

-----NKU FACULTY SALARY DATA FALL ----- 2,000

COLLEGE SUMMARY

DISCIPLINE CIP	ARTS & SCIENCES DISCIPLINE NAME	PROFESSOR.....		ASSOCIATE.....		ASSISTANT.....		INSTRUCTOR.....		ALL RANKS.....	
		AVG	N	AVG	N	AVG	N	AVG	N	AVG	N
45.0201	Anthropology	60,049	2	48,494	2	40,373	1	0	0	51,492	5
50.0705	Art	65,849	1	45,220	2	39,556	2	0	0	47,080	5
26.0101	Biological Sciences	59,972	8	46,462	3	43,167	3	0	0	53,476	14
40.0501	Chemistry	66,894	4	50,859	2	0	0	0	0	61,549	6
11.0101	Math-Comp. Sci.	69,764	1	63,284	2	0	0	0	0	65,444	3
45.0701	Geography	59,832	1	50,278	2	0	0	0	0	53,463	3
40.0601	Geology	0	0	0	0	42,318	1	0	0	42,318	1
45.0801	History	70,540	12	47,064	1	39,321	2	0	0	64,812	15
16.0000	Foreign Languages	55,904	1	44,330	5	0	0	33,359	1	44,416	7
23.0000	English	61,534	6	49,541	10	38,097	5	0	0	50,280	21
32.0103	Developmental	0	0	0	0	0	0	27,241	15	27,241	15
27.0101	Mathematics	63,864	4	52,603	9	43,731	2	0	0	54,423	15
50.0901	Music	54,793	6	45,752	2	39,935	2	0	0	50,013	10
38.0101	Philosophy	52,094	2	45,555	1	40,696	1	0	0	47,610	4
40.0801	Physics	0	0	49,377	1	0	0	0	0	49,377	1
44.0701	Public Administration	0	0	0	0	44,364	2	0	0	44,364	2
45.1001	Political Science	74,149	2	47,794	4	46,500	1	0	0	55,139	7
43.0107	Criminal Justice/Corrections	0	0	0	0	40,950	1	0	0	40,950	1
42.0101	Psychology	60,237	3	49,929	5	43,949	3	0	0	51,109	11
45.1101	Sociology	61,444	1	46,201	6	0	0	0	0	48,379	7
50.0501	Theatre	66,168	1	47,366	4	40,721	2	0	0	48,153	7
>>NKU mean and count:		63,264	55	49,026	62	41,355	28	27,624	16	50,179	161

[----- CUPA National Plus Inflation Factor: 4.10%

COLLEGE SUMMARY

DISCIPLINE	<u>ARTS & SCIENCES</u>					WEIGHTED
CIP	DISCIPLINE NAME	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	NKU RANKS
45.0201	Anthropology	72,024	54,267	54,332	29,842	61,383
50.0705	Art	65,557	51,156	41,337	32,048	50,109
26.0101	Biological Sciences	76,169	76,169	45,378	32,483	65,001
40.0501	Chemistry	77,100	55,111	45,091	33,589	69,770
11.0101	Math-Comp. Sci.	86,861	67,338	58,274	39,122	67,570
45.0701	Geography	71,317	53,781	43,769	33,962	59,626
40.0601	Geology	72,632	54,899	45,423	32,203	45,423
45.0801	History	71,276	53,066	41,797	33,137	66,132
16.0000	Foreign Languages	73,934	52,815	42,052	30,171	52,598
23.0000	English	71,648	52,460	41,681	29,176	55,376
32.0103	Developmental	0	0	0	30,466	31,504
27.0101	Mathematics	77,382	55,572	45,180	32,350	60,002
50.0901	Music	65,027	50,223	40,648	33,864	57,190
38.0101	Philosophy	71,963	52,738	41,984	31,745	59,662
40.0801	Physics	79,336	57,231	47,693	34,649	57,231
44.0701	Public Administration	78,420	58,861	49,484	41,460	49,484
45.1001	Political Science	73,705	54,921	43,826	36,500	58,703
43.0107	Criminal Justice/Corrections	69,101	53,136	43,769	35,694	43,769
42.0101	Psychology	75,008	54,501	44,168	33,865	57,276
45.1101	Sociology	70,132	52,905	43,435	33,814	55,366
50.0501	Theatre	66,991	50,640	71,702	33,659	58,993
		72,688	55,057	45,953	30,448	56,633

NKU AS PERCENT OF PUBLISHED CUPA NATIONAL, FALL 2000

<u>COLLEGE SUMMARY</u>							PROF/ASSOC/
DISCIPLINE	ARTS & SCIENCES					DISCIPLINE	ASST Ranks
CIP	DISCIPLINE NAME	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	MEAN	MEAN
45.0201	Anthropology	83%	89%	74%	0%	84%	84%
50.0705	Art	100%	88%	96%	0%	94%	94%
26.0101	Biological Sciences	79%	61%	95%	0%	78%	78%
40.0501	Chemistry	87%	92%	0%	0%	89%	89%
11.0101	Math-Comp. Sci.	80%	94%	0%	0%	89%	89%
45.0701	Geography	84%	94%	0%	0%	90%	90%
40.0601	Geology	0%	0%	93%	0%	93%	93%
45.0801	History	99%	89%	94%	0%	98%	98%
16.0000	Foreign Languages	76%	84%	0%	111%	87%	83%
23.0000	English	86%	94%	91%	0%	91%	91%
32.0103	Developmental	0%	0%	0%	89%	89%	0%
27.0101	Mathematics	83%	95%	97%	0%	92%	92%
50.0901	Music	84%	91%	98%	0%	88%	88%
38.0101	Philosophy	72%	86%	97%	0%	82%	82%
40.0801	Physics	0%	86%	0%	0%	86%	86%
44.0701	Public Administration	0%	0%	90%	0%	90%	90%
45.1001	Political Science	101%	87%	106%	0%	94%	94%
43.0107	Criminal Justice/Corrections	0%	0%	94%	0%	94%	94%
42.0101	Psychology	80%	92%	100%	0%	91%	91%
45.1101	Sociology	88%	87%	0%	0%	87%	87%
50.0501	Theatre	99%	94%	57%	0%	84%	84%
College Rank Weighted Means:		87%	90%	92%	91%	89%	88%

Dollar Distance from Estimated CUPA for Rank and Discipline

College of Arts & Sciences

COLLEGE SUMMARY

ARTS & SCIENCES

DISCIPLINE NAME	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		Total- Tenured & Tenure Track Ranks		Total- All Ranks	
	# in Rank	Total \$ Diff.	# in Rank	Total \$ Diff.	# in Rank	Total \$ Diff.	# in Rank	Total \$ Diff.	#	Total \$ Diff	#	Total \$ Diff
Anthropology	2	23,950	2	11,546	1	13,959	0	0	5	49,455	5	49,455
Art	1	(292)	2	11,872	2	3,562	0	0	5	15,142	5	15,142
Biological Sciences	8	129,576	3	89,121	3	6,633	0	0	14	225,330	14	225,330
Chemistry	4	40,824	2	8,504	0	0	0	0	6	49,328	6	49,328
Math-Comp. Sci.	1	17,097	2	8,108	0	0	0	0	3	25,205	3	25,205
Geography	1	11,485	2	7,006	0	0	0	0	3	18,491	3	18,491
Geology	0	0	0	0	1	3,105	0	0	1	3,105	1	3,105
History	12	8,832	1	6,002	2	4,952	0	0	15	19,786	15	19,786
Foreign Languages	1	18,030	5	42,425	0	0	1	(3,188)	6	60,455	7	57,267
English	6	59,910	10	29,190	5	17,920	0	0	21	107,020	21	107,020
Developmental	0	0	0	0	0	0	0	0	0	0	15	63,933
Mathematics	4	54,072	9	26,721	2	2,898	0	0	15	83,691	15	83,691
Music	6	61,404	2	8,942	2	1,426	0	0	10	71,772	10	71,772
Philosophy	2	39,738	1	7,183	1	1,288	0	0	4	48,209	4	48,209
Physics	0	0	1	7,854	0	0	0	0	1	7,854	1	7,854
Public Administration	0	0	0	0	2	10,240	0	0	2	10,240	2	10,240
Political Science	2	(888)	4	28,508	1	(2,674)	0	0	7	24,946	7	24,946
Criminal Justice/Corrections	0	0	0	0	1	2,819	0	0	1	2,819	1	2,819
Psychology	3	44,313	5	22,860	3	657	0	0	11	67,830	11	67,830
Sociology	1	8,688	6	40,224	0	0	0	0	7	48,912	7	48,912
Theatre	1	823	4	13,096	2	61,962	0	0	7	75,881	7	75,881
:	55	517,562	61	369,162	28	128,747	1	(3,188)	144	1,015,471	160	1,076,216

CUPA DATA FOR FACULTY SALARY PLANNING

The four accompanying tables provide faculty salary data that may assist with salary planning. The pages summarize figures for academic disciplines grouped by college.

First Table:

NKU faculty salary averages by academic rank within discipline as reported to CUPA in the fall semester of the current academic year.

Second Table:

Estimated national CUPA reference salary. Since CUPA's published report for current year salary data is not available until May or June, we make an estimate of the current year's national salary data. The estimate is based on the average increases in CUPA salaries for the last four years with the most recent year used twice to weight the calculations.

Third Table:

NKU's faculty salaries appear as a percentage of the estimated CUPA. The figures in the first table are divided by the figures in the second table.

Fourth Table:

The dollars required to make up the difference between NKU's salaries and the estimated CUPA salary data.

-----NKU FACULTY SALARY DATA FALL ----- 2,000

COLLEGE SUMMARY

DISCIPLINE	BUSINESS	PROFESSOR.....		ASSOCIATE.....		ASSISTANT.....		INSTRUCTOR.....		ALL RANKS.....	
		AVG	N	AVG	N	AVG	N	AVG	N	AVG	N
52.0301	Accountancy	80,759	1	71,921	2	56,931	2	35,116	1	62,263	6
11.0101	IFS	65,764	0	71,950	1	70,009	2	0	0	70,656	3
52.0601	Business Economics	63,183	2	47,382	1	0	0	0	0	57,916	3
52.0801	Finance	80,498	3	0	0	74,501	2	0	0	78,099	5
52.1401	Business/Marketing	73,755	1	72,090	1	68,900	2	0	0	70,911	4
52.0201	Business/Management	82,760	1	73,324	2	74,089	1	0	0	75,874	4
>>NKU mean and count:		75,642	8	68,845	7	68,308	9	35,116	1	69,477	25

[----- CUPA National Plus Inflation Factor: 4.10%

COLLEGE SUMMARY

DISCIPLINE	BUSINESS					WEIGHTED
CIP	DISCIPLINE NAME	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	NKU RANKS
52.0301	Accountancy	86,953	73,702	65,404	42,201	67,894
11.0101	IFS	86,861	67,338	58,274	39,122	61,295
52.0601	Business Economics	80,743	64,102	56,883	38,183	75,196
52.0801	Finance	80,743	64,102	56,883	38,183	71,199
52.1401	Business/Marketing	85,020	70,962	62,893	37,783	70,442
52.0201	Business/Management	82,466	68,235	60,750	41,256	69,922
		82,269	69,468	60,608	39,619	69,372

NKU AS PERCENT OF PUBLISHED CUPA NATIONAL, FALL 2000

<u>COLLEGE SUMMARY</u>							PROF/ASSOC/	
DISCIPLINE	BUSINESS						DISCIPLINE	ASST Ranks
CIP	DISCIPLINE NAME	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	MEAN	MEAN	
52.0301	Accountancy	93%	98%	87%	83%	91%	92%	
11.0101	IFS	76%	107%	120%	0%	116%	116%	
52.0601	Business Economics	78%	74%	0%	0%	77%	77%	
52.0801	Finance	100%	0%	131%	0%	112%	112%	
52.1401	Business/Marketing	87%	102%	110%	0%	102%	102%	
52.0201	Business/Management	100%	108%	122%	0%	109%	109%	
		College Rank Weighted Means:						
		92%	99%	113%	0%	101%	102%	

Dollar Distance from Estimated CUPA for Rank and Discipline

College of Business

COLLEGE SUMMARY

BUSINESS	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		Total- Tenured & Tenure Track Ranks		Total- All Ranks		
	DISCIPLINE NAME	# in Rank	Total \$ Diff.	# in Rank	Total \$ Diff.	# in Rank	Total \$ Diff.	# in Rank	Total \$ Diff.	#	Total \$ Diff	#	Total \$ Diff
Accountancy	1	6,194	2	3,562	2	16,946	1	7,085	5	26,702	6	33,787	
IFS	0	0	1	(4,612)	2	(23,470)	0	0	3	(28,082)	3	(28,082)	
Business Economics	2	35,120	1	16,720	0	0	0	0	3	51,840	3	51,840	
Finance	3	735	0	0	2	(35,236)	0	0	5	(34,501)	5	(34,501)	
Business/Marketing	1	11,265	1	(1,128)	2	(12,014)	0	0	4	(1,877)	4	(1,877)	
Business/Management	1	(294)	2	(10,178)	1	(13,339)	0	0	4	(23,811)	4	(23,811)	
		8	53,020	7	4,364	9	(67,113)	1	7,085	24	(9,729)	25	(2,644)

CUPA DATA FOR FACULTY SALARY PLANNING

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Third Table:

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Fourth Table:

The dollars required to make up the difference between NKU's salaries and the estimated CUPA salary data.

-----NKU FACULTY SALARY DATA FALL ----- 2,000

COLLEGE SUMMARY

DISCIPLINE	PROF. STUDIES/EDUCATION	PROFESSOR.....	ASSOCIATE.....	ASSISTANT.....	INSTRUCTOR.....	ALL RANKS.....					
CIP	DISCIPLINE NAME	AVG	N	AVG	N	AVG	N	AVG	N	AVG	N
51	Public Hlth/Hum.Svc.	0	0	43,581	3	39,903	2	0	0	42,110	5
09.0000	Communications	69,945	1	46,764	5	0	0	0	0	50,628	6
13.0000	Education	57,745	7	43,252	5	37,480	17	30,143	1	42,926	30
13.1303	Education, Business	71,211	1	41,867	1	0	0	0	0	56,539	2
23.1001	Speech	61,340	4	44,962	1	36,307	2	0	0	51,848	7
51.1601	Nursing	53,809	2	43,748	8	35,839	9	0	0	41,061	19
44.0701	Social Work	0	0	53,484	2	36,334	5	0	0	41,234	7
15.0000	Technology	67,859	2	50,502	3	39,317	7	0	0	46,870	12
>>NKU mean and count:		60,827	17	45,575	28	37,358	42	30,143	1	44,424	88

[----- CUPA National Plus Inflation Factor: 4.10%

COLLEGE SUMMARY

DISCIPLINE	PROF. STUDIES/EDUCATION					WEIGHTED
CIP	DISCIPLINE NAME	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	NKU RANKS
51	Public Hlth/Hum.Svc.	81,362	59,250	46,922	34,801	54,318
09.0000	Communications	68,698	53,822	43,386	85,160	56,301
13.0000	Education	74,217	55,733	44,676	35,360	53,101
13.1303	Education, Business	74,217	55,733	44,676	35,360	64,975
23.1001	Speech	71,648	52,460	41,681	29,176	60,345
51.1601	Nursing	68,966	56,140	46,000	40,179	52,687
44.0701	Social Work	73,267	54,811	45,341	38,443	48,046
15.0000	Technology	68,803	56,153	47,715	37,500	53,339
		72,033	54,948	44,409	35,360	53,775

NKU AS PERCENT OF PUBLISHED CUPA NATIONAL, FALL 2000

<u>COLLEGE SUMMARY</u>							PROF/ASSOC/ ASST Ranks	
DISCIPLINE	PROF. STUDIES/EDUCATION						DISCIPLINE	ASST Ranks
CIP	DISCIPLINE NAME	PROFESSOR	ASSOCIATE	ASSISTANT	INSTRUCTOR	MEAN	MEAN	
51	Public Hlth/Hum.Svc.	0%	74%	85%	0%	78%	78%	
09.0000	Communications	102%	87%	0%	0%	89%	89%	
13.0000	Education	78%	78%	84%	85%	81%	81%	
13.1303	Education, Business	96%	75%	0%	0%	86%	86%	
23.1001	Speech	86%	86%	87%	0%	86%	86%	
51.1601	Nursing	78%	78%	78%	0%	78%	78%	
44.0701	Social Work	0%	98%	80%	0%	85%	85%	
15.0000	Technology	99%	90%	82%	0%	87%	87%	
>>NKU mean and count:		College Rank Weighted Means:						
NKU PCT:		85%	82%	82%	85%	83%	83%	

Dollar Distance from Estimated CUPA for Rank and Discipline

College of Professional Studies and Education

COLLEGE SUMMARY										Total- Tenured & Tenure		Total-	
DISCIPLINE	PROF. STUDIES/EDUCATION	PROFESSOR		ASSOCIATE		ASSISTANT		INSTRUCTOR		Track Ranks		All Ranks	
CIP	DISCIPLINE NAME	# in Rank	Total \$ Diff.	# in Rank	Total \$ Diff.	# in Rank	Total \$ Diff.	# in Rank	Total \$ Diff.	#	Total \$ Diff	#	Total \$ Diff
51	Public Hlth/Hum.Svc.	0	0	3	47,007	2	14,038	0	0	5	61,045	5	61,045
09.0000	Communications	1	(1,247)	5	35,290	0	0	0	0	6	34,043	6	34,043
13.0000	Education	7	115,304	5	62,405	17	122,332	1	5,217	29	300,041	30	305,258
13.1303	Education, Business	1	3,006	1	13,866	0	0	0	0	2	16,872	2	16,872
23.1001	Speech	4	41,232	1	7,498	2	10,748	0	0	7	59,478	7	59,478
51.1601	Nursing	2	30,314	8	99,136	9	91,449	0	0	19	220,899	19	220,899
44.0701	Social Work	0	0	2	2,654	5	45,035	0	0	7	47,689	7	47,689
15.0000	Technology	2	1,888	3	16,953	7	58,786	0	0	12	77,627	12	77,627
		17	190,497	28	284,809	42	342,388	1	5,217	87	817,694	88	822,911

CUPA DATA FOR FACULTY SALARY PLANNING

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The dollars required to make up the difference between NKU's salaries and the estimated CUPA salary data.

-----NKU FACULTY SALARY DATA FALL ----- 2,000

<u>COLLEGE SUMMARY</u>											
<u>DISCIPLINE</u>	<u>CHASE CLG. OF LAW</u>	<u>PROFESSOR.....</u>	<u>ASSOCIATE.....</u>		<u>ASSISTANT.....</u>		<u>INSTRUCTOR.....</u>		<u>ALL RANKS.....</u>		
<u>CIP</u>	<u>DISCIPLINE NAME</u>	<u>AVG</u>	<u>N</u>	<u>AVG</u>	<u>N</u>	<u>AVG</u>	<u>N</u>	<u>N</u>	<u>N</u>	<u>AVG</u>	<u>N</u>
22.0101	Law (L.L.B., J.D.)	91,807	14	62,863	2	55,364	7	0	0	78,199	23

[----- CUPA National Plus Inflation Factor: 4.1%

<u>DISCIPLINE</u>	<u>COLLEGE SUMMARY</u>					<u>WEIGHTED</u>
<u>CIP</u>	<u>CHASE CLG. OF LAW</u>	<u>PROFESSOR</u>	<u>ASSOCIATE</u>	<u>ASSISTANT</u>	<u>INSTRUCTOR</u>	<u>NKU RANKS</u>
	<u>DISCIPLINE NAME</u>					
22.0101	Law (L.L.B., J.D.)	114,538	80,612	63,545	39,361	96,069

NKU AS PERCENT OF ESTIMATED CUPA NATIONAL, FALL 2000

<u>COLLEGE SUMMARY</u>							<u>PROF/ASSOC/ ASST RANKS</u>	
<u>DISCIPLINE</u>	<u>CHASE CLG. OF LAW</u>						<u>DISCIPLINE</u>	
<u>CIP</u>	<u>DISCIPLINE NAME</u>	<u>PROFESSOR</u>	<u>ASSOCIATE</u>	<u>ASSISTANT</u>	<u>INSTRUCTOR</u>	<u>MEAN</u>	<u>MEAN</u>	
22.0101	Law (L.L.B., J.D.)	80%	78%	87%	0%	82%	82%	

<u>COLLEGE SUMMARY</u>		Dollar Distance from Estimated CUPA for Rank and Discipline				<u>Chase College of Law</u>				Total- Tenured & Tenure Track Ranks		Total- All Ranks	
<u>DISCIPLINE</u>	<u>CHASE CLG. OF LAW</u>	<u>PROFESSOR</u>		<u>ASSOCIATE</u>		<u>ASSISTANT</u>		<u>INSTRUCTOR</u>		#	Total \$ Diff	#	Total \$ Diff
<u>CIP</u>	<u>DISCIPLINE NAME</u>	# in Rank	Total \$ Diff.	# in Rank	Total \$ Diff.	# in Rank	Total \$ Diff.	# in Rank	Total \$ Diff.				
22.0101	Law (L.L.B., J.D.)	14	318,234	2	35,498	7	57,267	0	0	23	410,999	23	410,999