

KSU SALARY RANGES

Kentucky State University uses CUPR-HR (the Colleges & University Professional Association for Human Resources) data from their annual salary surveys of faculty and staff positions to establish and maintain KSU's compensation plans.

The plan was last updated this year (2011-2012) using the most recent data from the 2011-2012 survey. The last University plan was updated in July 2007. To update the KSU plan, we used the average salary increase reported in the yearly CUPA-HR salary survey between 2007 – 2012.

Kentucky State University
Faculty Salary Analysis 2007 - 2008 and 2011 - 2012 (Based Upon CUPA Data)

Group	Pay Grade	KSU/2011-2012 Faculty Pay Group			min		max		CUPA 2007-2008 Faculty Pay Group (Actual)			
		Minimum	Control Point	Maximum			Minimum	Control Point	Maximum			
Group I												
Instructor	1 INST	53,190	63,827	79,784	16.7%	25.0%	50,978	61,173	76,466			
Assistant Professor	1 ASTP	64,642	78,347	98,905	17.5%	26.2%	60,563	73,403	92,663			
Associate Professor	1 ASCP	75,304	92,170	117,465	18.3%	27.4%	71,968	88,086	112,261			
Professor	1 PROF	93,005	115,320	148,801	19.3%	29.0%	88,799	110,104	142,071			
Group II												
Instructor	2 INST	44,556	53,461	66,837	16.7%	25.0%	42,703	51,238	64,058			
Assistant Professor	2 ASTP	54,145	65,632	82,847	17.5%	26.2%	50,728	61,490	77,619			
Associate Professor	2 ASCP	63,074	77,208	98,402	18.3%	27.5%	60,279	73,787	94,042			
Professor	2 PROF	77,910	96,604	124,650	19.4%	29.0%	74,386	92,235	119,012			
Group III												
Instructor	3 INST	35,982	43,177	53,966	16.7%	25.0%	34,486	41,381	51,722			
Assistant Professor	3 ASTP	43,722	52,999	66,899	17.5%	26.2%	40,963	49,654	62,677			
Associate Professor	3 ASCP	50,940	62,341	79,455	18.3%	27.5%	48,683	59,579	75,935			
Professor	3 PROF	62,910	78,005	100,652	19.4%	29.0%	60,065	74,477	96,100			
Group IV												
Instructor	4 INST	34,248	41,100	51,373	16.7%	25.0%	32,824	39,391	49,237			
Assistant Professor	4 ASTP	41,623	50,453	63,689	17.5%	26.2%	38,996	47,269	59,670			
Associate Professor	4 ASCP	48,491	59,348	75,648	18.3%	27.5%	46,343	56,719	72,296			
Professor	4 PROF	59,893	74,264	95,822	19.4%	29.0%	57,184	70,905	91,488			
Group V												
Instructor	5 INST	45,666	54,805	67,725	16.7%	25.0%	43,767	52,526	65,324			
Assistant Professor	5 ASTP	55,509	67,272	84,923	17.5%	26.2%	52,006	63,027	79,564			
Associate Professor	5 ASCP	64,659	79,135	100,862	18.3%	27.5%	61,794	75,629	96,393			
Professor	5 PROF	79,855	99,018	127,763	19.4%	29.0%	76,243	94,540	121,985			
Group VI												
Dean Math, Business & Computer Sci	2 Dean	102,605	129,280	169,305	20.6%	31.0%	83,044	104,634	137,029			
Dean Arts, Soc. Sci. Int. Disc. Studies	2 Dean	104,142	131,217	171,842	20.6%	31.0%	83,044	104,634	137,029			
Dean AFSSS	3 Dean	98,372	123,950	162,314	20.6%	31.0%	87,905	110,761	145,043			
Dean Professional Studies	3 Dean	98,372	123,950	162,314	20.6%	31.0%	87,905	110,761	145,043			

Kentucky State University Faculty Salary Analysis 2007 - 2008 and 2011- 2012 (Based Upon CUPA Data)

Notes:

- 1) Based on CUPA 2006/2007 salary averages, public institutions the following increases were recorded: Professor 4.1%; Associate Professor 3.9%; Assistant Professor 3.8%; Instructor 3.8%
- 2) Based on CUPA 2005/2006 salary averages, public institutions the following increases were recorded: Professor 3.1%; Associate Professor 3.1%; Assistant Professor 3.1%; Instructor 3.0%
- 3) CUPA Salary survey for 2004-2005 used as base by combining an average discipline within the group.
- 4) Academic CUPA 2004-2005 increases are 3.2%; 2005-2006 - 3.5%; 2006-2007 4%
- 5) Based on CUPA 2011/2012 salary averages, public institutions the following increases were recorded: Professor 1.0%; Associate Professor 1.0%; Assistant Professor 1.3%; Instructor 1.3%

GROUP	YR	%INCREASE
Professor	2011/2012	1.0%
Associate Professor		1.0%
Assistant Professor		1.3%
Instructor		1.3%
Professor	2010/2011	0.0%
Associate Professor		0.0%
Assistant Professor		2.0%
Instructor		0.0%
Professor	2009/2010	0.0%
Associate Professor		0.0%
Assistant Professor		0.0%
Instructor		0.0%
Professor	2008/2009	3.7%
Associate Professor		3.6%
Assistant Professor		3.3%
Instructor		3.0%
Professor	2007/2008	4.0%
Associate Professor		4.0%
Assistant Professor		3.8%
Instructor		3.8%
Professor	2006/2007	4.1%
Associate Professor		3.9%
Assistant Professor		3.8%
Instructor		3.8%
Professor	2005/2006	3.1%
Associate Professor		3.1%
Assistant Professor		3.1%
Instructor		3.0%

**Kentucky State University
Faculty Salary Ranges
2011 - 2012**

Adopted July 1, 2012

Based Upon CUPA 2011 - 2012 Survey Data

Group	Pay Grade	KSU 2011-2012 Faculty Pay Group		
		Minimum	Control Point	Maximum
Group I				
Instructor	1 INST	53,190	63,827	79,784
Assistant Professor	1 ASTP	64,642	78,347	98,905
Associate Professor	1 ASCP	75,304	92,170	117,465
Professor	1 PROF	93,005	115,320	148,801
Group II				
Instructor	2 INST	44,556	53,461	66,837
Assistant Professor	2 ASTP	54,145	65,632	82,847
Associate Professor	2 ASCP	63,074	77,208	98,402
Professor	2 PROF	77,910	96,604	124,650
Group III				
Instructor	3 INST	35,982	43,177	53,966
Assistant Professor	3 ASTP	43,722	52,999	66,899
Associate Professor	3 ASCP	50,940	62,341	79,455
Professor	3 PROF	62,910	78,005	100,652
Group IV				
Instructor	4 INST	34,248	41,100	51,373
Assistant Professor	4 ASTP	41,623	50,453	63,689
Associate Professor	4 ASCP	48,491	59,348	75,648
Professor	4 PROF	59,893	74,264	95,822
Group V				
Instructor	5 INST	45,666	54,805	57,725
Assistant Professor	5 ASTP	55,509	67,272	84,923
Associate Professor	5 ASCP	64,659	79,135	100,862
Professor	5 PROF	79,855	99,018	127,763
Group VI				
Dean Math, Business & Computer Sci	2 Dean	102,605	129,280	169,305
Dean Arts, Soc. Sci. Int. Disc. Studies	2 Dean	104,142	131,217	171,842
Dean AFSSS	3 Dean	98,372	123,950	162,314
Dean Professional Studies	3 Dean	98,372	123,950	162,314

Kentucky State University - CORRECTED
Administrative Salary Analysis 2007 - 2008 and 2011 - 2012 (Based Upon CUPA Data)

Grade	KSU 2011-2012 Salary Tables					Hrly Min @ 37.5		Hrly Min @ 40.0	KSU 2007-2008 Salary Tables	
	Minimum	Control Point	Maximum	Hrly Min @ 37.5	Hrly Min @ 40.0	min	max		Minimum	Control Point
Grade 1	16,710	19,716.93	24,229	8.57	8.04	15.25%	22.88%	15,595	18,401	
Grade 2	18,624	22,083.91	27,273	9.56	8.96	15.67%	23.50%	17,381	20,610	
Grade 3	20,818	24,801.26	30,778	10.68	10.01	16.06%	24.10%	19,429	23,146	
Grade 4	23,330	27,930.09	34,830	11.97	11.22	16.47%	24.70%	21,773	26,066	
Grade 5	26,220	31,540.02	39,517	13.45	12.61	16.87%	25.29%	24,470	29,435	
Grade 6	29,549	35,713.56	44,959	15.16	14.21	17.26%	25.89%	27,577	33,330	
Grade 7	33,393	40,548.24	51,282	17.13	16.06	17.65%	26.47%	31,164	37,842	
Grade 8	37,837	46,161.90	58,649	19.41	18.20	18.03%	27.05%	35,312	43,081	
Grade 9	42,992	52,694.92	67,253	22.05	20.67	18.41%	27.63%	40,123	49,178	
Grade 10	48,982	60,317.67	77,320	25.12	23.55	18.79%	28.19%	45,713	56,292	
Grade 11	55,956	69,226.24	89,129	28.70	26.91	19.17%	28.75%	52,221	64,606	
Grade 12	64,097	79,661.71	103,013	32.87	30.82	19.54%	29.31%	59,819	74,345	
Grade 13	73,619	91,918.76	119,368	37.76	35.40	19.91%	29.86%	68,706	85,784	
Grade 14	84,784	106,342.41	138,680	43.48	40.77	20.27%	30.41%	79,125	99,245	
Grade 15	97,901	123,356.99	161,537	50.21	47.07	20.64%	30.95%	91,367	115,124	
Grade 99	1,072	107,151.41	3,214,542			99.00%	2900.00%	1,000	100,000	
President	199,220	255,000.00	338,673			21.87%	32.81%	137,709	176,266	
Provost & VP Academic Affairs	133,994	171,513.00	227,791			21.88%	32.81%	100,018	128,024	
Ex Ass/Chief of Staff	78,894	100,991.22	134,126			21.88%	32.81%	58,082	74,350	
VP Finance & Business Affairs	130,235	166,700.64	221,395			21.88%	32.81%	89,874	115,039	
Chief Administration Officer	137,588	137,587.80	137,588							
VP Student Affairs & Assoc										
Provost for Enrollment	100,605	128,775.00	171,026			21.88%	32.81%	77,749	99,519	
Management	114,952	147,148.26	195,428			21.88%	32.81%	82,759	105,938	
General Counsel	81,741	104,628.54	138,957			21.88%	32.81%	71,396	91,387	
VP Institutional Advancement	66,115	84,626.04	112,394			21.87%	32.81%	61,702	78,978	
Director, Athletics	67,304	86,149.20	114,415			21.87%	32.81%	58,916	75,412	
Internal Auditor										

Note:
(Carnegie Classification - Master's Institution)
Administrative increases based on CUPA Survey
2003-2004 - 2.9%
2004-2005 - 3.1%
2005-2006 - 3.2%
2006-2007 - 3.7%
2007-2008 - 3.9%
2008-2009 - 3.6%
2009-2010 - 0%
2010-2011 - 1.4%
2011-2012 - 2.0%

**Kentucky State University
Staff Pay Ranges
2011 - 2012**

Adopted July 1, 2012

Based Upon CUPA 2011 - 2012 Survey Data

Grade	KSU 2011-2012 Salary Tables				
	Minimum	Control Point	Maximum	Hrly Min @ 37.5	Hrly Min @ 40.0
Grade 1	16,710	19,716.93	24,229	8.57	8.04
Grade 2	18,624	22,083.91	27,273	9.56	8.96
Grade 3	20,818	24,801.26	30,778	10.68	10.01
Grade 4	23,330	27,930.09	34,830	11.97	11.22
Grade 5	26,220	31,540.02	39,517	13.45	12.61
Grade 6	29,549	35,713.56	44,959	15.16	14.21
Grade 7	33,393	40,548.24	51,282	17.13	16.06
Grade 8	37,837	46,161.90	58,649	19.41	18.20
Grade 9	42,992	52,694.92	67,253	22.05	20.67
Grade 10	48,982	60,317.67	77,320	25.12	23.55
Grade 11	55,956	69,226.24	89,129	28.70	26.91
Grade 12	64,097	79,661.71	103,013	32.87	30.82
Grade 13	73,619	91,918.76	119,368	37.76	35.40
Grade 14	84,784	106,342.41	138,680	43.48	40.77
Grade 15	97,901	123,356.99	161,537	50.21	47.07

**Kentucky State University
Student Pay Ranges
2011 - 2012**

Adopted July 1, 2012

Pay Grade	Minimum	Midpoint	Maximum
A	\$7.25	\$8.88	\$10.50
B	\$8.35	\$10.23	\$12.10
C	\$9.60	\$11.80	\$14.00
D	\$11.00	\$13.50	\$16.00
E	\$12.65	\$15.50	\$18.35