Faculty Salaries by Academic Rank
2013-14 to 2017-18
(Dollars in thousands)

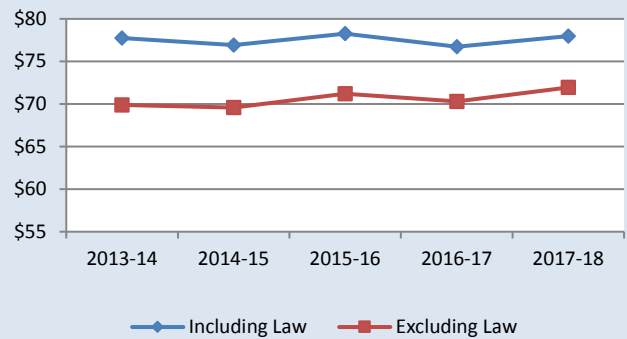
Graph A
Average Salary Trend by Rank (excluding Law)



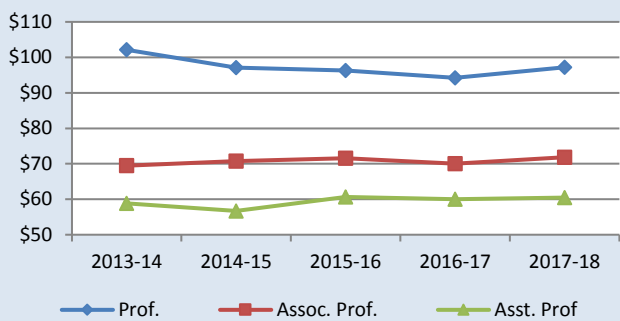
Graph B
Average Salary All Ranks



Graph D
Average Salary: Top Three Ranks



Graph C
Average Salary by Rank including Law



Graph E
Average Salary by Rank excluding Law

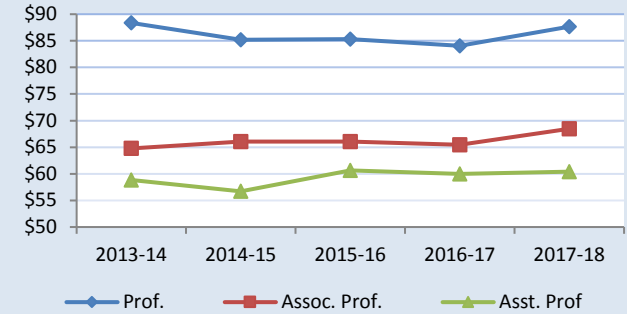
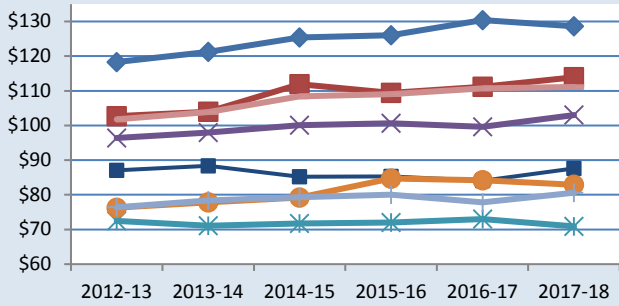


Chart 2
Washburn University Average Faculty Salaries by Academic Rank
Compared to Kansas Board of Regents, West North Central Region, and Public Master's Level Institutions
2013-14 to 2017-18
(Dollars in thousands)

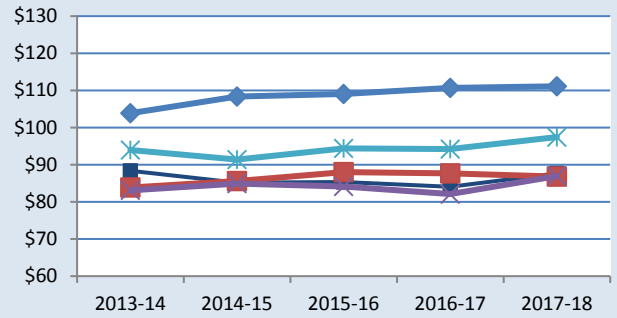
KBOR Institutions

Graph A
Professor

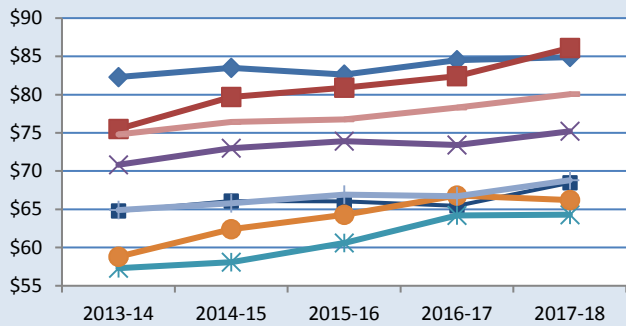


KBOR, West North Central Region,^[1] and Public Master's

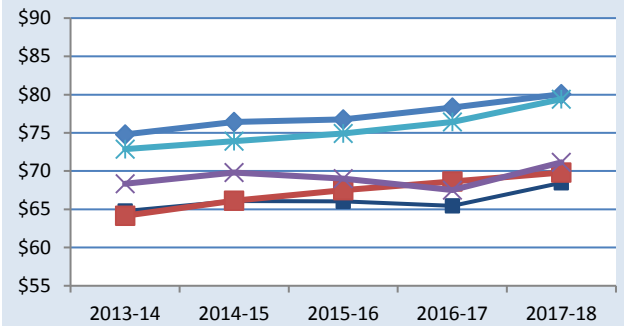
Graph D
Professor



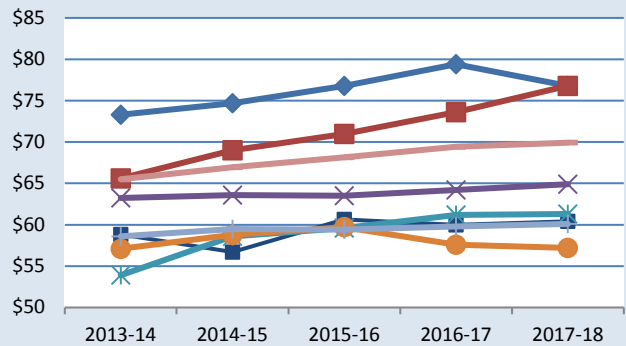
Graph B
Associate Professor



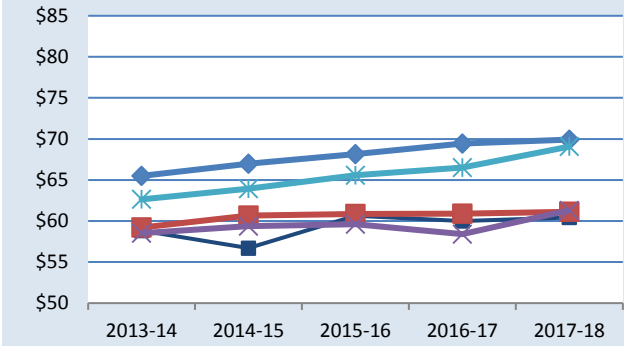
Graph E
Associate Professor



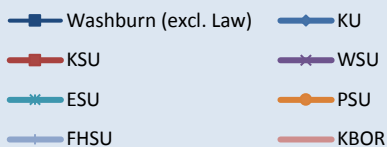
Graph C
Assistant Professor



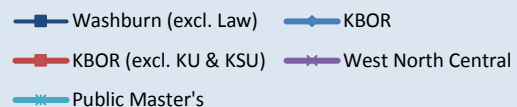
Graph F
Assistant Professor



KBOR Institutions



KBOR, West North Central Region^[1], and Public Master's



[1] Kansas is reported in the West North Central region by AAUP.

Table 6
Washburn University
Full-time Faculty Average Salaries by Academic Rank
2016-17 and 2017-18

Rank	All Full-Time Faculty		Full-Time Faculty Excluding Law	
	2016-17	2017-18	2016-17	2017-18
Professors	85	78	67	60
Average Salary	\$93,497	\$96,309	\$83,132	\$86,532
Average Increase/Decrease	--	3.0%	--	4.1%
Average Inc/Dec Continuing Faculty	--	2.3%	--	2.6%
Associate Professors	50	51	44	46
Average Salary	\$68,900	\$70,457	\$64,148	\$66,928
Average Increase/Decrease	--	2.3%	--	4.3%
Average Inc/Dec Continuing Faculty	--	3.2%	--	3.3%
Assistant Professors	69	69	69	68
Average Salary	\$59,646	\$60,394	\$59,646	\$59,983
Average Increase/Decrease	--	1.3%	--	0.6%
Average Inc/Dec Continuing Faculty	--	4.4%	--	4.4%
Instructors/Lecturers	71	76	71	76
Average Salary	\$46,670	\$46,794	\$46,670	\$46,794
Average Increase/Decrease	--	0.3%	--	0.3%
Average Inc/Dec Continuing Faculty	--	4.1%	--	4.1%
Total All Ranks	275	274	251	250
Average Salary	\$68,441	\$68,719	\$63,034	\$63,623
Average Increase/Decrease		0.4%		0.9%
Average Inc/Dec Continuing Faculty		3.2%		3.6%
Total Prof, Assoc, Asst	204	198	180	174
Average Salary	\$76,019	\$77,134	\$69,488	\$70,974
Average Increase/Decrease		1.5%		2.1%

Table 7
Average Faculty Salaries by Academic Rank
Washburn University Compared to Kansas Board of Regents Institutions
2017-18

Rank	Washburn		Kansas Board of Regents							All KBOR	Excluding KU & KSU
	Including Law	Excluding Law	KU ^[4]	KSU ^[4]	WSU	ESU	PSU	FHSU			
Professors	78	60	443	268	117	73	106	53	1,060	349	
Average Salary	\$96,309	\$86,532	\$128,600	\$113,900	\$103,000	\$70,900	\$82,900	\$80,600	\$111,114	\$86,779	
<i>WU excluding Law as % of</i> ^[1]	-	-	67.3%	76.0%	84.0%	122.0%	104.4%	107.4%	77.9%	99.7%	
Associate Professors	51	46	362	294	127	57	80	81	1,001	345	
Average Salary	\$70,457	\$66,928	\$84,900	\$86,100	\$75,200	\$64,300	\$66,200	\$68,800	\$80,051	\$69,810	
<i>WU excluding Law as % of</i> ^[1]	-	-	78.8%	77.7%	89.0%	104.1%	101.1%	97.3%	83.6%	95.9%	
Assistant Professors	69	68	214	282	112	81	82	113	884	388	
Average Salary	\$60,394	\$59,983	\$76,800	\$76,800	\$64,900	\$61,300	\$57,200	\$60,100	\$69,919	\$61,123	
<i>WU excluding Law as % of</i> ^[1]	-	-	78.1%	78.1%	92.4%	97.9%	104.9%	99.8%	85.8%	98.1%	
Instructors/Lecturers ^[2]	76	76	--	211	25	36	57	78	407	196	
Average Salary	\$47,350	\$47,350	--	\$51,400	\$43,600	\$41,700	\$48,500	\$50,500	\$49,484	\$47,422	
<i>WU excluding Law as % of</i> ^[1]	-	-	--	92.1%	108.6%	113.5%	97.6%	93.8%	95.7%	99.8%	
Total All Ranks	274	250	--	1,055	381	247	325	325	3,352	1,278	
Average Salary	\$68,719	\$63,623	--	\$83,736	\$78,636	\$61,973	\$66,272	\$63,307	--	\$68,373	
<i>WU excluding Law as % of</i> ^[1]	-	-	--	76.0%	80.9%	102.7%	96.0%	100.5%	--	93.1%	
Total Prof, Assoc, Asst ^[3]	198	174	1,019	844	356	211	268	247	2,945	1,082	
Average Salary	\$77,134	\$70,974	\$102,197	\$91,820	\$81,096	\$65,432	\$70,051	\$67,352	\$88,190	\$72,168	
<i>WU excluding Law as % of</i> ^[1]	-	-	69.4%	77.3%	87.5%	108.5%	101.3%	105.4%	80.5%	98.3%	

Note: Salaries are for instructional faculty only excluding lecturer positions, and include 9- and 12-month appointments with 12-month salaries converted to 9-month.

[1] "WU excluding Law as % of" illustrates Washburn University salaries excluding Law as a percentage of salaries at the Kansas Board of Regents institutions.

[2] For this table, Washburn's instructors and lecturers have been combined to provide more comparable data with the KBOR institutions. These titles are frequently used interchangeably by institutions, typically for non-tenured track teaching faculty.

[3] "Total Prof, Assoc, Asst Average Salary" is a weighted average salary of professor, associate professor, and assistant professor.

[4] KU did not report instructor/lecturer or headcount.

Source: *Academe*, March-April 2018, Appendix I

Table 8
Average Faculty Salaries by Academic Rank
Washburn University excluding Law and Kansas Board of Regents Institutions
2016-17 and 2017-18

2017-18								
Professor			Associate Professor			Assistant Professor		
Ranking	Institution	Average Salary	Ranking	Institution	Average Salary	Ranking	Institution	Average Salary
1	University of Kansas	\$128,600	1	Kansas State University	\$86,100	1	University of Kansas	\$76,800
2	Kansas State University	\$113,900	2	University of Kansas	\$84,900	1	Kansas State University	\$76,800
3	Regents Average	\$111,114	3	Regents Average	\$80,051	3	Regents Average	\$69,919
4	Wichita State University	\$103,000	4	Wichita State University	\$75,200	4	Wichita State University	\$64,900
5	Regents Average w/o KU & KSU	\$86,779	5	Regents Average w/o KU & KSU	\$69,810	5	Emporia State University	\$61,300
6	Washburn excluding Law	\$86,532	6	Fort Hays State University	\$68,800	6	Regents Average w/o KU & KSU	\$61,123
7	Pittsburg State University	\$82,900	7	Washburn excluding Law	\$66,928	7	Fort Hays State University	\$60,100
8	Fort Hays State University	\$80,600	8	Pittsburg State University	\$66,200	8	Washburn excluding Law	\$59,983
9	Emporia State University	\$70,900	9	Emporia State University	\$64,300	9	Pittsburg State University	\$57,200

2016-17								
Professor			Associate Professor			Assistant Professor		
Ranking	Institution	Average Salary	Ranking	Institution	Average Salary	Ranking	Institution	Average Salary
1	University of Kansas	\$130,400	1	University of Kansas	\$84,500	1	University of Kansas	\$79,400
2	Kansas State University	\$111,200	2	Kansas State University	\$82,400	2	Kansas State University	\$73,600
3	Regents Average	\$110,725	3	Regents Average	\$78,313	2	Regents Average	\$69,418
4	Wichita State University	\$99,600	4	Wichita State University	\$73,400	4	Wichita State University	\$64,200
5	Regents Average w/o KU & KSU	\$87,654	5	Regents Average w/o KU & KSU	\$68,640	5	Emporia State University	\$61,200
6	Pittsburg State University	\$84,200	6	Pittsburg State University	\$66,800	6	Regents Average w/o KU & KSU	\$60,903
7	Washburn excluding Law	\$83,132	7	Fort Hays State University	\$66,700	7	Fort Hays State University	\$59,800
8	Fort Hays State University	\$77,800	8	Emporia State University	\$64,200	8	Washburn excluding Law	\$59,646
9	Emporia State University	\$73,000	9	Washburn excluding Law	\$64,148	9	Pittsburg State University	\$57,600

Source: *Academe*, March-April 2018, Appendix I.

Table 9
Average Faculty Salaries for Washburn University (excluding Law) and Master's Level Institutions
By Region and Academic Rank
2016-17 and 2017-18

2017-18 Professor			2017-18 Associate Professor			2017-18 Assistant Professor		
Rank	Region	Average Salary	Rank	Region	Average Salary	Rank	Region	Average Salary
1	Mountain	\$110,822	1	Pacific	\$90,012	1	Pacific	\$79,661
2	New England	\$110,505	2	New England	\$86,790	2	New England	\$75,669
3	Pacific	\$109,424	3	Middle Atlantic	\$86,292	3	Middle Atlantic	\$73,071
4	Middle Atlantic	\$109,277	4	Mountain	\$84,692	4	National Average: All Master's	\$69,553
5	National Average: All Master's	\$98,906	5	National Average: All Master's	\$79,458	5	National Average: All Public Master's	\$69,067
6	National Average: All Public Master's	\$97,445	6	National Average: All Public Master's	\$79,406	6	Mountain	\$67,898
7	West South Central	\$93,325	7	South Atlantic	\$74,632	7	South Atlantic	\$66,411
8	South Atlantic	\$92,707	8	West North Central	\$73,884	8	West South Central	\$66,145
9	East North Central	\$87,448	9	East North Central	\$71,382	9	East North Central	\$65,174
10	West North Central	\$86,941	10	West South Central	\$71,142	10	West North Central	\$61,305
11	Washburn excluding Law	\$86,532	11	East South Central	\$70,169	11	East South Central	\$60,995
12	East South Central	\$85,666	12	Washburn excluding Law	\$66,928	12	Washburn excluding Law	\$59,983

2016-17 Professor			2016-17 Associate Professor			2016-17 Assistant Professor		
Rank	Region	Average Salary	Rank	Region	Average Salary	Rank	Region	Average Salary
1	New England	\$109,900	1	Pacific	\$86,278	1	Pacific	\$74,876
2	Pacific	\$105,637	2	New England	\$86,069	2	New England	\$74,521
3	Middle Atlantic	\$104,168	3	Middle Atlantic	\$83,108	3	Middle Atlantic	\$70,224
4	Mountain	\$102,087	4	Mountain	\$80,632	4	National Average: All Master's	\$66,740
5	National Average: All Master's	\$94,950	5	National Average: All Master's	\$76,693	5	National Average: All Public Master's	\$66,532
6	National Average: All Public Master's	\$94,201	6	National Average: All Public Master's	\$76,428	6	Mountain	\$66,345
7	West South Central	\$90,426	7	South Atlantic	\$73,380	7	South Atlantic	\$64,704
8	South Atlantic	\$90,084	8	West South Central	\$71,507	8	West South Central	\$64,044
9	East North Central	\$85,492	9	East North Central	\$69,973	9	East North Central	\$63,360
10	Washburn excluding Law	\$83,132	10	East South Central	\$68,799	10	Washburn excluding Law	\$59,646
11	East South Central	\$82,367	11	West North Central	\$67,518	11	East South Central	\$59,551
12	West North Central	\$82,107	12	Washburn excluding Law	\$64,148	12	West North Central	\$58,406

Kansas is in the West North Central Region. Regional data include public and private institutions. The states within each region are:

New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

Middle Atlantic: New Jersey, New York, Pennsylvania

Pacific: Alaska, California, Guam, Hawaii, Oregon, Washington

East North Central: Illinois, Indiana, Michigan, Ohio, Wisconsin

East South Central: Alabama, Kentucky, Mississippi, Tennessee

West South Central: Arkansas, Louisiana, Oklahoma, Texas

South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, Puerto Rico, South Carolina, Virginia, West Virginia

Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming

West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota

Source: *Academe*, March-April 2018; Table 4: Category IIA (Master's) All Combined and Public; Table 6: Category IIA (Master's).

Table 10
Average Faculty Salary Comparisons for Washburn University (excluding Law)
And Public Master's Level Institutions
Fiscal Years 2017 and 2018

	<u>N</u>	<u>Average WU Salary</u>	<u>Percent Change in WU Salary</u>	<u>Average Salary Public Master's</u>	<u>Percent Change Public Master's</u>	<u>Difference Between Washburn And Public Master's</u>		<u>% Needed for WU Catch Up</u>
						<u>Dollar</u>	<u>Percent</u>	
Professor								
FY 17	67	\$83.1	--	\$94.2	--	-\$11.1	-11.8%	13.3%
FY 18	60	\$86.5	4.1%	\$97.4	3.4%	-\$10.9	-11.2%	12.6%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY18 differential:						\$654,780		
Associate Professor								
FY 17	44	\$64.1	--	\$76.4	--	-\$12.3	-16.1%	19.1%
FY 18	46	\$66.9	4.3%	\$79.4	3.9%	-\$12.5	-15.7%	18.6%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY18 differential:						\$573,988		
Assistant Professor								
FY 17	69	\$59.6	--	\$66.5	--	-\$6.9	-10.3%	11.5%
FY 18	68	\$60.0	0.6%	\$69.1	3.8%	-\$9.1	-13.2%	15.1%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY18 differential:						\$617,712		
Professor, Associate Professor, & Assistant Professor Ranks [Using WU Weights]								
FY 17	180	\$69.5	--	\$79.3	--	-\$9.8	-12.3%	14.0%
FY 18	174	\$71.0	2.1%	\$81.6	2.9%	-\$10.6	-13.0%	15.0%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY18 differential:						\$1,846,480		
<i>(Dollars needed are sum of the ranks)</i>								

Source: *Academe*, March-April 2017; *Academe*, March-April 2018.