

Washburn University
Faculty Salary Report
2020-21



Strategic Analysis & Reporting

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Washburn University Faculty Salary Report 2020-21

Introduction and Methodology

This report provides an overview of Washburn University's 2020-21 average faculty salaries. Washburn faculty salaries were compared with faculty salaries nationally, regionally, and with the Kansas Board of Regents (KBOR) institutions. Also, comparisons over time are provided. Washburn School of Law (Law) faculty are excluded from the discussion below, unless otherwise stated.

Tables 1-5 include Washburn faculty salaries without administrative stipends. Historically, tables that included stipends were provided first. This 2020-21 Faculty Salary Report reflects Washburn faculty salaries with no administrative stipends as the primary focus, and Washburn faculty salaries including administrative stipends are located in an appendix. This is consistent with the American Association for University Professors (AAUP). AAUP methodology¹ directs institutions to remove administrative stipends from reported salaries. The AAUP methodology also asks institutions to convert 11- and 12-month salaries to 9-month salaries by multiplying the salaries by .81818181818.² Since AAUP methodology has been followed at Washburn since 2016-17, five years of historical comparisons will be provided where adjustment for 11- and 12-month salaries and administrative stipends have been made.

A variety of factors impact average salaries at each rank from year to year. 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 also 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 reporting snapshot.

Washburn Faculty Salaries Executive Summary (Excluding Administrative Stipends)

Washburn faculty average salaries (excluding Law) in 2020-21 increased slightly for all ranks (see Table 1 and Chart 1). Correspondingly, average salaries increased for continuing faculty³ members in every rank. As demonstrated in Table 1 and Chart 1, while the overall Washburn average faculty salary changes have fluctuated over the past five years, the average change has been positive for all ranks.

¹ "The Annual Report on the Economic Status of the Profession, 2019-20," *Academe*, American Association for University Professors (AAUP), May 2020. Over 1,000 institutions report salary data to the AAUP annually.

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.

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 not due to the distribution and timing of promotion in ranking with concomitant salary increases.

Both Table 2 and Table 3 illustrate that, for each rank, Washburn faculty salaries were below corresponding salaries at the University of Kansas, Kansas State University, Wichita State University, and the KBOR Universities average. However, Washburn faculty salaries were higher than most salaries at Emporia State University, Pittsburg State University, and Fort Hays State University. Table 3 demonstrates that change in salary are greater for Washburn faculty than for other KBOR universities for all ranks in 2020-21. These relationships are also depicted in Chart 2.

Table 4 compares Washburn faculty salaries with schools nationally and across different regions of the U.S. Washburn faculty salaries were ranked lower than the national average and most regional averages of university faculty salaries across the top three ranks. In particular, Washburn faculty salaries were ranked below the average salary among associate and assistant professors for the West North Central region, which includes Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota. This relationship is depicted in Chart 2.

As shown in Table 4 and Table 5, Washburn's average salary did not exceed the public master's average salary at any rank. Washburn would have needed to dedicate an additional \$2.2 million to faculty salaries in order to have achieved parity with other public master's institutions (Table 5). Similarly the change in average faculty salary at Washburn failed to surpass the change in average faculty salary for all public master's institutions.

Washburn Faculty Salaries Historical Summary (Including Administrative Stipends)

Assuming KBOR institutions and schools in other categories follow AAUP methodology, it should be noted that these historical tables that include administrative stipends slightly inflate Washburn faculty salaries as they compare to others. These Tables and Charts are located in an appendix.

When administrative stipends are included, average salaries (excluding Law) in 2020-21 slightly increased for all ranks (see Appendix Table 1). The relationships discussed based on salaries excluding administrative stipends, in general, hold when stipends have been included to the Washburn reported average faculty salaries as demonstrated in Appendix Tables 2, 3, 4, and 5. With administrative stipends included, Washburn would still have needed an additional \$2.1 million dollars for its top three ranks to earn, on average, the same amount as the national public master's average (see Appendix Table 5).

Table 1
Washburn University
Full-time Faculty Average Salaries by Academic Rank
2016-17 through 2020-21

Rank ¹	All Full-Time Faculty						Full-Time Faculty Excluding Law					
	2016-17	2017-18	2018-19	2019-20	2020-21	Syr Avg. Change	2016-17	2017-18	2018-19	2019-20	2020-21	Syr Avg. Change
Professors	85	78	73	77	70	-3.75	67	60	54	57	51	-4.00
Average Salary	\$93,497	\$96,309	\$101,056	\$98,426	\$99,580	\$1,521	\$83,132	\$86,532	\$90,986	\$87,024	\$88,248	\$1,279
Average % Change	--	3.0%	4.9%	-2.6%	1.2%	1.6%	--	4.1%	5.1%	-4.4%	1.4%	1.6%
Average % Change Continuing Faculty²	--	2.3%	0.6%	0.5%	2.4%		--	2.6%	0.6%	0.7%	2.5%	
National Average % Change Continuing Faculty		2.9%	2.7%	2.8%	0.8%			2.9%	2.7%	2.8%	0.8%	
Associate Professors	50	51	53	48	45	-1.25	44	46	49	43	40	-1.00
Average Salary	\$68,900	\$70,457	\$70,417	\$70,755	\$74,230	\$1,332	\$64,148	\$66,928	\$67,795	\$66,933	\$70,296	\$1,537
Average % Change	--	2.3%	-0.1%	0.5%	4.9%	1.9%	--	4.3%	1.3%	-1.3%	5.0%	2.3%
Average % Change Continuing Faculty	--	3.2%	1.7%	0.6%	2.6%		--	3.3%	1.8%	0.1%	2.7%	
National Average % Change Continuing Faculty		3.4%	3.3%	3.3%	1.4%			3.4%	3.3%	3.3%	1.4%	
Assistant Professors	69	69	68	71	66	-0.75	69	68	67	71	66	-0.75
Average Salary	\$59,646	\$60,394	\$60,855	\$61,668	\$64,481	\$1,209	\$59,646	\$59,983	\$60,475	\$61,668	\$64,481	\$1,209
Average % Change	--	1.3%	0.8%	1.3%	4.6%	2.0%	--	0.6%	0.8%	2.0%	4.6%	2.0%
Average % Change Continuing Faculty	--	4.4%	1.2%	0.6%	2.4%		--	4.4%	1.2%	0.6%	2.4%	
National Average % Change Continuing Faculty		3.4%	3.4%	3.6%	1.5%			3.4%	3.4%	3.6%	1.5%	
Instructors/Lecturers	71	76	85	89	88	4.25	71	76	85	89	88	4.25
Average Salary	\$46,670	\$46,794	\$49,080	\$51,617	\$54,441	\$1,943	\$46,670	\$46,794	\$49,080	\$51,617	\$54,441	\$1,943
Average % Change	--	0.3%	4.9%	5.2%	5.5%	3.9%	--	0.3%	4.9%	5.2%	5.5%	3.9%
Average % Change Continuing Faculty	--	4.1%	1.7%	1.1%	2.3%		--	4.1%	1.7%	1.1%	2.3%	
National Average % Change Continuing Faculty		3.5%	3.7%	3.4%	1.5%			3.5%	3.7%	3.4%	1.5%	
Total All Ranks	275	274	279	285	269	-1.50	251	250	255	260	245	-1.50
Average Salary	\$68,441	\$68,719	\$69,610	\$69,991	\$71,961	\$880	\$63,034	\$63,623	\$64,544	\$64,657	\$66,772	\$934
Average % Change	--	0.4%	1.3%	0.5%	2.8%	1.3%	--	0.9%	1.4%	0.2%	3.3%	1.5%
Average % Change Continuing Faculty	--	3.2%	1.2%	0.6%	2.4%		--	3.6%	1.3%	0.6%	2.4%	
National Average % Change Continuing Faculty		3.3%	3.1%	3.2%	1.2%			3.3%	3.1%	3.2%	1.2%	
Total Prof, Assoc, Asst	204	198	194	196	181	-5.75	180	174	170	171	157	-5.75
Average Salary	\$76,019	\$77,134	\$77,452	\$76,949	\$80,479	\$1,115	\$69,488	\$70,974	\$73,085	\$71,875	\$73,683	\$1,049
Average % Change	--	1.5%	0.4%	-0.6%	4.6%	1.5%	--	2.1%	3.0%	-1.7%	2.5%	1.5%
Average % Change Continuing Faculty	--		1.1%	0.6%	2.4%		--		1.2%	0.4%	2.5%	
National Average % Change Continuing Faculty			3.1%	3.2%	1.2%				3.1%	3.2%	1.2%	
Ratio of Tenure Track to All Ranks	74.2%	72.3%	69.5%	68.8%	67.3%		71.7%	69.6%	66.7%	65.8%	64.1%	

Notes:

[1] All faculty counts and average salaries represent faculty rank in the current year.

[2] Average % Change for continuing faculty is based on the rank of the faculty member in the prior year, while reported by rank in the current year.

Source: WU Census, AAUP Faculty Salary Report (Table B)

Table 2
Average Faculty Salaries¹ by Academic Rank
Washburn University Compared to Kansas Board of Regents Institutions
2020-21

Rank	Washburn		Kansas Board of Regents							All	Excluding
	Including Law	Excluding Law	KU	KSU	WSU	ESU	PSU	FHSU	KBOR	KU & KSU	
Professors	70	51	425	256	128	66	121	59	1,055	374	
Average Salary	\$99,580	\$88,248	\$127,518	\$112,837	\$108,452	\$72,768	\$78,361	\$86,363	\$110,278	\$88,935	
<i>WU excluding Law as % of²</i>	-	-	69.2%	78.2%	81.4%	121%	112.6%	102.2%	80.0%	99.2%	
Associate Professors	45	40	343	269	138	61	64	70	945	333	
Average Salary	\$74,230	\$70,296	\$87,369	\$89,550	\$78,060	\$66,131	\$67,459	\$71,223	\$82,715	\$72,400	
<i>WU excluding Law as % of</i>	-	-	80.5%	78.5%	90.1%	106.3%	104.2%	98.7%	85.0%	97.1%	
Assistant Professors	66	66	275	173	121	76	50	123	818	370	
Average Salary	\$64,481	\$64,481	\$83,898	\$74,489	\$69,564	\$60,203	\$59,350	\$63,475	\$73,015	\$64,237	
<i>WU excluding Law as % of</i>	-	-	76.9%	86.6%	92.7%	107.1%	108.6%	101.6%	88.3%	100.4%	
Instructors/Lecturers³	88	88	1	153	2	34	53	98	341	187	
Average Salary	\$54,855	\$54,855	\$71,400	\$52,843	\$46,500	\$45,752	\$49,749	\$53,435	\$51,633	\$50,919	
<i>WU excluding Law as % of</i>	-	-	-	103.8%	-	119.9%	110.3%	102.7%	106.2%	107.7%	
Total All Ranks	269	245	1,044	851	389	237	288	350	3,159	1,264	
Average Salary	\$71,961	\$66,772	\$102,784	\$86,894	\$85,255	\$63,155	\$67,372	\$66,072	\$86,053	\$71,725	
<i>WU excluding Law as % of</i>	-	-	65.0%	76.8%	78.3%	105.7%	99.1%	101.1%	77.6%	93.1%	
Total Prof, Assoc, Asst⁴	181	157	1,043	698	387	203	235	252	2,818	1,077	
Average Salary	\$80,479	\$73,683	\$102,814	\$94,358	\$85,456	\$66,069	\$71,347	\$70,986	\$90,218	\$75,338	
<i>WU excluding Law as % of</i>	-	-	71.7%	78.1%	86.2%	111.5%	103.3%	103.8%	81.7%	97.8%	

Notes:

- [1] Salaries are for instructional faculty only, and include 9- and 12-month appointments with 12-month salaries converted to 9-month.
- [2] "WU excluding Law as % of" illustrates Washburn University salaries excluding Law as a percentage of salaries at the Kansas Board of Regents
- [3] In 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.
- [4] "Total Prof, Assoc, Asst Average Salary" is a weighted average salary of professor, associate professor, and assistant professor.

Source: WU Census, KBOR Data Book (Table 4.3), AAUP Faculty Salary Report

Table 3
Average Faculty Salaries by Academic Rank
Washburn University excluding Law and Kansas Board of Regents Institutions
2018-19 through 2020-21

2020-21											
Professor				Associate Professor				Assistant Professor			
Ranking	Institution	Average Salary	%Change	Ranking	Institution	Average Salary	%Change	Ranking	Institution	Average Salary	%Change
1	University of Kansas	\$127,518	-0.9%	1	Kansas State University	\$89,550	-1.4%	1	University of Kansas	\$83,898	3.1%
2	Kansas State University	\$112,837	-0.8%	2	University of Kansas	\$87,369	-0.3%	2	Kansas State University	\$74,489	-3.8%
3	Regents Average	\$110,278	-1.1%	3	Regents Average	\$82,715	-0.9%	2	Regents Average	\$73,015	0.3%
4	Wichita State University	\$108,452	0.2%	4	Wichita State University	\$78,060	-2.3%	4	Wichita State University	\$69,564	1.6%
5	Regents Average w/o KU & KSU	\$88,935	0.3%	5	Regents Average w/o KU & KSU	\$72,400	-1.3%	5	Washburn excluding Law	\$64,481	4.6%
6	Washburn excluding Law	\$88,248	1.4%	6	Fort Hays State University	\$71,223	-0.4%	6	Regents Average w/o KU & KSU	\$64,237	0.3%
7	Fort Hays State University	\$86,363	1.0%	7	Washburn excluding Law	\$70,296	5.0%	7	Fort Hays State University	\$63,475	-0.4%
8	Pittsburg State University	\$78,361	-1.0%	8	Pittsburg State University	\$67,459	-1.3%	8	Emporia State University	\$60,203	-2.3%
9	Emporia State University	\$72,768	1.2%	9	Emporia State University	\$66,131	-1.7%	9	Pittsburg State University	\$59,350	0.5%

2019-20											
Professor				Associate Professor				Assistant Professor			
Ranking	Institution	Average Salary	%Change	Ranking	Institution	Average Salary	%Change	Ranking	Institution	Average Salary	%Change
1	University of Kansas	\$128,700	2.1%	1	Kansas State University	\$90,800	4.5%	1	University of Kansas	\$81,400	7.0%
2	Kansas State University	\$113,700	-0.1%	2	University of Kansas	\$87,600	2.5%	2	Kansas State University	\$77,400	0.4%
3	Regents Average	\$111,522	1.0%	3	Regents Average	\$83,450	0.0%	2	Regents Average	\$72,809	0.0%
4	Wichita State University	\$108,200	0.0%	4	Wichita State University	\$79,900	3.2%	4	Wichita State University	\$68,500	2.9%
5	Regents Average w/o KU & KSU	\$88,687	0.0%	5	Regents Average w/o KU & KSU	\$73,390	0.0%	5	Regents Average w/o KU & KSU	\$64,056	0.0%
6	Washburn excluding Law	\$87,024	-4.4%	6	Fort Hays State University	\$71,500	2.6%	6	Fort Hays State University	\$63,700	3.6%
7	Fort Hays State University	\$85,500	3.0%	7	Pittsburg State University	\$68,314	3.7%	7	Washburn excluding Law	\$61,668	2.0%
8	Pittsburg State University	\$79,132	-1.1%	8	Emporia State University	\$67,300	5.3%	8	Emporia State University	\$61,600	-0.5%
9	Emporia State University	\$71,900	1.7%	9	Washburn excluding Law	\$66,933	-1.3%	9	Pittsburg State University	\$59,078	-0.7%

2018-19											
Professor				Associate Professor				Assistant Professor			
Ranking	Institution	Average Salary	%Change	Ranking	Institution	Average Salary	%Change	Ranking	Institution	Average Salary	%Change
1	University of Kansas	\$126,000	-2.0%	1	Kansas State University	\$86,900	0.9%	1	Kansas State University	\$77,100	0.4%
2	Kansas State University	\$113,800	-0.1%	2	University of Kansas	\$85,500	0.7%	1	University of Kansas	\$76,100	-0.9%
3	Regents Average	\$110,378	-0.7%	3	Regents Average	\$83,453	4.2%	3	Regents Average	\$72,816	4.1%
4	Wichita State University	\$108,200	5.0%	4	Wichita State University	\$77,400	2.9%	4	Wichita State University	\$66,600	2.6%
5	Washburn excluding Law	\$90,986	5.1%	5	Regents Average w/o KU & KSU	\$73,398	5.1%	5	Regents Average w/o KU & KSU	\$64,072	104.8%
6	Regents Average w/o KU & KSU	\$88,687	2.2%	6	Fort Hays State University	\$69,700	1.3%	6	Emporia State University	\$61,900	1.0%
7	Fort Hays State University	\$83,000	3.0%	7	Washburn excluding Law	\$67,795	1.3%	7	Fort Hays State University	\$61,500	2.3%
8	Pittsburg State University	\$80,000	-3.5%	8	Pittsburg State University	\$65,900	-0.5%	8	Washburn excluding Law	\$60,475	0.8%
9	Emporia State University	\$70,700	-0.3%	9	Emporia State University	\$63,900	-0.6%	9	Pittsburg State University	\$59,500	4.0%

Note: The percent change in salary from previous year reflects all faculty regardless of service continuity.

Source: WU Census, KBOR Data Book (Table 4.3), AAUP Faculty Salary Report Appendix

Table 4
Average Faculty Salaries for Washburn University (excluding Law)
and All Master's Level Institutions by Region and Academic Rank
2018-19 through 2020-21

2020-21											
Professor				Associate Professor				Assistant Professor			
Rank	Region	Average Salary	%Change	Rank	Region	Average Salary	%Change	Rank	Region	Average Salary	%Change
1	New England	\$123,170	0.8%	1	Pacific	\$94,880	0.2%	1	Pacific	\$83,817	0.3%
2	Pacific	\$113,554	1.2%	2	New England	\$93,589	0.8%	2	New England	\$80,665	0.8%
3	Middle Atlantic	\$113,199	0.1%	3	Middle Atlantic	\$90,045	1.5%	3	Middle Atlantic	\$74,894	0.9%
4	National Average: All Master's	\$104,389	-0.2%	4	National Average: All Master's	\$83,958	0.5%	4	National Average: All Public Master's	\$73,699	1.0%
5	National Average: All Public Master's	\$102,450	0.5%	5	National Average: All Public Master's	\$83,613	0.7%	5	National Average: All Master's	\$73,492	0.5%
6	South Atlantic	\$98,485	-0.9%	6	South Atlantic	\$79,293	-0.2%	6	South Atlantic	\$70,679	0.4%
7	West South Central	\$95,706	-5.4%	7	Mountain	\$78,076	-3.9%	7	East North Central	\$69,531	1.4%
8	Mountain	\$91,630	-7.7%	8	East North Central	\$76,761	0.8%	8	West South Central	\$68,223	-1.7%
9	East North Central	\$91,331	-0.1%	9	West South Central	\$76,516	-3.8%	9	Mountain	\$68,051	-3.6%
10	East South Central	\$88,716	-1.4%	10	<u>West North Central</u>	<u>\$73,790</u>	<u>-2.5%</u>	10	East South Central	\$64,956	-0.1%
11	Washburn excluding Law	\$88,248	1.4%	11	East South Central	\$72,217	-0.1%	11	<u>West North Central</u>	<u>\$64,541</u>	<u>-1.0%</u>
12	<u>West North Central</u>	<u>\$87,635</u>	<u>-3.0%</u>	12	Washburn excluding Law	\$70,296	5.0%	12	Washburn excluding Law	\$64,481	4.6%

2019-20											
Professor				Associate Professor				Assistant Professor			
Rank	Region	Average Salary	%Change	Rank	Region	Average Salary	%Change	Rank	Region	Average Salary	%Change
1	New England	\$122,238	2.7%	1	Pacific	\$94,662	1.6%	1	Pacific	\$83,545	1.8%
2	Middle Atlantic	\$113,067	-0.5%	2	New England	\$92,850	2.0%	2	New England	\$80,010	2.1%
3	Pacific	\$112,187	-0.3%	3	Middle Atlantic	\$88,690	-0.3%	3	Middle Atlantic	\$74,210	0.1%
4	National Average: All Master's	\$104,555	1.0%	4	National Average: All Master's	\$83,537	0.8%	4	National Average: All Master's	\$73,120	1.7%
5	National Average: All Public Master's	\$101,926	1.1%	5	National Average: All Public Master's	\$83,057	0.9%	5	National Average: All Public Master's	\$72,949	2.0%
6	West South Central	\$101,162	2.9%	6	Mountain	\$81,278	2.6%	6	Mountain	\$70,609	1.8%
7	South Atlantic	\$99,399	3.0%	7	West South Central	\$79,529	1.7%	7	South Atlantic	\$70,432	3.0%
8	Mountain	\$99,269	0.4%	8	South Atlantic	\$79,483	2.6%	8	West South Central	\$69,373	1.2%
9	East North Central	\$91,435	-0.6%	9	East North Central	\$76,167	0.9%	9	East North Central	\$68,571	8.7%
10	<u>West North Central</u>	<u>\$90,313</u>	<u>2.1%</u>	10	<u>West North Central</u>	<u>\$75,682</u>	<u>2.6%</u>	10	<u>West North Central</u>	<u>\$65,178</u>	<u>3.3%</u>
11	East South Central	\$89,952	0.8%	11	East South Central	\$72,257	-8.3%	11	East South Central	\$65,019	2.5%
12	Washburn excluding Law	\$87,024	-4.4%	12	Washburn excluding Law	\$66,933	-1.3%	12	Washburn excluding Law	\$61,668	2.0%

2018-19											
Professor				Associate Professor				Assistant Professor			
Rank	Region	Average Salary	%Change	Rank	Region	Average Salary	%Change	Rank	Region	Average Salary	%Change
1	New England	\$119,076	7.8%	1	Pacific	\$93,216	3.6%	1	Pacific	\$82,030	3.0%
2	Middle Atlantic	\$113,654	4.0%	2	New England	\$90,994	4.8%	2	New England	\$78,381	3.6%
3	Pacific	\$112,502	2.8%	3	Middle Atlantic	\$88,983	3.1%	3	Middle Atlantic	\$74,160	1.5%
4	National Average: All Master's	\$103,556	4.7%	4	National Average: All Master's	\$82,886	4.3%	4	National Average: All Master's	\$71,874	3.3%
5	National Average: All Public Master's	\$100,831	3.5%	5	National Average: All Public Master's	\$82,304	3.6%	5	National Average: All Public Master's	\$71,534	3.6%
6	Mountain	\$98,883	-10.8%	6	Mountain	\$79,187	-6.5%	6	Mountain	\$69,352	2.1%
7	West South Central	\$98,265	5.3%	7	East South Central	\$78,768	112.3%	7	West South Central	\$68,573	3.7%
8	South Atlantic	\$96,512	4.1%	8	West South Central	\$78,229	10.0%	8	South Atlantic	\$68,404	3.0%
9	East North Central	\$92,003	5.2%	9	South Atlantic	\$77,453	3.8%	9	East North Central	\$68,300	4.8%
10	Washburn excluding Law	\$90,986	5.1%	10	East North Central	\$75,520	5.8%	10	East South Central	\$63,435	4.0%
11	East South Central	\$89,250	4.2%	11	<u>West North Central</u>	<u>\$73,766</u>	<u>-0.2%</u>	11	<u>West North Central</u>	<u>\$63,076</u>	<u>2.9%</u>
12	<u>West North Central</u>	<u>\$88,436</u>	<u>1.7%</u>	12	Washburn excluding Law	\$67,795	1.3%	12	Washburn excluding Law	\$60,475	0.8%

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

Note: The percent change in salary from previous year reflects all faculty regardless of service continuity.

Source: WU Census, AAUP Faculty Report - Tables 1 and 4: Category IIA (Master's)

Table 5
Average Faculty Salary Comparisons for Washburn University (excluding Law)
And Public Master's Level Institutions
Fiscal Years 2017 through 2021

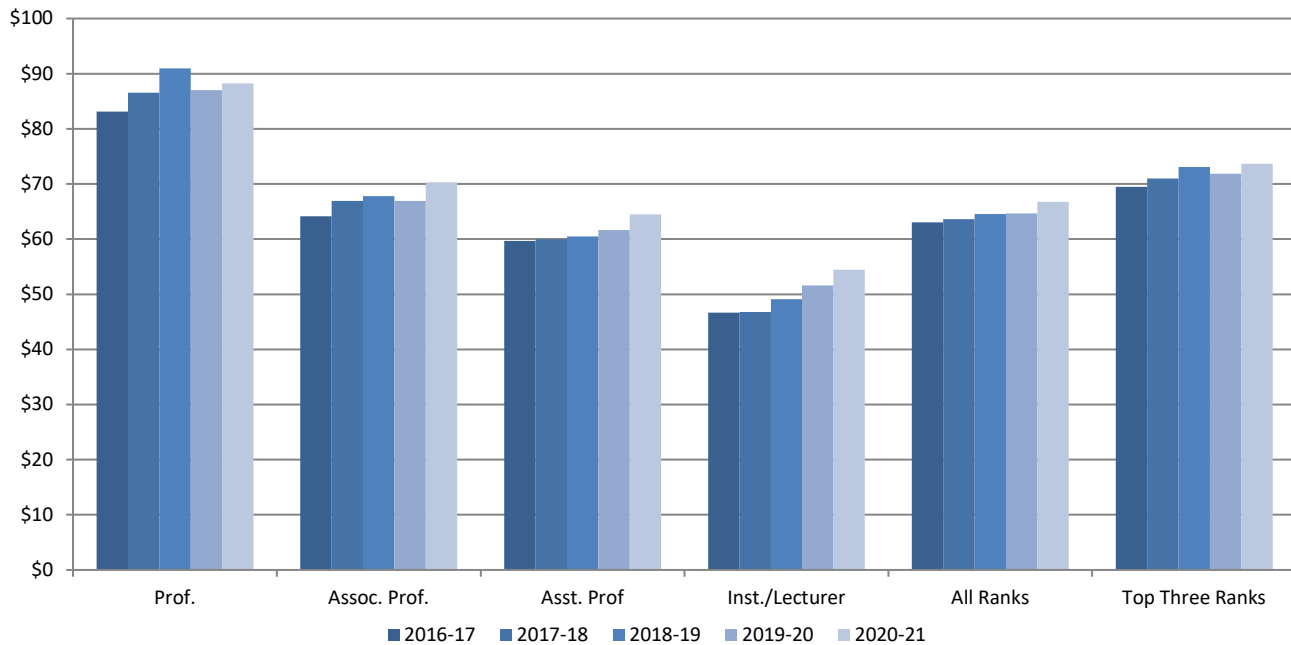
	N	Average WU Salary	Percent Change in WU Salary	Average Salary Public Master's	Percent Change Public Master's	Difference Between Washburn And Public Master's		% Needed for WU Catch Up
						Dollar	Percent	
Professor								
FY 17	67	\$83.1	--	\$94.2	--	-\$11.1	-11.8%	13.3%
FY 18	60	\$86.5	4.1%	\$97.4	3.4%	-\$10.9	-11.2%	12.6%
FY 19	54	\$91.0	5.2%	\$100.8	3.4%	-\$9.8	-9.7%	10.8%
FY 20	57	\$87.0	-4.4%	\$101.9	1.1%	-\$14.9	-14.6%	17.1%
FY 21	51	\$88.2	1.4%	\$102.4	0.5%	-\$14.2	-13.9%	16.1%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY20 differential:						\$786,600		
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%
FY 19	49	\$67.8	1.3%	\$82.3	3.6%	-\$14.5	-17.6%	21.4%
FY 20	43	\$66.9	-1.3%	\$83.1	1.0%	-\$16.2	-19.5%	24.2%
FY 21	40	\$70.3	5.1%	\$83.6	0.6%	-\$13.3	-15.9%	18.9%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY20 differential:						\$662,200		
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%
FY 19	67	\$60.5	0.9%	\$71.5	3.5%	-\$11.0	-15.4%	18.2%
FY 20	71	\$61.7	2.0%	\$72.9	2.0%	-\$11.2	-15.4%	18.2%
FY 21	66	\$64.5	4.5%	\$73.6	1.0%	-\$9.1	-12.4%	14.1%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY20 differential:						\$795,200		
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%
FY 19	170	\$73.1	3.0%	\$83.9	2.9%	-\$10.8	-12.9%	14.8%
FY 20	171	\$71.9	-1.6%	\$85.1	1.4%	-\$13.2	-15.5%	18.4%
FY 21	157	\$73.7	2.5%	\$85.5	0.4%	-\$11.8	-13.8%	16.0%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY20 differential:						\$2,244,000		
<i>(Dollars needed are sum of the ranks)</i>								

Note: The percent change in salary from previous year reflects all faculty regardless of service continuity.

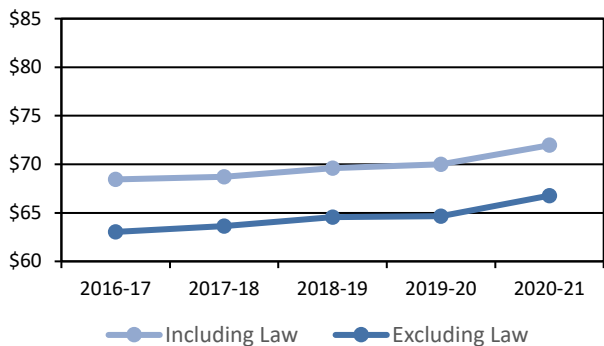
Source: AAUP Faculty Report

Chart 1
Washburn University Average Faculty Salaries by Academic Rank
2016-17 to 2020-21
(Dollars in thousands)

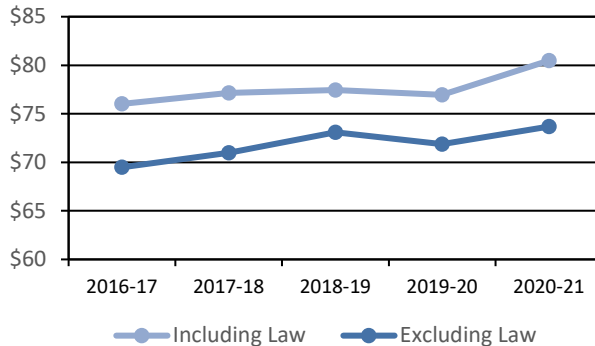
Graph A
Average Salary Trend by Rank (excluding Law)



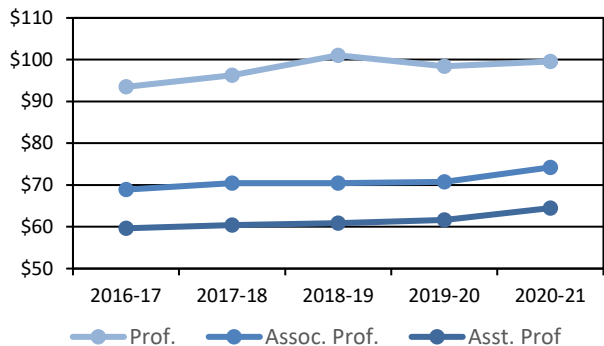
Graph B
Average Salary All Ranks



Graph D
Average Salary: Top Three Ranks



Graph C
Average Salary by Rank including Law



Graph E
Average Salary by Rank excluding Law

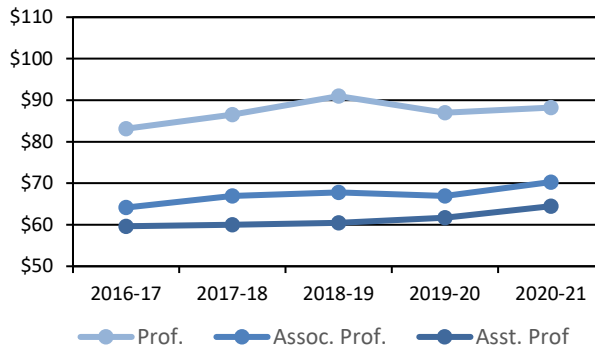
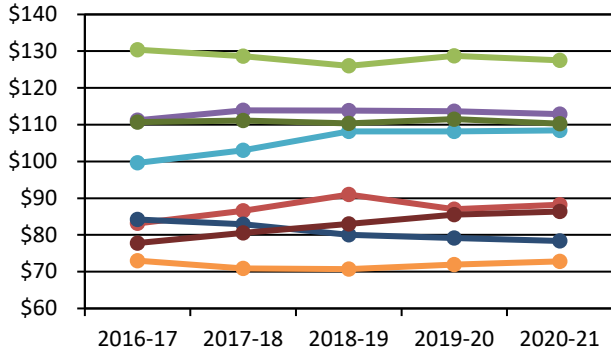


Chart 2
Washburn University Average Faculty Salaries by Academic Rank
Compared to Kansas Board of Regents, West North Central Region, and Public Master's Level Institutions
2016-17 to 2020-21
(Dollars in thousands)

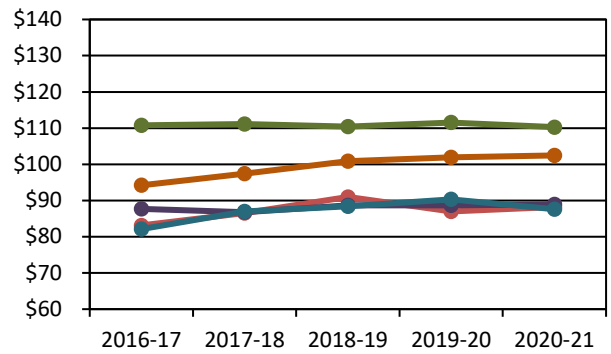
KBOR Institutions

Graph A
Professor

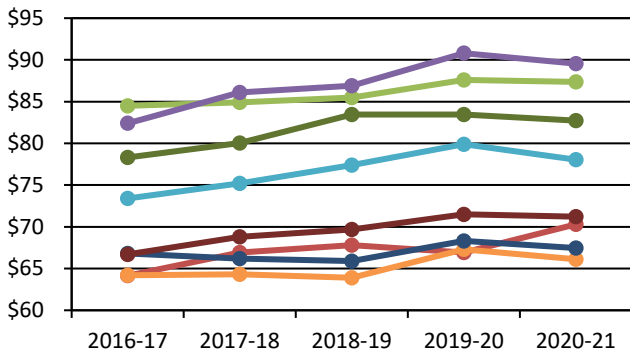


KBOR, West North Central Region,^[1] and Public Master's

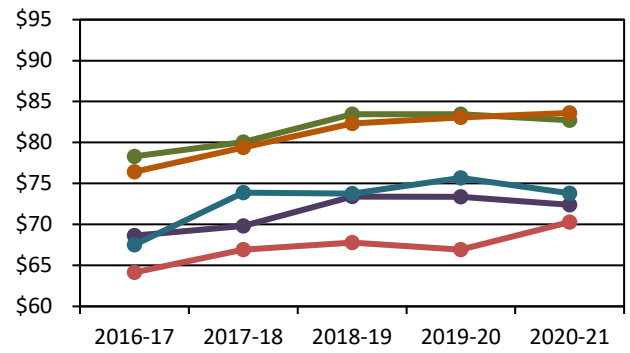
Graph D
Professor



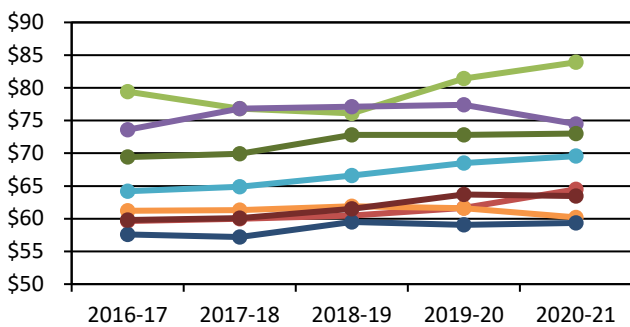
Graph B
Associate Professor



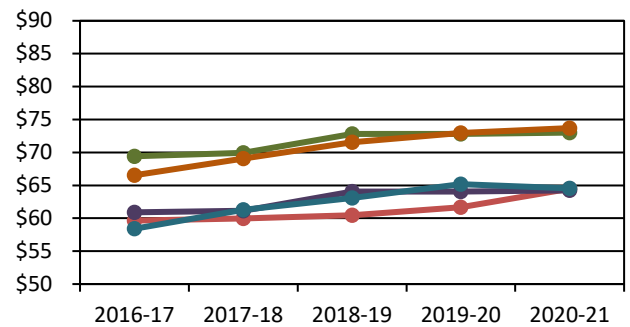
Graph E
Associate Professor



Graph C
Assistant Professor



Graph F
Assistant Professor



KBOR Institutions

- Washburn (excl. Law)
- KSU
- ESU
- FHSU
- KU
- WSU
- PSU
- KBOR

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

- Washburn (excl. Law)
- KBOR
- KBOR (excl. KU & KSU)
- Public Master's
- West North Central

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

**Appx. Table 1
Washburn University
Full-time Faculty Average Salaries by Academic Rank
2016-17 through 2020-21**

Rank ¹	All Full-Time Faculty						All Full-Time Faculty Excluding Law					
	2016-17	2017-18	2018-19	2019-20	2020-21	Syr Avg. Change	2016-17	2017-18	2018-19	2019-20	2020-21	Syr Avg. Change
Professors	85	78	73	77	70	-3.75	67	60	54	57	51	-4
Average Salary	\$94,230	\$97,167	\$102,012	\$99,567	\$100,959	\$1,682	\$84,062	\$87,653	\$92,278	\$88,566	\$90,140	\$1,520
Average % Change	-3.0%	3.1%	5.0%	-2.4%	1.4%	0.8%	-1.3%	4.3%	5.3%	-4.0%	1.8%	1.2%
Average % Change Continuing Faculty²	0.3%	2.6%	2.1%	0.5%	2.1%		0.4%	2.7%	1.7%	0.7%	2.2%	
National Average % Change Continuing Faculty	2.7%	2.9%	2.7%	2.8%			2.7%	2.9%	2.7%	2.8%		
Associate Professors	50	51	53	48	45	-1.25	44	46	49	43	40	-1
Average Salary	\$70,064	\$71,845	\$71,749	\$72,629	\$75,961	\$1,474	\$65,471	\$68,467	\$69,236	\$69,025	\$72,243	\$1,693
Average % Change	-1.0%	2.5%	-0.1%	1.2%	4.6%	1.5%	-0.9%	4.6%	1.1%	-0.3%	4.7%	1.8%
Average % Change Continuing Faculty	1.4%	3.1%	3.2%	0.6%	3.2%		1.4%	3.3%	2.9%	0.7%	3.4%	
National Average % Change Continuing Faculty	3.3%	3.4%	3.3%	3.3%			3.3%	3.4%	3.3%	3.3%		
Assistant Professors	69	69	68	71	66	-0.75	69	68	67	71	66	-0.75
Average Salary	\$59,996	\$60,835	\$61,273	\$62,121	\$65,230	\$1,308	\$59,996	\$60,430	\$60,868	\$62,121	\$65,230	\$1,308
Average % Change	5.8%	1.4%	0.7%	1.4%	5.0%	2.9%	5.8%	0.7%	0.7%	2.1%	5.0%	2.9%
Average % Change Continuing Faculty	0.4%	4.5%	1.0%	0.6%	2.5%		0.4%	4.5%	1.0%	0.6%	2.5%	
National Average % Change Continuing Faculty	3.6%	3.4%	3.4%	3.6%			3.6%	3.4%	3.4%	3.6%		
Instructors/Lecturers	71	76	85	89	88	4.25	71	76	85	89	88	4.25
Average Salary	\$48,007	\$47,089	\$49,287	\$54,044	\$54,855	\$1,712	\$48,007	\$47,089	\$49,287	\$54,044	\$54,855	\$1,712
Average % Change	0.9%	-1.9%	4.7%	9.7%	1.5%	3.0%	0.9%	-1.9%	4.7%	9.7%	1.5%	3.0%
Average % Change Continuing Faculty	0.7%	3.8%	1.7%	0.3%	1.3%		0.7%	3.8%	1.7%	1.3%	1.3%	
National Average % Change Continuing Faculty	3.6%	3.5%	3.7%	3.4%			3.6%	3.5%	3.7%	3.4%		
Total All Ranks	275	274	279	285	269	-1.5	251	250	255	260	245	-1.5
Average Salary	\$69,313	\$69,414	\$70,271	\$70,861	\$72,928	\$904	\$63,988	\$64,390	\$65,267	\$65,611	\$67,834	\$961
Average % Change	0.2%	0.1%	1.2%	0.8%	2.9%	1.1%	1.2%	0.6%	1.4%	0.5%	3.4%	1.4%
Average % Change Continuing Faculty	0.5%	3.2%	2.0%	0.8%	2.1%		0.6%	3.6%	1.8%	0.8%	2.1%	
National Average % Change Continuing Faculty	3.0%	3.3%	3.1%	3.2%			3.0%	3.3%	3.1%	3.2%		
Total Prof, Assoc, Asst	204	198	194	196	181	-5.75	180	174	170	171	157	-5.75
Average Salary	\$76,728	\$77,984	\$78,345	\$78,106	\$81,716	\$1,247	\$70,292	\$71,942	\$74,128	\$73,237	\$75,109	\$1,204
Average % Change	-0.2%	1.6%	0.5%	-0.3%	4.6%	1.2%	1.0%	2.3%	3.0%	-1.2%	2.6%	1.6%
Average % Change Continuing Faculty			2.1%	0.7%	2.5%				1.9%	0.6%	2.6%	
National Average % Change Continuing Faculty			3.1%	3.2%					3.1%	3.2%		
Ratio of Tenure Track to All Ranks	74.2%	72.3%	69.5%	68.8%	67.3%		71.7%	69.6%	66.7%	65.8%	64.1%	

Notes:

[1] All faculty counts and average salaries represent faculty rank in the current year.

[2] Average % Change for continuing faculty is based on the rank of the faculty member in the prior year, while reported by rank in the current year.

Source: WU Census, AAUP Faculty Salary Report (Table B)

Appx. Table 2
Average Faculty Salaries¹ by Academic Rank
Washburn University Compared to Kansas Board of Regents Institutions
2020-21

Rank	Washburn		Kansas Board of Regents							All KBOR	Excluding KU & KSU
	Including Law	Excluding Law	KU	KSU	WSU	ESU	PSU	FHSU			
Professors	70	51	425	256	128	66	121	59	1,055	374	
Average Salary	\$100,959	\$90,140	\$127,518	\$112,837	\$108,452	\$72,768	\$78,361	\$86,363	\$110,278	\$88,935	
<i>WU excluding Law as % of²</i>	-	-	70.7%	79.9%	83.1%	124%	115.0%	104.4%	81.7%	101.4%	
Associate Professors	45	40	343	269	138	61	64	70	945	333	
Average Salary	\$75,961	\$72,243	\$87,369	\$89,550	\$78,060	\$66,131	\$67,459	\$71,223	\$82,715	\$72,400	
<i>WU excluding Law as % of</i>	-	-	82.7%	80.7%	92.5%	109.2%	107.1%	101.4%	87.3%	99.8%	
Assistant Professors	66	66	275	173	121	76	50	123	818	370	
Average Salary	\$65,230	\$65,230	\$83,898	\$74,489	\$69,564	\$60,203	\$59,350	\$63,475	\$73,015	\$64,237	
<i>WU excluding Law as % of</i>	-	-	77.7%	87.6%	93.8%	108.3%	109.9%	102.8%	89.3%	101.5%	
Instructors/Lecturers³	88	88	1	153	2	34	53	98	341	187	
Average Salary	\$54,855	\$54,855	\$71,400	\$52,843	\$46,500	\$45,752	\$49,749	\$53,435	\$51,633	\$50,919	
<i>WU excluding Law as % of</i>	-	-		103.8%		119.9%	110.3%	102.7%	106.2%	107.7%	
Total All Ranks	269	245	1,044	851	389	237	288	350	3,159	1,264	
Average Salary	\$72,928	\$67,834	\$102,784	\$86,894	\$85,255	\$63,155	\$67,372	\$66,072	\$86,053	\$71,725	
<i>WU excluding Law as % of</i>	-	-	66.0%	78.1%	79.6%	107.4%	100.7%	102.7%	78.8%	94.6%	
Total Prof, Assoc, Asst⁴	181	157	1,043	698	387	203	235	252	2,818	1,077	
Average Salary	\$81,716	\$75,109	\$102,814	\$94,358	\$85,456	\$66,069	\$71,347	\$70,986	\$90,218	\$75,338	
<i>WU excluding Law as % of</i>	-	-	73.1%	79.6%	87.9%	113.7%	105.3%	105.8%	83.3%	99.7%	

Notes:

[1] Salaries are for instructional faculty only, and include 9- and 12-month appointments with 12-month salaries converted to 9-month.

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

[3] In 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.

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

Source: WU Census, KBOR Data Book (Table 4.3), AAUP Faculty Salary Report

Appx. Table 3
Average Faculty Salaries by Academic Rank
Washburn University excluding Law and Kansas Board of Regents Institutions
2018-19 through 2020-21

2020-21											
Professor				Associate Professor				Assistant Professor			
Ranking	Institution	Average Salary	%Change	Ranking	Institution	Average Salary	%Change	Ranking	Institution	Average Salary	%Change
1	University of Kansas	\$127,518	-0.9%	1	Kansas State University	\$89,550	-1.4%	1	University of Kansas	\$83,898	3.1%
2	Kansas State University	\$112,837	-0.8%	2	University of Kansas	\$87,369	-0.3%	2	Kansas State University	\$74,489	-3.8%
3	Regents Average	\$110,278	-1.1%	3	Regents Average	\$82,715	-0.9%	2	Regents Average	\$73,015	0.3%
4	Wichita State University	\$108,452	0.2%	4	Wichita State University	\$78,060	-2.3%	4	Wichita State University	\$69,564	1.6%
5	Washburn excluding Law	\$90,140	1.8%	5	Regents Average w/o KU & KSU	\$72,400	-1.3%	5	Washburn excluding Law	\$65,230	5.0%
6	Regents Average w/o KU & KSU	\$88,935	0.3%	6	Washburn excluding Law	\$72,243	4.7%	6	Regents Average w/o KU & KSU	\$64,237	0.3%
7	Fort Hays State University	\$86,363	1.0%	7	Fort Hays State University	\$71,223	-0.4%	7	Fort Hays State University	\$63,475	-0.4%
8	Pittsburg State University	\$78,361	-1.0%	8	Pittsburg State University	\$67,459	-1.3%	8	Emporia State University	\$60,203	-2.3%
9	Emporia State University	\$72,768	1.2%	9	Emporia State University	\$66,131	-1.7%	9	Pittsburg State University	\$59,350	0.5%
2019-20											
Professor				Associate Professor				Assistant Professor			
Ranking	Institution	Average Salary	%Change	Ranking	Institution	Average Salary	%Change	Ranking	Institution	Average Salary	%Change
1	University of Kansas	\$128,700	2.1%	1	Kansas State University	\$90,800	4.5%	1	University of Kansas	\$81,400	7.0%
2	Kansas State University	\$113,700	-0.1%	2	University of Kansas	\$87,600	2.5%	2	Kansas State University	\$77,400	0.4%
3	Regents Average	\$111,522	1.0%	3	Regents Average	\$83,450	0.0%	2	Regents Average	\$72,809	0.0%
4	Wichita State University	\$108,200	0.0%	4	Wichita State University	\$79,900	3.2%	4	Wichita State University	\$68,500	2.9%
5	Regents Average w/o KU & KSU	\$88,687	0.0%	5	Regents Average w/o KU & KSU	\$73,390	0.0%	5	Regents Average w/o KU & KSU	\$64,056	0.0%
6	Washburn excluding Law	\$88,566	-4.0%	6	Fort Hays State University	\$71,500	2.6%	6	Fort Hays State University	\$63,700	3.6%
7	Fort Hays State University	\$85,500	3.0%	7	Washburn excluding Law	\$69,025	-0.3%	7	Washburn excluding Law	\$62,121	2.1%
8	Pittsburg State University	\$79,132	-1.1%	8	Pittsburg State University	\$68,314	3.7%	8	Emporia State University	\$61,600	-0.5%
9	Emporia State University	\$71,900	1.7%	9	Emporia State University	\$67,300	5.3%	9	Pittsburg State University	\$59,078	-0.7%
2018-19											
Professor				Associate Professor				Assistant Professor			
Ranking	Institution	Average Salary	%Change	Ranking	Institution	Average Salary	%Change	Ranking	Institution	Average Salary	%Change
1	University of Kansas	\$126,000	-2.0%	1	Kansas State University	\$86,900	0.9%	1	Kansas State University	\$77,100	0.4%
2	Kansas State University	\$113,800	-0.1%	2	University of Kansas	\$85,500	0.7%	1	University of Kansas	\$76,100	-0.9%
3	Regents Average	\$110,378	-0.7%	3	Regents Average	\$83,453	4.2%	3	Regents Average	\$72,816	4.1%
4	Wichita State University	\$108,200	5.0%	4	Wichita State University	\$77,400	2.9%	4	Wichita State University	\$66,600	2.6%
5	Washburn excluding Law	\$92,278	5.3%	5	Regents Average w/o KU & KSU	\$73,398	5.1%	5	Regents Average w/o KU & KSU	\$64,072	4.8%
6	Regents Average w/o KU & KSU	\$88,687	2.2%	6	Fort Hays State University	\$69,700	1.3%	6	Emporia State University	\$61,900	1.0%
7	Fort Hays State University	\$83,000	3.0%	7	Washburn excluding Law	\$69,236	1.1%	7	Fort Hays State University	\$61,500	2.3%
8	Pittsburg State University	\$80,000	-3.5%	8	Pittsburg State University	\$65,900	-0.5%	8	Washburn excluding Law	\$60,868	0.7%
9	Emporia State University	\$70,700	-0.3%	9	Emporia State University	\$63,900	-0.6%	9	Pittsburg State University	\$59,500	4.0%

Note: The percent change in salary from previous year reflects all faculty regardless of service continuity.

Source: WU Census, KBOR Data Book (Table 4.3), AAUP Faculty Salary Report Appendix

**Appx. Table 4
Average Faculty Salaries for Washburn University (excluding Law)
and All Master's Level Institutions by Region and Academic Rank
2018-19 through 2020-21**

2020-21											
Professor				Associate Professor				Assistant Professor			
Rank	Region	Average Salary	%Change	Rank	Region	Average Salary	%Change	Rank	Region	Average Salary	%Change
1	New England	\$123,170	0.8%	1	Pacific	\$94,880	0.2%	1	Pacific	\$83,817	0.3%
2	Pacific	\$113,554	1.2%	2	New England	\$93,589	0.8%	2	New England	\$80,665	0.8%
3	Middle Atlantic	\$113,199	0.1%	3	Middle Atlantic	\$90,045	1.5%	3	Middle Atlantic	\$74,894	0.9%
4	National Average: All Master's	\$104,389	-0.2%	4	National Average: All Master's	\$83,958	0.5%	4	National Average: All Public Master's	\$73,699	0.8%
5	National Average: All Public Master's	\$102,450	0.5%	5	National Average: All Public Master's	\$83,613	0.7%	5	National Average: All Master's	\$73,492	0.7%
6	South Atlantic	\$98,485	-0.9%	6	South Atlantic	\$79,293	-0.2%	6	South Atlantic	\$70,679	0.4%
7	West South Central	\$95,706	-5.4%	7	Mountain	\$78,076	-3.9%	7	East North Central	\$69,531	1.4%
8	Mountain	\$91,630	-7.7%	8	East North Central	\$76,761	0.8%	8	West South Central	\$68,223	-1.7%
9	East North Central	\$91,331	-0.1%	9	West South Central	\$76,516	-3.8%	9	Mountain	\$68,051	-3.6%
10	Washburn excluding Law	\$90,140	1.8%	10	<i>West North Central</i>	<i>\$73,790</i>	<i>-2.5%</i>	10	Washburn excluding Law	\$65,230	5.0%
11	East South Central	\$88,716	-1.4%	11	Washburn excluding Law	\$72,243	4.7%	11	East South Central	\$64,956	-0.1%
12	<i>West North Central</i>	<i>\$87,635</i>	<i>-3.0%</i>	12	East South Central	\$72,217	-0.1%	12	<i>West North Central</i>	<i>\$64,541</i>	<i>-1.0%</i>

2019-20											
Professor				Associate Professor				Assistant Professor			
Rank	Region	Average Salary	%Change	Rank	Region	Average Salary	%Change	Rank	Region	Average Salary	%Change
1	New England	\$122,238	2.7%	1	Pacific	\$94,662	1.6%	1	Pacific	\$83,545	1.8%
2	Middle Atlantic	\$113,067	-0.5%	2	New England	\$92,850	2.0%	2	New England	\$80,010	2.1%
3	Pacific	\$112,187	-0.3%	3	Middle Atlantic	\$88,690	-0.3%	3	Middle Atlantic	\$74,210	0.1%
4	National Average: All Master's	\$104,555	1.0%	4	National Average: All Master's	\$83,537	0.8%	4	National Average: All Master's	\$73,120	1.7%
5	National Average: All Public Master's	\$101,926	1.1%	5	National Average: All Public Master's	\$83,057	0.9%	5	National Average: All Public Master's	\$72,949	2.0%
6	West South Central	\$101,162	2.9%	6	Mountain	\$81,278	2.6%	6	Mountain	\$70,609	1.8%
7	South Atlantic	\$99,399	3.0%	7	West South Central	\$79,529	1.7%	7	South Atlantic	\$70,432	3.0%
8	Mountain	\$99,269	0.4%	8	South Atlantic	\$79,483	2.6%	8	West South Central	\$69,373	1.2%
9	East North Central	\$91,435	-0.6%	9	East North Central	\$76,167	0.9%	9	East North Central	\$68,571	0.4%
10	<i>West North Central</i>	<i>\$90,313</i>	<i>2.1%</i>	10	<i>West North Central</i>	<i>\$75,682</i>	<i>2.6%</i>	10	<i>West North Central</i>	<i>\$65,178</i>	<i>3.3%</i>
11	East South Central	\$89,952	0.8%	11	East South Central	\$72,257	-8.3%	11	East South Central	\$65,019	2.5%
12	Washburn excluding Law	\$88,566	-4.0%	12	Washburn excluding Law	\$69,025	-0.3%	12	Washburn excluding Law	\$62,121	2.1%

2018-19											
Professor				Associate Professor				Assistant Professor			
Rank	Region	Average Salary	%Change	Rank	Region	Average Salary	%Change	Rank	Region	Average Salary	%Change
1	New England	\$119,076	7.8%	1	Pacific	\$93,216	3.6%	1	Pacific	\$82,030	3.0%
2	Middle Atlantic	\$113,654	4.0%	2	New England	\$90,994	4.8%	2	New England	\$78,381	3.6%
3	Pacific	\$112,502	2.8%	3	Middle Atlantic	\$88,983	3.1%	3	Middle Atlantic	\$74,160	1.5%
4	National Average: All Master's	\$103,556	4.7%	4	National Average: All Master's	\$82,886	4.3%	4	National Average: All Master's	\$71,874	3.3%
5	National Average: All Public Master's	\$100,831	3.5%	5	National Average: All Public Master's	\$82,304	3.6%	5	National Average: All Public Master's	\$71,534	3.6%
6	Mountain	\$98,883	-10.8%	6	Mountain	\$79,187	-6.5%	6	Mountain	\$69,352	2.1%
7	West South Central	\$98,265	5.3%	7	East South Central	\$78,768	11.5%	7	West South Central	\$68,573	3.7%
8	South Atlantic	\$96,512	4.1%	8	West South Central	\$78,229	5.9%	8	South Atlantic	\$68,404	3.0%
9	Washburn excluding Law	\$92,278	5.3%	9	South Atlantic	\$77,453	3.8%	9	East North Central	\$68,300	4.8%
10	East North Central	\$92,003	5.2%	10	East North Central	\$75,520	5.8%	10	East South Central	\$63,435	4.0%
11	East South Central	\$89,250	4.2%	11	<i>West North Central</i>	<i>\$73,766</i>	<i>3.7%</i>	11	<i>West North Central</i>	<i>\$63,076</i>	<i>2.9%</i>
12	<i>West North Central</i>	<i>\$88,436</i>	<i>1.7%</i>	12	Washburn excluding Law	\$69,236	1.1%	12	Washburn excluding Law	\$60,868	0.7%

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

Note: The percent change in salary from previous year reflects all faculty regardless of service continuity.

Source: WU Census, AAUP Faculty Report - Tables 1 and 4: Category IIA (Master's)

Appx. Table 5
Average Faculty Salary Comparisons for Washburn University (excluding Law)
And Public Master's Level Institutions
Fiscal Years 2017 through 2021

	<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	\$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%
FY 19	54	\$92.2	5.2%	\$100.8	3.4%	-\$8.6	-8.5%	9.3%
FY 20	57	\$88.6	-3.9%	\$101.9	1.1%	-\$13.3	-13.1%	15.0%
FY 21	51	\$90.1	1.7%	\$102.4	0.5%	-\$12.3	-12.0%	13.7%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY20 differential:						\$758,100		
Associate Professor								
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%
FY 19	49	\$69.2	1.1%	\$82.3	3.6%	-\$13.1	-15.9%	18.9%
FY 20	43	\$69.0	-0.3%	\$83.1	1.0%	-\$14.1	-17.0%	20.4%
FY 21	40	\$72.2	4.6%	\$83.6	0.6%	-\$11.4	-13.6%	15.8%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY20 differential:						\$606,300		
Assistant Professor								
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%
FY 19	67	\$60.9	0.8%	\$71.5	3.5%	-\$10.6	-14.8%	17.4%
FY 20	71	\$62.1	2.0%	\$72.9	2.0%	-\$10.8	-14.8%	17.4%
FY 21	66	\$65.2	5.0%	\$73.6	1.0%	-\$8.4	-11.4%	12.9%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY20 differential:						\$766,800		
All Ranks - Professor, Associate Professor, Assistant Professor (using WU counts as weights)								
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%
FY 19	170	\$74.1	3.0%	\$83.9	2.9%	-\$9.8	-11.7%	13.3%
FY 20	171	\$73.2	-1.2%	\$85.1	1.4%	-\$11.9	-14.0%	16.3%
FY 21	157	\$75.1	2.6%	\$85.5	0.4%	-\$10.4	-12.2%	13.9%
Dollars needed for WU to reach parity w/public Master's institutions, based on FY20 differential:						\$2,131,200		
<i>(Dollars needed are summed over ranks)</i>								

Note: The percent change in salary from previous year reflects all faculty regardless of service continuity.

Source: AAUP Faculty Report