

**AVERAGE SALARY FOR
INSTRUCTIONAL/PUBLIC SERVICE FACULTY
ON 10 AND 12 MONTH CONTRACTS
BY ACADEMIC RANK**

	1998	1999	2000	2001	2002	Number of Faculty 2002
Excludes Chase College of Law						
Professor	\$58,942	\$60,749	\$64,636	\$67,388	\$71,139	98
Associate	\$47,287	\$46,814	\$49,895	\$53,754	\$55,825	103
Assistant	\$38,611	\$39,892	\$42,440	\$47,304	\$50,994	101
Instructor	\$27,042	\$34,669	\$32,873	\$35,170	\$43,220	4
Lecturer	\$26,736	\$26,801	\$29,368	\$32,111	\$33,828	157
All ranks	\$43,801	\$43,522	\$45,218	\$47,538	\$50,444	463
Includes Chase College of Law						
Professor	\$62,442	\$63,854	\$68,099	\$71,258	\$74,719	113
Associate	\$47,302	\$46,863	\$50,138	\$54,222	\$56,108	105
Assistant	\$39,439	\$40,844	\$43,429	\$47,841	\$51,873	109
Instructor	\$27,042	\$34,669	\$32,873	\$35,170	\$43,220	4
Lecturer	\$27,013	\$26,801	\$29,368	\$32,111	\$33,828	157
All ranks	\$45,516	\$45,068	\$46,978	\$49,321	\$52,198	488

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 1998	Fall 1999	Fall 2000	Fall 2001	Fall 2002
9-10 Month Contract					
Male	201	203	220	234	241
Female	161	181	185	191	196
Total	362	384	405	425	437

11-12 Month Contract

Male	17	23	27	27	33
Female	15	17	18	18	27
Total	32	40	45	45	60

Less Than 9-10 Month Contract

Male	--	--	--	7	3
Female	--	--	--	11	5
Total	--	--	--	18	8

Total Full-Time Faculty

Male	218	226	247	268	277
Female	176	198	203	220	228
Total	394	424	450	488	505

PART-TIME

Male	204	183	205	204	210
Female	191	173	195	204	219
Total	395	356	400	408	429

TOTAL	789	780	850	896	934
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SOURCE: IPEDS, Fall Staff Report.

HIGHEST DEGREE EARNED

Full-Time Faculty	Fall 1998	Fall 1999	Fall 2000	Fall 2001	Fall 2002	
Doctorate						
Male	159	161	157	166	164	33.6%
Female	83	90	92	100	109	22.3%
Total	242	251	249	266	273	55.9%
Juris Doctor/LLM						
Male	18	17	19	19	22	4.5%
Female	10	10	9	8	8	1.6%
Total	28	27	28	27	30	6.1%
Master's						
Male	40	45	59	68	76	15.6%
Female	80	95	97	95	99	20.3%
Total	120	140	156	163	175	35.9%
All Others						
Male	1	2	6	8	4	0.8%
Female	3	4	5	4	6	1.2%
Total	4	6	11	14	10	2.0%
TOTAL	394	424	444	470	488	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**

	1998			1999			2000			2001			2002		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
TENURED															
Professor	82	31	113	83	30	113	80	31	111	78	31	109	79	33	112
Associate	68	43	111	72	44	116	62	42	104	60	34	94	59	37	96
Assistant	6	3	9	6	3	9	7	3	10	4	2	6	4	1	5
Instructor	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Lecturer	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Other	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Total	156	77	233	161	77	238	149	76	225	142	67	209	142	71	213
Gender %	67.0%	33.0%		67.6%	32.4%		66.2%	33.8%		67.9%	32.1%		66.7%	33.3%	
Tenured as % of Total	71.6%	43.8%	59.1%	71.2%	38.9%	56.1%	60.3%	37.4%	50.0%	53.0%	30.5%	42.8%	51.3%	31.1%	42.2%
ON TENURE TRACK															
Professor	--	--	0	--	--	0	--	--	0	--	--	0	1	--	1
Associate	2	--	2	2	1	3	3	--	3	6	1	7	5	5	10
Assistant	26	33	59	21	38	59	26	41	67	35	49	84	43	54	97
Instructor	--	--	0	1	--	1	--	--	0	--	--	0	--	--	0
Lecturer	--	--	0	--	--	0	2	--	2	2	1	3	--	--	0
Other	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Total	28	33	61	24	39	63	31	41	72	43	51	94	49	59	108
Gender %	45.9%	54.1%		38.1%	61.9%		43.1%	56.9%		45.7%	54.3%		45.4%	54.6%	
Tenured as % of Total	12.8%	18.8%	15.5%	10.6%	19.7%	14.9%	12.6%	20.2%	16.0%	16.0%	23.2%	19.3%	17.7%	25.9%	21.4%
OTHER															
Professor	--	--	0	--	--	0	1	--	1	--	--	0	2	1	3
Associate	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Assistant	3	9	12	4	8	12	6	6	12	5	6	11	4	3	7
Instructor	2	2	4	2	3	5	1	2	3	3	3	6	2	2	4
Lecturer	29	55	84	35	71	106	59	78	137	75	93	168	78	92	170
Other	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Total	34	66	100	41	82	123	67	86	153	83	102	185	86	98	184
Gender %	34.0%	66.0%		33.3%	66.7%		43.8%	56.2%		44.9%	55.1%		46.7%	53.3%	
Tenured as % of Total	15.6%	37.5%	25.4%	18.1%	41.4%	29.0%	27.1%	42.4%	34.0%	31.0%	46.4%	37.9%	31.0%	43.0%	36.4%
TOTAL	218	176	394	226	198	424	247	203	450	268	220	488	277	228	505

SOURCE: IPEDS, Fall Staff Report.

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

	1998				1999				2000				2001				2002			
	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total
TENURED																				
Professor	103	3	7	113	101	4	8	113	100	4	7	111	97	3	9	109	101	3	8	112
Associate	101	3	7	111	108	3	5	116	94	3	7	104	83	4	7	94	84	4	8	96
Assistant	9	--	--	9	9	--	--	9	10	--	--	10	6	--	--	6	5	--	--	5
Instructor	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Lecturer	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Other	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Total	213	6	14	233	218	7	13	238	204	7	14	225	186	7	16	209	190	7	16	213
Race %	91.4%	2.6%	6.0%		91.6%	2.9%	5.5%		90.7%	3.1%	6.2%		89.0%	3.3%	7.7%		89.2%	3.3%	7.5%	
Tenured as % of Total	60.7%	35.3%	53.8%	59.1%	57.8%	36.8%	46.4%	56.1%	51.3%	36.8%	42.4%	50.0%	43.2%	31.8%	45.7%	42.8%	43.3%	26.9%	40.0%	42.2%
ON TENURE TRACK																				
Professor	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	1	1
Associate	2	--	--	2	3	--	--	3	3	--	--	3	6	--	1	7	9	--	1	10
Assistant	49	5	5	59	49	5	5	59	54	5	8	64	68	7	9	84	76	10	11	97
Instructor	--	--	--	0	--	1	--	1	--	--	--	0	--	--	--	0	--	--	--	0
Lecturer	--	--	--	0	--	--	--	0	2	--	--	2	3	--	--	3	--	--	--	0
Other	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Total	51	5	5	61	52	6	5	63	59	5	8	72	77	7	10	94	85	10	13	108
Race %	83.6%	8.2%	8.2%		82.5%	9.5%	7.9%		81.9%	6.9%	11.1%		81.9%	7.4%	10.6%		78.7%	9.3%	12.0%	
Tenured as % of Total	14.5%	29.4%	19.2%	15.5%	13.8%	31.6%	17.9%	14.9%	14.8%	26.3%	24.2%	16.0%	17.9%	31.8%	28.6%	19.3%	19.4%	38.5%	32.5%	21.4%
OTHER																				
Professor	--	--	--	0	--	--	--	0	1	--	--	1	--	--	--	0	3	--	--	3
Associate	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Assistant	9	2	1	12	8	2	2	12	8	3	1	12	8	1	2	11	5	1	1	7
Instructor	4	--	--	4	5	--	--	5	3	--	--	3	4	2	--	6	4	--	--	4
Lecturer	74	4	6	84	94	4	8	106	123	4	10	137	156	5	7	168	152	8	10	170
Other	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Total	87	6	7	100	107	6	10	123	135	7	11	153	168	8	9	185	164	9	11	184
Race %	87.0%	6.0%	7.0%		87.0%	4.9%	8.1%		88.2%	4.6%	7.2%		90.8%	4.3%	4.9%		89.1%	4.9%	6.0%	
Tenured as % of Total	24.8%	35.3%	26.9%	25.4%	28.4%	31.6%	35.7%	29.0%	33.9%	36.8%	33.3%	34.0%	39.0%	36.4%	25.7%	37.9%	37.4%	34.6%	27.5%	36.4%
TOTAL	351	17	26	394	377	19	28	424	398	19	33	450	431	22	35	488	439	26	40	505

Fall 2002 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	5	7	11	11	22	--	--	0	13	12	25	1	5	6	169	208	377	196	241	437
12 Month	--	1	1	2	2	4	--	--	0	--	1	1	--	--	0	25	29	54	27	33	60
Less Than 10 Month	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	5	3	8	5	3	8
Total	2	6	8	13	13	26	0	0	0	13	13	26	1	5	6	199	240	439	228	277	505
Executive/Admin./ Managerial	--	--	0	1	1	2	--	--	0	--	--	0	1	1	2	27	36	63	29	38	67
Other Professionals	1	2	3	14	5	19	--	--	0	1	2	3	1	2	3	176	88	264	193	99	292
Secretarial/Clerical	--	--	0	6	--	6	--	--	0	1	--	1	1	--	1	127	7	134	135	7	142
Technical- Paraprofessional	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	20	16	36	20	16	36
Skilled Crafts	--	--	0	--	1	1	--	--	0	--	--	0	--	--	0	4	61	65	4	62	66
Service/Maintenance	--	--	0	2	6	8	--	1	1	--	--	0	1	--	1	39	46	85	42	53	95
Total	1	2	3	23	13	36	0	1	1	2	2	4	4	3	7	393	254	647	423	275	698

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.

**NKU Part-Time Personnel by Gender Within Federal Racial/Ethnic Categories
Fall 2002**

	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	1	2	3	7	7	14	--	--	0	2	1	3	1	1	2	208	199	407	219	210	429
Graduate Assistants	5	9	14	--	--	0	--	--	0	--	--	0	1	--	1	13	8	21	19	17	36
Executive/Admin./ Managerial	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	0	0	0	0	0	0
Other Professionals	--	1	1	--	1	1	--	--	0	--	--	0	--	--	0	34	26	60	34	28	62
Secretarial/Clerical	--	--	0	--	--	0	--	--	0	3	--	3	--	--	0	68	24	92	71	24	95
Technical- Paraprofessional	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	3	3	6	3	3	6
Skilled Crafts	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	0	0	0
Service/Maintenance	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	1	7	8	1	7	8
Total	6	12	18	7	8	15	0	0	0	5	1	6	2	1	3	327	267	594	347	289	636

SOURCE: IPEDS, Fall Staff Report.

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

EEO Classifications	1998				1999				2000				2001				2001			
	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	1	59	54	4	1	59	56	4	2	62	94	4	2	100	63	2	2	67
Other Professionals	201	12	2	214	229	14	3	246	230	16	4	250	227	21	6	254	264	19	9	292
Secretarial/Clerical	144	6	--	150	137	9	1	147	128	5	2	135	130	4	3	137	134	6	2	142
Technical/ Paraprofessional	31	3	1	34	33	2	1	36	26	--	1	27	27	--	--	27	36	--	--	36
Skilled Crafts	44	1	--	45	52	1	--	53	54	1	--	55	60	1	--	61	65	1	--	66
Service/Maintenance	88	6	1	97	83	6	1	90	77	7	1	85	84	8	2	94	85	8	2	95
Total	562	32	5	599	588	36	7	631	571	33	10	614	622	38	13	673	647	36	15	698

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

EEO Classifications	1998				1999				2000				2001				2002			
	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total
Executive/Administrative/ Managerial	--	--	--	0	--	--	--	0	--	--	--	0	1	--	--	1	--	--	--	--
Graduate Assistants	11	4	3	18	6	1	4	11	8	1	6	15	11	1	9	15	21	--	15	36
Other Professionals	78	1	1	80	89	2	2	93	64	1	2	67	75	2	1	67	60	1	1	62
Secretarial/Clerical	111	3	2	116	138	5	1	144	115	2	2	119	97	3	3	119	92	--	3	95
Technical/ Paraprofessional	4	--	--	4	7	--	1	8	5	--	--	5	5	--	--	5	6	--	--	6
Skilled Crafts	--	1	--	1	1	1	--	2	--	--	--	--	--	--	--	--	--	--	--	--
Service/Maintenance	8	--	--	8	5	--	--	5	9	--	--	9	8	--	--	9	8	--	--	8
Total	212	9	6	227	246	9	8	263	201	4	10	215	197	6	13	216	187	1	19	207

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	1998			1999			2000			2001			2002		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Executive/Administrative/ Managerial	35	24	58	39	20	59	37	25	62	49	51	62	38	29	67
Other Professionals	72	143	208	84	162	219	87	163	250	90	164	250	99	193	292
Secretarial/Clerical	10	140	156	12	135	147	8	127	135	8	129	135	7	135	142
Technical/ Paraprofessional	13	22	36	15	21	36	9	18	27	9	18	27	16	20	36
Skilled Crafts	41	4	41	49	4	53	51	4	55	56	5	55	62	4	66
Service/Maintenance	56	39	101	48	42	90	46	39	85	52	42	85	53	42	95
TOTAL	227	372	599	247	384	631	238	376	614	264	409	673	275	423	698

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

EEO Classifications	1998			1999			2000			2001			2002		
	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total
Executive/Administrative/ Managerial	--	--	0	--	--	0	--	--	0	--	1	0	--	--	0
Graduate Assistants	7	11	26	4	7	26	7	8	15	11	10	15	17	19	36
Other Professionals	35	45	60	38	55	60	25	42	67	35	43	67	27	35	62
Secretarial/Clerical	27	89	101	31	113	101	30	89	119	21	82	119	24	71	95
Technical/ Paraprofessional	2	2	5	4	4	5	2	3	5	2	3	5	3	3	6
Skilled Crafts	1	--	0	1	1	0	--	--	0	--	--	0	--	--	0
Service/Maintenance	3	5	7	4	1	7	6	3	9	7	1	9	7	1	8
TOTAL	75	152	227	82	181	263	70	145	215	76	140	216	78	129	207

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 - 2002

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UNIVERSITY PRESIDENTIAL PROFILE

President	Term
W. Frank Steely	1970 -1975
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Leon E. Boothe	1983 -1996
Jack Moreland*	1996 -1997
James C. Votruba	1997 - Present

* Interim President

Source: Secretary to the Board of Regents.