

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

	2001	2002	2003	2004	2005	Number of Faculty 2005
Excludes Chase College of Law						
<i>Professor</i>	\$67,388	\$71,139	\$72,483	\$73,376	\$76,905	90
<i>Associate</i>	\$53,754	\$55,825	\$58,078	\$59,165	\$62,078	99
<i>Assistant</i>	\$47,304	\$50,994	\$51,503	\$53,621	\$55,936	122
<i>Instructor</i>	\$35,170	\$43,220	\$45,312	\$48,715	\$50,433	3
<i>Lecturer</i>	\$32,111	\$33,828	\$35,662	\$36,142	\$37,634	191
<i>No Academic Rank</i>				\$27,704	\$25,598	6
<i>All ranks</i>	\$47,538	\$50,444	\$50,976	\$51,850	\$53,590	511
Includes Chase College of Law						
<i>Professor</i>	\$71,258	\$74,719	\$76,821	\$77,902	\$80,355	110
<i>Associate</i>	\$54,222	\$56,108	\$57,608	\$59,576	\$62,579	105
<i>Assistant</i>	\$47,841	\$51,873	\$53,118	\$55,006	\$57,080	133
<i>Instructor</i>	\$35,170	\$43,220	\$45,312	\$48,715	\$50,433	3
<i>Lecturer</i>	\$32,111	\$33,828	\$35,662	\$36,142	\$37,420	187
<i>No Academic Rank</i>				\$27,704	\$25,598	6
<i>All ranks</i>	\$49,321	\$52,198	\$52,878	\$53,910	\$55,705	544

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

**DISTRIBUTION OF FACULTY
BY GENDER AND CONTRACT**

	Fall 2001	Fall 2002	Fall 2003	Fall 2004	Fall 2005
FULL-TIME					
<i>9-10 Month Contract</i>					
Male	234	241	239	235	255
Female	191	196	217	237	236
Total	425	437	456	472	491
<i>11-12 Month Contract</i>					
Male	27	33	36	38	39
Female	18	27	27	31	37
Total	45	60	63	69	76
<i>Less Than 9-10 Month Contract</i>					
Male	7	3	2	2	--
Female	11	5	7	6	--
Total	18	8	9	8	0
<i>Total Full-Time Faculty</i>					
Male	268	277	277	275	294
Female	220	228	251	274	273
Total	488	505	528	549	567
PART-TIME					
Male	204	210	196	221	203
Female	204	219	184	212	225
Total	408	429	380	433	428
TOTAL	896	934	908	982	995

SOURCE: IPEDS, Fall Staff Report.

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

	2001			2002			2003			2004			2005		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
TENURED															
Professor	78	31	109	79	33	112	75	31	106	73	35	108	74	35	109
Associate	60	34	94	59	37	96	52	38	90	47	38	85	54	44	98
Assistant	4	2	6	4	1	5	5	2	7	4	1	5	3	1	4
Instructor	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Lecturer	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Other	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Total	142	67	209	142	71	213	132	71	203	124	74	198	131	80	211
Gender %	67.9%	32.1%		66.7%	33.3%		65.0%	35.0%		62.6%	37.4%		62.1%	37.9%	
Tenured as % of Total	29.1%	13.7%	42.8%	28.1%	14.1%	42.2%	25.0%	13.4%	38.4%	22.6%	13.5%	36.1%	23.1%	14.1%	37.2%
ON TENURE TRACK															
Professor	--	--	0	1	--	1	--	--	0	1	--	1	--	--	0
Associate	6	1	7	5	5	10	4	1	5	5	1	6	6	1	7
Assistant	35	49	84	43	54	97	52	62	114	71	67	138	70	61	131
Instructor	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Lecturer	2	1	3	--	--	0	--	--	0	--	--	0	--	1	1
Other	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Total	43	51	94	49	59	108	56	63	119	77	68	145	76	63	139
Gender %	45.7%	54.3%		45.4%	54.6%		47.1%	52.9%		53.1%	46.9%		54.7%	45.3%	
Tenured as % of Total	8.8%	10.5%	19.3%	9.7%	11.7%	21.4%	10.6%	11.9%	22.5%	14.0%	12.4%	26.4%	13.4%	11.1%	24.5%
OTHER															
Professor	--	--	0	2	1	3	--	--	0	--	1	1	2	1	3
Associate	--	--	0	--	--	0	--	--	0	--	--	0	1	--	1
Assistant	5	6	11	4	3	7	4	7	11	2	4	6	2	4	6
Instructor	3	3	6	2	2	4	2	2	4	2	1	3	2	1	3
Lecturer	75	93	168	78	92	170	83	108	191	68	117	185	79	119	198
No Academic Rank										2	9	11	1	5	6
Other	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0
Total	83	102	185	86	98	184	89	117	206	74	132	206	87	130	217
Gender %	44.9%	55.1%		46.7%	53.3%		43.2%	56.8%		35.9%	64.1%		40.1%	59.9%	
Tenured as % of Total	17.0%	20.9%	37.9%	17.0%	19.4%	36.4%	16.9%	22.2%	39.0%	13.5%	24.0%	37.5%	15.3%	22.9%	38.3%
TOTAL	268	220	488	277	228	505	277	251	528	275	274	549	294	273	567

SOURCE: IPEDS, Fall Staff Report

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

	2001				2002				2003				2004				2005			
	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total
TENURED																				
Professor	97	3	9	109	101	3	8	112	95	3	8	106	98	2	8	108	99	2	8	109
Associate	83	4	7	94	84	4	8	96	82	4	4	90	77	4	4	85	85	5	8	98
Assistant	6	--	--	6	5	--	--	5	7	--	--	7	5	--	--	5	4	--	--	4
Instructor	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Lecturer	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Other	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Total	186	7	16	209	190	7	16	213	184	7	12	203	180	6	12	198	188	7	16	211
Race %	89.0%	3.3%	7.7%		89.2%	3.3%	7.5%		90.6%	3.4%	5.9%		90.9%	3.0%	6.1%		89.1%	3.3%	7.6%	
Tenured as % of Total	38.1%	1.4%	3.3%	42.8%	37.6%	1.4%	3.2%	42.2%	34.8%	1.3%	2.3%	38.4%	32.8%	1.1%	2.2%	36.1%	33.2%	1.2%	2.8%	37.2%
ON TENURE TRACK																				
Professor	--	--	--	0	--	--	1	1	--	--	--	0	1	--	--	1	--	--	--	0
Associate	6	--	1	7	9	--	1	10	5	--	--	5	6	--	--	6	7	--	--	7
Assistant	68	7	9	84	76	10	11	97	91	11	12	114	113	13	12	138	112	11	8	131
Instructor	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Lecturer	3	--	--	3	--	--	--	0	--	--	--	0	--	--	--	0	--	1	--	1
Other	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0
Total	77	7	10	94	85	10	13	108	96	11	12	119	120	13	12	145	119	12	8	139
Race %	81.9%	7.4%	10.6%		78.7%	9.3%	12.0%		80.7%	9.2%	10.1%		82.8%	9.0%	8.3%		85.6%	8.6%	5.8%	
Tenured as % of Total	15.8%	1.4%	2.0%	19.3%	16.8%	2.0%	2.6%	21.4%	18.2%	2.1%	2.3%	22.5%	21.9%	2.4%	2.2%	26.4%	21.0%	2.1%	1.4%	24.5%
OTHER																				
Professor	--	--	--	0	3	--	--	3	--	--	--	0	1	--	--	1	3	--	--	3
Associate	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	1	--	--	1
Assistant	8	1	2	11	5	1	1	7	9	2	--	11	5	1	--	6	5	1	--	6
Instructor	4	2	--	6	4	--	--	4	4	--	--	4	3	--	--	3	3	--	--	3
Lecturer	156	5	7	168	152	8	10	170	178	7	6	191	170	10	5	185	181	9	8	198
Other	--	--	--	0	--	--	--	0	--	--	--	0	2	--	9	11	5	--	1	6
Total	168	8	9	185	164	9	11	184	191	9	6	206	181	11	14	206	198	10	9	217
Race %	90.8%	4.3%	4.9%		89.1%	4.9%	6.0%		92.7%	4.4%	2.9%		87.9%	5.3%	6.8%		91.2%	4.6%	4.1%	
Tenured as % of Total	34.4%	1.6%	1.8%	37.9%	32.5%	1.8%	2.2%	36.4%	36.2%	1.7%	1.1%	39.0%	33.0%	2.0%	2.6%	37.5%	34.9%	1.8%	1.6%	38.3%
TOTAL	431	22	35	488	439	26	40	505	471	27	30	528	481	30	38	549	505	29	33	567

SOURCE: IPEDS, Fall Staff Re

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

Fall 2005

	Non-Resident Alien			Black/African American			Native American			Asian/Pacific Islander			Latino / Hispanic			White			Other			Total			
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	
<i>Faculty</i>																									
10 Month	3	2	5	12	13	25	--	2	2	9	10	19	1	4	5	211	224	435	--	--	0	236	255	491	
12 Month	--	--	0	3	1	4	--	--	0	1	--	1	1	--	1	32	38	70	--	--	0	37	39	76	
Less Than 10 Month	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	0	0	0	
Total	3	2	5	15	14	29	0	2	2	10	10	20	2	4	6	243	262	505	0	0	0	273	294	567	
<i>Executive/Admin./ Managerial</i>	--	--	0	2	2	4	--	--	0	--	--	0	1	1	2	34	43	77	--	--	0	37	46	83	
<i>Other Professionals</i>	--	--	0	12	7	19	--	--	0	2	2	4	2	2	4	192	102	294	--	--	0	208	113	321	
<i>Secretarial/Clerical</i>	--	--	0	5	3	8	--	--	0	2	--	2	0	--	0	131	17	148	1	--	1	139	20	159	
<i>Technical- Paraprofessional</i>	--	--	0	--	1	1	--	--	0	--	--	0	--	--	0	23	14	37	--	--	0	23	15	38	
<i>Skilled Crafts</i>	--	--	0	--	2	2	--	--	0	--	--	0	1	--	1	3	67	70	--	--	0	4	69	73	
<i>Service/Maintenance</i>	--	--	0	1	4	5	--	--	0	--	--	0	--	--	0	41	46	87	--	--	0	42	50	92	
Total	0	0	0	20	19	39	0	0	0	4	2	6	4	3	7	424	289	713	1	0	1	453	313	766	

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 2005

	Non-Resident Alien			Black/African American			Native American			Asian/Pacific Islander			Latino / Hispanic			White			Other			Total		
	F e m a l e	M a l e	T o t a l	F e m a l e	M a l e	T o t a l	F e m a l e	M a l e	T o t a l	F e m a l e	M a l e	T o t a l	F e m a l e	M a l e	T o t a l	F e m a l e	M a l e	T o t a l	F e m a l e	M a l e	T o t a l	F e m a l e	M a l e	T o t a l
<i>Faculty</i>	1	1	2	8	4	12	--	1	1	6	1	7	--	3	3	209	193	402	1	--	1	225	203	428
<i>Executive/Admin./ Managerial</i>	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	0	0	0
<i>Other Professionals</i>	--	--	0	1	--	1	--	--	0	--	--	0	1	--	1	36	22	58	--	--	0	38	22	60
<i>Secretarial/Clerical</i>	--	--	0	4	1	5	--	--	0	1	--	1	1	--	1	66	23	89	--	--	0	72	24	96
<i>Technical- Paraprofessional</i>	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	4	4	8	--	--	0	4	4	8
<i>Skilled Crafts</i>	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	2	--	2	--	--	0	2	0	2
<i>Service/Maintenance</i>	--	--	0	--	--	0	--	--	0	--	--	0	--	--	0	--	3	3	--	--	0	0	3	3
<i>Graduate Assistants</i>	--	--	0	--	1	1	--	--	0	1	--	1	--	--	0	18	10	28	--	--	0	19	11	30
Total	0	0	0	5	2	7	0	0	0	2	0	2	2	0	2	126	62	188	0	0	0	135	64	199

SOURCE: IPEDS, Fall Staff Report.

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

EEO Classifications	2001			2002			2003			2004			2005		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executive/Administrative/ Managerial	49	51	100	49	51	100	36	33	69	39	34	73	46	37	83
Other Professionals	90	164	254	90	164	254	102	202	304	103	197	300	113	208	321
Secretarial/Clerical	8	129	137	8	129	137	8	130	138	13	134	147	20	139	159
Technical/ Paraprofessional	9	18	27	9	18	27	15	20	35	13	21	34	15	23	38
Skilled Crafts	56	5	61	56	5	61	65	5	70	63	4	67	69	4	73
Service/Maintenance	52	42	94	52	42	94	56	38	94	54	38	92	50	42	92
TOTAL	264	409	673	264	409	673	282	428	710	285	428	713	313	453	766

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

EEO Classifications	2001			2002			2003			2004			2005		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executive/Administrative/ Managerial	--	1	1	--	--	0	--	--	0	--	--	0	--	--	0
Graduate Assistants	11	10	21	17	19	36	10	13	23	14	18	32	11	19	30
Other Professionals	35	43	78	27	35	62	33	42	75	27	42	69	22	38	60
Secretarial/Clerical	21	82	103	24	71	95	23	76	99	30	67	97	24	72	96
Technical/ Paraprofessional	2	3	5	3	3	6	3	4	7	3	7	10	4	4	8
Skilled Crafts	--	--	0	--	--	0	--	--	0	--	--	0	--	2	2
Service/Maintenance	7	1	8	7	1	8	6	--	6	3	--	3	3	--	3
TOTAL	76	140	216	78	129	207	75	135	210	77	134	211	64	135	199

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.

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

EEO Classifications	2001				2002				2003				2004				2005				Total
	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	White	Black	Other	Total	
Executive/Administrative/ Managerial	94	4	2	100	63	2	2	67	64	3	2	69	67	4	2	73	77	4	2	83	
Other Professionals	227	21	6	254	264	19	9	292	272	21	11	304	272	18	10	300	294	19	8	321	
Secretarial/Clerical	130	4	3	137	134	6	2	142	130	6	2	138	136	10	1	147	148	8	3	159	
Technical/ Paraprofessional	27	--	--	27	36	--	--	36	35	--	--	35	34	--	--	34	37	1	--	38	
Skilled Crafts	60	1	--	61	65	1	--	66	68	2	--	70	66	1	--	67	70	2	1	73	
Service/Maintenance	84	8	2	94	85	8	2	95	83	7	4	94	85	6	1	92	87	5	--	92	
Total	622	38	13	673	647	36	15	698	652	39	19	710	660	39	14	713	713	39	14	766	

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

EEO Classifications	2001				2002				2003				2004				2005				Total
	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	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	
Graduate Assistants	11	1	9	21	21	--	15	36	16	--	7	23	22	2	8	32	28	1	1	30	
Other Professionals	75	2	1	78	60	1	1	62	70	3	2	75	68	1	--	69	58	1	1	60	
Secretarial/Clerical	97	3	3	103	92	--	3	95	93	1	5	99	90	4	3	97	89	5	2	96	
Technical/ Paraprofessional	5	--	--	5	6	--	--	6	7	--	--	7	10	--	--	10	8	--	--	8	
Skilled Crafts	--	--	--	0	--	--	--	0	--	--	--	0	--	--	--	0	2	--	--	2	
Service/Maintenance	8	--	--	8	8	--	--	8	6	--	--	6	3	--	--	3	3	--	--	3	
Total	197	6	13	216	187	1	19	207	192	4	14	210	193	7	11	211	188	7	4	199	

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

SOURCE: IPEDS, Fall Staff Report.

UNIVERSITY BOARD OF REGENTS

2005

Charles H. Brown	Chairperson
Martin C. Butler	Vice Chairperson
Carrie A. McCoy	Faculty Regent
Beverly J. Beck	Staff Regent
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UNIVERSITY PRESIDENTIAL PROFILE

President	Term
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.