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

approved

April 21, 1980

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.

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Constance P. Mulligan, Secretary

On the matter of salary increases, Dr. Scholes noted that each faculty member you CPM/ds a surface by the evidence of our attunate . stend isubliviting as no boreliance of

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Gary Johnston Paul Joseph Jim Kinne Terry McNally

Mildred Clark Connie Mulligan Robert Vitz Janet Johnson Louis Noyd Tom Cate Byron Renz Raman Singh Jean Wainscott Janet Miller Jonathan Bushee Rosetta Mauldin Larry Giesmann Art Miller Jim Hopgood relationship to benchmark institutions, especially major regional institutions. Through the report, the subcommittee has presented a statistical picture of where

Ken Beirne Peter Moore Debra Pearce William Dickens James Fouche Donna Bennett David Elder

NEW DOLLAR BY CATEGORY 1980-81

| GENERAL FUND APPROPRIATION | \$ 1,786,659 |
|----------------------------|--------------|
| TUITION | 335,000 |
| TOTAL | \$ 2,121,659 |
| | |
| | |
| INFLATION | |
| PERSONNEL SERVICES | \$ 996,400 |
| OPERATING EXPENDITURES | 392,209 |
| CAPITAL OUTLAY | 27,250 |

DEBT SERVICE

TOTAL

SELECTED EXPENDITURES

705,800

\$ 2,121,659

| Category | % of Base | Appropriated 1980-81 | Estimated 1980-81 |
|--|--------------------------------|---|--|
| Compensation Insurance Utilities/New Buildings Health Insurance Scholarships Library Books Computer Services | 7.5% 5 % 10 % 7.5% -0- 5 % 5 % | \$ 996,400 3,400 182,500 15,750 -0- 27,250 12,100 | \$1,200,000 32,600 249,500 35,700 45,000 71,200 55,100 |
| TOTAL \$13,285,333 | -075 | \$1,237,400 | \$1,689,100 |

BUDGET COMMITTEE OF THE FACULTY SENATE

. FACULTY SALARIES

Part Three
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Chairman: Byron B. Renz

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 Fishing !! James McKenney" Donald Faillips Com

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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 (NGES 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 realigious orders) whose services are valued by bookkeeping entations rather than by full cash transactions, unless the salary in determined on the same basis as law faculty, or (2) faculty who, as membery 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 the samesters, 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 Studenta, Librariam, Megistras, 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 throught 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 Morshead 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:

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| | Mcrehead | | 3.10 |
| | Eastern | | 3.15 |

Kentucky State Northern

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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 par student contact. The higher the dollar value of this ratio, the more dollars received (benefit) per student contact (cost).

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 sumual 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 achools. 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

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 | TIME | | | | | | |
|---------------------------|-------|-------|-------|--------|-------|--|--|
| THE CTART ON | 1975 | 1976 | 1977 | 1978 | 1979 | | |
| Eastern | 14956 | 16175 | 17538 | -13706 | 20208 | | |
| Kentucky State | 13658 | 14204 | 15401 | 15979 | 17152 | | |
| Morehead | 15389 | 16620 | 17288 | 18019 | 19397 | | |
| Hurray | 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 | 4 | | |
| University of Kentucky | | 18534 | 19145 | 21229 | * | | |

Average Salaries
All Faculty

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

TABLE 2

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|--|--|--------|--------|---|--------|--|
| | YEAR | | | | | |
| Institution | 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 Sulary

Sources

NEW 1977-1979: EBudget Office, NEW NEW 1975-1976: AAUP Other institutions (1975-1978): AAUB

Other institutions (1975-1978): AAU Other institutions 1979: Personal telephone calls

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TABLE 3

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|--|--|--------|--------|--------|--------|--|--|
| INSTITUTION | 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 | | |
| | Parties and the second | | | | | | |

Average Salary for Full Professors

Source: Same as Table 1 .

TABLE 4

| g antition and the repairing and according from the premitting and although more according to the control of th | e designe autocome, surfrésieres sur su outrage vous passe | TEAR | | | | | |
|--|--|--------|---|--|--------|--|--|
| Institution | 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 | | |
| | And the state of t | | terital contemporary (terital contemporary) | The state of the s | | | |

Percentage of Highest Average Salary Full Professors

| - (| | | | | |
|--|-----------------|--|---|--|--|
| | | | | | |
| ne Salacy | | | | | |
| 124,000 | | | | | |
| | | | | | |
| - Constitution of the Cons | | | | | il Galeria (Akara) |
| 25/000- | | | | | 2 124 to 2 (25 150) |
| | + | | | | 3 Monshes (24,540) |
| | | 9 | | | 3 Monshead (24.345) - Hi-Kempooley SE((26.575) - Si Parcey (24, 240) |
| 24,000 | | | + Kontrolly-St (ay in) | | THE A THE STAND |
| | | | | | 6.764/6/10/23430 |
| 32,000 | | | | 1. Koylern (51.00) | |
| | | | | 1. Western (88 193) | ALASIENI - |
| | | | Sweepen (2) 200 | | |
| - 22006 - | | | 4. | Alderthern (22,001) | |
| | | | 3 50 ten (4,700) | Charles Charles and a charles also be a charles and a char | |
| | | | | hammen the service of | |
| 34,000 | | | Lateran Green A Britary (20,000) | | |
| | | | A Moreh and (ad aph) 4 Moreh and (ad aph) | | |
| | | | NAME OF THE PARTY | | The state of the s |
| 20 000 | Kantosky St. | (19/60) | 5. Fastarn (60,100) 6 Murcay (30,400) | | 11111 |
| | | The section of the se | 64 Marray (19 400) | | |
| 19-000 13. | Morehand (195) | 203 | Jan 1983 83, USA 1998 | and ages 17. | |
| | . Esta nici, de | 20 | | 12 . 4 | |
| | Ward here for | 00) | | | |
| 18,000 | | | | | |
| | | | | | The state of the s |
| 9 | 10 | | . 1976 | | il lin |
| 96 | | | Grape 2 | | |

TABLE 5

| encipalisation in the contract of the contract | T | YEAR | | | | |
|--|----------------------------|---------|--------|--------|--------|--|
| Institution | 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 | |
| en e | distribution of the second | | | | | |

Average Salary for Associate Professors

Source: Same as Table 1

TABLE 6

| Antheritaria de California anti-California anti-California anti-California de California anti-California anti- | the state of the second second second second second second | appropriate and a company of the state of the same of the same of | the dispersion of the state the state of the | | reprise Compressions office was not a make and a different | | |
|--|--|---|--|---------|--|--|--|
| | YEAR | | | | | | |
| Institution | 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 | | |
| Manakana a | 00.00 | 00 10 | 96.24 | co lo | 95.46 | | |
| Morehead | 99.39 | 99.43 | 70.24 | . 97.40 | 95.40 | | |
| Murray | 96.95 | 95.45 | 96.24 | 98.96 | 100.00 | | |
| | | | | | | | |
| Western | 100.00 | 100.00 | 100.00 | 100.00 | 96.91 | | |
| | | ar ar | | | | | |
| Above combined | 97.01 | 96.99 | 97.26 | 97.40 | 97.92 | | |
| | | | | | | | |
| Northern | 90.24 | 93.24 | . 91.61 | 97.57 | 95.52 | | |
| | | | | | | | |
| 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | | | | | 4 | | |

Percentage of Highest Average Salary Associate Professors

| Salary | The state of the s | | | |
|--|--|--|---|--|
| 21,000 | | | | |
| | | | | |
| | | | | 1 Murray (20,696) |
| | | | | |
| 20,000 | | | | 2 Western (2005) 4 Northern (19,970 |
| | | | | - morehead (19.9) |
| | | | | |
| | A CONTRACTOR OF THE PROPERTY O | | I. Exercin (19,200) | |
| 19,000 | | | 1. Exetern (19,200) 1. Wastern (19,200) 2 mayray (19,000) | |
| | | | 4 Northern (18,758) | 6. Ky. State (18,746 |
| | | 1. blester (15 600) | _sterchead(18,700) | |
| 100 | | 25-4-1/1900 | | |
| 18,000 | | 3 Fastern (18/00) 3 Moraheader good | -6-Ky. State (15,006)- | TO STATE TO THE CONTRACT OF TH |
| | 1. Western (17, 500) | | | |
| | The season of th | | | |
| 17,000 | | 5 Northern (17,039) | | |
| ///- | 3 Eastern (16,300) 3 Marray (16,800) | | | |
| | | 6. Ky. State (46,600) | | |
| 1. Western (1 400) 2. Morehead (14 300) | 3 Northern (16 410) | WHICH THE CO. SHOULD BE WELL THE COURSE OF T | | |
| 16,000 3, Murray (15,900) | | | | |
| | | | | |
| | | | | |
| 4 Eastern (15,300) | 6 Ky, State 45,300) | | | |
| 15,000 - 5 Ky, State US 800) | | | | |
| 6 Northean (14,200) | | | | |
| | | | | |

Completed from Table 5

GRAPH 3: Average Salaries for Associate Professors

1978

1979

| | a nasi a apopina munimi na go napujamon ng dimbajam so die nomi di sini m | ত এবংগুরুলার্ডার প্রচন্দর্ভার সামান্তর্ভারতির বিভাগত ও বি এই ও ইটিন ্তার ও | YEAR | neggenesterfranchjart smitpadhre - dans tar til til kirklapska flav fran | copping annualisms in a direct discharge. All |
|----------------|---|--|--------|--|--|
| Institution | 1975 | 1976 | 1977 | 1978 i | 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 |
| Horthern | 12,690 | 13,340 | 14,063 | 15,090 | 15,770 |
| | <i>*</i> | | | | The same of the Party of the Same of the S |

Average Salary - Assistant Professors

TABLE 8

| Institution | to annual the last expenses, any analysis are given | | YEAR | an university neutron in a sensity i establicana a pina in a | encommunication of the communication of |
|----------------|---|--------|--------|--|---|
| THE PT ON PTON | 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

| * | | | | | | | | | | | | | | - |) | | | | ** | | | | * * | , A. | | | | | | | 10 | | May - 4. 0 4 |
|----------|---------|--------------|-------|--------|---|---|------|------|-------------------|-------|----|-------------------|---|----|---------------|-----------------------|------------------|--------------------|--------------|---|-------------------------|----------------|----------------|------------|------------------|-----------------|----|---|--------------|------|------------------------|--------|----------------------|
| ve Salas | | | | | | | | | | | ** | , | | | W. | | W. | | | | *, *, | | | | | | | | | | * | | |
| | | T | | T | · | T | | T | T | П | - | stansularity year | 1 | | - | ACCOUNTS N | | 3.1 | | | and the same | | . 1 | y Y | T | and the same of | 1 | hersealepson | T | T | - | T | 1 |
| 18,000 | | | | | | | 1. | | - | | 1 | 1 | 7 | | | ATTE STATE OF | we Company W | (17) 15/1/10044 | - Toron | | | | | | | The same of | | 1 | + | 1 | | | + |
| | | | | 1 | | | 1. | | | | 1 | | | | | | 100 | | | | | | | | | 1 | | 7 | | 1 | | | + |
| | | | | | | | | | | | | | 1 | | | | | | | | | | | | | | | | Lin | were | Win | HE | 1 |
| 17,000- | | | | | | | | | | | | | | | | or many many or | 48.980.7(8.44 | oran di Vindano di | | COA DOS OF | | | | | | | | nagas bagan ng Si | | | thead | | 4 |
| 17,000 | | | | | | | | | | | | | | | | and Mark Street | | | | | | | - | 7 | | 1 | | | 0. | | 711 | N-PER | 1 DK |
| | | | | | | | | | 1 | | | | | | | | | | | | | | | | | 7 | | | 4 | Y)es | ega. | Chin | + 2 |
| | | | | | | | | | | | | | | | | a a Thace | ¥. | | | | | 0 | Ear | reen | (16,3 | 00) | | | 5 | K. S | tate | (186.5 | 39 |
| 16,000- | | | | | | | | | | | | 1 | | | NO SUIT ACRES | 1 | (Donald Annie 18 | - | | E de la companya de | | 90 | Mon | ehea | ACILA P(U) | 200) | | | | | | 1. | - |
| 14,000 | | | | | | | | | | | | | - | | | - market republicable | | | | | | 40 | Wei | ten | 0(4) | la e | | | 6 | Vor | thern | lis | S'ag |
| | | | | | | | | | | | | | | 9. | Ve: | Fe | rn' | (15) | 600 | | | | | | | | | 1 | | | | | 51. manual |
| | | | | | | | | | | | | | | 2 | Eas | ter | eac | (15) (15) | SOO Feet | ' | | i | | | | | | | T | | | T | Same In |
| 15,000 | | | | | | | | | | | 1 | 1 | | 4 | Mu | rra | 1 | 5,10 | 6 | ********** | Clarico recordos rec | 5 | Non | the | rn (u | 1,04 | 2 | | - Total | | NAME OF TAXABLE PARTY. | 1 | - Character |
| 13,000 | | | | | | 1 | PHEN | rehe | pol (| 14,90 | 60 | | | | | | | 14.7 | | | | 6. | Ke | Stall | e G | 1.30 | 9 | | 1 | | | | - |
| | | | | | | 2 | We. | ster | n (i | 4,60 | 1) | | | | | | | | | | - | | | | | | | | | | | T | - |
| | | | | | | 3 | MU | rea | Y 61 | 1,40 | | | | , | | | | | | | | | | | T | | | | T | | | | 1 |
| 14.000- | Limo | rehe | adt | 14 100 | | | | | 1 | | | | | 6. | No | the | ra (| 14,0 | (3) | | | | | | | | | | | T | | 1 | A Deliver |
| 1,000 | 2. We | stern | (13) | 100 | | | | | | | | | | | | | | | | | | - | | | | | | | | | - | | - |
| | 3. 1110 | | (13) | SO) | | 3 | Ky. | Sta | te (1 | 3,600 | | | | | | | | | | | | | | | | | | | | | | | distance on the last |
| | | | | | | | | | | 240 | | | | | | | | | | | | | | | | | | | | | | | T |
| 13,000 | U Fa | eteen | 112 4 | 160 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | - |
| 13,000 | 4 Ky | stern, state | Lig, | 000) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | - |
| | 6 No | chec | nlib | (682) | | | - | | | | | | | | | | 7 | | | | | | | | | | | | | | | | - Contraction |
| | | | | | | | 1 | | | | | | | | | | | | | | | - Manual Parks | | | | | | | 1 | | | | - |
| 12.000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | T | - |
| 10.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | T | | | | - |
| | | | | | | | | | | | | | | | | | | 4 | | | | Season and the | | | | | | | - market | | | 1 | Deliver overland |
| : Table | | | 197 | 5 | | | | | The second second | 19 | 96 | | | | | ALTHOUGH SACK | MARKET WITTE | 19 | Mind Mind | MILES DE LA | - | et out the | MANUFACTURE OF | Chalcon In | elia Ribitatione | 19 | 78 | CO. PERSONAL | arani kedida | | | 19 | 170 |

TABLE 9

| Institution | | | YEAR | araban de la companya | tim no no no no no managamento, a programma antiqui i intercapament |
|--|---------|--|--------|---|---|
| disconnecting and determinations grow register manifestation where the registration in registration with the contract of the c | 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 | 12,790 318k | 12,800 | 14,000 | 14,660 |
| Western | 11,8(1) | 12,200 | 12,100 | 12,300 | 13,410 |
| Above combined | 11,160 | 11,760 | 12,210 | 12,830 | 13,900 |
| Northern | 9,//30 | 11,900 | 12,144 | 12,726 | 13,393 |
| The state of the s | | All control of the co | No. | | |

Average Salary for Inneguators

| Institution 1975 1976 1977 1978 1978 1978 1978 1978 1978 1979 1978 1979 1978 1979 1979 | 1 |
|--|---|
| 1975 1976 1977 1978 1978 1978 Rastern 83.90 86.61 93.75 92.14 93.75 | 1 |
| | 9 |
| Ventually State 01 02 01 02 05 05 05 05 05 05 05 05 | |
| AMILICALLY SCALES 741.72 71.54 75.50 | 6 |
| Morehead 95.76 93.70 94.53 90.71 93.3 | 9 |
| Murray, 98.31 100.00 100.00 100.000 100.0 | 0 |
| Western 100.00 96.06 94.53 87.86 91.2 | 7 |
| Above combined 94.58 92.60, 95.39 91.64 94.8 | 2 |
| Northern 84.15 93.70 94.88 90.90 91. | 6 |

Percentage of Highest Average Salary Instructors

Source: Table 9

| N,000 1.57000 (15,000) | |
|--|--|
| 13,000 13,000 14,000 15,000 16,000 16,000 16,000 16,000 16,000 17,000 16,000 17,000 17,000 18,000 | |
| 13,000 13,000 1, Mustray (12,20) 1, Mustray (12,20) 3, Mustrate (13,20) 4, Mustrate (13,20) 5, Mustrate (13,20) 1, Mustrate (13,20) 1, Mustrate (13,20) 1, Mustrate (13,20) 2, Mustrate (13,20) 3, Mustrate (13,20) 3, Mustrate (13,20) 3, Mustrate (13,20) 4, Ky, State (13,20) 1, Ky, State (13,20) 4, Ky, State (13,20) 5, Northern, El (30) 1, Ky, State (13,20) | tundoen octored announcement |
| 13,000 13,000 14 1000 1. Must ray (12,200 3. Eastern (12,200) 3. Must ray (12,200 3. Must ray (12,200) 4. Eastern (12,200) 4. Eastern (12,000) 4. Eastern (1 | |
| 13,000 13,000 1, Mueray (12,00) 1, Mueray (12,00) 2, Marthern (12,20) 3, Marthern (12,20) 3, Marthern (13,00) 4, Muestern (13,00) 3, Murray (14,00) 4, Ky, State (14,00) 11, 600 11, Ky, State (14,00) 6, Eastern (14,00) | |
| 13,000 13,000 1, Mueray (12,00) 1, Mueray (12,00) 2, Marthern (12,20) 3, Marthern (12,20) 3, Marthern (13,00) 4, Muestern (13,00) 3, Murray (14,00) 4, Ky, State (14,00) 11, 600 11, Ky, State (14,00) 6, Eastern (14,00) | |
| 13,000 13,000 14,000 15,000 16,000 16,000 17,000 16,000 17,000 17,000 18,000 | |
| 13,000 13,000 14,000 15,000 16,000 | and the second |
| 13,000 13,000 14,000 15,000 16,000 16,000 17,000 16,000 17,000 17,000 18,000 | |
| 13,070 1, Mustan (12,80) 1, Mustan (12,80) 2, Western (13,00) 2, Western (13,00) 3, Mustan (12,10) 4, Western (13,00) 3, Mustan (12,10) 4, Western (13,00) 3, Mustan (13,00) 4, Western (13,00) 5, Mustan (13,00) 6, Mustan (13,00) 7, Western (13,00) 8, Western (13,00) 8, Western (13,00) 9, Western (13,00) 1, We | |
| 13,000 13,000 1, Morray (12,00) 2, Ky, State (12,00) 3, Ky, State (12,00) 4, Morray (12,00) 3, Morrhern (12,00) 4, Morray (12,00) 5, Morrhern (12,00) 4, Morray (12,00) 5, Morray (12,00) 6, Morray (12,00) 1, Morray (12,00) 8, Morray (12,00) 1, Mor | AND CONTRACTOR OF THE PARTY OF |
| 13,000 13,000 1. Marray (13,000) 1. Marray (13,200) 2. Marray (13,200) 3. Marray (13,200) 4. Marray | |
| 13,000 13,000 1,000 | |
| 13,000 3. Easpers (12,900) 3. Easpers (12,900) | and the same of th |
| 13,000 3. Easper (12,900) | |
| 1. 1900 (15 pco) 2. 64, State (15 300) | Andrew Commence of Commence of the Commence of Commenc |
| 1. 1900 (151 pcg) (151 pcg | |
| N,000 1.570000 (15/00) | Ellectory Hornbary |
| N,000 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. | · 首題為野埃市 如為於 |
| | Bastern |
| | |
| To and the supplemental proceedings of the supplemental and the suppleme | , Ky.State (|
| | hortzy |
| 15,000 | |
| 15,000 | |

Graff D: Average Salary for Instructors

TABLE 11

| Bonner Agentument Carlot Anne Sterre | article environment and committee the control of th | nema accomposamenta de la capación en considerar de la capación de la capación de la capación de la capación d | CHON BURGO CONTRACTOR OF THE TOTAL CONTRACTOR OF THE CONTRACTOR OF | mentionapieropa disciniosementes de des come |
|---|--|--|--|---|
| | SECRETARION AND CONTROLLED AMERICAN ALLEGATION CONTROLLED TO SECRETARION AND PROPERTY OF THE AMERICAN PROPERTY OF THE AME | YEAR | man in constitution and constitution of constitution (CONSTITUTION CONSTITUTION | a his university mountains property (and contract |
| Institution | 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 |
| 11 | | | | |
| Western | 27.86 | .26.93 | 24.80 | 24.06 |
| | | | | |
| Above combined | 24.60 | 24.80 | 23.51 | 723.79 |
| | | 9 | | |
| Northern | 37.97 | 33.10 | 31.49 | 30.49 |
| | | | | |
| and the second second | * | And the second s | | |

Student-Faculty Ratio

Sources

Student data: Kentucky Council on Higher Public Education Faculty data: AAUP

TABLE 12

| والمنافزة والمنا | | 4 | | |
|--|--|--|--------|--------|
| Y | maketiment to pay the production, with a payment and the first transfer interest proper | The state of the s | | |
| Institution | 1975 | 1976 | 1977 | 1978 |
| Eastern | 151.73 | 118.36 | 167.11 | 141.42 |
| Kentucky State | ino.co | 100.00 | 100.00 | 100.00 |
| Morehead | 142.72 | 121.99 | 159.56 | 157.68 |
| Hurray | 134.79 | 118.07 | 154.60 | 143.99 |
| Western | 165.23 | 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 |
| | Superior and the superi | | | |

Percent e of Lo est Student-Viculty Ratio

Sources. From Table 11

TABLE 13

| | | 3 | | The state of the s |
|--|--|--|--|--|
| T- 101-20 | The source managed of the distribution of the source of th | W. Carlotte | AR . | |
| Institution | 1975 | 1.976 | 1977 | 1978 |
| | entre comment and the comment of the | овит Посто до на бито в на 1970 поверен на 1932 година и пото д су обще и ставите, до 1932 годи (д. 14 | Sporter within Experience (Sporter of Sporter Indian World of the Entertain Affection (Co. 19 to page) | дицика энцика (1967 год об объект 1965 год об объект 1967 год объект 1966 год объект 1966 год объект 1966 год |
| Eastern | 21.82 | 20.81 | 19.27 | 18.56 |
| The state of the s | | | | |
| 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 |
| 1 | | | | |
| 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

Source :

Student data: Kentucky Council on Higher Public Education Faculty data: AAUP

TABLE 14

| | | | | megratelenger-delegerer. Deskipt of B |
|----------------|--------|--------|--|---------------------------------------|
| | er y | ZZAR | COLUMN TO THE PROPERTY AND ADDRESS OF THE PROPERTY OF THE PROP | |
| Institution | 1975 | 1976 | 1977. | 1978 |
| Eastern | 179.29 | 144.92 | 175.98 m | |
| 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

TABLE 15

| финализмический положений | E. S. | WEAR | appraising to recover a political department and a second | The state of the s |
|---|--|------|--|--|
| Institution | 1975 | 1976 | 3977 | 1978 |
| Eastern | 685 | 7777 | 910 | 1,008 |
| Kentucky State | 1,122 | 989 | 1,405 | 1,252 |
| Mozehead . | 306 | 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 |
| | Age and the second of the seco | | | |

- Average Dollars per Student Contact -

Sources

Salary data: AAUP (adjusted for Chase)

Student data: Kentucky Council on Higher Public Education

^{*} Ratio of Average Salary to the ratio of Full Time Equivalency Students to Number of Faculy *

TABLE 16

| Carre | and the industrial property of the contract of | englese av Leiskinghousegy form in verk i see their new commentation of contrast and the fi | one succession and the second | Name (B. S. St. Clarks), rest (C. Tope (Sees Archive)) representative in Total Induction in the wing a still and | emoral months and the control of |
|-------|--|---|---|--|----------------------------------|
| | Institution | 1975 | 1976 | 1977 | 1978 |
| F. | Basiern | 61.05 | 78,56 | 64.77 | 80.51 |
| | Kentucky State | 100.00 | 100.00 | 100.00 | 100.00 |
| *** | Morehead | 71.84 | 91,00 | 68.5% | 76.76 |
| | Murray' | 72.37 | 83.21 | 66.98 | 79.55 |
| | Western | 60.43 | 3 76.54 | 65.69 | 80.03 |
| ` | Above combined | 66.40 | 75.94 | 67.69 | 80.59 |
| | forthern | 45.81 | 65.42 | 54.31 | 69.89 |
| | | | | and the second s | |

Percentage of Highest Average Dollars per Student Contact

| 3 | | | WT | AND THE RESERVE AND ADDRESS OF THE PARTY OF |
|----------------|-------------------|--------|--|---|
| # | A commence of the | YEAR | | |
| Institution | 1975 | 1976 | 1977 | 1978 |
| | | | the state of the s | |
| Eastern | 341. | 326 | 302 | 290 |
| A CAN | | | | |
| Kentucky State | 192 | 226 | 172 | 201 |
| | | | | |
| Horehead - | 1 295 | 4 284· | 278 | 285 |
| | * | | | |
| Murray | 238 | 306 | 298 | 285 |
| | | | | |
| Western | 356 | 341 | 298 | 286 |
| *6040111 | 4 | K-1 | | |
| 100000 | 316 | 313 | 286 | 281 |
| Above combined | 210 | -3.3 | 200 | 2,432,5 |
| | 1.3 | 5 1 | 323 | 305" |
| Northern | 425 | 371 | 26.7 | |
| | | | | |
| | | | | |

Student Credit Hours Divided by Number of Faculty - Fall Semester

Average Student Gredit Hours par Faculty Member

TABLE 18

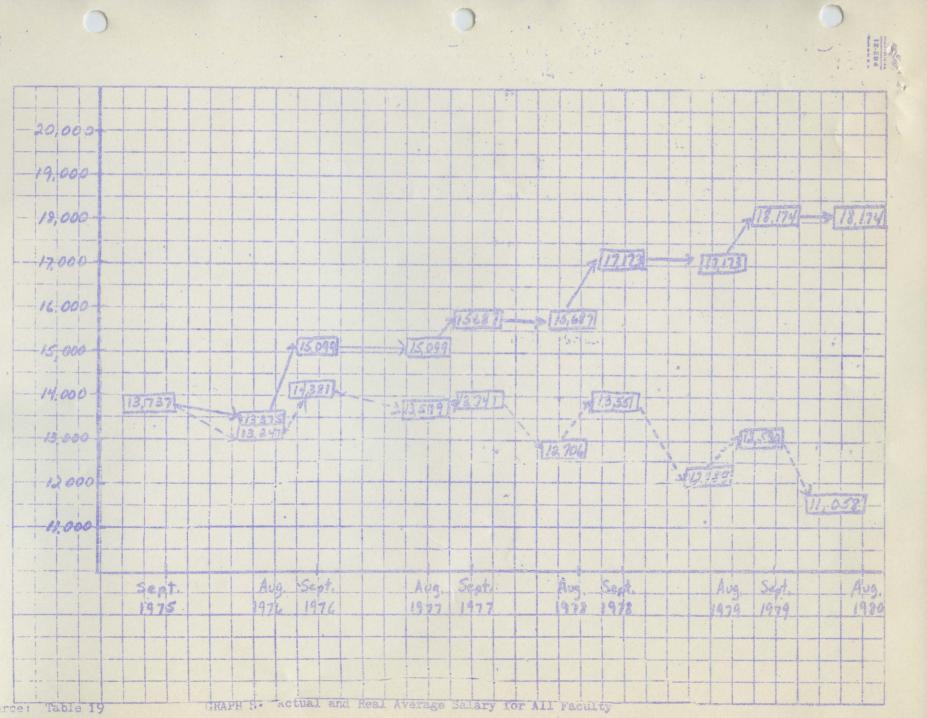
| | | XI | EAR | manufacturation street, est of the state |
|----------------|--------|--------|--------|--|
| Institution | 1975. | 1976 | 1977 | 1978 |
| Eastern | 177.60 | 144.25 | 175.58 | 144.28 |
| Kentucky State | 100.00 | 100.00 | 100.00 | 100.00 |
| Morehead | 153.65 | 125.66 | 161.63 | 141.79 |
| 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 |
| | | | | Bernard State of the State of t |

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

Sources Table 17

| (i) (a) | 1344 | कि । कि । व | 1(2) 1 1 (8) 1 | 1891 T |
|--------------------|--|---------------------------------|--|--|
| YEAR Actual Salacy | CPI Salary | 1975 Dollars Equal to 13,787 | Actual Salary Minus | Actual Salary of 1923 Equivalent |
| 975 13, 737 | 1.00 13,137 | 3737 | | 100.00 |
| 1976 15,099 | 1.050 14,330 | 11,423 | 100 per construent de la 16 pe | 104/68 |
| 1977 -15,527 | 1.130 -13,741 | 35,522 | | 100 03 |
| 1978 16,844 | 1.243 13,551 | 19,025 | 931 | 92,65 |
| 1979 17,588 | 1.397 /2,399 | 19,140 | -1602 | 91,65 |
| Cincinnati Stan | Index (CPE) for the lard Metropolitan a (SMSA) | | b. Dollars re | seasonally adjusted flecting 1975 purchs |

| ye. Salacy | And Andrews and Anna Anna Andrews and Anna Anna Andrews and Anna Andrews and Anna Anna Anna Anna Anna Anna Anna | | 200 | 1 | | | | - SPECIAL OFFI | - | | T | Carry San Proposition | 12.17 | | The second | 1 | T | T | | SME AT THE | - | ACCOUNTS OF THE PARTY OF THE PA | T | 1 | | AND PARTY. | X HOLE | | | - |
|------------|--|-------------------------|--|--------------|--------------|------------|--------------------|---|--|-------------|--------------|-----------------------|--|------|--|-------------------|--|----------|---------------------|---------------|-----------------------|--|-----------------|--------------|---------------|------------------|------------------|----------------|---|-----|
| 18,000 | | 11.5 100000 4-70c- Page | Litters edge Colle Sand 2 | | | | | | | | | CONTRACT MAN | | | | | | | | | +- | 7 | 17 | 14 | A | ch | , a | | AVI | 1 |
| 10,000 | | | | | | | | | | | | | | | | | | | | | | - | | | | | 50 | ac | 1 | |
| | | 1 | emerge just at | | | | | | | | | | | | Digital of the last of the las | n. feetingsage on | | | | - Andrews | 4 | 75 | 88 | | | Tarrector and | The sequentials. | | | |
| 17000 | | - | | | | | - | - | - | | _ | | | | | a purbe | | 1 | THE WOOD | 1 | | | | | | _ | | | | - |
| | | | | | | - | _ | - | + | - | - | - | | | | 168 | 44 | 4 | + | | - | | 1 | | | | - | | - | |
| | | - | - | - | | | | - | - | + | - | - | | A | 4 | _ | | - | - | - | - | + | + | | | | | | _ | |
| 16,000 | | +++ | 0 | - | | - | E EPT SHEET STORM | | - | SEED PROPER | - | - | and the same of th | | | | - | - | MICHEL MAN | | - | - | 4 | | MAN MORES | MATERIAL PARTIES | 1 | | - | - |
| | | | * 1 * | | - | | - | - | | 172 | 52 | | | | | + | - | - | + | - | - | - | - | - | | - | | | | - |
| | | ++ | 7 | function for | Demonstrate) | Eus Silvan | THE REAL PROPERTY. | 3300 No. 10 | CONSTRUCTOR | Bosons | and the same | 4 | | | - | + | - | + | + | | + | | - | - | - | en the specime | 2 3 | | - | |
| 15,000 | | | | 146 | 5,09 | 191- | | | | + | + | | | | + | + | + | + | - | + | + | - | 1 | - | | | | | | - |
| | | | A STATE OF THE STA | | - | | | NA (SHIEF SUIPER | - | - | 1 | | | | 1 | - | | 1 | - | + | + | | + | | | | COMMON PAST | - | | - |
| 1/200 | | | | 出 | 4-38 | | = | 1 | + | | | | | | | | | + | + | + | + | + | + | | | -resident to | | - | | - |
| 14,000 | 13,737 | Jan 1 | | | | | T | | SERVICE STATE OF THE PARTY OF T | YJ. | DUI | Jan on | · · · · · · · | Many | 1 | William . | | | | 1 | + | 1 | 1 | | | | | | | - |
| | | | | | | | - | | | | 1 | | | Y | 13,5 | 551 | 7 | | - | | | 1 | T | - 1 | | | | | | - |
| 13,000 | | | | | · | | | | | | - | | | | | H-187E-0376 | NAME OF THE OWNER, OWNE | 7 | 200 | ð | ** | 213 | 11 | | | Re | al | Ay | | |
| 7,500 | | | | | | | | | | | | | | | | | | | | 1 | 1 | parameter 1 | No. of the last | and a second | | 5 | Q.I | Ary | | |
| | | | | | | | 1 | | | | | | | | | | | | | | N | 12 | 59 | 0 | | page menders | | | | |
| 12,000 | and remains the contract of th | | - | | _ | | | | | | - | | | | | | | | - | - | 1 | 2 | 1 | | - | magal (pres | | | and the state of | men |
| | | | | | | | | | | | | | - | | | | | | | | - | | _ | | - Lastinos | | | | | - |
| | | | - | 1 | | | - | | - | - | - | | | - | _ | | - | | - | | | - | | | | - | | | | - |
| 11,000 | | - | | - | | - | | | - | | - | | , | | | | + | - | + | | + | - | - | | • | | | | | 1 |
| | | | v. 10 | | - | - | - | *************************************** | | - | + | | | | | - | - | 2000-000 | 277 MARIN 1880. | - | C MAT. ADDRESS OF THE | - | - | - | PANAL SECTION | - | seres. Cherus | A-484/03-34-34 | Section 2 | - |
| | 1975 | | MEMBER SHOW | | 100 | - | | are some | - | a d | and the same | | STORY OF THE PARTY. | 1 | - | 19 | 10 | - | NAME AND ADDRESS OF | Caracteristic | PER COL | | 3 | - | - | BANKER AND | Sec. Action is | - Property | CONTRACTOR OF THE PARTY OF THE | - |
| 1- | 117/3 | - | out the factor of the | 1-1 | 197 | | + | - | - | | 17 | 7565 | | | | | AND DESCRIPTION OF THE PERSON. | - | en fo | | - | 197 | 4 | - | - | - | | | | - |



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

| entrages (SEC) (SEC) and to provide a loss (SEC) (SEC) (SEC) (SEC) and constitute of the state of the loss of the second | | | IEAH | estatuda yazi 2004-ata Kabara Kabata kalendaria kenina palamatan kenegata di Salah Marin saturun endi. Balanteko jerebian indali jalah kabatan 1884 bilan di salah di Abata Kabata kalendari berahasi 1887 di Salah k | |
|---|---------|-------------------|---------------|--|------------------|
| Institution | 1975 | 1976 | 1977 | 1978 | 1979 |
| Northern | (23529) | 26:155 (26421) | 27463 (27381) | 27970 (28071) | 28608 (28737) |
| Louisville | * | 24350 | 27626 | 28820 | 32043 |
| Kentucky | 44 | 24685 | 27311 | 29377 | 30918 |

Table 20: Average Law School Faculty Salaries, All Ranks

| Institution | Consult lights to meeting some increments | serve mate risks more than a commental of posturents | CONTRACTOR OF THE PROPERTY OF | and the second second second second second second | CONTRACTOR OF THE CONTRACTOR O |
|---|---|--|---|---|--|
| tine to the time to the time the time to the time the time to the | 1,975 | 1976 | 1977 | 1978 | 1979 |
| Northern | it. | 100.00 | 95,41 | 95.21 | 89.28 |
| Louisville | W 16 | 92.39 | 100.00 | 98.10 | 100.00 |
| Kentucky | * 1 1 | 93.66 | 98,486 | 100.00 | 96.49 |

TABLE 21: Fercentage of Mighasi law School Faculty Average Salary, All Panks

| | | e service de l'anneximentation de la company de la comp | YEAR | adada a sala territorio della di la compania di Armania di Armania di Armania di Armania di Sala di Armania Armania di Armania di Ar | |
|-------------|--------------|---|-------|---|-------|
| Institution | 1975 | 1976 | 1977 | r 1978 | 1979 |
| | | | | основу о поддержания (5°5 с «Савоння рома започер В.). В «Воснова Пород» — у село» « | |
| Northern | * | 28250 | 29325 | .31750 | 32180 |
| | | | | • | |
| Louisville | * | 31017 | 33,82 | 35000 | 36818 |
| | | | | | |
| Kentucky | * | 30000 | 31625 | 35900 | 34122 |
| | | | | | |
| | Birke strong | | | | |

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

| | | Activity of the production of the control of the co | YEAR | en och mille stil det seg vertrettet sig vertrettings statemen och det statister och seg statister och sen st Kritikanskripen stratigier i vertrett och sen statister stätt statister och statister och statister och statist | |
|-------------|------|--|--|--|---|
| Institution | 1975 | 1976 | 1977 | 1978 | 1979 |
| | | The second secon | And the second s | i Steel - Million II. Steel (1985) (Steel Constructive Steel (1995) - Steel (1995) - Steel (1995) - Steel (1995) | entit 1975 in 4000 een kampitala kaheer en en makeen july de ja |
| 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 Highert Median Salary, Full Professor Rank

| | | of the analysis of the second | YEAR | | |
|-------------|--|---|-------|-------|--------|
| Institution | 1975 | 1976 | 1977 | 1978 | 1979 |
| | | | * | | |
| Worthern | | 26000 | 26700 | 27000 | 291.35 |
| | | | | | |
| Louisville | * | 21818 | 23155 | 24790 | 26403 |
| Kentucky | and the second s | 21975 | 24820 | 28225 | 29437 |
| | A STATE OF THE STA | See the see of the | | | 63431 |
| | Security of the Control of the Contr | | | | |

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

| All and the St. American St. St. | | YEAR | | | | | | |
|----------------------------------|--|--------|--------|--------|--------|--|--|--|
| Institution | 1975 | 1976 | 1977 | 1978 | 1979 | | | |
| Northern | Control of the Contro | 100.00 | 100.00 | *95.66 | 98.97 | | | |
| Couisville | | 83.91 | 86.72 | 87.83 | 89.69 | | | |
| Kentucky | ecentral designation of the second of the se | 84.52 | 92.96 | 100.00 | 100.00 | | | |
| | Service Servic | | | | | | | |

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

| | YEAR | | | | | | |
|-------------|--|-------|-------|-------|-------|--|--|
| Institution | 1975 | 1976 | 1977 | 1978 | 1979 | | |
| | | | | | | | |
| Northern | * | 21000 | 22200 | 23500 | 25000 | | |
| | | | | | | | |
| Couisville | * | 18000 | 19300 | 21400 | 21960 | | |
| | and the second s | | | | | | |
| Kentucky | * | 18750 | 21400 | 23750 | 24250 | | |
| | with the control of t | | | | | | |
| | | | | | | | |

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

| | YEAR | | | | | | |
|-------------|--|--------|--------|--------|--------|--|--|
| Institution | 1975 | 1976 | 1977 | 1978 | 1979 | | |
| • | | | p + | | | | |
| lorthern | * | 100.00 | 100.00 | 98.95 | 100.00 | | |
| | | | 3 | 4 + 2 | | | |
| ouisville | * | 85.71 | 786.94 | 90.11 | 87.84 | | |
| | | | | | | | |
| Kentucky | ** | 89.29 | 96.40 | 100.00 | 97.00 | | |
| Kentucky | A Company of the Comp | 89.29 | 96.40 | 100.00 | 9 | | |
| | | | | | | | |

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

| Institution | The restrict of the Control of the c | mentengan regordaria angkanggangangan kangsalaun dan terana a takanggan kan teranggan | YEAR | Control of the Addition of the State of the | - |
|--|--|---|--|---|--|
| and the second successive angul broaders where we is not use to produce anyther anyther include the analysis of the second successive and the second | 1975 | 1976 | 1977 | 4 000 | The second secon |
| I. University of Kentucky | | A CONTRACTOR OF CONTRACTOR OF THE CONTRACTOR OF | reconnection make the commence of the Commence | 1978 | 1979 |
| A. Law School B. Non-Law School | * | 24,685 | 00 044 | | |
| | | 18,534 | 27,311 19,145 | 29,377 | * ** |
| C. Difference (IA-IB) | 4 | 6 4 44 | | 21,229 | 快 |
| | | 6,151 | 8,166 | 8,148 | * |
| . University of Louisville | | | | | |
| A. Law School | * | . 24.250 | | | |
| B. Non-Law School | * | 24,350 17,941 | 27,626 | 28,820 | * |
| C. Difference (IIA - IIB) | | | 10,010 | 20,499 | . 黄 |
| | | 6,409 | 9,616 | 8,321 | * |
| Northern Kentucky University | et fore | | | | |
| A. Law School | (23, 529) | 00 100 | | | |
| B. Non-Law School | (13,737) | 26,421 15,099 | 27,381 | 28,071 | (28,737) |
| C. Difference (IIIA - IIIB) | La man | | 15,527 | 16,844 | (17,588) |
| an an and f | (1,9,792) | 11,322 | 11,854 | 11,227 | (11,149) |
| | | | | | (1181-13) |
| | | | | * | |

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.

| umumatakaga ar rensemmentak debinegak kesa terdisek men sunker as til sumt, en emist i 1967 (1974) er semikte tilbak filologisk kenyati | The State of the S | | | | | | |
|---|--|--------|--------|--------|----------|--|--|
| Institution | 1975 | 1976 | 1977 | 1978 | 1979 | | |
| University of Kentucky | * | 133.19 | 142.65 | 158.38 | * | | |
| University of Louisville | A STATE OF THE STA | 135.72 | 153-39 | 140.59 | * | | |
| Northern Kentucky | (1.71) | 174.99 | 176.34 | 165.65 | (163.40) | | |
| | the date according to the control of | | | | | | |
| MER hands construction consistent and consistent and construction of the construction | ar each bu | | | | | | |

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

Same as Table 28 SOURCE:

Report on Faculty Salaries

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

Richard Snyder, Chairman

Hancy Campbell

Contraction of

Company of the second

The transfer of the

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 used 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 banchwark 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) \$15,631, 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 sverage 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 NGES 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:

- 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 thorugh 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:

| its averag | ge ranking | is as | follow |
|------------------|------------|--------------------|--------|
| Highest: | Western | | 3 |
| | Murray | | 6 . |
| | Eastern | | 4 |
| | Kentucky | State | 2 |
| | Morehead | | 2 |
| | Northern | | 0 |
| Second: | Western | | . 5 |
| | Morehead | | 5 |
| | Eastern | | 4 |
| | Kentucky | State | |
| | Murray | | 2 |
| | Northern | | 0 . |
| Third: | Murray | | 6 |
| | Morehead | | 5 |
| | Eastern | | 4 |
| | Western | | 3 |
| | Northern | | 3 |
| | Kentucky | State | 1 |
| Fourth: | Morehead | | 5 |
| 2 15 25 25 25 25 | Eastern | | 4 |
| | Northern | | 4 |
| | Kentucky | | |
| | Western | The second section | 2 |
| | Murray | | 1 |
| Fifth: | Northern | | 6 |
| | Kentucky | State | |
| | Morehead | | 3 |
| | Murray | | 2 |
| | Western | | 1 |
| | Eastern | | 1 |
| Lowest: | Northern | | 7 |
| | Kentucky | State | 4 |
| | Murray | | 3 |
| | Eastern | | 3 |
| | Western | | 1 |
| | Morehead | | 0 |
| Ranking: | Western | | 2.30 |
| | Murray | | 3.00 |
| | Morehead | | 3.10 |
| | Eastern | | 3.15 |
| | Kentucky | State | 3.95 |
| | Northern | | 4.85 |
| | | | |

Average

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 povements 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,
- 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

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 | | | | | | | |
|---------------------------|-------|-------|-------|-------|-------|--|--|--|
| ANSCACIOR | 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 | 17598 | | | |
| | | | | | | | | |
| University of Louisville | # | 17941 | 18010 | 20499 | * | | | |
| University of Kentucky | * | 18534 | 19145 | 21229 | Ŕ | | | |

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

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| T | | YEAR | | | | | | |
|-------------|--------------|------------------|------------------|------------------|------------------|--|--|--|
| Institution | 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 Hrough 27)

| T | | | YEAR | | |
|-------------|------|--------|--------|--------|--------|
| Institution | 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

| | | YEAR | | |
|------|-------|--------------------|--|---|
| 1975 | 1976 | 1977 | 1978 | 1979 |
| | | | | |
| * | 28250 | 29325 | 31750 | 32180 |
| * | 31017 | 33382 | 36000 | 36818 |
| | 5101. | 33332 | | 30010 |
| * | 30000 | 31625 | 35900 | 34122 |
| | | | | |
| | * | * 28250 * 31017 | 1975 1976 1977 * 28250 29325 * 31017 33382 | 1975 1976 1977 1978 * 28250 29325 31750 * 31017 33382 36000 * 30000 31625 35900 |

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

| T1:1 | | | YEAR | | |
|-------------|------|--------|--------|--------|--------|
| Institution | 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

| | | | YEAR | | |
|-------------|------|-------|-------|-------|-------|
| Institution | | | | Ť, | |
| | 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

| | | | YEAR | | |
|-------------|------|--------|--------|--------|--------|
| Institution | 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

| | | | YEAR | | |
|-------------|------|-------|-------|--------|--------|
| Institution | | | | 4" | |
| | 1975 | 1976 | 1977 | 1978 | 1979 |
| | | | | | |
| Northern | * | 21000 | 22200 | 23500 | 25000 |
| | | | | | |
| | * | 10000 | 10200 | 27.400 | 03.000 |
| Louisville | 1 | 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

| | | | YEAR | | |
|-------------|------|--------|--------|--------|--------|
| Institution | 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

| | YEAR | | | | |
|--------------------------------|---------|----------|--------|--------|-------------|
| Institution | 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 | 4 |
| C. Difference (IA - IB) | * | 6,151 | 8,166 | 8,148 | 4 |
| I. 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 | # |
| . Northern Kentucky University | | | | | |
| A. Law School | (23,520 | 26,421 | 27,381 | 28,071 | (28,73 |
| B. Non-Law School | |) 15,099 | 15,527 | 16,844 | (1758 |
| C. Difference (IIIA - IIIB) | (9,79) | 11,322 | 11,854 | 11,227 | (11,1 |
| | | | | | |

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

Source: AAUB chase Law School, NXU Budget other, In purentheses, Amn NXU
Pordated other

| | | | YEAR | | |
|--------------------------|--------|--------|--------|--------|---------|
| Institution | 1475 | 1976 | 1977 | 1978 | 1979 |
| University of Kentucky | × | 133.19 | 142.65 | 138.38 | × |
| University of Louisville | × | 135.72 | 153.39 | 140.59 | x |
| Northern Kentucky | (1.71) | 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, AAVA. In parenthese Eng.

NRU Bully toffind

Same as Table 28