

MEMORANDUM

TO: All Faculty

FROM: Connie Mulligan, Secretary, Faculty Senate

Date: April 10, 1980

Re: SPECIAL FACULTY SENATE MEETING

The Executive Committee has voted to call a special meeting of the Faculty Senate. The meeting will be held on Monday, April 21st in Room 303, University Center at 3:00 p.m.

AGENDA

- I. Additions to/deletions from the agenda.
- II. President's Report
  - A. Institutional Budget.
  - B.
- III. Committee Reports
  - A. Budget Committee
    - 1. Report on Faculty Salaries
  - B.
- IV. Adjournment

# MINUTES OF THE FACULTY SENATE

April 21, 1980

approved

The meeting began with Bushee making an agenda addition under the President's Report concerning the Search Committee for the Dean of Arts and Sciences. Bushee announced that five faculty nominees were needed from the Senate for the Search Committee. J. Fouche asked if there should not be representation from other areas besides Arts and Sciences. Dr. Gene Scholes suggested leaving the nominations open. J. Hopgood noted that the Senate needed to know how many nominees were to be actually chosen for the Search Committee. P. Moore moved that nominations be unrestricted. J. Fouche seconded. Passed. The nominees will be voted on at the April 28th meeting.

B. Renz announced that the over-all increase in faculty salaries was 10%: 7.5% across the board, .5% for equity adjustments and 2.5% for discretionary funds/merit. With regard to allocation of discretionary funds, the Budget Committee recommended that the suggested \$500 minimum be lowered to \$300 and that a ceiling of \$1100 be placed on an allocation to any one individual. They further recommended that the three-tier system of merit of 1979-1980 be retained, with merit awards being made within both of the top two tiers. The minimum and ceiling on allocation of discretionary funds was recommended by the Academic Coordinating Council and approved by Dr. Albright.

P. Moore asked why these items concerning budgetary decisions were not first brought to the Senate. J. Fouche, in support of Moore's remarks, noted that a more efficient mechanism was needed for fast decision making. The point was made that there was little flexibility of time on the budgetary matters. This was the main reason the decisions were not brought to the Senate.

On the matter of salary increases, Dr. Scholes noted that each faculty member would be considered on an individual basis. Faculty are to receive a 7.5% raise unless performance is less than satisfactory. The four stipulations under which faculty members will not receive the 7.5% increase are: 1. performance is judged to be less than satisfactory (in which case a lesser percentage may be applied), 2. the faculty member is on a terminal contract, 3. the terms of the contract require performance of specific objectives which are not fulfilled prior to the effective date of the salary adjustment, and 4. the increase would provide an incomparably high salary within the department.

## Rationale for the Report on Faculty Salaries:

B. Renz informed the Senate that the Budget Committee had established a subcommittee to study faculty salaries. Of special concern to the subcommittee was Northern's relationship to benchmark institutions, especially major regional institutions. Through the report, the subcommittee has presented a statistical picture of where Northern stands in relation to other state institutions. There are three main sections to the report: 1. faculty salaries (excluding law faculty) compared with non-law faculty salaries of benchmark institutions, 2. law faculty salaries compared with law faculty salaries of the University of Kentucky and the University of Louisville, and 3. comparison of non-law faculty salaries at Northern with Chase law faculty salaries.

G. Johnston moved to accept the report with deletions of Part 3 and Tables 28 and 29. J. Fouche asked why this comparison was included. Richard Snyder, chair of the subcommittee, responded, saying that the subcommittee felt that the Faculty Senate should be presented with all the information and respond as they so felt. J. Bushee noted that there were three main ideas behind the generation of the document: 1. disseminating the information to all faculty (this is the first time such comprehensive data has been available to all faculty), 2. creating a data base to build upon annually, and 3. providing resources to the administration to help obtain better salaries for NKU and other institutions of the Commonwealth.

T. McNally asked what part of the report was most offensive to Chase faculty. P. Joseph responded that Chase faculty felt singled out. D. Elder continued saying that the third part of the report was perceived as a direct, intended slight. R. Snyder carefully pointed out that this was not the intention of the report. The Senate secretary then reread G. Johnston's original motion. Passed. J. Johnson recommended that the subcommittee and full Budget Committee be commended for their work on the report.

A. Miller then moved to ask the President of the Senate to submit the document as amended to the Board of Regents' meeting on April 30th. Passed.

Bushee announced there would be a new Faculty Senate meeting on May 1st.

Meeting adjourned.

Respectfully submitted,

Constance P. Mulligan, Secretary

CPM/ds

#### MEMBERS PRESENT:

Ken Beirne	Peter Moore	Debra Pearce
Mildred Clark	Connie Mulligan	Robert Vitz
Janet Johnson	Louis Noyd	Tom Cate
Gary Johnston	Byron Renz	William Dickens
Paul Joseph	Raman Singh	James Fouche
Jim Kinne	Jean Wainscott	Janet Miller
Terry McNally	Jonathan Bushee	Donna Bennett
Rosetta Mauldin	Larry Giesmann	David Elder
Art Miller	Jim Hopgood	

4/10/80

NEW DOLLAR BY CATEGORY  
1980-81

GENERAL FUND APPROPRIATION	\$ 1,786,659
TUITION	<u>335,000</u>
TOTAL	\$ 2,121,659

## INFLATION

PERSONNEL SERVICES	\$ 996,400
OPERATING EXPENDITURES	392,209
CAPITAL OUTLAY	27,250
DEBT SERVICE	<u>705,800</u>
TOTAL	\$ 2,121,659

## SELECTED EXPENDITURES

<u>Category</u>	<u>% of Base</u>	<u>Appropriated 1980-81</u>	<u>Estimated 1980-81</u>
Compensation	7.5%	\$ 996,400	\$1,200,000 ✓
Insurance	5 %	3,400	32,600 ✓
Utilities/New Buildings	10 %	182,500	249,500
Health Insurance	7.5%	15,750	35,700 ✓
Scholarships	-0-	-0-	45,000 ✓
Library Books	5 %	27,250	71,200 ✓
Computer Services	5 %	<u>12,100</u>	<u>55,100</u> ✓
TOTAL		\$1,237,400	\$1,689,100

Base = \$13,285,333

$$\left(\frac{.075}{1.075}\right)(X) = 996,400$$

$$X = \frac{996,400 \times 13}{.075} = 1,689,100$$



BUDGET COMMITTEE  
OF THE FACULTY SENATE

REPORT  
ON  
FACULTY SALARIES

Chairman: Byron B. Renz

Tables submitted to  
the BOR 4/30/80

Part Three  
and  
Tables 28, 29  
removed

This report was submitted by the Subcommittee on Faculty Salaries and approved by the Budget Committee on April 8, 1980.

Subcommittee members:

Richard Snyder, Chairman, and principal author  
Nancy Campbell Library  
James McKenney  
Donald Phillips Comm  
Raman Singh

Purpose  
1) compile data (info)  
2) data base  
3) use by Admin to improve  
salary structure Renz at U of W

### RECOMMENDATIONS

The Budget Committee recommends that immediate adjustments be made in Northern Kentucky University's salary policy to reflect an equitable salary structure for members of its faculty. Specifically, the Committee recommends the following:

1. Faculty salaries at Northern should be brought up to par with those salaries of its Kentucky benchmark institutions and subsequent salary increases should maintain this parity.
2. Adjustments for inflation should be made to maintain purchasing power parity.
3. Data presented in this report should be updated annually as a means of monitoring changes in Northern's salary position.



## Introduction

The purpose of this report is to serve as a source of information for faculty, administrators, and others having an interest in such data. The principal emphasis of this report will be descriptive rather than interpretative, i.e., causality will be left to the individual reader for consideration. The objective of this report is to present information rather than explain it, although a conclusion may be drawn when the data overwhelmingly support a position.

The report will be presented in three parts according to the following format:

Part I, a comparison of non-law school faculties and students;

Part II, a comparison of law school faculties; and

Part III, a comparison of law and non-law school faculties.

## Scope and Methodology

The scope of this report will be limited to data collected for universities located in Kentucky. With respect to the non-law school faculties, the established benchmark institutions, i.e., the Kentucky regional state universities (Eastern Kentucky, Kentucky State, Morehead State, Murray State, Western Kentucky, and Northern Kentucky) will be used for comparative purposes, with the primary focus directed at Northern. Among these benchmark institutions, comparisons will be made of faculty salaries and student-faculty interaction. Since Northern is the only regional institution which has a law school, its salary information was adjusted by separating the law school salaries from the non-law faculty salaries. This enabled Northern's salary figures to be comparable to those of the Kentucky benchmark institutions.

For law school faculties there exists a problem of comparability, because none of Northern's benchmark institutions in Kentucky has a law school. Since



our focus is on schools in Kentucky, the only sources of comparison for Northern's law school faculty are the faculties at the University of Louisville (UL) and the University of Kentucky (UK). Detailed comparisons of Northern's non-law school faculty with those non-law school faculties at UL and UK will not be attempted since the missions of these institutions are different. This is reflected in the fact that UL and UK are not considered benchmark institutions for Northern. However, salary differences among UL and UK, and the regional institutions are shown in Table 1 and highlighted in the following observations:

- a) 1976-77: UK \$18,534, the highest average salary; UL \$17,941, 96.82 percent of UK; Northern \$15,099, 81.47 percent of UK; and Western (which had the highest overall average salary for that year among the benchmark institutions) \$16,631, 89.73 percent of UK,
- b) 1977-78: UK \$19,145; UL \$18,010, 94.07 percent of UK; Northern \$15,527, 81.10 percent of UK; and Murray (highest benchmark average salary) \$17,985, 93.94 percent of UK, and
- c) 1978-79: UL \$21,229; UK \$20,499, 96.56 percent of UL; Northern \$16,844, 79.34 percent of UL; and Eastern (highest benchmark) \$18,706, 88.11 percent of UL.

Even though the UK and UL non-law school average salaries show a consistently higher level than those of Northern's accepted benchmarks, salaries for Northern's law school faculty will be compared with those of UL and UK, since they are the only other law schools in the State. It is recognized, however, that problems of comparability may exist.

Salary measurements will not include fringe benefits and will be exclusive of summer school and administrative reimbursement, as reported by the educational institutions to the Kentucky Council on Higher Public Education (NCES Form 2300-3) and forwarded to the National Center for Educational Statistics, Education Division of the United States Department of Health, Education, and Welfare. It is from the HEW master tapes that the American Association of University Professors (AAUP) published salary data in its quarterly publication, which served as the source for



most of the salary data in this report. For reporting purposes, the following definitions are used on form NCES 2300-3:

**Instructional Faculty.** For purposes of this part of the survey, the instructional faculty is defined as those members of the Instruction/Research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research.. Instructional faculty on sabbatical leave should be reported at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave. Replacements for those on sabbatical leave should not be reported. Faculty on leave without pay should not be reported. Full-time replacements for those on leave without pay should be reported. Chairmen of departments should be reported (if they have no other administrative title and hold a faculty rank) at their contracted faculty salary. Do not report the salaries of: (1) faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions, unless the salary is determined on the same basis as lay faculty, or (2) faculty who, as members of military organizations, are paid on a different salary scale than civilian employees.

**Salary Contracts.** Report the salaries of faculty on either 9-month or 12-month bases. For purposes of this survey, the term 9-month salary applies to faculty who teach for two semesters, three quarters, two trimesters, two four-month sessions or the equivalent. Those faculty members teaching on any of these bases should be reported in the section of this part of the survey entitled 9-month salaries. Faculty employed for the entire year should be reported in the section of the form entitled 12-month salaries. These faculty members are usually employed for 11 months of teaching with one month of vacation. Faculty should be reported as having 9-month or 12-month salaries on the basis of the contract period, not on the basis of the number of installments in which salaries are paid.

Also, it is important to note that salary information only pertains to full-time instructional faculty, except pre-clinical and clinical medicine and administrative officers with titles such as Dean of Instruction, Academic Dean, Dean of Faculty, Dean of Students, librarian, Registrar, Coach, etc., even though they may devote part of their time to classroom instruction. Furthermore, undergraduate or graduate students who assist in the instruction of the course are also excluded. Part-time instructional faculty are not included in this study.

Since part-time instructional faculty are not included in this report, the statistics involving ratios of faculty to students will be overstated if there are



part-time faculty present. Since part-time faculty exist at all of the schools listed in this study, these ratios will not serve as absolute measurements, but only as relative measurements. If part-time faculty are in approximately the same ratio to full-time faculty for the institutions being compared, relative measurements will be accurate for comparative purposes.

Analysis of salary and student data will cover the 1975 through 1979 academic years; however, there may be years not covered due to the inability to gather information.

## PART I: NON-LAW SCHOOL COMPARISONS

### Summary

For the 1975 through 1979 period, the average non-law faculty salary at Northern averaged 88.56 percent of the highest average salary for the six schools, an indication that average faculty salaries are not on a par with the benchmark institutions.

Inflation has forced down the purchasing power of faculty salaries to the point where the real August 1980 average salary may reach \$11,058, over 19.5 percent below the September 1975 real level of \$13,737.

### Average Faculty Salaries

For all faculty ranks, Tables 1 and 2 and Graph 1 present the average faculty salaries for each of the universities over the five-year period indicated. Of particular interest are the following:

- 1) Northern has never ranked higher than fifth in average faculty salaries, followed only by Kentucky State.
- 2) When grouped together, the five benchmark universities have a higher average faculty salary than Northern. Furthermore, the linear trend shows a widening



in the disparity by an average annual amount of \$185.60. When Kentucky State is removed, the difference increases to \$384.42.

- 3) Northern has never been closer to the highest average salary than a percentage of 90.05 which occurred in 1978. As a combined group, the other universities have not been lower than a percentage of 96.99 percent in 1977.
- 4) Eastern, Western, Murray, and Morehead tend to move together with higher salaries, while Northern and Kentucky State are more closely related with lower salaries.

A breakdown of average faculty salaries by faculty rank is shown in Tables 3 through 10 and Graphs 2 through 5. For the rank of full professor, Northern was next to last in 1975-76, with an average salary which was 94.90 percent of the highest in that rank. By the 1979-80 academic year, Northern had the lowest average salary in the full professor rank, which was 92.63 percent of the highest. At the associate professor level, Northern has shown an upward trend, moving from last in 1975-76 to fourth in 1978-79 and again in 1979-80. For the assistant professor level, Northern has had the lowest average salary for every year, with the exception of 1978-79 when it was fifth. As a percentage of the highest average salary for assistant professors, Northern has moved from 90 percent in 1975-76 to 90.37 percent in 1979-80. Instructors at Northern have generally been at the lower end of the salary scale, moving from fifth in 1975-76 to third in 1977-78, and then dropping to the lowest salary level in 1979-80.

When examining the linear trends of Northern's average faculty salaries for the five-year period, one finds that the average annual dollar increase in associate level salaries is 10.22 percent higher than those of full professors, 60.10 percent higher than assistant professors, and 63.36 percent higher than instructors. The average annual increase for full, associate, and assistant professors are \$1150, \$1266, and \$791, respectively. The average annual increase in instructors' salaries is \$775, while the increase for all faculty combined is \$944.

For the four faculty levels (full, associate, assistant, and instructor) over



the five-year period (1975-76 through 1979-80), there are twenty opportunities for each school to have the highest, second highest, and lowest average salary. A summary of the number of times each school has been ranked (from highest to lowest) and its average ranking is as follows:

Highest:	Western	8
	Murray	6
	Eastern	4
	Kentucky State	2
	Morehead	2
	Northern	0
Second:	Western	5
	Morehead	5
	Eastern	4
	Kentucky State	4
	Murray	2
	Northern	0
Third:	Murray	6
	Morehead	5
	Eastern	4
	Western	3
	Northern	3
	Kentucky State	1
Fourth:	Morehead	5
	Eastern	4
	Northern	4
	Kentucky State	3
	Western	2
	Murray	1
Fifth:	Northern	6
	Kentucky State	6
	Morehead	3
	Murray	2
	Western	1
	Eastern	1
Lowest:	Northern	7
	Kentucky State	4
	Murray	3
	Eastern	3
	Western	1
	Morehead	0
Average Ranking:	Western	2.30
	Murray	3.00
	Morehead	3.10
	Eastern	3.15
	Kentucky State	3.95
	Northern	4.85



### Measure of Student-Faculty Contact

A basic ratio of student-faculty contact is the number of students divided by the number of faculty. Tables 11 and 12 show this measurement for the benchmark institutions. Northern has the highest ratio of students to faculty for the entire 1975 to 1978 period, more than 200 percent of the lowest ratio for two of the four years. When substituting full-time equivalence (FTE) students, i.e., the sum of the undergraduate student credit hours generated divided by 16, plus the sum of the graduate student credit hours divided by 9 for the number of students, the ratio of FTE students to faculty decreases for all institutions. Tables 13 and 14 show that Northern again has the highest ratios over the four-year period; however, the ratio was over 200 percent of the lowest ratio for only one of the four years.

A measure which has been created for this report combines the average faculty salary with the FTE student-to-faculty ratio. Specifically, this new ratio combines average salary, a measure of faculty compensation, and the ratio of FTE students to the number of full-time instructional faculty, a measure of student-faculty interaction. Although it is a rough measurement of a benefit-cost ratio, it does have the advantage of providing a dollar measurement of work effort by showing the average dollars received per faculty member per student contact. The higher the dollar value of this ratio, the more dollars received (benefit) per student contact (cost).

The ratios of average salary to the FTE student-to-faculty ratio are shown in Tables 15 and 16. Kentucky State has the highest ratios, leading throughout the four-year period, while Northern has the lowest throughout the period, never reaching seventy percent of the Kentucky State level. Over the four-year period, Northern's ratio has been increasing on average by \$119.90 per year, while the combined ratio for the other institutions has been growing by \$99.20 per year, or 17.26 percent less than Northern's average annual increase. Although Northern has the lowest ratio of average salary per student contact, the disparity between



Northern and the average of the other institutions is decreasing by an average annual amount of \$20.70.

Another measurement which may provide an insight into student-faculty contact is the ratio of total student credit hours generated during the fall semester to the number of full-time faculty. Such ratios, as shown in Tables 17 and 18, indicate that Northern has consistently had the highest ratios over the four-year period.

#### Inflation and Faculty Salaries

The inflationary effect, as measured by the seasonally adjusted Consumer Price Index (CPI) for the Cincinnati Standard Metropolitan Statistical Area (SMSA), is shown in column 3 of Table 19. The base period selected is September 1975 to conform to the month when the new contract salary begins. Column 3 contains the CPI and column 4 shows the real average faculty salary, i.e., column 2 adjusted to show purchasing power in 1975 dollars. Column 5 presents the actual number of dollars which the faculty at Northern needed to receive to maintain its average salary at the 1975 level of \$13,737. The difference between the actual dollars received and the adjusted dollars equivalent to \$13,737 is shown in column 6, while column 7 shows the percentage of actual dollars received to the real 1975 level. These data indicate that real average faculty salary increased only one year during the five-year period, 1976-77, and that increase was 4.68 percent. For the subsequent years, real average salary decreased 4.44 percent, 1.38 percent, and 7.09 percent in that order. Beginning in the 1978-79 year, real average salary had dropped below the 1975-76 level, reaching percentage levels of 98.65 and 91.65 in 1978-79 and 1979-80, respectively. Graph 6 depicts the movements of actual and real average faculty salary, while Graph 7 shows the movements of actual salaries and the 1975 equivalent salaries, i.e., those equal to \$13,737 in September 1975 purchasing power.



Examining inflationary pressures on average faculty salary from the perspective of the dollars lost over the twelve-month contract period, as shown in Graph 8, one notes a continual decline in purchasing power.

- 1) September 1975 to August 1976 - purchasing power decreased 3.57 percent, from \$13,737 to \$13,247,
- 2) September 1976 to August 1977 - purchasing power decreased 5.58 percent, from \$14,380 to \$13,578,
- 3) September 1977 to August 1978 - purchasing power decreased 7.53 percent, from \$13,741 to \$12,706, and
- 4) September 1978 to August 1979 - purchasing power decreased 10.06 percent, from \$13,551 to \$12,188.

If inflation maintains its same growth pattern, the purchasing power decrease from September 1979 to August 1980 could be 13.85 percent, from \$12,590 to \$11,058.

A 1975 purchasing power of \$11,058 in August 1980 would represent more than a 19.50 percent decrease from September 1975. This means that the August 1980 real average faculty salary would be 80.5 percent of the September 1975 level.

## PART II: LAW SCHOOL FACULTIES

### Summary

For the 1976 through 1979 period, the average law faculty salary at Northern has averaged 95.98 percent of the highest average salary for the three schools. With respect to inflation, the purchasing power of the overall average law faculty salary is decreasing, and by August 1980 it may be at a real level of \$18,059, more than 24 percent below the September 1975 level of \$23,529.

### Average and Median Law School Faculty Salaries

For all faculty ranks combined, Tables 20 and 21 present the average faculty salaries for the three universities over the four-year period. The following are points of particular interest:



- 1) Northern ranked first in average faculty salaries in 1976, second in 1977, and third in both 1978 and 1979.
- 2) The University of Louisville has had the highest average salary for two of the four years, and UK has had the highest once.
- 3) Over the four-year period, Northern has averaged 95.98 percent of the highest average salary, UL has averaged 97.62 percent, while UK has averaged 97.25 percent.

Average faculty salaries broken down by faculty rank were not available for this report; however, median salaries were available and used as substitutes for the average, as shown on Tables 22 through 27. For the rank of full professor, Northern was third in 1976-77 with a median salary which was 91.08 percent of the highest. By 1979-80, Northern had not improved its position, remaining third at 87.40 percent of the highest median salary for that year. At the associate level, Northern had the highest median salary for the first two years, then dropped to second for the two following years. At the associate rank, over the four-year period, Northern's percentage of the highest median salary averaged the highest among all the institutions at 98.63 percent. UK and UL have followed with percentages of 94.37 and 87.01, respectively. At the assistant professor level, Northern had the highest median salary three of the four years. As a percentage of the highest median salary, Northern averaged 99.74 percent, UK 95.67 percent, and UL 87.65 percent.

For the three faculty levels (full, associate, and assistant professor) over the four-year period (1976-77 through 1979-80), there are twelve opportunities for each school to have the highest rank, second highest, and lowest median salary. A summary of the number of times each school has been ranked (from highest to lowest) and its average ranking is as follows:

Highest:	Northern	5
	Louisville	4
	Kentucky	3
Second:	Kentucky	9
	Northern	3
	Louisville	0



Lowest:	Louisville	8
	Northern	4
	Kentucky	0
Average	Kentucky	1.75
Ranking:	Northern	1.92
	Louisville	2.33

### Inflation and Average Law Faculty Salaries

The following are real income levels and changes in real income from September to September of the designated years:

- 1) 1975 to 1976: \$23,529 to \$25,163 (+6.94%)
- 2) 1976 to 1977: \$25,163 to \$24,231 (-3.70%)
- 3) 1977 to 1978: \$24,231 to \$22,583 (-6.80%), and
- 4) 1978 to 1979: \$22,583 to \$20,561 (-8.91%).

To have maintained average salaries at the September 1975 level would have required the following:

- 1) 1975 - \$23,529,
- 2) 1976 - \$24,705,
- 3) 1977 - \$26,588,
- 4) 1978 - \$29,247, and
- 5) 1979 - \$32,870.

### PART III: COMPARISON OF LAW AND NON-LAW SCHOOL SALARIES

#### Summary

For the 1976 through 1978 period, the average difference between law and non-law school faculty salaries at Northern has averaged 153.15 percent higher than that for UK and 141.32 percent higher than UL. The average differences in law and non-law school average faculty salaries for Northern, UL, and UK are \$11,468;

\$8,115; and \$7,488; respectively.

Average Law and Non-Law Faculty Salaries

Tables 28 and 29 contain the data on the differences between faculty salaries for law and non-law school faculties. Data for 1975 and 1976 were not available for this report.



TABLE 1

Institution	YEAR				
	1975	1976	1977	1978	1979
Eastern	14956	16175	17538	18706	20208
Kentucky State	13658	14204	15401	15979	17152
Morehead	15389	16620	17288	18019	19397
Murray	15033	16182	17985	18301	19796
Western	15508	16631	17667	18462	19899
Above combined	15092	16248	17443	18269	19733
Northern	13737	15099	15527	16844	17588
University of Louisville	*	17941	18010	20499	*
University of Kentucky	*	18534	19145	21229	*

Average Salaries  
All Faculty

## Source:

NKU 1977-1979: Budget Office, NKU

NKU 1975-1976: AAUP

Other institutions (1975-1977): AAUP

Other institutions 1979: Personal telephone calls



TABLE 2

Institution	YEAR				
	1975	1976	1977	1978	1979
Eastern	96.44	97.26	97.51	100.00	100.00
Kentucky State	88.07	85.41	85.63	85.42	84.88
Morehead	99.23	99.93	96.12	96.33	95.99
Murray	96.94	97.30	100.00	97.83	97.96
Western	100.00	100.00	98.23	98.70	98.47
Above combined	97.32	97.70	96.99	97.66	97.65
Northern	88.58	90.79	86.33	90.05	87.03

Percentage of Highest Average Salary  
All Faculty

Source:

NKU 1977-1979: Budget Office, NKU  
 NKU 1975-1976: AAUP  
 Other institutions (1975-1978): AAUP  
 Other institutions 1979: Personal  
 telephone calls



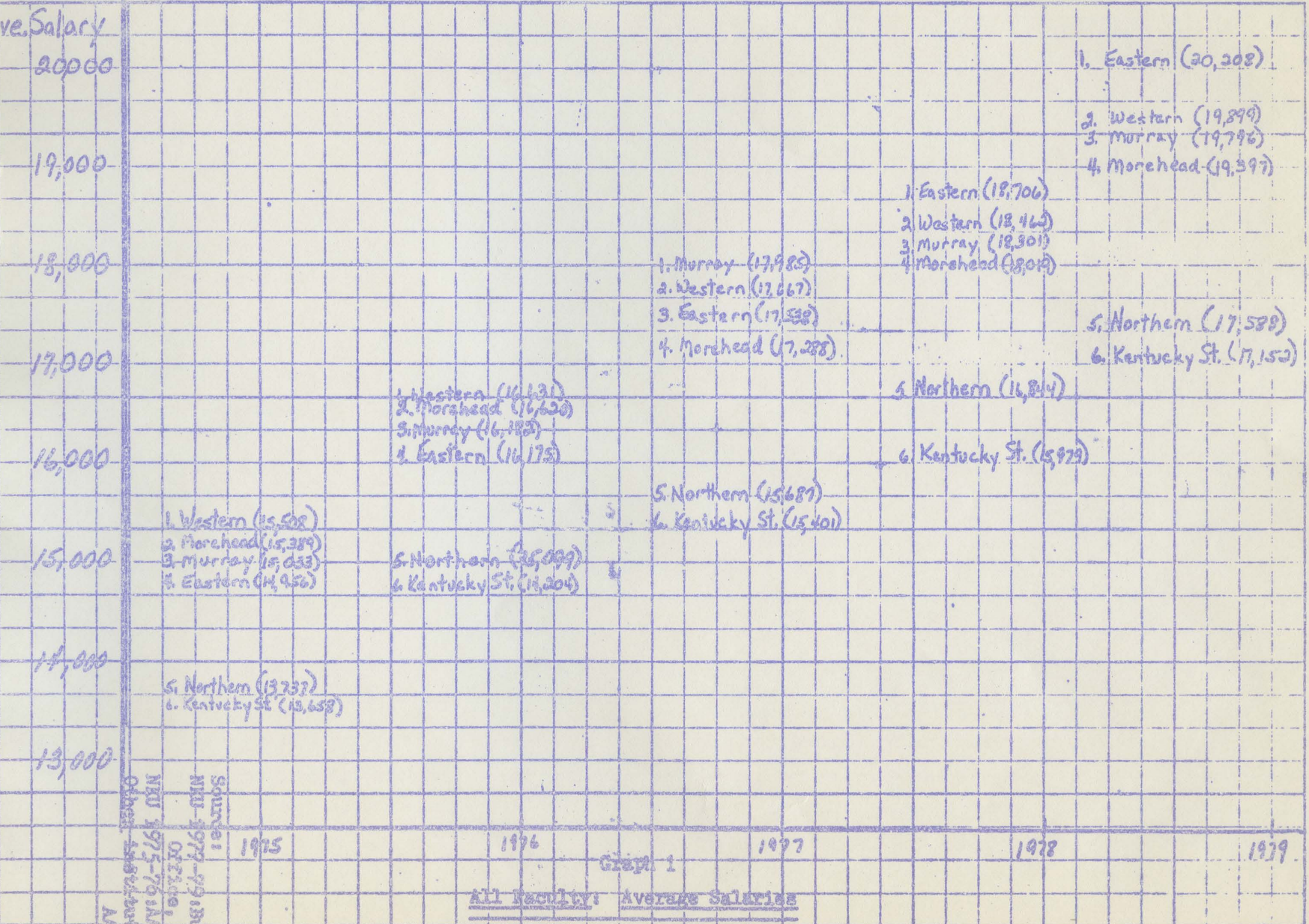




TABLE 3

INSTITUTION	YEAR				
	1975	1976	1977	1978	1979
Eastern	18,900	20,100	21,700	23,100	25,470
Kentucky State	19,600	20,700	24,000	22,200	24,370
Morehead	19,200	20,200	20,900	22,100	24,540
Murray	18,600	19,400	20,400	21,600	24,040
Western	19,100	21,100	22,200	23,100	25,150
Above combined	19,010	20,290	21,480	22,650	24,930
Northern	18,600	20,530	20,655	22,042	23,593

Average Salary for Full Professors

Source: Same as Table 1



TABLE 4

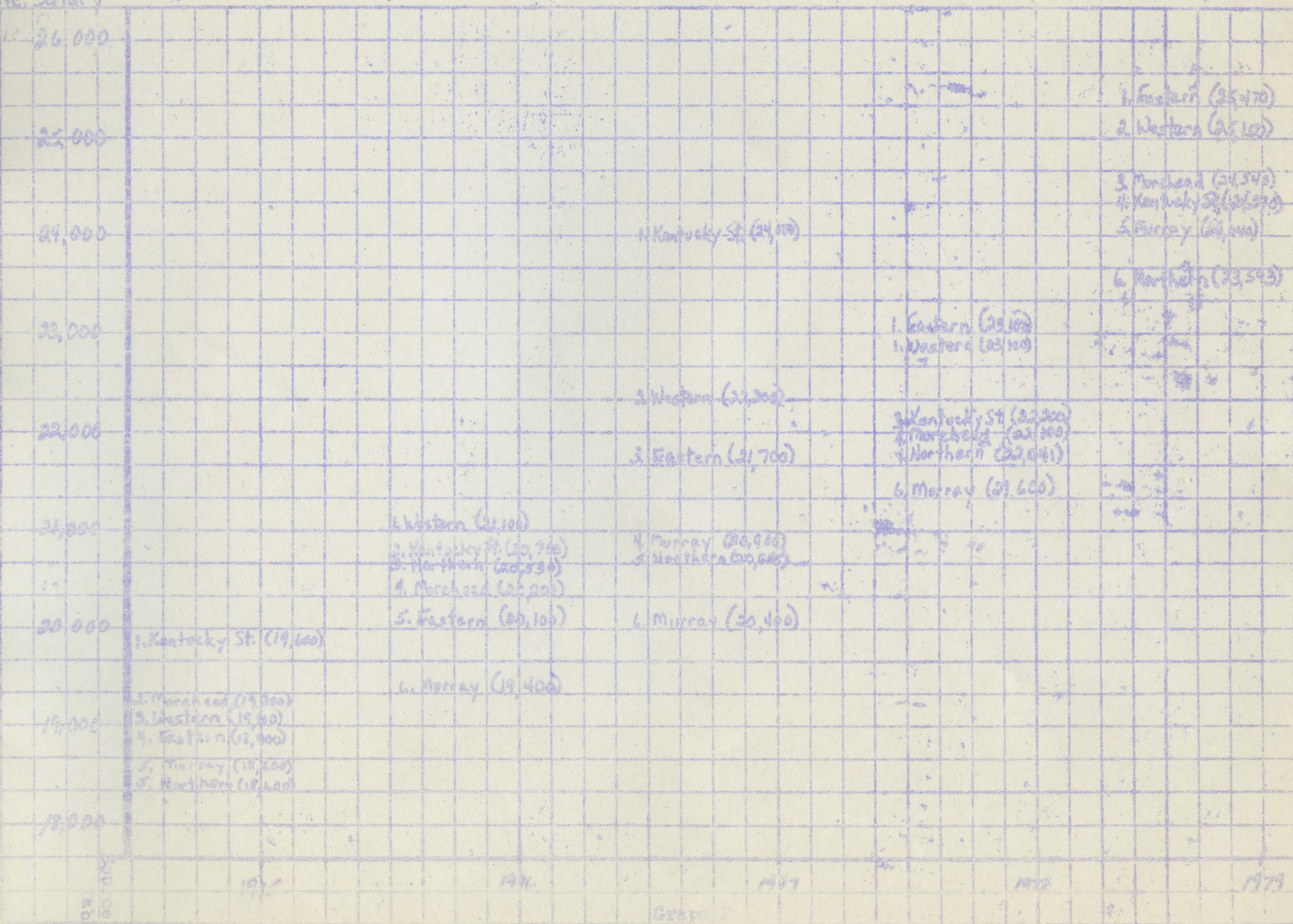
Institution	YEAR				
	1975	1976	1977	1978	1979
Eastern	96.43	95.26	90.42	100.00	100.00
Kentucky State	100.00	98.10	100.00	96.10	95.68
Morehead	97.96	95.73	87.08	95.67	96.35
Murray,	94.90	91.94	85.00	93.51	94.39
Western	97.45	100.00	92.50	100.00	98.74
Above combined	96.99	96.16	89.50	98.05	97.88
Northern	94.90	97.30	86.06	95.41	92.63

Percentage of Highest Average Salary  
Full Professors

Source: Table 3



Salary



Average Salary for B.S. Professors



TABLE 5

Institution	YEAR				
	1975	1976	1977	1978	1979
Eastern	15,300	16,800	18,100	19,200	20,580
Kentucky State	15,200	15,300	16,600	18,000	18,740
Morehead	16,300	17,500	17,900	18,700	19,750
Murray,	15,900	16,800	17,900	19,000	20,690
Western	16,400	17,600	18,600	19,200	20,050
Above combined	15,910	17,070	18,090	19,040	20,260
Northern	14,800	16,410	17,039	18,734	19,970

Average Salary for Associate Professors

Source: Same as Table 1



TABLE 6

Institution	YEAR				
	1975	1976	1977	1978	1979
Eastern	93.29	95.45	97.31	100.00	99.47
Kentucky State	92.68	86.93	89.25	93.75	90.58
Morehead	99.39	99.43	96.24	97.40	95.46
Murray	96.95	95.45	96.24	98.96	100.00
Western	100.00	100.00	100.00	100.00	96.91
Above combined	97.01	96.99	97.26	97.40	97.92
Northern	90.24	93.24	91.61	97.57	96.52

Percentage of Highest Average Salary  
Associate Professors

Source: Computed from Table 5



Ave. Salary

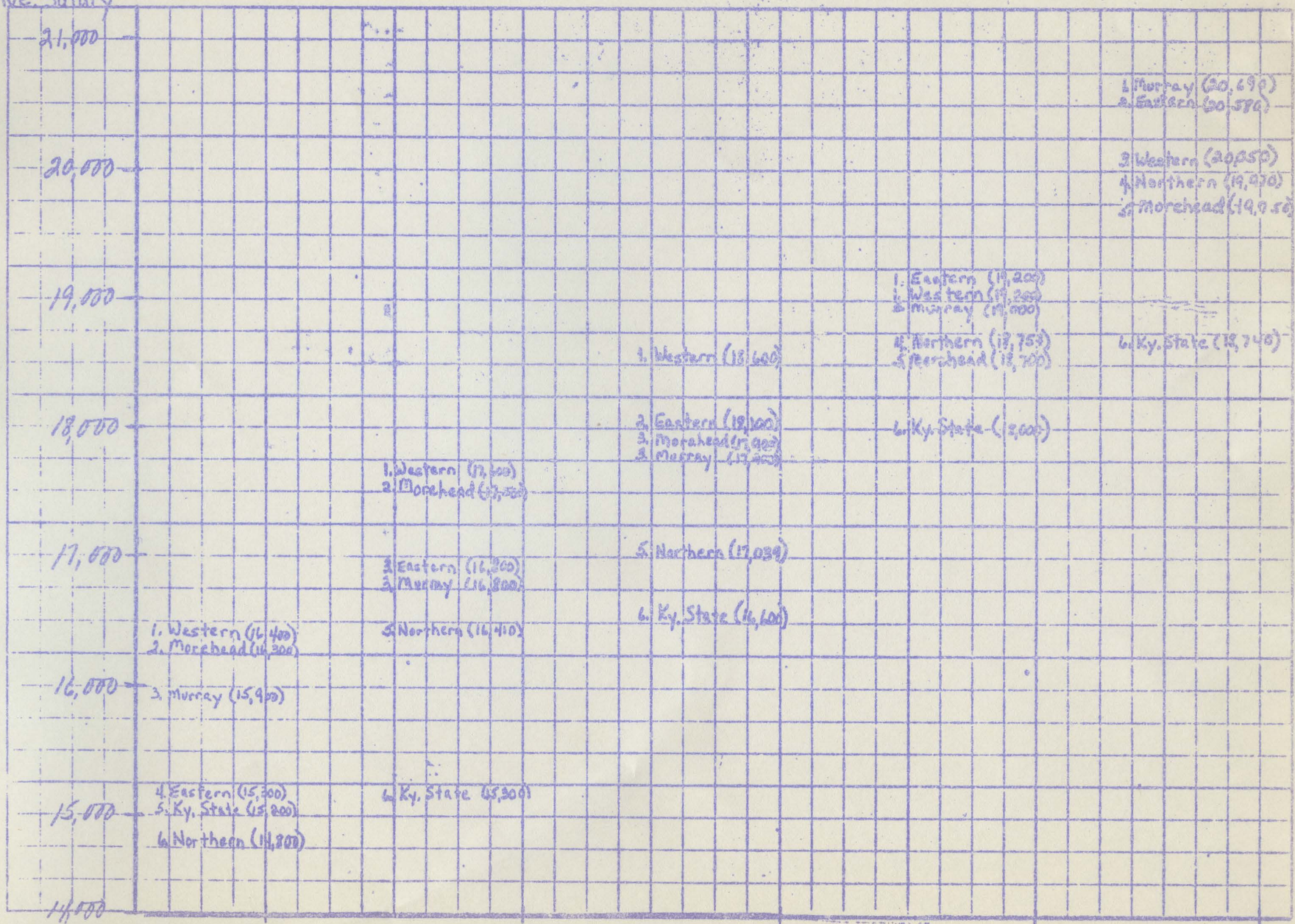




TABLE 7

Institution	YEAR				
	1975	1976	1977	1978	1979
Eastern	13,000	14,300	15,500	16,300	17,390
Kentucky State	13,000	13,600	14,700	14,800	16,390
Morehead	14,100	14,800	15,500	16,200	17,100
Murray	13,600	14,400	15,100	16,200	17,450
Western	13,700	14,600	15,600	16,200	16,620
Above combined	13,500	14,450	15,430	16,140	17,100
Northern	12,690	13,340	14,063	15,090	15,770

Average Salary - Assistant Professors

Sources: Same as Table 1



TABLE 8

Institution	YEAR				
	1975	1976	1977	1978	1979
Eastern	92.20	96.62	99.36	100.00	99.66
Kentucky State	92.20	91.89	94.23	90.80	93.93
Morehead	100.00	100.00	99.36	99.39	97.99
Murray	96.45	97.30	96.79	99.39	100.00
Western	97.16	98.65	100.00	99.39	95.24
Above combined	95.74	97.64	98.91	99.02	97.99
Northern	90.00	90.14	90.14	92.58	90.37

Percentage of Highest Average Salary  
Assistant Professors

Source: Table 7



Ave. Salary

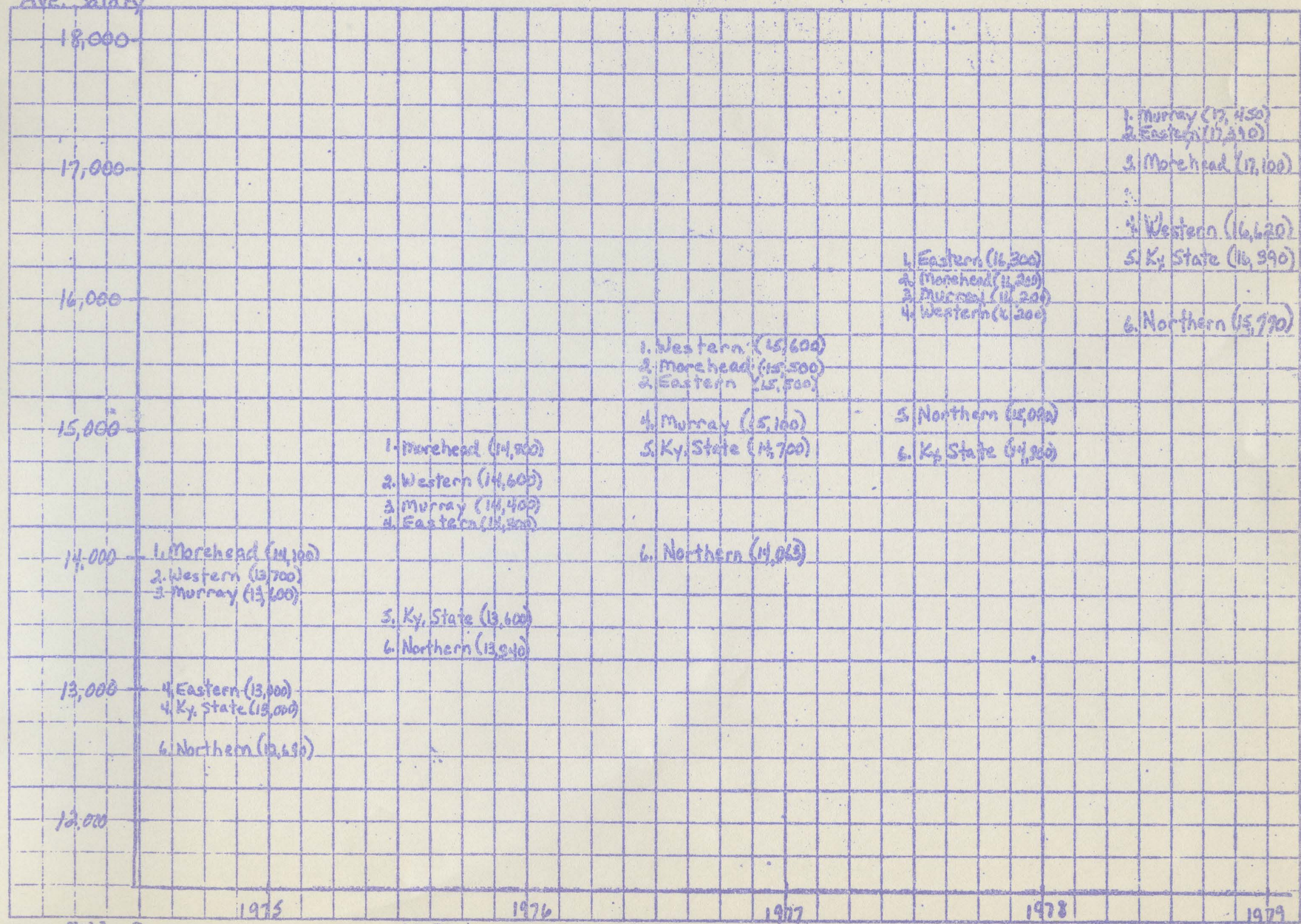




TABLE 9

Institution	YEAR				
	1975	1976	1977	1978	1979
Eastern	9,900	11,000	12,000	12,900	13,750
Kentucky State	11,200	11,600	12,400	13,300	14,420
Morehead	11,300	11,900	12,100	12,700	13,720
Murray	11,600	12,700	12,800	14,000	14,660
Western	11,800	12,200	12,100	12,300	13,410
Above combined	11,160	11,760	12,210	12,830	13,900
Northern	9,730	11,900	12,144	12,726	13,393

Average Salary for Instructors

Source: Same as Table 1



TABLE 10

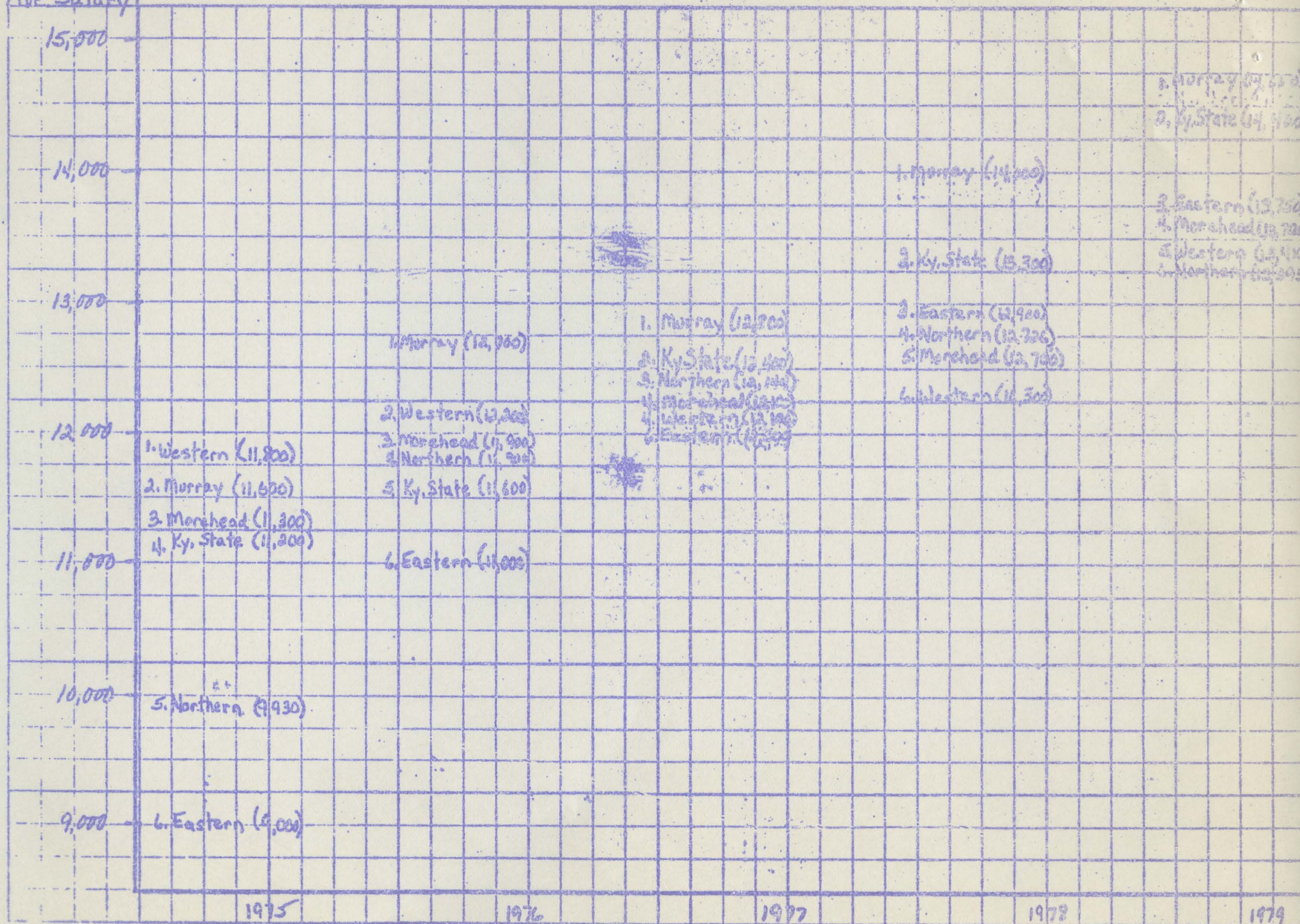
Institution	YEAR				
	1975	1976	1977	1978	1979
Eastern	83.90	86.61	93.75	92.14	93.79
Kentucky State	94.92	91.34	96.88	95.00	98.36
Morehead	95.76	93.70	94.53	90.71	93.59
Murray	98.31	100.00	100.00	100.000	100.00
Western	100.00	96.06	94.53	87.86	91.47
Above combined	94.58	92.60	95.39	91.64	94.82
Northern	84.15	93.70	94.88	90.90	91.36

Percentage of Highest Average Salary  
Instructors

Source: Table 9



Ave Salary:



Source: Table 9

GRAPH 5: Average Salary for Instructors



TABLE 11

Institution	YEAR			
	1975	1976	1977	1978
Eastern	25.43	24.17	25.25	23.66
Kentucky State	16.76	20.42	15.11	16.73
Morehead	23.92	24.91	24.11	26.38
Murray	22.59	24.11	23.36	24.09
Western	27.86	26.93	24.80	24.06
Above combined	24.60	24.80	23.51	23.79
Northern	37.97	33.10	31.49	30.49

Student-Faculty Ratio

## Source:

Student data: Kentucky Council on  
Higher Public Education

Faculty data: AAUP



TABLE 12

Institution	YEAR			
	1975	1976	1977	1978
Eastern	151.73	118.36	167.11	141.42
Kentucky State	100.00	100.00	100.00	100.00
Morehead	142.72	121.99	159.56	157.68
Murray	134.79	118.07	154.60	143.99
Western	166.23	131.88	164.13	143.81
Above combined	146.78	121.45	155.60	142.20
Northern	225.55	162.10	208.41	182.25

Percentage of Lowest Student-Faculty Ratio

Source: From Table 11



TABLE 13

Institution	YEAR			
	1975	1976	1977	1978
Eastern	21.82	20.81	19.27	18.56
Kentucky State	12.17	14.36	10.95	12.76
Morehead	19.10	18.47	17.96	18.75
Murray	18.51	19.66	19.12	18.37
Western	22.88	21.97	19.14	18.42
Above combined	20.26	20.10	18.34	18.11
Northern	26.70	23.34	20.34	19.24

Full Time Equivalency Student to Faculty Ratio

## Sources:

Student data: Kentucky Council on  
Higher Public Education

Faculty data: AAUP



TABLE 14

Institution	YEAR			
	1975	1976	1977	1978
Eastern	179.29	144.92	175.98	145.45
Kentucky State	100.00	100.00	100.00	100.00
Morehead	156.94	128.62	164.02	146.94
Murray	152.10	136.91	174.61	143.97
Western	188.00	152.99	174.79	144.36
Above combined	166.47	139.97	167.49	141.93
Northern	219.39	162.53	185.75	150.78

Percentage of Lowest Full Time Equivalence  
Student-Faculty Ratio

Source: Same as Table 13



TABLE 15

Institution	YEAR			
	1975	1976	1977	1978
Eastern	685	777	910	1,008
Kentucky State	1,122	989	1,405	1,252
Morehead	806	900	963	961
Murray	812	823	941	996
Western	678	757	923	1,002
Above combined	745	751	951	1,009
Northern	514	647	763	875

- Average Dollars per Student Contact -

\* Ratio of Average Salary to the ratio of  
Full Time Equivalency Students to Number  
of Faculty \*

Source:

Salary data: AAUP (adjusted for  
Change)

Student data: Kentucky Council  
on Higher Public Education



TABLE 16

Institution	YEAR			
	1975	1976	1977	1978
Eastern	61.05	78.56	64.77	80.51
Kentucky State	100.00	100.00	100.00	100.00
Morehead	71.84	91.00	68.54	76.76
Murray	72.37	83.21	66.98	79.55
Western	60.43	76.54	65.69	80.03
Above combined	66.40	75.94	67.69	80.59
Northern	45.81	65.42	54.31	69.89

Percentage of Highest Average Dollars per  
Student Contact

Source: Same as Table 15



TABLE 17

Institution	YEAR			
	1975	1976	1977	1978
Eastern	341	326	302	290
Kentucky State	192	226	172	201
Morehead	295	284	278	285
Murray	288	306	298	285
Western	356	341	298	286
Above combined	316	313	286	281
Northern	425	371	323	305

Student Credit Hours Divided by Number  
of Faculty - Fall Semester

Average Student Credit Hours per  
Faculty Member

Source: Same as Table 15



TABLE 18

Institution	YEAR			
	1975	1976	1977	1978
Eastern	177.60	144.25	175.58	144.28
Kentucky State	100.00	100.00	100.00	100.00
Morehead	153.65	125.66	161.63	141.79
Murray	150.00	135.40	173.26	141.79
Western	185.42	150.88	173.26	142.29
Above combined	164.58	138.50	166.28	139.80
Northern	221.35	164.16	187.79	151.74

Percentage of Lowest Average Student Credit  
Hours per Faculty Member - Fall Semester

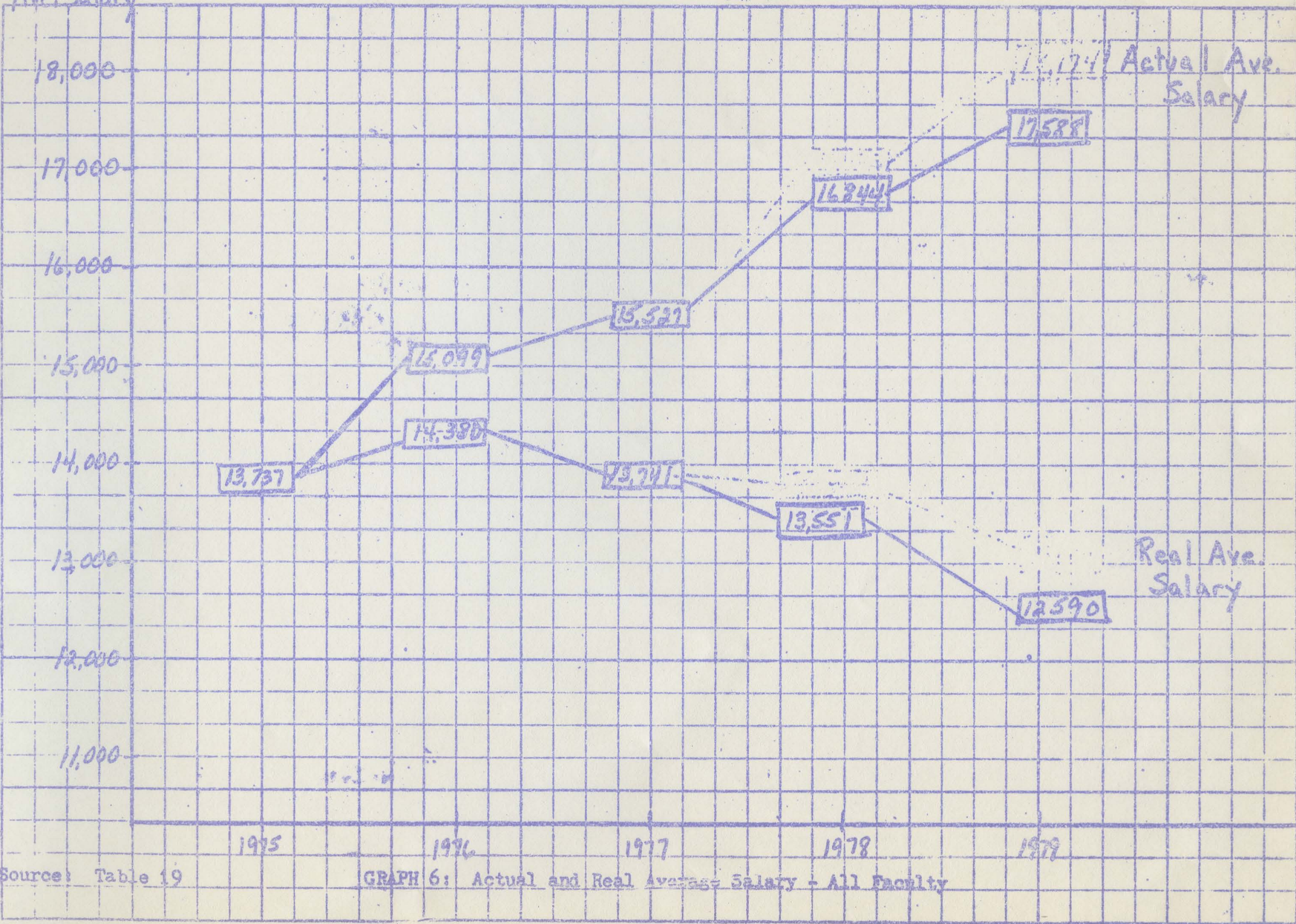
Source: Table 17



(1) YEAR	(2) Actual Salary	(3) CPI	(4) Real Salary	(5) 1975 Dollars Equal to 13,737	(6) b	(7) Actual Salary Minus 1975 Equivalent \$	(8) Actual Salary as % of 1975 Equivalent \$
1975	13,737	1.00	13,737	13,737		0	100.00
1976	15,099	1.050	14,380	14,423		+676	104.68
1977	15,527	1.130	13,741	15,522		+5	100.03
1978	16,844	1.243	13,551	19,075		-231	98.65
1979	17,588	1.397	12,590	19,190		-1602	91.65
Source: Consumer Price Index (CPI) for the Cincinnati Standard Metropolitan Statistical Area (SMSA) Salary Data: AAUP and NKU Budget Off.						a. September, seasonally adjusted b. Dollars reflecting 1975 purchasing power equal to \$13,737	



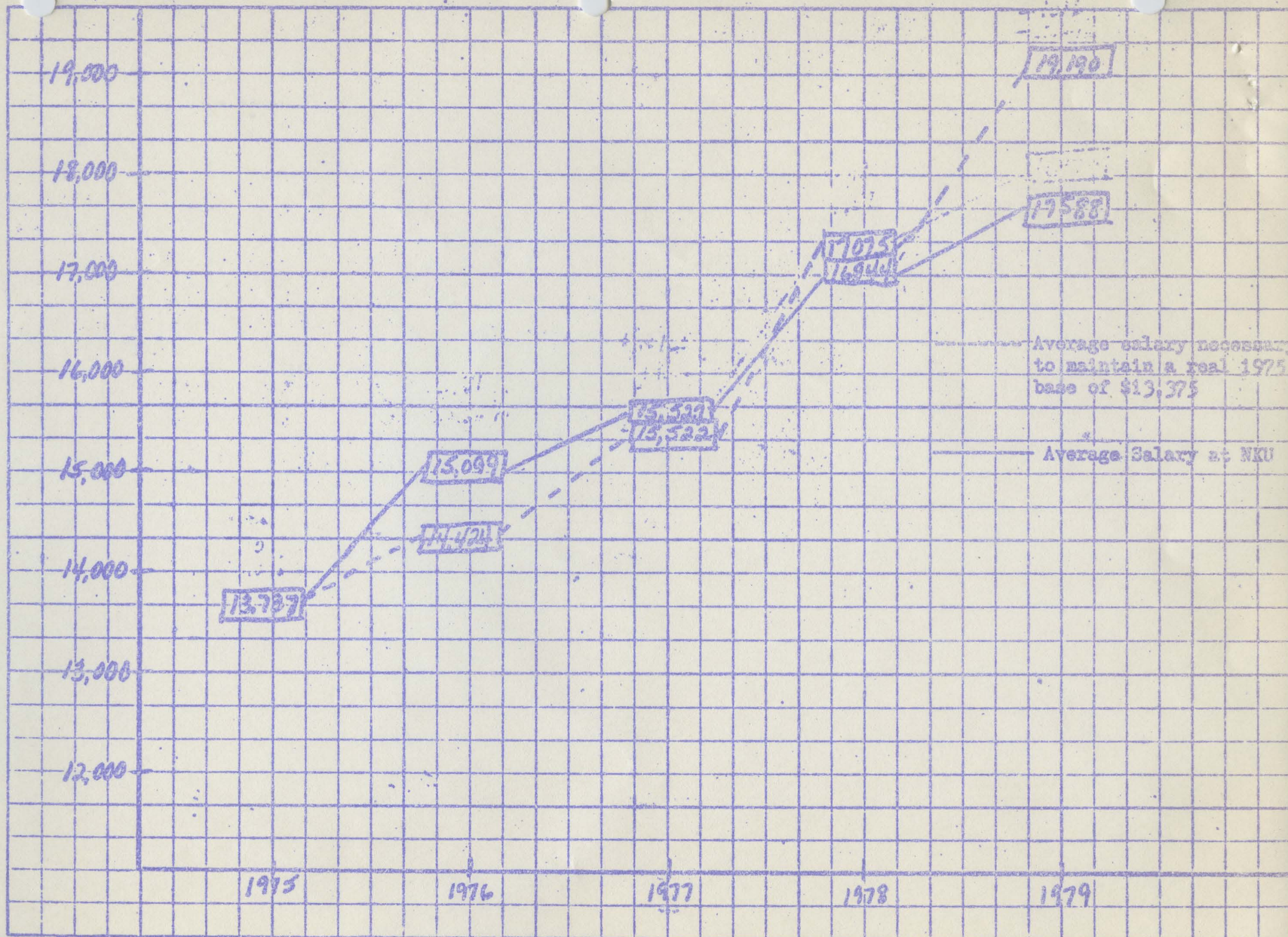
Ave. Salary



Source: Table 19

GRAPH 6: Actual and Real Average Salary - All Faculty

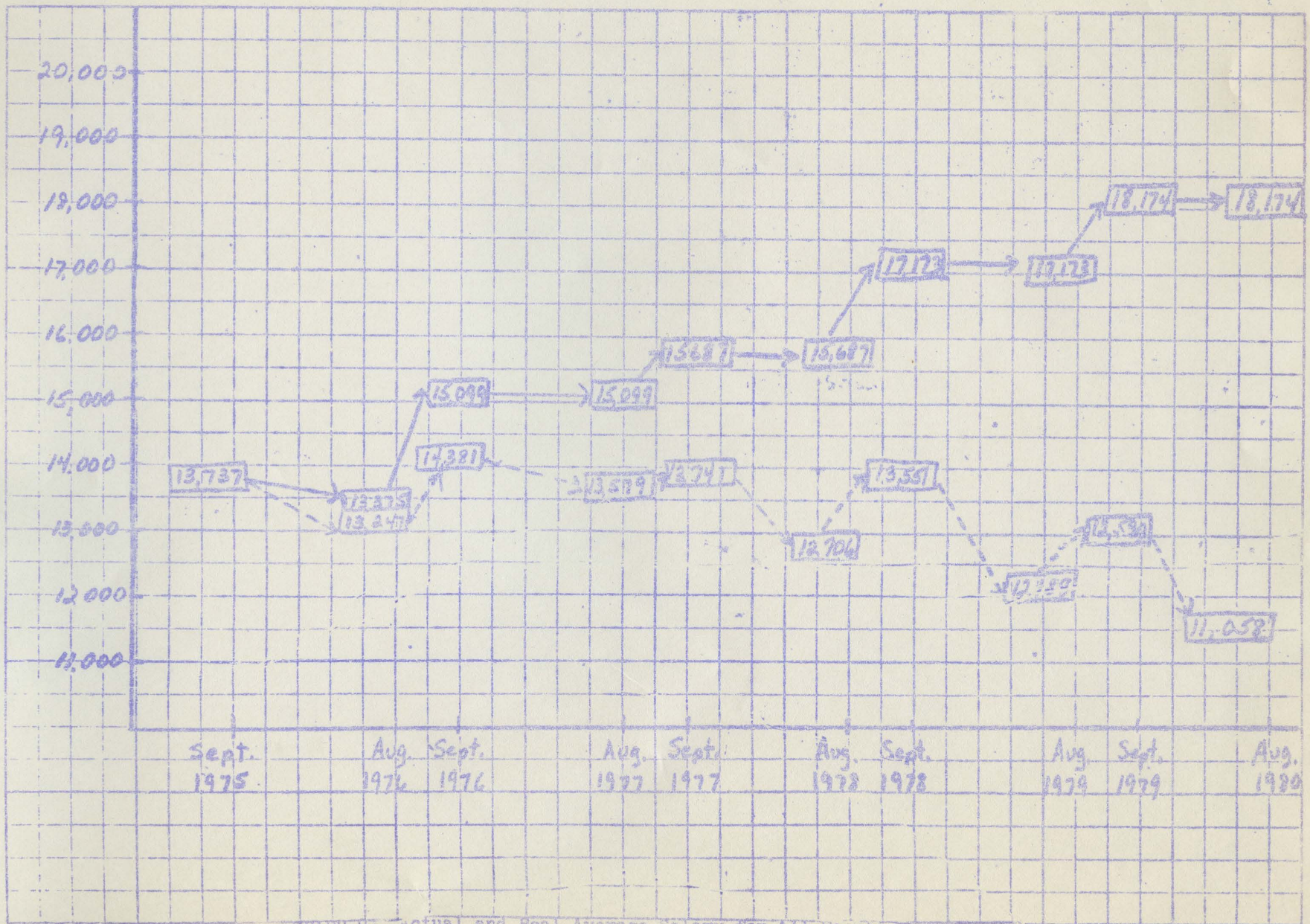




Source: Table 19

GRAPH 7: Average Salary and Real 1975 Equivalent Salary for All Faculty







Source: Chase Law School, in parentheses from NKU Budget Bureau (for Tables 20 through 27)

Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	* (23529)	26155 (26421)	27463 (27381)	27970 (28071)	28608 (28737)
Louisville	*	24350	27626	28820	32043
Kentucky	*	24685	27311	29377	30918

Table 20: Average Law School Faculty Salaries, All Ranks

Institution	1978				
	1975	1976	1977	1978	1979
Northern	*	100.00	95.41	95.21	89.28
Louisville	*	92.39	100.00	98.10	100.00
Kentucky	*	93.66	98.86	100.00	96.49

TABLE 21: Percentage of Highest Law School Faculty Average Salary, All Ranks



Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	*	28250	29325	31750	32180
Louisville	*	31017	33782	36000	36818
Kentucky	*	30000	31625	35900	34122

TABLE 22: Median Salaries for Law School Faculties, Full Professor Rank

Source: Same as Table 20

Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	*	91.08	87.85	88.19	87.40
Louisville	*	100.00	100.00	100.00	100.00
Kentucky	*	96.72	94.74	99.72	92.68

TABLE 23: Percentage of Highest Median Salary, Full Professor Rank



Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	*	26000	26700	27000	29135
Louisville	*	21818	23155	24790	26403
Kentucky	*	21975	24820	28225	29437

TABLE 24: Median Salaries for Law School Faculties, Associate Professor Rank

Source: Same as Table 20

Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	*	100.00	100.00	95.66	98.97
Louisville	*	83.91	86.72	87.83	89.69
Kentucky	*	84.52	92.96	100.00	100.00

TABLE 25: Percentage of Highest Median Salary, Associate Professor Rank



Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	*	21000	22200	23500	25000
Louisville	*	18000	19300	21400	21960
Kentucky	*	18750	21400	23750	24250

TABLE 26: Median Salaries for Law School Faculties, Assistant Professor Rank

Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	*	100.00	100.00	98.95	100.00
Louisville	*	85.71	86.94	90.11	87.84
Kentucky	*	89.29	96.40	100.00	97.00

TABLE 27: Percentage of Highest Median Salary, Assistant Professor Rank



Institution	YEAR				
	1975	1976	1977	1978	1979
I. University of Kentucky					
A. Law School	*	24,685	27,311	29,377	*
B. Non-Law School	*	18,534	19,145	21,229	*
C. Difference (IA-IB)	*	6,151	8,166	8,148	*
II. University of Louisville					
A. Law School	*	24,350	27,626	28,820	*
B. Non-Law School	*	17,941	18,010	20,499	*
C. Difference (IIA - IIB)	*	6,409	9,616	8,321	*
III. Northern Kentucky University					
A. Law School	(23,529)	26,421	27,381	28,071	(28,737)
B. Non-Law School	(13,737)	15,099	15,527	16,844	(17,588)
C. Difference (IIIA - IIIB)	( 9,792)	11,322	11,854	11,227	(11,149)

TABLE 28: Average Salaries for Law and Non-Law School Faculties

SOURCE: AAUP, Chase Law School, NKU Budget Office. In parentheses, from NKU Budget Office.



Institution	YEAR				
	1975	1976	1977	1978	1979
University of Kentucky	*	133.19	142.65	138.38	*
University of Louisville	*	135.72	153.39	140.59	*
Northern Kentucky	(1.71)	174.99	175.34	165.65	(163.40)

TABLE 29: Law School Faculty Salaries as a Percentage of Non-Law School Faculty Salaries

SOURCE: Same as Table 28



Report on Faculty Salaries

Prepared by the Subcommittee  
on Faculty Salaries and  
approved unanimously by its  
members.

Richard Snyder, Chairman

Nancy Campbell

James McKenney

Donald Phillips

Raman Singh



## Introduction

The purpose of this report is to serve as a source of information for faculty, administrators, and others having an interest in such data. The principle emphasis of this report will be descriptive rather than interpretative, i.e., causality will be left to the individual reader for consideration. The objective of this report is to present information rather than explain it, although a conclusion may be drawn when the data overwhelmingly supports a position.

The report will be presented in three parts according to the following format:

Part I, a comparison of non-law school faculties and students;

Part II, a comparison of law school faculties; and

Part III, a comparison of law and non-law school faculties.

## Scope and Methodology

The scope of this report will be limited to data collected for universities located in Kentucky. With respect to the non-law school faculties, the established benchmark institutions, i.e., the Kentucky regional state universities (Eastern Kentucky, Kentucky State, Morehead State, Murray State, Western Kentucky, and Northern Kentucky), will be used for comparative purposes with the primary focus directed to Northern. Among these benchmark institutions, comparisons will be made for faculty salaries and student-faculty interaction. Since Northern is the only regional institution which has a law school, its salary information was the only one adjusted and the law school salaries removed. This enabled Northern's salary to be comparable to those of the Kentucky benchmark institutions.

For law school faculties there exists a problem of comparability in that none of the benchmark institutions in Kentucky have law schools. Since our focus is on



schools in Kentucky, the only sources of comparison for Northern's law school faculty are the faculties at the University of Louisville (UL) and the University of Kentucky (UK). Detailed comparisons of Northern's non-law school faculty with those non-law school faculties at UL and UK will not be attempted since the missions of these institutions are different, as reflected in the fact that UL and UK are not considered as benchmark institutions for Northern. However, salary differences among UL, UK, and the regional institutions are shown in Table 1 and highlighted in the following observations:

- a) 1976-77: UK \$18,534, the highest average salary; UL \$17,941, 96.82 percent of UK; Northern \$15,099, 81.47 percent of UK; and Western (which had the highest overall average salary for that year among the benchmark institutions) \$16,631, 89.73 percent of UK,
- b) 1977-78: UK \$19,145; UL 18,010, 94.07 percent of UK; Northern \$15,527, 81.10 percent of UK; and Murray (highest benchmark average salary) \$17,985, 93.94 percent of UK, and
- c) 1978-79: UL \$21,229; UK \$20,499, 96.56 percent of UL; Northern \$16,844, 79.34 percent of UL; and Eastern (highest benchmark) \$18,706, 88.11 percent of UL.

Even though the UK and UL non-law school average salaries show a consistently higher level than those of the benchmarks, salaries for Northern's law school faculty will be compared with those of UL and UK since they are the only other law schools in the State. It is recognized, however, that problems of comparability may exist.

Salary measurements will not include fringe benefits and will be exclusive of summer school and administrative reimbursement, as reported by the educational institutions to the Kentucky Council on Higher Public Education (NCES Form 2300-3) and forwarded to the National Center for Educational Statistics, Education Division of the United States Department of Health, Education, and Welfare. It is from the HEW master tapes that the American Association of University Professors (AAUP) publishes salary data in its quarterly publication, which served as the source for



most of the salary data in this report. For reporting purposes, the following definitions are used on form NCES 2300-3:

Instructional Faculty. For purposes of this part of the survey, the instructional faculty is defined as those members of the Instruction/Research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Instructional faculty on sabbatical leave should be reported at their regular salaries even though the faculty member may be receiving a reduced annuity while on leave. Replacements for those on sabbatical leave should not be reported. Faculty on leave without pay should not be reported. Full-time replacements for those on leave without pay should be reported. Chairmen of departments should be reported (if they have no other administrative title and hold a faculty rank) at their contracted faculty salary. Do not report the salaries of: (1) faculty (such as members of religious orders) whose services are valued by bookkeeping entries rather than by full cash transactions, unless the salary is determined on the same basis as lay faculty, or (2) faculty who, as members of military organizations, are paid on a different salary scale than civilian employees.

Salary Contracts. Report the salaries of faculty on either 9-month or 12-month bases. For purposes of this survey, the term 9-month salary applies to faculty who teach for two semesters, three quarters, two trimesters, two four-month sessions or the equivalent. Those faculty members teaching on any of these bases should be reported in the section of this part of the survey entitled 9-month salaries. Faculty employed for the entire year should be reported in the section of the form entitled 12-month salaries. These faculty members are usually employed for 11 months of teaching with one month of vacation. Faculty should be reported as having 9-month or 12-month salaries on the basis of the contract period, not on the basis of the number of installments in which salaries are paid.

Also, it is important to note that salary information only pertains to full-time instructional faculty except pre-clinical and clinical medicine and administrative officers with titles such as Dean of Instruction, Academic Dean, Dean of Faculty, Dean of Students, Librarian, Registrar, Coach, etc., even though they may devote part of their time to classroom instruction. Furthermore, undergraduate or graduate students who assist in the instruction of the course are also excluded. Part-time instructional faculty are not included in this study.

Since part-time instructional faculty are not included in this report, the statistics involving ratios of faculty to students will be overstated if there are



part-time faculty present. To the extent that part-time faculty exist at all of the schools listed in this study, these ratios will not serve as absolute measurements but only as relative measurements. If part-time faculty are in approximately the same ratio to full-time faculty for the institutions being compared, relative measurements will be accurate for comparative purposes.

Analysis of salary and student data will cover the 1975 through 1979 academic years; however, there may be years not covered due to the inability to gather information.

#### PART I: NON-LAW SCHOOL COMPARISONS

##### Summary

For the 1975 through 1979 period, the average non-law faculty salary at Northern averaged 88.56 percent of the highest average salary for the six schools, an indication that average faculty salaries are not on a par with the benchmark institutions.

Inflation has forced down the purchasing power of faculty salaries to the point where the real August 1980 average salary may reach \$11,058, over 19.5 percent below the September 1975 real level of \$13,737.

##### Average Faculty Salaries

For all faculty ranks, Tables 1 and 2 and Graph 1 present the average faculty salaries for each of the universities over the five-year period indicated. Of particular interest are the following:

- 1) Northern has never ranked higher than fifth in average faculty salaries, followed only by Kentucky State.
- 2) When grouped together, the five benchmark universities have a higher average faculty salary than Northern. Furthermore, the linear trend shows a widening in the disparity by an average annual amount of \$185.60. When Kentucky State is removed the difference increases to \$384.42.



- 3) Northern has never been closer to the highest average salary than a percentage of 90.05, which occurred in 1978. As a combined group, the other universities have not been lower than a percentage of 96.99 percent in 1977.
- 4) Eastern, Western, Murray, and Morehead tend to move together with higher salaries while Northern and Kentucky State are more closely related with lower salaries.

A breakdown of average faculty salaries by faculty rank is shown in Tables 3 through 10 and Graphs 2 through 5. For the rank of full professor, Northern was next to last in 1975-76, with an average salary which was 94.90 percent of the highest in that rank. By the 1979-80 academic year, Northern had the lowest average salary in the full professor rank which was 92.63 percent of the highest. At the associate professor level, Northern has shown an upward trend, moving from last in 1975-76 to fourth in 1978-79 and again in 1979-80. For the assistant professor level, Northern has had the lowest average salary for every year, with the exception of 1978-79 when it was fifth. As a percentage of the highest average salary for assistant professors, Northern has moved from 90 percent in 1975-76 to 90.37 percent in 1979-80. Instructors at Northern have generally been at the lower end of the salary scale, moving from fifth in 1975-76 to third in 1977-78 then dropping to the lowest salary level in 1979-80.

When examining the linear trends of Northern's average faculty salaries for the five-year period, one finds that the average annual dollar increase in associate level salaries is 10.22 percent higher than those of full professors, 60.10 percent higher than assistant professors, and 63.36 percent higher than instructors. The average annual increase for full, associate, and assistant professors are \$1150, \$1266, and \$791, respectively. The average annual increase in instructors' salaries is \$775, while the increase for all faculty combined is \$944.

For the four faculty levels (full, associate, assistant, and instructor) over



the five-year period (1975-76 - 1979-80), there are twenty opportunities for each school to have the highest, second highest, \_\_\_\_, and lowest average salary. A summary of the number of times each school has been ranked (from highest to lowest) and its average ranking is as follows:

Highest:	Western	3
	Murray	6
	Eastern	4
	Kentucky State	2
	Morehead	2
	Northern	0

Second:	Western	5
	Morehead	5
	Eastern	4
	Kentucky State	4
	Murray	2
	Northern	0

Third:	Murray	6
	Morehead	5
	Eastern	4
	Western	3
	Northern	3
	Kentucky State	1

Fourth:	Morehead	5
	Eastern	4
	Northern	4
	Kentucky State	3
	Western	2
	Murray	1

Fifth:	Northern	6
	Kentucky State	6
	Morehead	3
	Murray	2
	Western	1
	Eastern	1

Lowest:	Northern	7
	Kentucky State	4
	Murray	3
	Eastern	3
	Western	1
	Morehead	0

Average Ranking:	Western	2.30
	Murray	3.00
	Morehead	3.10
	Eastern	3.15
	Kentucky State	3.95
	Northern	4.85



### Measures of Student-Faculty Contact

A basic ratio of student-faculty contact is the number of students divided by the number of faculty. Tables 11 and 12 show this measurement for the benchmark institutions. Northern has the highest ratio of students to faculty for the entire 1975 to 1978 period, more than 200 percent of the lowest ratio for two of the four years. When substituting full-time equivalence (FTE) students, i.e., the sum of the undergraduate student credit hours generated divided by 16 plus the sum of the graduate student credit hours divided by 9, for the number of students, the ratio of FTE students to faculty decreases for all institutions. Tables 13 and 14 show that Northern again has the highest ratios over the four-year period, however, the ratio was over 200 percent of the lowest ratio for only one of the four years.

A measure which has been created for this report combines the average faculty salary with the FTE student to faculty ratio. Specifically, this new ratio combines average salary, a measure of faculty compensation, and the ratio of FTE students to the number of full-time instructional faculty, a measure of student-faculty interaction. Although it is a rough measurement of a benefit-cost ratio, it does have the advantage of providing a dollar measurement of work effort by showing the average dollars received per faculty member per student contact. The higher the dollar value of this ratio the more dollars received (benefit) per student contact (cost).

The ratios of average salary to the FTE student-to-faculty ratio are shown in Tables 15 and 16. Kentucky State has the highest ratios, leading throughout the four-year period, while Northern has the lowest throughout the period, never reaching seventy percent of the Kentucky State level. Over the four-year period, Northern's ratio has been increasing on average by \$119.90 per year, while the combined ratio for the other institutions has been growing by \$99.20 per year, or 17.26 percent less than Northern's average annual increase. Although Northern has the lowest ratio of average salary per student contact, the disparity between Northern and the average of the other institutions is decreasing by an average annual amount of \$20.70.



Another measurement which may provide an insight into student-faculty contact is the ratio of total student credit hours generated during the fall semester to the number of full-time faculty. Such ratios, as shown in Tables 17 and 18, indicate that Northern has consistently had the highest ratios over the four-year period.

### Inflation and Faculty Salaries

Inflation, as measured by the seasonally adjusted Consumer Price Index (CPI) for the Cincinnati Standard Metropolitan Statistical Area (SMSA), is shown in column 3 of Table 19. The base period selected is September 1975 to conform to the month when the new contract salary begins. Column 3 contains the CPI and column 4 shows the real average faculty salary, i.e., column 2 adjusted to show purchasing power in 1975 dollars. Column 5 presents the actual number of dollars which the faculty at Northern needed to receive to maintain their average salary at the 1975 level of \$13,737. The difference between the actual dollars received and the adjusted dollars equivalent to \$13,737 is shown in column 6, while column 7 shows the percentage of actual dollars received to the real 1975 level. These data indicate that real average faculty salary increased only one year during the five-year period, 1976-77, increasing 4.68 percent. For the subsequent years, real average salary decreased 4.44 percent, 1.38 percent, and 7.09 percent in that order. Beginning in the 1978-79 year real average salary had dropped below the 1975-76 level, reaching percentage levels of 98.65 and 91.65 in 1978-79 and 1979-80, respectively. Graph 6 depicts the movements of actual and real average faculty salary, while Graph 7 shows the movements of actual salaries and the 1975 equivalent salaries, i.e., those equal to \$13,737 in September 1975 purchasing power.

Examining inflationary pressures on average faculty salary from the perspective of the dollars lost over the twelve-month contract period, as shown in Graph 8, one notes a continual decline in purchasing power:



- 1) September 1975 to August 1976 - purchasing power decreased 3.57 percent, from \$13,737 to \$13,247,
- 2) September 1976 to August 1977 - purchasing power decreased 5.58 percent, from \$14,380 to \$13,578,
- 3) September 1977 to August 1978 - purchasing power decreased 7.53 percent, from \$13,741 to \$12,706, and
- 4) September 1978 to August 1979 - purchasing power decreased 10.06 percent, from \$13,551 to \$12,188.

If inflation maintains its same growth pattern, the purchasing power decrease from September, 1979 to August, 1980 could be 13.85 percent, from \$12,590 to \$11,058. A 1975 purchasing power of \$11,058 in August, 1980 would represent over a 19.50 percent decrease from September, 1975. This means that the August, 1980 real average faculty salary would be 80.5 percent of the September, 1975 level.

## PART II: LAW SCHOOL FACULTIES

### Summary

For the 1976 through 1979 period, the average law faculty salary at Northern has averaged 95.98 percent of the highest average salary for the three schools. With respect to inflation, the purchasing power of the overall average law faculty salaries is decreasing and by August 1980 may be at a real level of \$18,059, over 24 percent below the September 1975 level of \$23,529.

### Average and Median Law School Faculty Salaries

For all faculty ranks combined, Tables 20 and 21 present the average faculty salaries for the three universities over the four-year period. The following are points of particular interest:

- 1) Northern ranked first in average faculty salaries in 1976, second in 1977, and third in both 1978 and 1979.



- 2) The University of Louisville has had the highest average salary for two of the four years and UK has had the highest once.
- 3) Over the four-year period Northern has averaged 95.98 percent of the highest average salary, UL has averaged 97.62 percent, while UK has averaged 97.25 percent.

Average faculty salaries broken down by faculty rank were not available for this report; however, median salaries were available and used as substitutes for the average, as shown on Tables 22 through 27. For the rank of full professor, Northern was third in 1976-77 with a median salary which was 91.08 percent of the highest. By 1979-80, Northern had not improved its position, remaining third at 87.40 percent of the highest median salary for that year. At the associate level, Northern had the highest median salary for the first two years, then dropped to second for the two following years. At the associate rank, over the four-year period, Northern's percentage of the highest median salary averaged the highest among all the institutions at 98.63 percent. UK and UL have followed with percentages of 94.37 and 87.01, respectively. At the assistant professor level, Northern had the highest median salary three of the four years. As a percentage of the highest median salary, Northern averaged 99.74 percent, UK 95.67 percent, and UL 87.65 percent.

For the three faculty levels (full, associate, and assistant) over the four-year period (1976-77 - 1979-80), there are twelve opportunities for each school to have the highest rank, second highest, and lowest median salary. A summary of the number of times each school has been ranked (from highest to lowest) and its average ranking is as follows:

Highest:	Northern	5
	Louisville	4
	Kentucky	3
Second:	Kentucky	9
	Northern	3
	Louisville	0



Lowest:	Louisville	8
	Northern	4
	Kentucky	0

Average Ranking:	Kentucky	1.75
	Northern	1.92
	Louisville	2.33

### Inflation and Average Law Faculty Salaries

The following are real income levels and changes in real income from September to September of the designated years:

- 1) 1975 to 1976: \$23,529 to \$25,163 (+6.94%),
- 2) 1976 to 1977: \$25,163 to \$24,231 (-3.70%),
- 3) 1977 to 1978: \$24,231 to \$22,583 (-6.80%), and
- 4) 1978 to 1979: \$22,583 to \$20,561 (-8.91%).

To have maintained average salaries at the September 1975 level would have required the following:

- 1) 1975 - \$23,529,
- 2) 1976 - \$24,705,
- 3) 1977 - \$26,588,
- 4) 1978 - \$29,247, and
- 5) 1979 - \$32,870.

### PART III: COMPARISON OF LAW AND NON-LAW SCHOOL SALARIES

#### Summary

For the 1976 through 1978 period, the average difference between law and non-law school faculty salaries at Northern has averaged 153.15 percent higher than that for UK and 141.32 percent higher than UL. The average differences in law and non-law school average faculty salaries for Northern, UL, and UK are \$11,468; \$8,115; and



\$7,488; respectively.

Average Law and Non-Law Faculty Salaries

Tables 28 and 29 contain the data on the differences between faculty salaries for law and non-law school faculties. Data for 1975 and 1976 were not available for this report.



TABLE 1

Institution	YEAR				
	1975	1976	1977	1978	1979
Eastern	14956	16175	17538	18706	20208
Kentucky State	13658	14204	15401	15979	17152
Morehead	15389	16620	17288	18019	19397
Murray	15033	16182	17985	18301	19796
Western	15508	16631	17667	18462	19899
Above combined	15092	16248	17443	18269	19733
Northern	13737	15099	15527	16844	17588
University of Louisville	*	17941	18010	20499	*
University of Kentucky	*	18534	19145	21229	*

Average Salaries  
All Faculty

## Source:

NKU 1977-1979: Budget Office, NKU

NKU 1975-1976: AAUP

Other institutions (1975-1977): AAUP

Other institutions 1979: Personal telephone calls



Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	* (23529)	26355 (26421)	27463 (27381)	27970 (28071)	28608 (28737)
Louisville	*	24350	27626	28820	32043
Kentucky	*	24685	27311	29377	30918

TABLE 20: Average Law School Faculty Salaries, All Ranks

Source: Chase Law School, in parentheses from NKU Budget Bureau (for Tables 20 through 27)

Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	*	100.00	99.41	95.21	89.28
Louisville	*	92.39	100.00	98.10	100.00
Kentucky	*	93.66	98.86	100.00	96.49

TABLE 21: Percentage of Highest Law School Faculty Average Salary, All Ranks



Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	*	28250	29325	31750	32180
Louisville	*	31017	33382	36000	36818
Kentucky	*	30000	31625	35900	34122

TABLE 22: Median Salaries for Law School Faculties, Full Professor Rank

Source: Same as Table 20

Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	*	91.08	87.85	88.19	87.40
Louisville	*	100.00	100.00	100.00	100.00
Kentucky	*	96.72	94.74	99.72	92.68

TABLE 23: Percentage of Highest Median Salary, Full Professor Rank



Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	*	26000	26700	27000	29135
Louisville	*	21818	23155	24790	26403
Kentucky	*	21975	24820	28225	29437

TABLE 24: Median Salaries for Law School Faculties, Associate Professor Rank

Source: Same as Table 20

Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	*	100.00	100.00	95.66	98.97
Louisville	*	83.91	86.72	87.83	89.69
Kentucky	*	84.52	92.96	100.00	100.00

TABLE 25: Percentage of Highest Median Salary, Associate Professor Rank



Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	*	21000	22200	23500	25000
Louisville	*	18000	19300	21400	21960
Kentucky	*	18750	21400	23750	24250

TABLE 26: Median Salaries for Law School Faculties, Assistant Professor Rank

~~Source: Same as Table 20~~

Institution	YEAR				
	1975	1976	1977	1978	1979
Northern	*	100.00	100.00	98.95	100.00
Louisville	*	85.71	86.94	90.11	87.84
Kentucky	*	89.29	96.40	100.00	97.00

TABLE 27: Percentage of Highest Median Salary, Assistant Professor Rank



Institution	YEAR				
	1975	1976	1977	1978	1979
I. University of Kentucky					
A. Law School	<del>*</del>	24,685	27,311	29,377	<del>*</del>
B. Non-Law School	<del>*</del>	18,534	19,145	21,229	<del>*</del>
C. Difference (IA - IB)	<del>*</del>	6,151	8,166	8,148	<del>*</del>
II. University of Louisville					
A. Law School	<del>*</del>	24,350	27,626	28,820	<del>*</del>
B. Non-Law School	<del>*</del>	17,941	18,010	20,499	<del>*</del>
C. Difference (IIA - IIB)	<del>*</del>	6,409	9,616	8,321	<del>*</del>
III. Northern Kentucky University					
A. Law School	(23,529)	26,421	27,381	28,071	(28,737)
B. Non-Law School	(13,737)	15,099	15,527	16,844	(17,584)
C. Difference (IIIA - IIIB)	(9,792)	11,322	11,854	11,227	(11,149)

TABLE 28: Average Salaries for Law and Non-Law School Faculties

Source: AAUP, Chase Law School, NKU Budget Office. In parentheses, from NKU Budget Office



Institution	YEAR				
	1975	1976	1977	1978	1979
University of Kentucky	*	133.19	142.65	138.38	*
University of Louisville	*	135.72	153.39	140.59	*
Northern Kentucky	(171)	174.99	176.34	166.65	(163.40)

TABLE 29: Law School Faculty Salaries as a Percentage of Non-Law School Faculty Salaries

Same: Chase Law School, N.A.A.U. In parentheses for  
 N.R.U. Budget office  
 Same as Table 28