

**AVERAGE SALARY FOR
INSTRUCTIONAL FACULTY BY
ACADEMIC RANK**

	1996	1997	1998	1999	2000	Number of Faculty 2000
Excludes Chase College of Law						
Professor	\$56,261	\$58,446	\$58,942	\$60,749	\$64,636	91
Associate	\$44,813	\$45,171	\$47,287	\$46,814	\$49,895	104
Assistant	\$37,007	\$36,684	\$38,611	\$39,892	\$42,440	81
Instructor	\$27,099	\$27,205	\$27,042	\$34,669	\$32,873	3
Lecturer	\$25,568	\$25,886	\$26,736	\$26,801	\$29,368	133
All ranks	\$41,878	\$43,145	\$43,801	\$43,522	\$45,218	418
Includes Chase College of Law						
Professor	\$59,811	\$61,614	\$62,442	\$63,854	\$68,099	112
Associate	\$44,920	\$45,183	\$47,302	\$46,863	\$50,138	106
Assistant	\$37,664	\$37,731	\$39,439	\$40,844	\$43,429	89
Instructor	\$27,099	\$27,205	\$27,042	\$34,669	\$32,873	3
Lecturer	\$25,568	\$25,886	\$27,013	\$26,801	\$29,368	133
All ranks	\$43,483	\$44,796	\$45,516	\$45,068	\$46,978	443

Source: IPEDS Faculty Salaries, Tenure, and Fringe Benefits Survey.
All salaries converted to 10 month basis.

DISTRIBUTION OF FACULTY BY GENDER AND CONTRACT

FULL-TIME

	Fall 1996	Fall 1997	Fall 1998	Fall 1999	Fall 2000
9-10 Month Contract					
Male	208	202	201	203	220
Female	139	145	161	181	185
Total	347	347	362	384	405

11-12 Month Contract

Male	15	16	17	23	27
Female	11	15	15	17	18
Total	26	31	32	40	45

Less Than 9-10 Month Contract

Male	--	2	--	--	--
Female	--	3	--	--	--
Total	--	5	--	--	--

Total Full-Time Faculty

Male	223	220	218	226	247
Female	150	163	176	198	203
Total	373	383	394	424	450

PART-TIME

Male	209	201	204	183	205
Female	196	172	191	173	195
Total	405	373	395	356	400

TOTAL	783	756	794	785	850
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SOURCE: IPEDS, Fall Staff Report.

HIGHEST DEGREE EARNED

Full-Time Faculty	Fall 1996	Fall 1997	Fall 1998	Fall 1999	Fall 2000	
Doctorate						
Male	164	157	159	161	157	35.4%
Female	73	78	83	90	92	20.7%
Total	237	235	242	251	249	56.1%
Juris Doctorate						
Male	17	17	18	17	19	4.3%
Female	7	10	10	10	9	2.0%
Total	24	27	28	27	28	6.3%
Masters						
Male	42	42	40	45	59	13.3%
Female	66	69	80	95	97	21.8%
Total	108	111	120	140	156	35.1%
All Others						
Male	1	2	1	2	6	1.4%
Female	4	3	3	4	5	1.1%
Total	5	5	4	6	11	2.5%
TOTAL	374	378	394	424	444	100.0%

SOURCE: Office of the Provost and Vice President for Academic Affairs.

**FULL-TIME FACULTY BY TENURE STATUS
COUNTS BY GENDER WITHIN TENURE STATUS**

	1996			1997			1998			1999			2000		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
TENURED															
Professor	74	23	97	81	32	113	82	31	114	83	30	115	80	31	111
Associate	71	44	115	70	43	113	68	43	111	72	44	115	62	42	104
Assistant	5	4	9	5	5	10	6	3	11	6	3	11	7	3	10
Instructor	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Lecturer	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Other	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Total	150	71	221	156	80	236	156	77	236	161	77	241	149	76	225
Gender %	67.9%	32.1%		66.1%	33.9%		67.0%	33.0%		67.6%	32.4%		66.2%	33.8%	
Tenured as % of Total	67.3%	47.3%	57.3%	70.9%	49.1%	61.6%	71.6%	43.8%	61.9%	71.2%	38.9%	62.0%	60.3%	37.4%	50.0%
ON TENURE TRACK															
Professor	1	--	1	1	--	1	--	--	0	--	--	0	--	--	0
Associate	2	2	2	1	--	1	2	--	2	2	1	2	3	--	3
Assistant	37	35	66	26	29	55	26	33	55	21	38	50	26	41	67
Instructor	--	1	1	--	1	1	--	--	1	1	--	2	--	--	0
Lecturer	--	--	1	--	1	1	--	--	1	--	--	1	2	--	2
Other	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Total	40	38	71	28	31	59	28	33	59	24	39	55	31	41	72
Gender %	51.3%	48.7%		47.5%	52.5%		45.9%	54.1%		38.1%	61.9%		43.1%	56.9%	
Tenured as % of Total	17.9%	25.3%	18.4%	12.7%	19.0%	15.4%	12.8%	18.8%	15.5%	10.6%	19.7%	14.1%	12.6%	20.2%	16.0%
OTHER															
Professor	--	--	0	--	--	0	--	--	0	--	--	0	1	--	1
Associate	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Assistant	2	1	9	3	7	10	3	9	10	4	8	11	6	6	12
Instructor	1	3	5	1	4	5	2	2	6	2	3	6	1	2	3
Lecturer	30	37	71	32	41	73	29	55	70	35	71	76	59	78	137
Other	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Total	33	41	85	36	52	88	34	66	86	41	82	93	67	86	153
Gender %	44.6%	55.4%		40.9%	59.1%		34.0%	66.0%		33.3%	66.7%		43.8%	56.2%	
Tenured as % of Total	14.8%	27.3%	22.0%	16.4%	31.9%	23.0%	15.6%	37.5%	22.6%	18.1%	41.4%	23.9%	27.1%	42.4%	34.0%
TOTAL	223	150	386	220	163	383	218	176	381	226	198	389	247	203	450

SOURCE: IPEDS, Fall Staff Report.

**FULL-TIME FACULTY BY TENURE STATUS
COUNTS BY RACE WITHIN TENURE STATUS**

	1996				1997				1998				1999				2000			
	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total
TENURED																				
Professor	90	2	5	97	100	4	9	113	103	3	7	114	101	4	8	113	100	4	7	111
Associate	105	2	8	115	105	3	5	113	101	3	7	111	106	3	7	116	94	3	7	104
Assistant	9	--	--	9	10	--	--	10	9	--	--	9	9	--	--	9	10	--	--	10
Instructor	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Lecturer	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Other	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Total	204	4	13	221	215	7	14	236	213	6	14	234	216	7	15	238	204	7	14	225
Race %	92.3%	1.8%	5.9%		91.1%	3.0%	5.9%		91.0%	2.6%	6.0%		90.8%	2.9%	6.3%		90.7%	3.1%	6.2%	
Tenured as % of Total	60.5%	26.7%	61.9%	58.5%	63.2%	35.0%	60.9%	61.6%	60.7%	35.3%	53.8%	58.9%	57.8%	36.8%	48.4%	56.0%	51.3%	36.8%	42.4%	50.0%
ON TENURE TRACK																				
Professor	1	--	--	1	1	--	--	1	--	--	--	0	--	--	--	0	--	--	--	0
Associate	3	1	--	3	1	--	--	1	2	--	--	2	3	--	--	3	3	--	--	3
Assistant	60	7	5	71	46	5	4	55	49	5	5	58	49	5	5	58	54	5	8	63
Instructor	1	--	--	2	--	1	--	1	--	--	--	1	--	1	--	1	--	--	--	0
Lecturer	--	--	--	1	--	1	--	1	--	--	--	1	--	--	--	1	2	--	--	2
Other	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Total	65	8	5	77	48	7	4	59	51	5	5	63	52	6	5	64	59	5	8	72
Race %	84.4%	10.4%	6.5%		81.4%	11.9%	6.8%		81.0%	7.9%	7.9%		81.3%	9.4%	7.8%		81.9%	6.9%	11.1%	
Tenured as % of Total	19.3%	53.3%	23.8%	20.4%	14.1%	35.0%	17.4%	15.4%	14.5%	29.4%	19.2%	15.9%	13.9%	31.6%	16.1%	15.1%	14.8%	26.3%	24.2%	16.0%
OTHER																				
Professor	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	1	--	--	1
Associate	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Assistant	3	--	--	5	7	2	1	10	9	2	1	12	8	2	2	12	8	3	1	12
Instructor	4	--	--	4	5	--	--	5	4	--	--	4	5	--	--	5	3	--	--	3
Lecturer	61	3	3	68	65	4	4	73	74	4	6	84	93	4	9	106	123	4	10	137
Other	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Total	68	3	3	77	77	6	5	88	87	6	7	100	106	6	11	123	135	7	11	153
Race %	88.3%	3.9%	3.9%		87.5%	6.8%	5.7%		87.0%	6.0%	7.0%		86.2%	4.9%	8.9%		88.2%	4.6%	7.2%	
Tenured as % of Total	20.2%	20.0%	14.3%	20.4%	22.6%	30.0%	21.7%	23.0%	24.8%	35.3%	26.9%	25.2%	28.3%	31.6%	35.5%	28.9%	33.9%	36.8%	33.3%	34.0%
TOTAL	337	15	21	378	340	20	23	383	351	17	26	397	374	19	31	425	398	19	33	450

SOURCE: IPEDS, Fall Staff Report.

Fall 2000 NKU Full-Time Personnel by Gender Within Federal Racial/Ethnic Categories

	Non-Resident Alien			Black/ African American			Native American			Asian/ Pacific Islander			Latino/Hispanic			White			Total			
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	
Faculty																						
10 Month		2	4	6	8	8	16	--	--	0	12	11	23	2	2	4	161	195	356	185	220	405
12 Month	--	--	0	2	1	3	--	--	0	--	--	0	--	--	0	16	26	42	18	27	45	
Less Than 10 Month	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	0	0	0	
Total	2	4	6	10	9	19	0	0	0	12	11	23	2	2	4	177	221	398	203	247	450	
Executive/Admin./ Managerial	--	--	0	1	3	4	--	--	0	--	--	0	1	1	2	23	33	56	25	39	64	
Other Professionals	--	--	0	12	4	16	--	1	1	1	1	2	--	1	1	150	80	230	163	87	250	
Secreterial/Clerial	--	--	0	5	--	5	--	--	0	1	--	1	1	--	1	120	8	128	127	8	135	
Technical- Paraprofessional	--	--	0	--	--	0	--	--	0	1	--	1	--	--	0	17	9	26	18	9	27	
Skilled Crafts	--	--	0	--	1	1	--	--	0	--	--	0	--	--	0	4	50	54	4	51	55	
Service/Maintenance	--	--	0	2	5	7	--	--	0	--	--	0	1	--	1	36	41	77	39	46	85	
Total	0	0	0	20	13	33	0	1	1	3	1	4	3	2	5	350	221	571	376	238	614	

The increase in professional non-faculty and clerical staff in fall 1996 results from changes in counting procedures related to revised Federal definitions. Now included are personnel who have individual contract appointments and those who have portions of salary paid by grant funds.

SOURCE: IPEDS, Fall Staff Report.

**FULL-TIME ADMINISTRATIVE AND STAFF POSITIONS
COUNTS BY RACE**

EEO Classifications	1996				1997				1998				1999				2000			
	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total
Executive/Administrative/ Managerial	54	4	2	60	53	3	2	58	54	4	1	59	54	4	1	59	56	4	2	62
Other Professionals	202	11	2	215	195	11	2	208	201	12	2	214	229	14	3	246	230	16	4	250
Secretarial/Clerical	183	10	--	193	150	6	--	156	144	6	--	150	137	9	1	147	128	5	2	135
Technical/ Paraprofessional	40	2	1	43	33	2	1	36	31	3	1	34	33	2	1	36	26	--	1	27
Skilled Crafts	39	1	--	40	40	1	--	41	44	1	--	45	52	1	--	53	54	1	--	55
Service/Maintenance	98	9	--	107	92	8	1	101	88	6	1	97	83	6	1	90	77	7	1	85
Total	616	37	5	658	563	31	6	600	562	32	5	599	588	36	7	631	571	33	10	614

**PART-TIME ADMINISTRATIVE AND STAFF POSITIONS
COUNTS BY RACE**

EEO Classifications	1996				1997				1998				1999				2000			
	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total
Executive/Administrative/ Managerial	1	--	--	1	1	--	--	1	--	--	--	0	--	--	--	0	--	--	--	0
Graduate Assistants	17	2	--	19	15	2	--	17	11	4	3	18	6	1	4	11	8	1	6	15
Other Professionals	27	1	2	30	55	2	1	58	78	1	1	80	89	2	2	93	64	1	2	67
Secretarial/Clerical	63	2	--	65	107	3	1	111	111	3	2	116	138	5	1	144	115	2	2	119
Technical/ Paraprofessional	20	--	--	20	2	--	--	2	4	--	--	4	7	--	1	8	5	--	--	5
Skilled Crafts	1	--	--	1	1	--	--	1	--	1	--	1	1	1	--	2	--	--	--	--
Service/Maintenance	11	1	--	12	4	--	--	4	8	--	--	8	5	--	--	5	9	--	--	9
Total	140	6	2	148	185	7	2	194	212	9	6	227	246	9	8	263	201	4	10	215

NOTE: Includes Administrative Faculty and Library Services Personnel. Department chairs are included under faculty.

SOURCE: IPEDS, Fall Staff Report.

**FULL-TIME ADMINISTRATIVE AND STAFF POSITIONS
COUNTS BY GENDER**

EEO Classifications	1996*			1997			1998			1999			2000		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Executive/Administrative/ Managerial	38	22	60	36	22	58	35	24	58	39	20	59	37	25	62
Other Professionals	62	153	215	66	142	208	72	143	208	84	162	219	87	163	250
Secretarial/Clerical	18	175	193	8	148	156	10	140	156	12	135	147	8	127	135
Technical/ Paraprofessional	16	27	43	12	24	36	13	22	36	15	21	36	9	18	27
Skilled Crafts	39	1	40	38	3	41	41	4	41	49	4	53	51	4	55
Service/Maintenance	62	45	107	64	37	101	56	39	101	48	42	90	46	39	85
TOTAL	235	423	658	224	376	600	227	372	599	247	384	631	238	376	614

**PART-TIME ADMINISTRATIVE AND STAFF POSITIONS
COUNTS BY GENDER**

EEO Classifications	1996*			1997			1998			1999			2000		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Executive/Administrative/ Managerial	--	1	0	--	1	0	--	--	0	--	--	0	--	--	0
Graduate Assistants	9	10	16	12	5	20	7	11	15	4	7	15	7	8	15
Other Professionals	14	16	69	20	38	62	35	45	77	38	55	77	25	42	67
Secretarial/Clerical	7	58	120	25	86	114	27	89	116	31	113	116	30	89	119
Technical/ Paraprofessional	11	9	15	2	--	5	2	2	5	4	4	5	2	3	5
Skilled Crafts	--	1	1	--	1	1	1	--	1	1	1	1	--	--	0
Service/Maintenance	3	9	4	1	3	6	3	5	6	4	1	6	6	3	9
TOTAL	44	104	148	60	134	194	75	152	227	82	181	263	70	145	215

NOTE: Includes Administrative Faculty and Library Services Personnel. Department chairs are included under faculty.

*The increase in professional non-faculty and clerical staff results from changes in counting procedures related to revised Federal definitions. Now included are personnel who have individual contract appointments and those who have portions of salary paid by grant funds.

SOURCE: IPEDS, Fall Staff Report.

UNIVERSITY BOARD OF REGENTS - 2000

Robert W. Zapp	Chairperson
Brenda L. Wilson	Vice Chairperson
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Charles Pettit	Staff Regent
Kara S. Clark	Student Regent
Joyce Bowen Griffin	Secretary-Treasurer
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Kathryn B. Hendrickson	
James Poston, Jr.	
Betty Maupin Pogue	

UNIVERSITY PRESIDENTIAL PROFILE

<u>President</u>	<u>Term</u>
W. Frank Steely	1970 -1975
Ralph A. Tesseneer*	1975 -1976
A.D. Albright	1976 -1983
Leon E. Boothe	1983 -1996
Jack Moreland*	1996 -1997
James C. Votruba	1997 - Present

* Interim President

Source: Secretary to the Board of Regents.