

Trends and Vital Statistics Work Group

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The Institutional Trends and Vital Statistics Work Group looked at available data in four different areas: Retention, Enrollment, College Adjustment and Faculty and Curriculum. These were four major topic areas where the work group felt the data might give us the most information. During the research for data, it became apparent very quickly that there was not a single point of collection for certain types or topics of data on campus nor was there a central repository for such data. NKU should consider developing a way to catalog/track all of the research that is being done by topic and have the results housed in a central location that would include academic, co-curricular and administrative research. The work group included questions (1) to suggest it might be useful to collect and or acquire additional data in some areas and (2) to provide context and guidance for discussion within the Strategic Planning Committee.

Retention:

1. The Fall-to-Spring retention rate for first-time, full-time bachelor's degree seeking freshmen has averaged 86.6% over the past 12 years, with a low of 84.3% for the Fall 2003 cohort and a high of 89.5% for the Fall 2010 cohort. NKU lost an average of 256 students each fall. The Fall-to-Fall retention rate for first-time, full-time freshmen has averaged 67.7% over the past 11 years, with a low of 63.9% and high of 73.7%. (Attachment A and B)
 - **IR Retention Data – FTF and FTS (chart that shows retention across major, college and university)**
 - **Comparison Data for State Peers and Benchmarks (if available)**

Questions: How do the NKU rates compare to national norms for similar institutions – e.g., four-year public, master's granting, metropolitan universities with a high commuter enrollment? How many and what percentage of the non-returning students are in the leading indicator categories identified in 2b below? What other factors appear to correlate with a low retention rate – high school GPA, ACT/SAT scores, part-time or full-time enrollment, academic deficiencies (#2 below) living on campus (#3 below), academic performance and progress, first-generation student and other demographic characteristics (#4 below)? The greatest attrition occurs in the spring. Is there something about the spring experience that impacts students' decision to return - e.g., academic performance or financial issues? Are these students lost to higher education or lost to NKU (transfer). How do NKU transfer rates (into and out of the university) compare to benchmarks and national norms?

2. The enrollment of students with deficiencies has declined from more than 600 to less than 200 over the past five years, but the change does not appear to have had a significant impact on the FTF retention rate.
 - a. NKU did not implement required support/intervention strategies for students with deficiencies – other than mid-term grades and remedial courses - until Fall 2012.

- b. In Fall 2012 NKU began implementation of an early intervention advising program, incorporating best practices that make the greatest contributions to retention. (Attachment C)
 - **IR Enrollment Data for Students with Academic Deficiencies.**
 - **IR Retention Data for Students with Academic Deficiencies.**
 - **ACT Report on “What Works in Student Retention” (Habley, 2010)**
 - **Southern Regional Education Board, “Promoting a Culture of Student Success: How Colleges and Universities are Improving Degree Completion” (Bradley, 2010)**

3. The number of students living on campus has increased with the addition of Campbell Hall, but the increased number of on-campus students does not appear to have had an impact on the FTF retention rate.
 - **IR Data on the Number/Percentage of Students Living on Campus**
 - **IR Retention Data for Students Living on Campus**

4. The enrollment of African-American students, Hispanic students and other minorities has increased over the past five years, but the FTF retention rates for those groups does not appear to have improved. NKU has been closing the graduation gap for minority students over the past several years. (Attachment D)
 - **IR Data on Enrollment of African-American Students over Past 5 Years.**
 - **IR Data on Retention and Graduation Rates for African-American Students over Past 5 Years.**
 - **Peer Comparisons of Retention and Graduation Rates for Caucasian, Asian, Hispanic and Pacific Islander groups.**

5. The six-year graduation rate increased from 31.5% to 37.0% from Fall 2006 to Fall 2011, with the only decrease in Fall 2009 (31.7%).
 - a. The number of degrees and credentials conferred increased each year over the past five years – from 2,389 in 2005-06 to 2,838 in 2010-11.
 - b. The graduation rates for students in four leading indicator categories are lower than the graduation rates for the university population at large: a) undeclared majors by second term, (b) accumulation of 60 hours by second spring, (3) continuous enrollment and (4) successful completion of college-level math course. (attachment E)
 - **2013 Executive Dashboard Data**
 - **CPE Leading Indicator Data**
 - **CPE Leading Indicator Peer Comparison**
 - **Data Comparing 4-Year and 6-Year Grad Rates to State and National Peer**

Questions: Given the lack of significant improvement in first-year retention rates, what accounts for the increase in degrees conferred and graduation rates? Have the reductions in the number of hours required for general education and for a bachelor’s degree had an impact? What efforts have been made to address the leading indicators identified by CPE (in Spring 2012)? Do the

changes/activities in the programs in the Student Success Center units address any/all of those categories?

6. The economic downturn, federal reduction in Pell Grants and rising tuition have created increasing financial challenges for students. (Attachment F)
 - a. The percentage of students eligible for Pell Grants rose from 25% in 2007-08 to 35% in 2011-12.
 - b. The percentage of students who received financial aid over the past five years has increased from 85% to 88%.
 - c. The percentage of students who received need-based aid increased from 48% in 2007-08 to 62% in 2011-12.
 - d. The gap between financial aid awarded per student (average) and the cost of tuition and fees has widened from \$6,515 in 2007-08 to \$7,543 in 2011-12.

Financial Aid Data on Pell Grant Eligibility and Grants Awarded over Past 5 Years.

- **Financial Aid Data on the Gap between the average Financial Aid Award and the Cost of Tuition/Fees.**
- **Bursar Office Data on Number of Students Whose Classes were Canceled for Non-Payment over the Past 5 Years.**
- **Freshmen Surveys of Students Who Stop Out (Financial Aid is One of Top Two Reasons for Not Returning.**

Questions: What impact have these changes had on the ability of low-income and middle-income students to enroll and persist? Has NKU made changes in policy for need-based financial aid and/or scholarships to address these cost factors? How do NKU's scholarship and other financial support offerings compare to competitors in the region?

7. The percentage of general education classes taught by part-time faculty each fall has ranged from 38% to 42% each fall since the reduction in the general education requirement. The percentage of general education classes taught by lecturers has ranged from 27% to 30%. The percentage of general education classes taught by tenured or tenure-track faculty has remained roughly the same (31%). (attachment G)
 - **IR Data on Percentage of Classes Taught by Full-Time Faculty**
 - **General Education Office Data on Percentage of Classes Taught by FT Faculty**

Questions: What impact, if any, does the high percentage of general education courses taught by part-time faculty have on retention? What impact, if any, does the availability of part-time faculty have on the university's ability to offer adequate sections of general education classes in specific categories or disciplines? What is the DWF rate for each general education course? Is there a correlation between high DWF rates in general education courses and retention/persistence?

8. The FTF retention rate for students enrolled in learning communities has averaged around 80 percent each fall, significantly higher than the university at large. The number of

learning communities has decreased over the past two years. (note: students self select for learning communities or they can be highly recommended by advisors for certain groups of students) (attachment H)

- **First-Year Programs Data on Retention in Learning Communities**

Questions: Learning communities do not correlate with increased retention at some universities. What is it about the learning community approach at NKU that promotes success – the profile of students who choose learning communities, the common experience/classmates, and the approach to teaching/engagement? What is the university doing to increase learning communities?

9. Eighty-three percent (83%) of freshmen who responded to a Fall 2012 end-of-term e-mail survey indicated their academic experience was good or excellent. Seventy-one percent (71%) rated their social experience as good to excellent.

- **Enrollment Management Freshman Check-In Survey**

Questions: If high percentages report they are satisfied with the NKU experience, why aren't FTF retention rates higher? As noted in #1, what happens in the spring semester that impacts retention heavily? What can a university with a high commuter enrollment do to improve students' social experience?

Areas Requiring Deeper Analysis:

1. Increase or decrease in retention rate of first-generation students
2. Academic standing of students who do not return
3. Impact of distance living from campus (commuters) on retention
4. DWFI rates for GenEd and 100-level classes

College Adjustment: Three Areas Examined

1. Academic

- a. **Study Habits:** First-year students report spending significantly less time studying per week than peers at other institutions. An average of 51% of second semester first-year students report spending 10 hours or less per week preparing for class, and around 18% report spending 5 hours or less. Study time is still significantly lower than their peers at other institutions.

Incoming students also seem to indicate a lack of academic challenge during their high school experience with an average of around 81% of incoming first-year students reporting that high school was only minimally or moderately challenging for them. Furthermore, on average 53% of incoming first-year students report spending 5 hours or less studying per week during their senior year of high school. (attachment I, J)

- **National Survey of Student Engagement (NSSE 07, 09, 12)**
- **Beginning College Survey of Student Engagement (BCSSE 09, 12)**

- b. **Active and Collaborative Learning:** First-year students expect to be more involved in active and collaborative learning activities than they report experiencing during the first-year curriculum. Our first-year students reported significantly lower levels of involvement in these types of activities compared to their peers at other Kentucky public institutions.
 - i. **National Survey of Student Engagement (NSSE 12)**
 - ii. **Beginning College Survey of Student Engagement (BCSSE 11)**
- c. **Student Faculty Interaction:** First-year students enroll into college expecting to have more faculty interaction than they report experiencing and expect to attend office hours with a faculty member more often than they did in high school. Just over half of first-year students expect to begin building relationships with faculty members by or before mid-semester of their first-year. (attachment K)
 - o **National Survey of Student Engagement (NSSE 12)**
 - o **Beginning College Survey of Student Engagement (BCSSE 11)**
 - o **Longitudinal Assessment of Student Networking (LASN)**
- d. *Possible Additional Data Needed: High enrollment freshmen courses by DWF rates*

2. *Social*

- a. **Networking:** Prior to the beginning of college, 37% of incoming students indicate that they have only one close friend or none also attending NKU, though they are very optimistic that they will develop close meaningful relationships with other NKU students. Yet, first-year students indicated that NKU was less effective in helping them connect with other students, connect with continuing students, and connect with faculty. This was one of the lowest rated dimensions of the first year experience by students.
 - o **Beginning College Survey of Student Engagement (BCSSE 09, 11)**
 - o **Longitudinal Assessment of Student Networking (LASN)**
 - o **Foundations of Excellence: First Year Experience Survey 2010-11**
- b. **Co-Curricular Involvement:** Incoming students were more involved in high school extracurricular activities compared to college co-curricular activities, with approximately 42% to 54% of first-year students reporting no involvement in co-curricular activities. Furthermore, students who were classified as being a high or very high risk for non-retention were less likely to report an intention to participate in a student organization compared to students with little to no risk. (Attachment L)
 - o **National Survey of Student Engagement (NSSE 12)**
 - o **Beginning College Survey of Student Engagement (BCSSE 11)**
 - o **Longitudinal Assessment of Student Networking (LASN)**
 - o **MAP-Works Fall Transition Survey**
- c. **Work Habits:** The majority of first-year students worked during their last year of high school and continued into college, 57% of first-year students reporting they were working more while at NKU than they did during the last year of HS. NKU students work more hours than their peers in Kentucky and at benchmark institutions; more NKU students are primary caregivers than their peers. (attachment M)

- **Beginning College Survey of Student Engagement (BCSSE 11)**
- **Longitudinal Assessment of Student Networking (LASN)**
- **National Survey of Student Engagement for 2007, 2009 and 2012 with comparisons to state peers and benchmark institutions.**

3. *Maturity, Emotional Growth, and Mental Health*

- a. **Stress:** National surveys have demonstrated that students are reporting relatively high levels of stress and further have identified stress and anxiety as some of the top factors students identify as affecting their academic performance. These trends mirror NKU data with NKU students reported being moderately to extremely stressed as a college student. For example, 59% of NKU students report being stressed around their inability to balance major commitments, 65% report they do not have enough time in the week to do everything that they need to do, and 76% report being stressed or anxious in regards to motivating themselves to get work done on time. Finally, 88% of undeclared students feel anxiety over choosing a major.
 - **American College Health Association: National College Health Assessment (ACHA- NCHA)**
 - **MAP-Works Fall Transition Survey**

Instruments Referenced:

1. Beginning College Survey of Student Engagement (BCSSE)
2. National Survey of Student Engagement (NSSE)
3. Foundations of Excellence: First Year Experience Survey 2010-11
4. Longitudinal Assessment of Student Networking (LASN)
5. American College Health Association: National College Health Assessment (ACHA- NCHA)
6. MAP-Works Fall Transition Survey

Enrollment:

1. High school graduate numbers will continue to decline through 2014-15, therefore creating a smaller pool of applicants and creating additional competition for graduates. Market expansion will be needed at some level. What will it take to have successful articulation with Gateway Community College? (attachment N)

- WICHE Data 2008-09 to 2014-15 (National, KY, OH and IN)
- MIR

2. Of the top 50 occupations with high demand leading into 2020, NKU has degree programs in 13 of 50 areas. Most occupations (SOC codes), if they require a degree, can be mapped back to an academic CIP code, which helps institutions with program planning and capacity. Capacity in academic programs is hard to understand at NKU. There are many aspects to capacity: physical space; both classroom and lab, human resources to teach, interested students in pipeline, etc. NKU needs further research to look at academic capacity in the 13 programs that will produce graduates in the most needed occupations for 2020. (attachment O)

- 2020 Jobs Outlook Report: A regional indicators report
- IR Destinations SOC to CIP crosswalk

3. NKU has many degree options, but some might be duplicative. Undeclared, Undeclared in College and Pre-Major. Based on numbers reported there are many students who are placed into Pre-Majors each term. It would appear from the data that there is a one to many relationship with pre-major to major, thus could the pre-major actually be an obstacle to the student who is trying to obtain admission to the major? Also, from public web pages it would appear that Pre-majors and undeclared could be used in different ways when advising students. Retention reports show that undeclared in the college retain at higher rates than undeclared in the advising center. Obviously there are reasons why that is, the main reason being that the advising center undeclared students typically have multiple deficiencies. However more research needs to be conducted at NKU to determine how undeclared in the college and pre-major are being used for the purposes of advising. As well, the retention rates of pre-major and undeclared in the college need to be examined to understand how they are different and why. How are colleges monitoring pre-majors and what is plan to move them to major? Are students being forced into pre-majors as a result of increased selective admission criteria at the department level? Need to understand how pre-major and undeclared impacts time to degree. (attachment P,Q,R,S)

- IR Retention Reports
- MIR
- Comprehensive list of selective admission requirements (does not exist today, Registrar has partial list)

4. In the area of advising, there were questions such as: (1) do we see students getting to the major more quickly, due to reduced gen ed requirements? If so, can we accommodate them or are classes full? (2) Are we advising students into bad course options to lack of course availability that might better meet their needs. An example might be putting students in reading intensive courses because that's all that's left when they come to orientation but perhaps student has weak reading scores on ACT.

- No current data available.

5. Graduate enrollment is down. Recent research shows that our high quality undergraduate students who pursue an advanced degree after graduation do pursue that degree here at NKU. With shrinking employer assistance benefits and shrinking student applicant pool, NKU might have the opportunity to ease undergraduate students into graduate work through strategic programming. Great examples of that are 3+2 and 4+1 programs.

- Graduate Programs, Dr. Peg Griffin
- MIR

6. How effective is our current admission criteria? Do minimum admission requirements create unmet student expectations when met with departmental selective admission requirements? Do current admissions standards create an adequate pool of "college ready" students for academic programs currently offered? What are absolute minimum requirements that still produce student success in timely manner. What is mix of entering class that is most successful? Should NKU pursue research on "institutional fit" and "academic capacity"? (attachment T,U,V)

- No current data

7. Does NKU have the correct Admissions selectivity level, or do we send an unintended message by our lack of selectivity? With increased efforts to increase the front end of the enrollment funnel, we will see artificial or perceived selectivity based on overall numbers, but should we look at how real selectivity could benefit NKU in the long term?

- MIR
8. Does NKU have an effective pricing strategy? Has NKU met the “sweet spot” in market elasticity for price?
- No current data
9. Should NKU support programs have few students in them? Is it feasible and fiscally responsible to continue to run programs with low enrollment? Should there be an “audit” of both low enrollment programs as well as low production (credit hour production as well graduate production)? What is the “real” cost to NKU if it decides to continue to support low enrollment and low production programs? . What is demand for current programs? Data shows the fastest growing majors of the last five years: Chemistry 61%, Biology 49%, Computer Science 48%, Visual Arts 26%, Business Informatics 26% Communications 23%, and Health Professions 26%.
- MIR
 - SCH Report (Academic Affairs)
10. How do we welcome and encourage students to come to NKU? Do we have a student friendly process? Do we make the student feel valued and respected? Does NKU make it easy to come to NKU?
- No current data

Faculty/Curriculum

1. Average salary by rank

According to the NCHEMS report the full-time 9/10 month average faculty salary for NKU is below the median and average of our benchmarks and is 92% of the average.

The full-time 9/10 month average professor salary for NKU is above the median and average, and is 11th highest among the benchmark institutions. The full-time 9/10 month average instructor salary for NKU is above the median and average and is the fifth highest among the benchmark institutions. (attachment W)

- **NCHEMS/IPEDS Comparison Data- IR Data Center**
- **Fall 2012 CUPA Survey Data**

2. Age, race and gender demographics of the faculty

58% of the tenured faculty are male and 42% are female. 39% of the tenure-track faculty are male and 61% are female.(Attachment X, Y, Z)

89% of the tenured faculty are white and 5% are black. 79% of the tenure-track faculty are white and 5% are black. The age demographics are not available.

Number of full-time tenured and tenure track vs. part-time and full-time
547 Full-time faculty and 403 part-time faculty.

- **IPEDS HR Data**

3. . Online courses:

Who are in these classes? DWF rates for on-line vs. traditional courses. Online programs vs. non-online programs students. Would data tell us students really aren't far away, but rather close in proximity to campus when they take online courses? (attachment AA and BB)

- **CPE Strategic Agenda Metric**
- **IR Website**

- **Executive Dashboard**

4. Average class size

NKU has an overall class size of 24, more research needs to be done to examine what the freshman class size is. IR looked at Fall 2012 data and found that 100 and 200 level courses have average class size of 30.

Faculty course workload by college data not made available to the committee.

- **Common Data Set**
- **IR/ Class Size Data**

6. SCH/FTE number by department and College

Possible questions could include what is objective of SCH/FTE project and are we achieving it? How efficient are we really- beyond the numbers? What do we produce per FT person? What is capacity of each FTE?

- **MIR Data**

Fall to Spring Retention First-Time, Full-Time, Bachelor's Degree Seeking or Undeclared Cohort

Entering Cohort	Cohort N	Returned Following Spring	Retention Rate
Fall 2001	1,721	1,493	86.8%
Fall 2002	1,849	1,568	84.8%
Fall 2003	1,919	1,617	84.3%
Fall 2004	1,848	1,580	85.5%
Fall 2005	1,732	1,516	87.5%
Fall 2006	1,839	1,576	85.7%
Fall 2007	1,856	1,628	87.7%
Fall 2008	1,963	1,698	86.5%
Fall 2009	2,129	1,871	87.9%
Fall 2010	2,211	1,979	89.5%
Fall 2011	2,200	1,916	87.1%
Fall 2012	1,843	1,592	86.4%

Notes:

1. This report is based on enrollment data as reported to the Kentucky Council on Postsecondary Education. Each semester's enrollment is based on a census date, which is the last day to add a class (the eighth calendar day of the semester).
2. Information in this report is based on the standard cohort of entering students defined by the US Department of Education. This cohort is very traditional in that it includes full-time, degree-seeking undergraduates who enroll for the first time in the fall semester. Transfer and part-time students are excluded. Students who start college in a semester other than fall are excluded. Two specific groups of students who are not actually "first-time" are included in the cohort: students who took college courses while still in high school and students who took college courses during the summer semester directly before the fall semester being reported.
3. Students are included in the "returned following spring" count if they were enrolled as of the census date, regardless of their full- or part-time status or academic program as of the spring semester immediately following their initial fall enrollment.
4. Effective Fall 2012, NKU changed its admission policy for students with academic deficiencies.

Fall to Fall Retention

First-Time, Full-Time, Bachelor's Degree Seeking or Undeclared Cohort

Entering Cohort	Cohort N	Returned Following Fall	Retention Rate
Fall 2001	1,721	1,195	69.4%
Fall 2002	1,849	1,207	65.3%
Fall 2003	1,919	1,226	63.9%
Fall 2004	1,848	1,252	67.7%
Fall 2005	1,732	1,276	73.7%
Fall 2006	1,839	1,256	68.3%
Fall 2007	1,856	1,240	66.8%
Fall 2008	1,963	1,316	67.0%
Fall 2009	2,159	1,481	68.6%
Fall 2010	2,211	1,466	66.3%
Fall 2011	2,200	1,479	67.2%

Notes:

1. This report is based on enrollment as reported to the Kentucky Council on Postsecondary Education. Each semester's enrollment is based on census date, which is the last day to add a class. For full academic semesters the census date is the eighth calendar day of the semester. Beginning fall 2009, additional census dates are used for shorter sessions within full semesters. For additional information on Academic calendars, please visit the Registrar's website.

2. Information in this report is based on the standard cohort of entering students defined by the US Department of Education. This cohort is very traditional in that it includes full-time, degree-seeking undergraduates who enroll for the first time in the fall semester. Transfer and part-time students are excluded. Students who start college in a semester other than fall are excluded. Two specific groups of students who are not actually "first-time" are included in the cohort: students who took college courses while still in high school and students who took college courses during the summer semester directly before the fall semester being reported.

Prior to fall 2009, the standard cohort of entering students was identified by their social security numbers. For various reasons, social security numbers have the potential to change throughout a student's progression at the university. In order to fully capture the cohort, in fall 2009, the standard cohort of entering students will be identified by their Northern Kentucky University student ID number. Unlike social security numbers, the institutional id is not subject to change during a student's tenure at the university.

3. Students are included in the "returned following fall" count if they were enrolled as of the census date, regardless of their full- or part-time status or academic program as of the following fall.

Fall 2012 First Time, Full Time Freshman

Deficiencies	Number of Students
Associate	
One Deficiency	34
English	5
Math	23
Reading	6
Two Deficiencies	87
English	52
Math	58
Reading	64
Three Deficiencies	59
English	59
Math	59
Reading	59
Bachelor	
One Deficiency	474
English	27
Math	286
Reading	161
Two Deficiencies	156
English	54
Math	128
Reading	130

Three Deficiencies	20
English	20
Math	20
Reading	20

Source: CPE Type I

Retention and Graduation Rates by Race

Cohort Type	Cohort Year	Head Count	Average ACT	Retention Rates				Cumulative Retention and Graduation Rates											
				% Continued to 2nd Fall	n Continued to 2nd Fall	% Continued to 3rd Fall	n Continued to 3rd Fall	% Continued to 4th Fall	n Continued to 4th Fall	% Graduated in 4 Years	n Graduated in 4 Years	% Continued to 5th Fall	n Continued to 5th Fall	% Graduated in 5 Years	n Graduated in 5 Years	% Continued to 6th Fall	n Continued to 6th Fall	% Graduated in 6 Years	n Graduated in 6 Years
AI	2002	6	18.6	50%	3	33%	2	17%	1	0%	0	17%	1	0%	0	17%	1	0%	0
AI	2003	5	18.2	60%	3	60%	3	60%	3	20%	1	40%	2	60%	3	0%	0	60%	3
AI	2004	6	20.6	83%	5	67%	4	67%	4	17%	1	50%	3	33%	2	33%	2	67%	4
AI	2005	3	23.3	100%	3	33%	1	33%	1	0%	0	33%	1	0%	0	33%	1	0%	0
AI	2006	6	21.2	67%	4	67%	4	50%	3	0%	0	50%	3	17%	1	33%	2	50%	3
AI	2007	3	18.3	33%	1	33%	1	33%	1	33%	1	0%	0	33%	1				
AI	2008	4	20.8	25%	1	25%	1	25%	1	0%	0								
AI	2009	2	23.0	50%	1	50%	1												
AI	2010	6	19.7	50%	3	0%													
Asian	2002	16	19.0	75%	12	44%	7	44%	7	13%	2	31%	5	25%	4	13%	2	25%	4
Asian	2003	18	19.0	78%	14	56%	10	44%	8	22%	4	17%	3	22%	4	11%	2	28%	5
Asian	2004	18	20.8	61%	11	56%	10	56%	10	17%	3	39%	7	28%	5	28%	5	33%	6
Asian	2005	11	19.6	91%	10	82%	9	73%	8	0%	0	55%	6	36%	4	18%	2	36%	4
Asian	2006	21	20.8	86%	18	81%	17	71%	15	29%	6	33%	7	43%	9	24%	5	48%	10
Asian	2007	20	22.3	75%	15	65%	13	50%	10	10%	2	35%	7	30%	6				
Asian	2008	13	21.0	77%	10	77%	10	69%	9	23%	3								
Asian	2009	18	22.5	89%	16	78%	14												
Asian	2010	20	20.2	70%	14														
Black	2002	135	17.1	54%	73	35%	47	31%	42	5%	7	21%	28	11%	15	11%	15	13%	18
Black	2003	109	16.7	50%	54	33%	36	26%	28	1%	1	22%	24	6%	6	13%	14	11%	12
Black	2004	118	16.7	61%	72	49%	58	39%	46	3%	3	36%	43	19%	23	16%	19	30%	35
Black	2005	94	18.1	70%	66	57%	54	53%	50	9%	8	37%	35	28%	26	17%	16	32%	30
Black	2006	105	18.5	56%	59	43%	45	36%	38	5%	5	31%	33	18%	19	10%	11	25%	26
Black	2007	124	18.0	65%	80	52%	65	40%	49	7%	9	30%	37	24%	30				
Black	2008	155	18.7	57%	88	42%	65	31%	48	6%	10								
Black	2009	179	18.8	60%	108	42%	75												
Black	2010	226	18.4	58%	130														
Hisp	2002	9	17.9	89%	8	78%	7	67%	6	11%	1	67%	6	33%	3	22%	2	56%	5
Hisp	2003	15	18.5	73%	11	47%	7	40%	6	0%	0	33%	5	7%	1	20%	3	13%	2
Hisp	2004	24	20.5	50%	12	46%	11	42%	10	4%	1	29%	7	17%	4	13%	3	17%	4
Hisp	2005	19	19.0	89%	17	79%	15	53%	10	5%	1	42%	8	21%	4	21%	4	32%	6
Hisp	2006	28	20.9	61%	17	64%	18	54%	15	21%	6	21%	6	25%	7	18%	5	36%	10
Hisp	2007	26	20.8	46%	12	35%	9	35%	9	12%	3	19%	5	19%	5				
Hisp	2008	40	20.8	70%	28	53%	21	50%	20	15%	6								
Hisp	2009	34	20.5	74%	25	62%	21												
Hisp	2010	49	20.8	71%	35														
NR	2002	27	19.0	70%	19	48%	13	52%	14	19%	5	33%	9	37%	10	15%	4	48%	13
NR	2003	29	20.0	55%	16	59%	17	45%	13	3%	1	34%	10	28%	8	7%	2	31%	9

Cohort Type	Cohort Year	Head Count	Average ACT	Retention Rates				Cumulative Retention and Graduation Rates											
				% Continued to 2nd Fall	n Continued to 2nd Fall	% Continued to 3rd Fall	n Continued to 3rd Fall	% Continued to 4th Fall	n Continued to 4th Fall	% Graduated in 4 Years	n Graduated in 4 Years	% Continued to 5th Fall	n Continued to 5th Fall	% Graduated in 5 Years	n Graduated in 5 Years	% Continued to 6th Fall	n Continued to 6th Fall	% Graduated in 6 Years	n Graduated in 6 Years
N R	2004	9	26.0	78%	7	78%	7	67%	6	22%	2	44%	4	44%	4	0%	0	44%	4
N R	2005	11	15.0	73%	8	73%	8	45%	5	27%	3	27%	3	36%	4	18%	2	45%	5
N R	2006	7	16.0	86%	6	71%	5	71%	5	14%	1	43%	3	29%	2	14%	1	43%	3
N R	2007	16	16.7	81%	13	63%	10	44%	7	25%	4	25%	4	44%	7				
N R	2008	12	19.5	92%	11	92%	11	75%	9	17%	2								
N R	2009	13	20.0	77%	10	62%	8												
N R	2010	14	19.0	71%	10														
N H P	2010	2	23.5	0%	0														
U	2002																		
U	2003																		
U	2004																		
U	2005	33	21.0	64%	21	58%	19	42%	14	15%	5	33%	11	30%	10	9%	3	33%	11
U	2006	68	21.1	60%	41	44%	30	34%	23	12%	8	26%	18	22%	15	10%	7	26%	18
U	2007	82	21.4	59%	48	52%	43	45%	37	15%	12	32%	26	28%	23				
U	2008	89	21.3	58%	52	48%	43	44%	39	11%	10								
U	2009	102	21.4	60%	61	48%	49												
U	2010	106	21.3	66%	70														
2+	2010	23	20.0	43%	10														
White	2002	1,656	20.2	66%	1099	52%	864	47%	778	10%	170	34%	567	25%	422	18%	294	34%	557
White	2003	1,743	20.5	65%	1131	53%	916	48%	834	8%	148	36%	636	23%	408	20%	348	33%	577
White	2004	1,673	20.6	69%	1147	56%	933	49%	824	8%	141	37%	612	27%	444	16%	275	34%	577
White	2005	1,561	21.0	74%	1,156	58%	898	51%	798	11%	168	38%	591	30%	473	17%	260	37%	585
White	2006	1,604	21.4	70%	1115	57%	918	51%	820	13%	204	36%	572	31%	494	16%	262	38%	611
White	2007	1,585	21.6	68%	1075	56%	895	52%	828	14%	222	35%	550	32%	501				
White	2008	1,650	21.8	68%	1127	56%	920	49%	809	13%	221								
White	2009	1,811	21.8	70%	1260	57%	1034												
White	2010	1,765	21.8	68%	1194														

Legend

A I=American Indian

Hisp=Hispanic

N R=Non-Resident Alien

NHP=Native Hawaiian or Pacific Islander

U=Unknown

2+=Two or More Races

Retention and Graduation Rates by Race

Cohort Type	Cohort Year	Head Count	Average ACT	Retention Rates				Cumulative Retention and Graduation Rates											
				% Continued to 2nd Fall	n Continued to 2nd Fall	% Continued to 3rd Fall	n Continued to 3rd Fall	% Continued to 4th Fall	n Continued to 4th Fall	% Graduated in 4 Years	n Graduated in 4 Years	% Continued to 5th Fall	n Continued to 5th Fall	% Graduated in 5 Years	n Graduated in 5 Years	% Continued to 6th Fall	n Continued to 6th Fall	% Graduated in 6 Years	n Graduated in 6 Years
AI	2002	6	18.6	50%	3	33%	2	17%	1	0%	0	17%	1	0%	0	17%	1	0%	0
AI	2003	5	18.2	60%	3	60%	3	60%	3	20%	1	40%	2	60%	3	0%	0	60%	3
AI	2004	6	20.6	83%	5	67%	4	67%	4	17%	1	50%	3	33%	2	33%	2	67%	4
AI	2005	3	23.3	100%	3	33%	1	33%	1	0%	0	33%	1	0%	0	33%	1	0%	0
AI	2006	6	21.2	67%	4	67%	4	50%	3	0%	0	50%	3	17%	1	33%	2	50%	3
AI	2007	3	18.3	33%	1	33%	1	33%	1	33%	1	0%	0	33%	1				
AI	2008	4	20.8	25%	1	25%	1	25%	1	0%	0								
AI	2009	2	23.0	50%	1	50%	1												
AI	2010	6	19.7	50%	3	0%													
Asian	2002	16	19.0	75%	12	44%	7	44%	7	13%	2	31%	5	25%	4	13%	2	25%	4
Asian	2003	18	19.0	78%	14	56%	10	44%	8	22%	4	17%	3	22%	4	11%	2	28%	5
Asian	2004	18	20.8	61%	11	56%	10	56%	10	17%	3	39%	7	28%	5	28%	5	33%	6
Asian	2005	11	19.6	91%	10	82%	9	73%	8	0%	0	55%	6	36%	4	18%	2	36%	4
Asian	2006	21	20.8	86%	18	81%	17	71%	15	29%	6	33%	7	43%	9	24%	5	48%	10
Asian	2007	20	22.3	75%	15	65%	13	50%	10	10%	2	35%	7	30%	6				
Asian	2008	13	21.0	77%	10	77%	10	69%	9	23%	3								
Asian	2009	18	22.5	89%	16	78%	14												
Asian	2010	20	20.2	70%	14														
Black	2002	135	17.1	54%	73	35%	47	31%	42	5%	7	21%	28	11%	15	11%	15	13%	18
Black	2003	109	16.7	50%	54	33%	36	26%	28	1%	1	22%	24	6%	6	13%	14	11%	12
Black	2004	118	16.7	61%	72	49%	58	39%	46	3%	3	36%	43	19%	23	16%	19	30%	35
Black	2005	94	18.1	70%	66	57%	54	53%	50	9%	8	37%	35	28%	26	17%	16	32%	30
Black	2006	105	18.5	56%	59	43%	45	36%	38	5%	5	31%	33	18%	19	10%	11	25%	26
Black	2007	124	18.0	65%	80	52%	65	40%	49	7%	9	30%	37	24%	30				
Black	2008	155	18.7	57%	88	42%	65	31%	48	6%	10								
Black	2009	179	18.8	60%	108	42%	75												
Black	2010	226	18.4	58%	130														
Hisp	2002	9	17.9	89%	8	78%	7	67%	6	11%	1	67%	6	33%	3	22%	2	56%	5
Hisp	2003	15	18.5	73%	11	47%	7	40%	6	0%	0	33%	5	7%	1	20%	3	13%	2
Hisp	2004	24	20.5	50%	12	46%	11	42%	10	4%	1	29%	7	17%	4	13%	3	17%	4
Hisp	2005	19	19.0	89%	17	79%	15	53%	10	5%	1	42%	8	21%	4	21%	4	32%	6
Hisp	2006	28	20.9	61%	17	64%	18	54%	15	21%	6	21%	6	25%	7	18%	5	36%	10
Hisp	2007	26	20.8	46%	12	35%	9	35%	9	12%	3	19%	5	19%	5				
Hisp	2008	40	20.8	70%	28	53%	21	50%	20	15%	6								
Hisp	2009	34	20.5	74%	25	62%	21												
Hisp	2010	49	20.8	71%	35														
NR	2002	27	19.0	70%	19	48%	13	52%	14	19%	5	33%	9	37%	10	15%	4	48%	13
NR	2003	29	20.0	55%	16	59%	17	45%	13	3%	1	34%	10	28%	8	7%	2	31%	9

Cohort Type	Cohort Year	Head Count	Average ACT	Retention Rates				Cumulative Retention and Graduation Rates											
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N R	2004	9	26.0	78%	7	78%	7	67%	6	22%	2	44%	4	44%	4	0%	0	44%	4
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U	2006	68	21.1	60%	41	44%	30	34%	23	12%	8	26%	18	22%	15	10%	7	26%	18
U	2007	82	21.4	59%	48	52%	43	45%	37	15%	12	32%	26	28%	23				
U	2008	89	21.3	58%	52	48%	43	44%	39	11%	10								
U	2009	102	21.4	60%	61	48%	49												
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White	2002	1,656	20.2	66%	1099	52%	864	47%	778	10%	170	34%	567	25%	422	18%	294	34%	557
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White	2009	1,811	21.8	70%	1260	57%	1034												
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2+=Two or More Races

Graduation Rates- First-Time, Full-Time Students

	Fall 2002 Cohort As of Aug 2008			Fall 2003 Cohort As of Aug 2009			Fall 2004 Cohort As of Aug 2010			Fall 2005 Cohort As of Aug 2012			Fall 2006 Cohort As of Aug 2012			Preliminary Fall 2007 Cohort As of Aug 2012			Preliminary Fall 2008 Cohort As of Aug 2012		
	N	Grads	Grad Rate	N	Grads	Grad Rate	N	Grads	Grad Rate	N	Grads	Grad Rate	N	Grads	Grad Rate	N	Grads	Grad Rate	N	Grads	Grad Rate
Bachelor Degree Seeking Students																					
4 Year Rate	1,846	185	10.0%	1,914	155	8.1%	1,846	151	8.2%	1,731	185	10.7%	1,837	230	12.5%	1,855	253	13.6%	1,963	252	12.8%
5 Year Rate	1,846	454	24.6%	1,914	430	22.5%	1,846	482	26.1%	1,731	521	30.1%	1,837	547	29.8%	1,855	573	30.9%			
6 Year Rate	1,846	597	32.3%	1,914	608	31.8%	1,846	630	34.1%	1,731	641	37.0%	1,837	681	37.1%						
8 Year Rate	As of Aug 2010			As of Aug 2011			As of Aug 2012														
	1,846	702	38.0%	1,914	703	36.7%	1,846	720	39%												

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Notes:

- Information in this report is based on the standard cohort of entering students defined by the US Department of Education. This cohort is very traditional in that it includes full-time, degree-seeking undergraduates who enroll for the first time in the fall semester. Transfer and part-time students are excluded. Students who start college in a semester other than fall are excluded. Two specific groups of students who are not actually "first-time" are included in the cohort: students who took college courses while still in high school and students who took college courses during the summer semester directly before the fall semester being reported.
- Typical graduation rates are based on 150% of normal time to graduate; Bachelors' degrees, 150% of time is 6 years. For 200% of normal time to graduate, a Bachelor degree time frame is 8 years.
- Students who obtained two or more baccalaureate degrees within the time frame of this report are counted only once and only with the highest degree.
- Accepted exclusions by the US Department of Education (deceased students) have been deducted from the original cohort.
- Data within this report is considered preliminary. The six year graduation rate for the Fall 2005 cohort and the eight year graduation rate for the fall 2003 cohort will be reported to IPEDS in April 2012.

1. Percentage of students who are eligible for Pell grant aid over past 5 years.

Based on IPEDS Part B item 02 for Group 1 (All Undergrad Cohort):

2011-12	35%	(4543/12993)
2010-11	34%	(4594/13486)
2009-10	28%	(3661/13179)
2008-09	22%	(2918/13003)
2007-08	25%	(477/1897) *IPEDS only asked about Full Time First Time Cohort

2. Number/percentage of students who received financial aid over past 5 years.

Based on Financial Aid Overview in FinAid Dashboard:

2012-13	85%	*Incomplete year, will go up when summer aid is disbursed
2011-12	88%	
2010-11	87%	
2009-10	85%	

3. Number/percentage of students who received need-based aid over the past 5 years.

Based on Common Data Set (CDS) reports: $(FT_H2_d + PT_H2_d) / (FT_H2_a + PT_H2_a)$

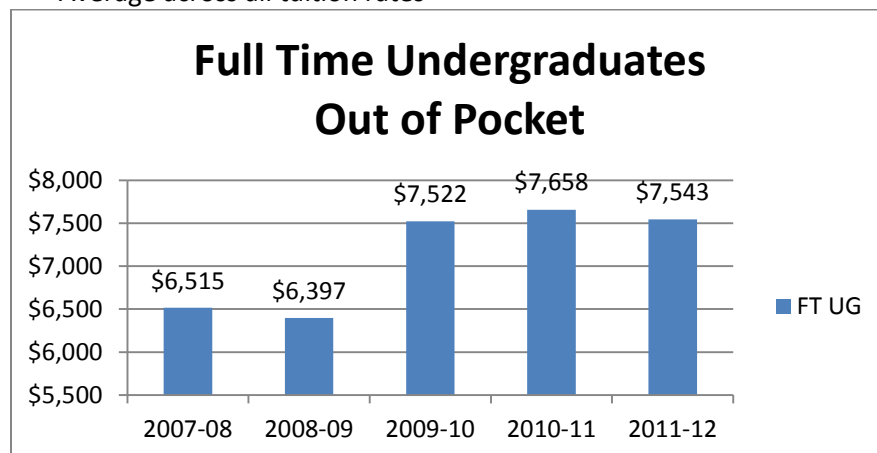
2011-12	62%	(6418+1363) / (9944+2555)
2010-11	62%	(6465+1435) / (10004+2655)
2009-10	57%	(5851+1230) / (9930+2537)
2008-09	51%	(5044+1228) / (9472+2824)
2007-08	48%	(4637+1171) / (9312+2725)

4. Gap between financial aid awarded per student (average or mean) and the cost of tuition and fees.

We look at student's total cost to attend college, not just tuition & fees.

Based on extrapolating un-met need from Common Data Set (CDS) reports:

*Average across all tuition rates



Fall 2010 General Education Faculty By Rank

Statistics

Rank

N	Valid	776
	Missing	0

Rank

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TenuredTenureTrack	240	30.9	30.9	30.9
	FTInst	213	27.4	27.4	58.4
	PTInst	323	41.6	41.6	100.0
	Total	776	100.0	100.0	

Spring 2011 General Education Faculty by Rank

Statistics

Rank

N	Valid	640
	Missing	15

Rank

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TenureTenureTrack	217	33.1	33.9	33.9
	FTInst	196	29.9	30.6	64.5
	PTInst	227	34.7	35.5	100.0
	Total	640	97.7	100.0	
Missing	System	15	2.3		
Total		655	100.0		

Fall 2011 General Education Faculty By Rank

Statistics

Rank

N	Valid	742
	Missing	12

Rank

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TenuredTenureTrack	231	30.6	31.1	31.1
	FTInst	223	29.6	30.1	61.2
	PTInst	288	38.2	38.8	100.0
	Total	742	98.4	100.0	
Missing	System	12	1.6		
Total		754	100.0		

Spring 2012 General Education Faculty By Rank

Statistics

Rank

N	Valid	633
	Missing	17

Rank

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TenuredTenureTrack	209	32.2	33.0	33.0
	FTInst	203	31.2	32.1	65.1
	PTInst	221	34.0	34.9	100.0
	Total	633	97.4	100.0	
Missing	System	17	2.6		
Total		650	100.0		

Fall 2012 General Education Faculty By Rank

Statistics

Rank

N	Valid	711
	Missing	36

Rank

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TenuredTenureTrack	221	29.6	31.1	31.1
	FTInst	190	25.4	26.7	57.8
	PTInst	300	40.2	42.2	100.0
	Total	711	95.2	100.0	
Missing	System	36	4.8		
Total		747	100.0		

Spring 2013 General Education Faculty By Rank

Statistics

Rank

N	Valid	610
	Missing	54

Rank

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TenuredTenureTrack	206	31.0	33.8	33.8
	FTInst	174	26.2	28.5	62.3
	PTInst	230	34.6	37.7	100.0
	Total	610	91.9	100.0	
Missing	System	54	8.1		
Total		664	100.0		

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	Graduation Rates, Entering Cohort Fall 2005, by Admission Category and First Year Program Participation																		
2																			
3	Table 1: Number of Students Entering Cohort and Subcohort Categories																		
4		UNV 101 Only				LC Only				Both				Neither				Grand Total	
5		Subcohort N	4-Year Rate	5-Year Rate	6-Year Rate	Subcohort N	4-Year Rate	5-Year Rate	6-Year Rate	Subcohort N	4-Year Rate	5-Year Rate	6-Year Rate	Subcohort N	4-Year Rate	5-Year Rate	6-Year Rate		
6	A	157	16	63	74	86	25	41	48	243	23	86	110	429	86	177	200		915
7	B	5	2	2	2	2		1	1	4	1	1	1	3		0	0		14
8	C1	97	6	15	22	17	1	5	6	161	10	33	49	90	5	28	33		365
9	C2	111	1	11	18	6		1	3	117	5	31	39	48	1	9	14		282
10	C3	57	0	7	7	0		0	0	42	1	3	6	19	1	1	2		118
11	D	7	0	1	1	5		0	0	15	1	3	3	11		2	2		38
12	Grand Total	434	25	99	124	116	26	48	58	582	41	157	208	600	93	217	251		1732
13																			
14																			
15	Table 2: Graduation Rate Percentages Based on Figures in Table 1																		
16		UNV 101 Only				LC Only				Both				Neither				Grand Total	
17		Subcohort N	4-Year Rate	5-Year Rate	6-Year Rate	Subcohort N	4-Year Rate	5-Year Rate	6-Year Rate	Subcohort N	4-Year Rate	5-Year Rate	6-Year Rate	Subcohort N	4-Year Rate	5-Year Rate	6-Year Rate		
18	A	157	10.2%	40.1%	47.1%	86	29.1%	47.7%	55.8%	243	9.5%	35.4%	45.3%	429	20.0%	41.3%	46.6%		52.8%
19	B	5	40.0%	40.0%	40.0%	2	0.0%	50.0%	50.0%	4	25.0%	25.0%	25.0%	3	0.0%	0.0%	0.0%		0.8%
20	C1	97	6.2%	15.5%	22.7%	17	5.9%	29.4%	35.3%	161	6.2%	20.5%	30.4%	90	5.6%	31.1%	36.7%		21.1%
21	C2	111	0.9%	9.9%	16.2%	6	0.0%	16.7%	50.0%	117	4.3%	26.5%	33.3%	48	2.1%	18.8%	29.2%		16.3%
22	C3	57	0.0%	12.3%	12.3%	0	0.0%	0.0%	0.0%	42	2.4%	7.1%	14.3%	19	5.3%	5.3%	10.5%		6.8%
23	D	7	0.0%	14.3%	14.3%	5	0.0%	0.0%	0.0%	15	6.7%	20.0%	20.0%	11	0.0%	18.2%	18.2%		2.2%
24	Grand Total	434	5.8%	22.8%	28.6%	116	22.4%	41.4%	50.0%	582	7.0%	27.0%	35.7%	600	15.5%	36.2%	41.8%		1732
25																			
26																			
27	Notes:																		
28	1. This report is based on enrollment as reported to the Kentucky Council on Postsecondary Education. Each semester's enrollment is based on a census date, which is the last day to add a class (the eighth calendar day of the semester).																		
29																			
30																			
31	2. Information in this report is based on the standard cohort of entering students defined by the US Department of Education. This cohort is very traditional in that it includes full-time, degree-seeking undergraduates who enroll for the first time in the fall semester. Transfer and part-time students are excluded. Students who start college in a semester other than fall are excluded. Two specific groups of students who are not actually "first-time" are included in the cohort: students who took college courses while still in high school and students who took college courses during the summer semester directly before the fall semester being reported.																		
32																			
33																			
34																			
35	3. Admission Category Descriptions:																		
36	Group A: Regular admits with no deficiencies.																		
37	Group B: Regulars admit with a low composite (below 20).																		
38	Group C1: Student has one key (english, math, or reading) deficiency (low test score or PCC).																		
39	Group C2: Student has two key (english, math, or reading) deficiencies (low test score or PCC).																		
40	Group C3: Student has three key (english, math, or reading) deficiencies (low test score or PCC).																		
41	Group D: Student has one or more non-key deficiencies (history, science, foreign language, etc.) or a CPE defined deficiency.																		
42																			



The BCSSE 2011 - NSSE 2012 Combined report for NKU



The BCSSE- NSSE combined report allows us to examine incoming freshmen's perceptions concerning their upcoming year of college and then compare these results with what students actually reported near the end of that first year. With the BCSSE students chronicle the extent to which they have engaged in academic and recreational behaviors in high school, and the extent they expect to engage in these behaviors in their first year of college. Then the NSSE reports how often students said they actually did engage in these activities or behaviors. This report compares the group of incoming freshman who took the BCSSE during their orientation in 2011 to the freshman students who participated in the NSSE in the spring of 2012. The value of this data is in exploring the gaps between the expectations of incoming students and the reality of what they report at the end of their freshman year. By gaining a better understanding of what perceptions students have of their first year experience, we can begin to explore why these expectations may be unmet. This may allow us to take advantage of further opportunities to engage these students during their freshman year at NKU.

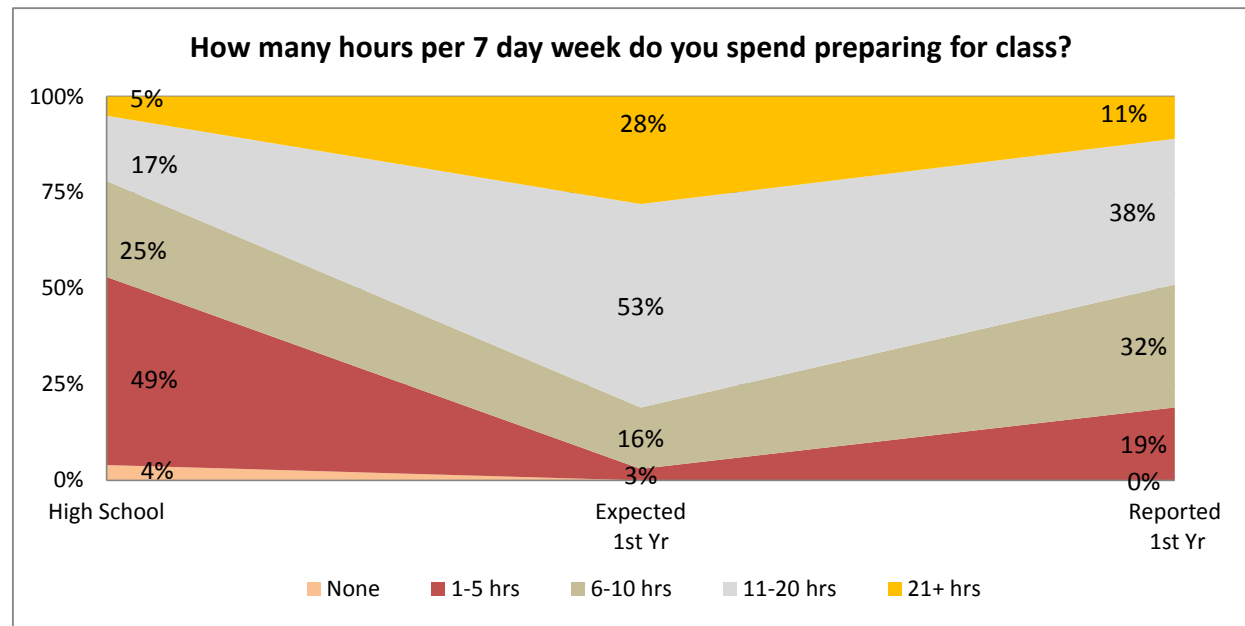
The graphs below are stacked area charts that allow you to examine the trends for percentage increase or decrease that each value (amount of time spent on this activity) contributes over time to that behavior or activity. Each vertical column adds up to 100% and shows the percentage of students within each level of the hours spent category. This report is not an complete summary of this data, but highlights some of the key elements.

Preparing for Class:

How many hours per 7 day week do you spend preparing for class? (studying, rehearsing, etc.)

	High School	Expected 1st Yr	Reported 1st Yr
None	4%	0%	0%
1-5 hrs	49%	3%	19%
6-10 hrs	25%	16%	32%
11-20 hrs	17%	53%	38%
21+ hrs	5%	28%	11%
	BCSSE		NSSE

* The % is the percentage of students responding with that answer



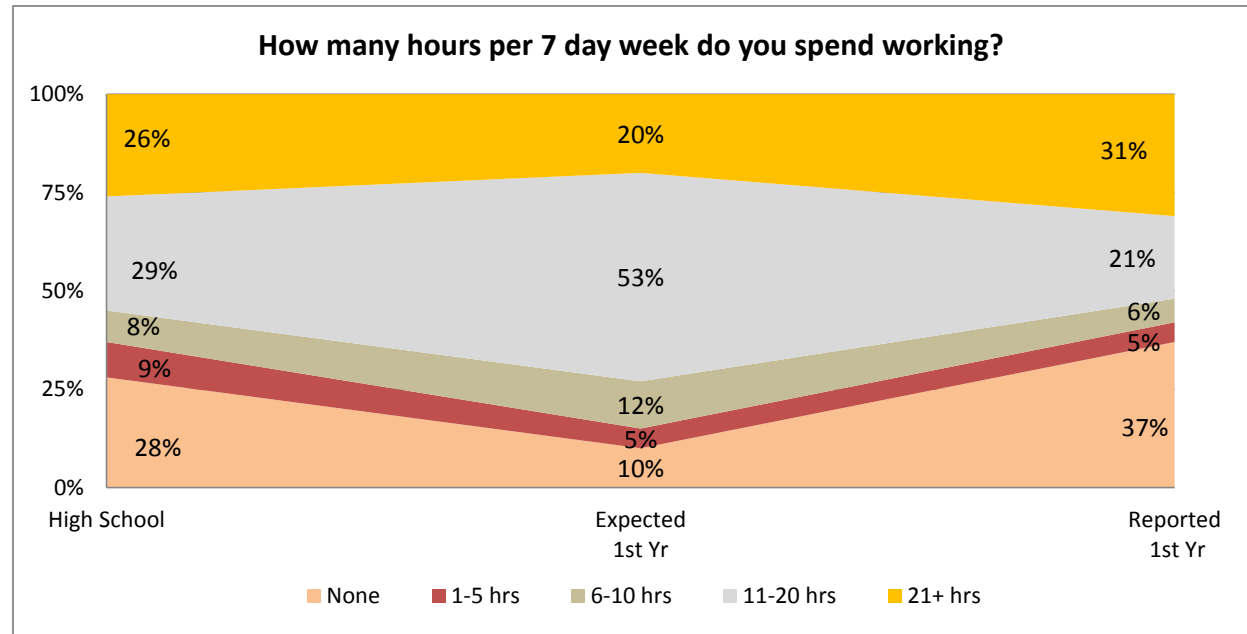
The previous table and chart show that incoming students in academic year 2011 devoted more time to studying than they did in high school, but did not study as much as they expected they would. Only 22% of incoming freshman spent more than 10 hours a week during high school preparing for class. However, 81% of these students expected to spend more than 10 hours a week preparing for class during their first year, and 28% of these students anticipated spending more than 20 hours a week preparing for class. At the end of the first year only 49% of students spent more than 10 hours a week preparing for class and only 11% spent more than 20 hours per week in preparation. So while students did study more during their first year than they did during their last year of high school, they did not study as much as they expected to. Another questions is whether or not they allocated enough time studying to achieve academic success. While students may have overestimated the amount of time they would study, whether this was still a sufficient amount of preparation still needs to be explored.

Working for Pay:

How many hours per 7 day week do you spend working? (Off Campus while at NKU)

	High School	Expected 1st Yr	Reported 1st Yr
None	28%	10%	37%
1-5 hrs	9%	5%	5%
6-10 hrs	8%	12%	6%
11-20 hrs	29%	53%	21%
21+ hrs	26%	20%	31%
	BCSSE		NSSE

* 91% of NSSE freshmen said they did not work On Campus

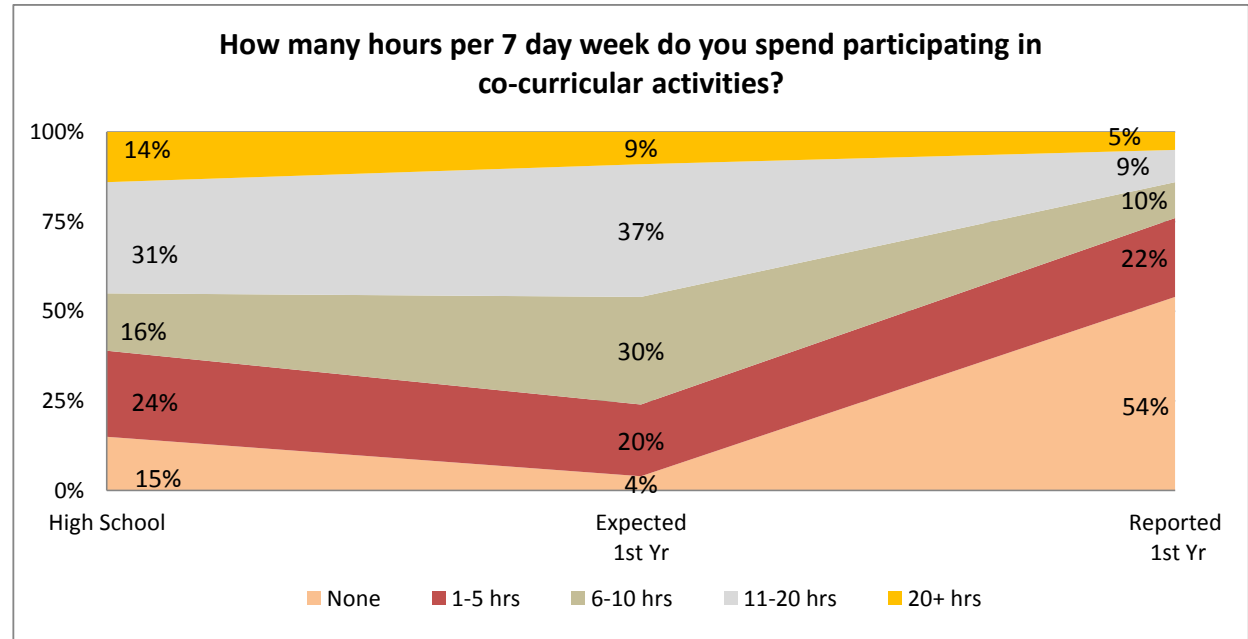


Some students seemed to have overestimated the number of hours they would work, while other students did not expect to work as much as they did. In high school 28% of students did not work at all, and only 10% of students expected to not work during their first year. However, 37% of freshman in 2012 reported that they did not work at all. There were similar results for students working over twenty hours per week. In 2012, 52% of freshman reported working over 20 hours per week, which is very similar to what incoming freshman reported working in high school, but it is higher than these incoming freshman expected to work. The 2012 NSSE results also showed that NKU freshman work significantly more hours than freshman at our peer universities (t (3,075) = 16.5 p<.001, d = .69).

Participating in Co-curricular Activities:

How many hours per 7 day week do you spend participating in co-curriculars?

	High School	Expected 1st Yr	Reported 1st Yr
None	15%	4%	54%
1-5 hrs	24%	20%	22%
6-10 hrs	16%	30%	10%
11-20 hrs	31%	37%	9%
20+ hrs	14%	9%	5%
	BCSSE		NSSE



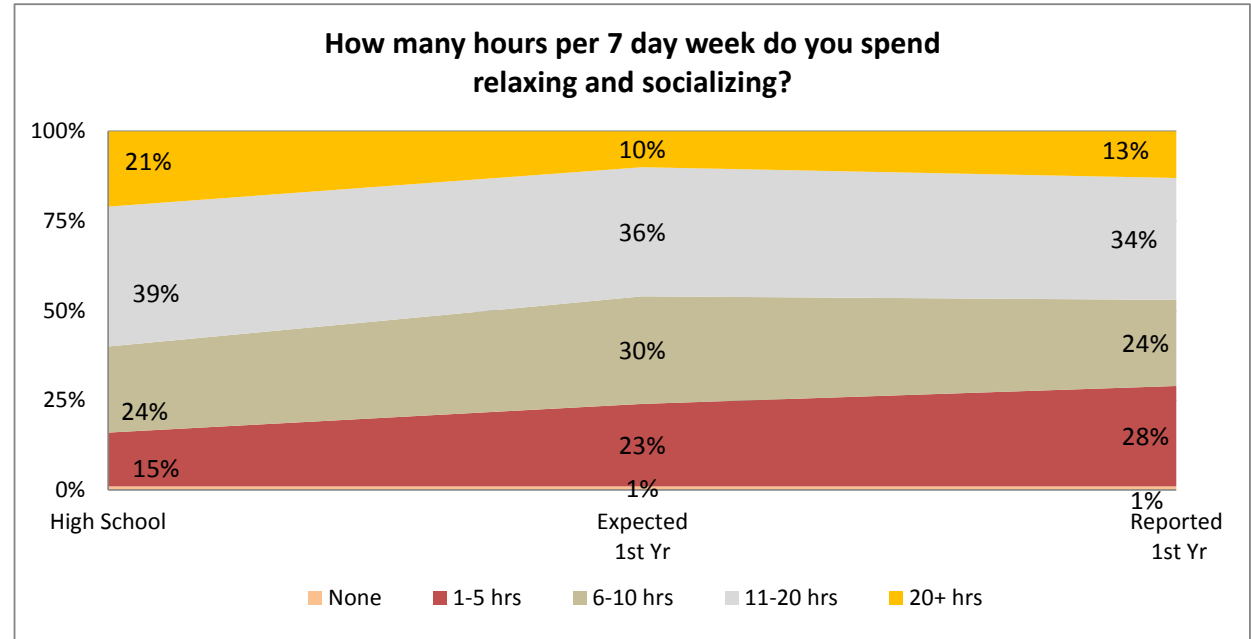
In 2011, incoming freshman expected to be more involved in co-curricular activities than they had been in high school. During high school 15% of incoming students did not participate in any co-curricular activities, but only 4% of students did not expect to be engaged in co-curriculars during their first year. Surprisingly, 54% of the freshman surveyed at the end of their first year did not participate in any co-curricular activities. That is a rather large disparity between how involved students were in high school, how involved they expected to be, and how involved they actually reported being.

Relaxing and Socializing:

Incoming freshman anticipated spending less time relaxing and socializing than they did in high school. During high school 60% of incoming freshman spent more than 10 hours a week socializing, and 21% of them spent over twenty hours a week. These same students expected to spend less time socializing during their first year at NKU with 46% expecting to spend more than ten hours a week relaxing, and only 10% expecting to spend more than twenty hours a week. It appears that students had realistic expectations about the amount of time they would allocate to relaxing and socializing during their first year at NKU.

How many hours per 7 day week do you spend relaxing and socializing?

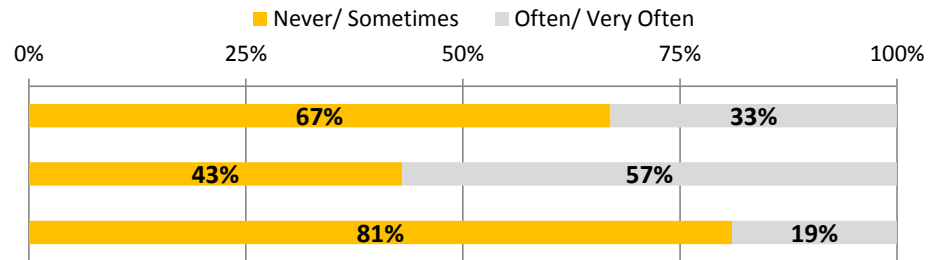
	High School	Expected 1st Yr	Reported 1st Yr
None	1%	1%	1%
1-5 hrs	15%	23%	28%
6-10 hrs	24%	30%	24%
11-20 hrs	39%	36%	34%
20+ hrs	21%	10%	13%
	BCSSE		NSSE



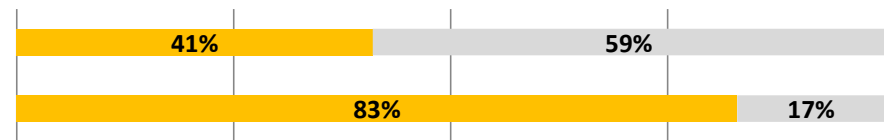
Student Faculty Interaction:

The tables and graphs below show incoming students' perceptions concerning the types of relationships they will have and the frequency of their interactions with faculty members.

Discuss ideas from your readings with teachers or faculty members outside of class		Never/ Sometimes	Often/ Very Often
BCSSE	High School	67%	33%
	Expected 1st Year	43%	57%
NSSE	Reported 1st Year	81%	19%



Work with faculty members on activities other than coursework (committees, student life activities, etc)		Never/ Sometimes	Often/ Very Often
BCSSE	Expected 1st Year	41%	59%
NSSE	Reported 1st Year	83%	17%

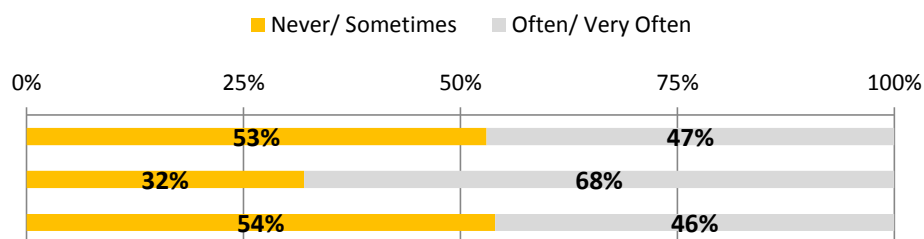


Coming into their first year during 2012 the majority of incoming freshman anticipated frequently discussing ideas with their faculty instructors outside of class and also frequently working with or beside faculty members on things other than coursework. Over half (54%) of the students thought that they would frequently discuss their readings with faculty members outside of class, but students reported doing this at a lower rate than they even did in high school (19% at NKU compared to 33% in high school). Incoming students also reported fewer instances of working with faculty members outside of class than they had anticipated (17% reported that they frequently did this versus the 59% who expected to frequently do this). These types of interactions are usually initiated by the students, and the gaps between expectations and the reported behaviors may be due to having fewer opportunities to engage in these types of behaviors than they expected, or it could be related to students not initiating these types of interactions to the extent they anticipated they would.

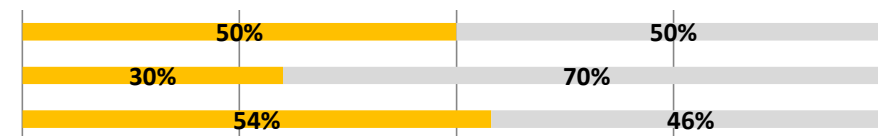
Diversity and Perspective:

As NKU pushes to expand on the heterogeneous nature of the demographics of the student body, the tables and charts from the 2011 BCSSE and 2012 NSSE freshman would seem to indicate that students come to NKU with the expectation of experiencing diversity and engaging with students who are very different than themselves.

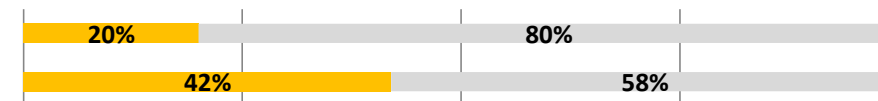
Have serious conversations with students of a different race or ethnicity than your own		Never/ Sometimes	Often/ Very Often
BCSSE	High School	53%	47%
	Expected 1st Year	32%	68%
NSSE	Reported 1st Year	54%	46%



Have serious conversations with students who are very different than you in terms of religious beliefs, political opinions, or values.		Never/ Sometimes	Often/ Very Often
BCSSE	High School	50%	50%
	Expected 1st Year	30%	70%
NSSE	Reported 1st Year	54%	46%



Try to better understand someone else's views by imagining how an issue looks from his or her perspective.		Never/ Sometimes	Often/ Very Often
BCSSE	Expected 1st Year	20%	80%
NSSE	Reported 1st Year	42%	58%



Students reported an increased expectation of engaging other students with different backgrounds or beliefs than their own (racial, cultural, religious, etc.) once they got to NKU. Students also reported an awareness and interest in exploring perspectives other than their own. However, students did not engage in these behaviors much more frequently than when they were in high school. The reality of what they reported appears to fall short of the expectations that they had of their first year at NKU.



Beginning College Survey of Student Engagement (BCSSE) at NKU in 2011



Beginning College Survey
of Student Engagement

The Beginning College Survey of Student Engagement (BCSSE) was designed as a companion to the National Survey of Student Engagement (NSSE). Here at NKU this paper-based survey is administered to incoming freshmen during their on-campus orientation.

The BCSSE asks new freshmen about their academic and co-curricular experiences in high school and their expectations for the first year of college. BCSSE results produce six scale scores for each student. Each measure is scored on a scale of 0 (minimum) to 10 (maximum).

High School Academic Engagement (HSE)

This score measures student's educationally purposeful behaviors during the last year of high school. It asks how much time they devoted to reading assignments, writing papers, participating in class discussions, working with other students, etc.

Expected Academic Engagement (EAE)

Expected Academic Engagement asks how much students anticipate continuing to engaging in these educationally relevant behaviors during the first year of college.

Expected Academic Perseverance (EAP)

This scores indicates the students' confidence that they will be able to still achieve academically in the face of typical first year challenges. It asks students about their ability to study when there are more interesting things to do, how likely are they to ask an instructor for help if they struggle with assignments, etc.

Expected Academic Difficulty (EAD)

This scores indicates how much academic difficulty students expect to have during the first year of college. It asks students to anticipate the difficulties with: managing their time, paying for college expenses, making new friends, interacting with faculty, etc.

Perceived Academic Preparation (PAP)

This score reflects Students' perception of their academic preparation. It asks students how prepared are they to think critically, analyze math problems, write effectively, learn effectively on their own, etc.

Importance of Campus Environment (ICE)

This score is the student-rated importance that the institution provides them a challenging and supportive environment. This scale asks about the importance of being academically challenged, receiving institutional support for both academic and non-academic responsibilities, the support to thrive socially, etc.

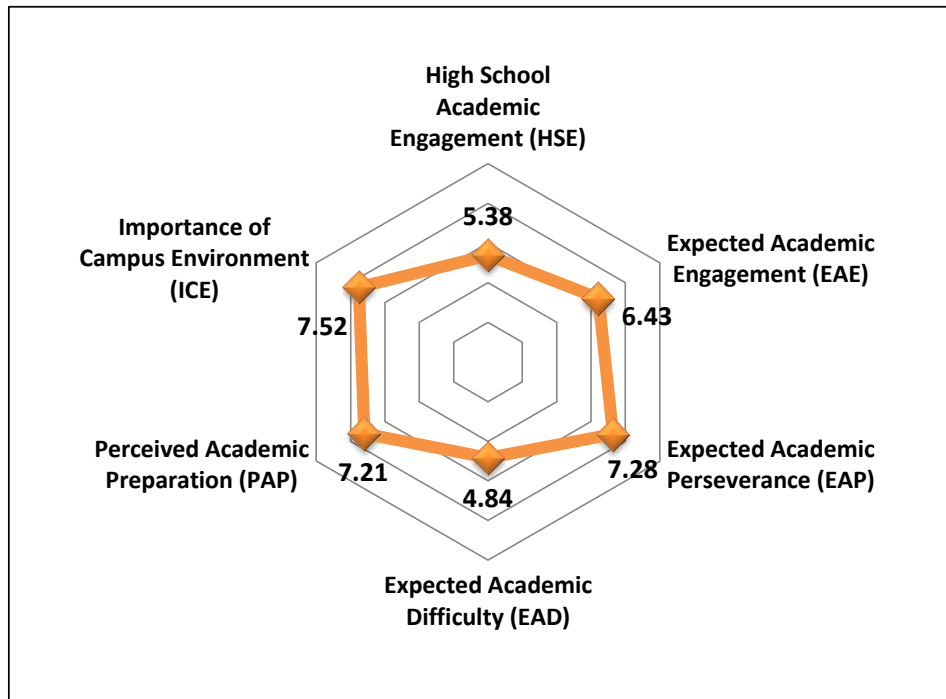
BCSSE 2011 Respondent Characteristics:

85% of incoming first time freshman took the BCSSE in 2011

54% of these freshman were First Generation (compared to 51% in 2009)

Only 56% of students found their high school to be academically challenging, with 53% of students reporting that most of their grades were B+ to A in high school.

Gender		Race		Type of High School		AP courses	
Male	44%	Caucasian	85%	Public	80%	Zero	53%
Female	56%	African American	8%	Private	19%	1 to 2	30%
		Other Race/ Ethnicity	7%	Other	1%	3 or more	17%

BCSSE 2011 Scale Means:

*Scale scores are expressed in 0 (minimum or center) to 10 (maximum or outer ring) point scales.

1

NKU new freshman expected to be more engaged academically during their first year (EAE, M = 6.43), than they were during their last year of high school (HSE, M = 5.38).

2

They also felt well prepared for college (PAP, M = 7.21) and they did not expect to have difficulty in staying focused academically during their first year (EAP, M = 7.28).

3

They found a challenging and supportive campus environment very important (ICE, M = 7.52).

4

There were no significant differences between first-generation freshman and non-first-generation students in any of the six areas.

5

However, there were significant gender differences in these first-time freshman. First Time Freshman Females reported higher engagement during their last year of high school ($t(1,962) = 6.28, p < .000, \text{Cohen's } d = .29$), and they expected to be more engaged during their first year at NKU ($t(1,961) = 4.59, p < .000, \text{Cohen's } d = .21$).

6

First time freshman females also felt more confident in their ability to persist in the face of academic difficulty during their first year at NKU ($t(1,962) = 5.59, p < .000, \text{Cohen's } d = .25$), and first time freshman females also rated a campus environment as more important than their male counterparts ($t(1,981) = 7.01, p < .000, \text{Cohen's } d = .32$), although both rated it very high.

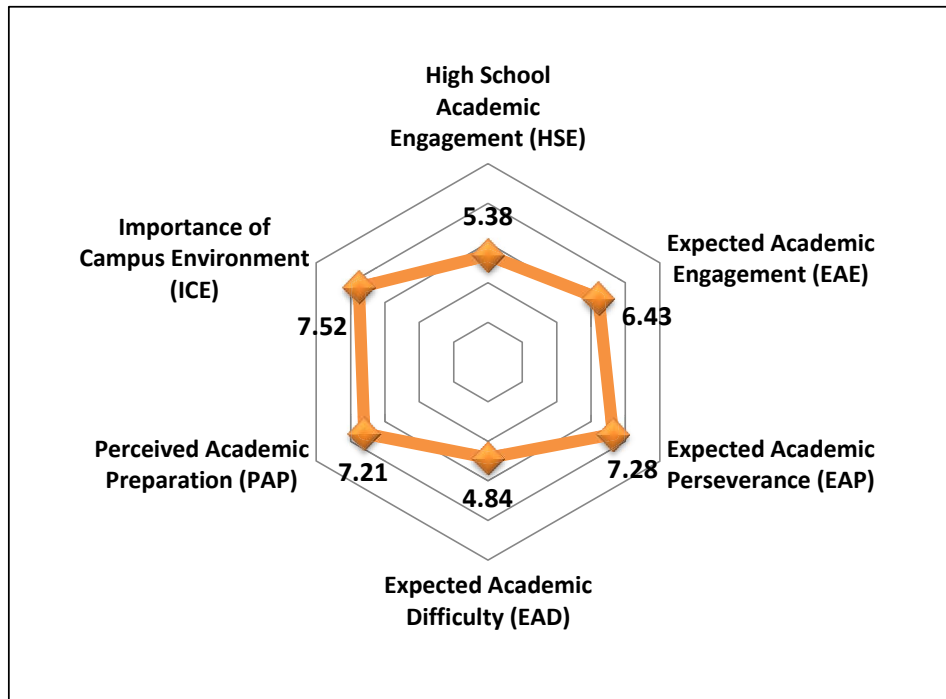
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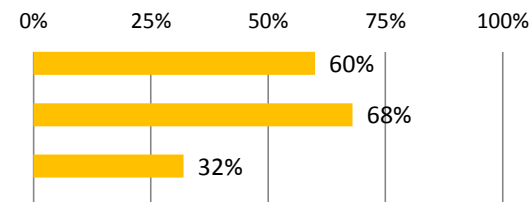
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High School Engagement (HSE) and Expected Academic engagement (EAE)

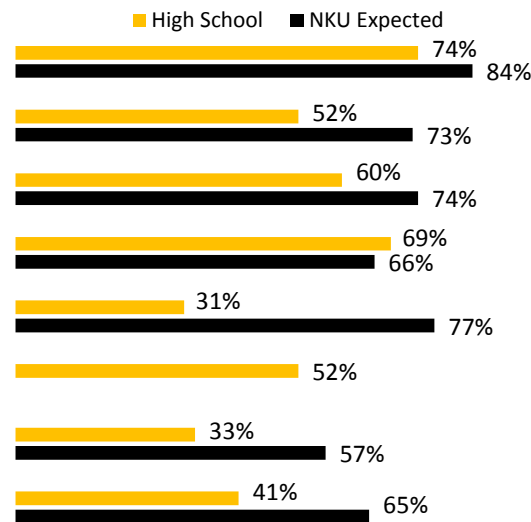
In 2011, most incoming NKU freshman (60%) reported being assigned substantial amounts of reading during their senior year of high school. A even larger number of incoming freshman (68%) reported writing a large number of papers that were 5 or fewer pages in length. NKU incoming freshman reported a much lower frequency (32%) of papers that were more than five pages in length.

During your <u>last year of high school</u> about how much reading and writing did you do?	% Quite a Bit or Very Much
Assigned reading (textbooks or other course materials)	60%
Writing short papers or reports (5 or fewer pages)	68%
Writing longer papers or reports (more than 5 pages)	32%



Despite being assigned what they considered to be a large amount of reading and writing during their senior years, NKU incoming freshman reported on average a little over 5 hours of studying per week. Now these same students expected to study about 15 hours during their first year at NKU or about three times as much as during their last year of high school. Previous NKU freshman cohorts have been shown to study about as much or a little less then they expected when surveyed at the end of their freshman year. **2009 BCSSE** students expected to study about 13 hrs per week during their first year.

During the <u>last year of high school/ coming school year</u> about how often did you/ do you expect to do each of the following? (% Very Often or Often)	High School	NKU Expected
Asked Questions in Class or contributed to Class discussions	74%	84%
Made a class presentation	52%	73%
Discussed grades or assignments with a teacher	60%	74%
Worked with classmates during class on assignments	69%	66%
Worked with classmates outside of class on assignments	31%	77%
Prepared two or more drafts of a paper or assignment	52%	
Discussed ideas from readings with teachers outside of class	33%	57%
Discussed ideas from your readings with others outside of class	41%	65%

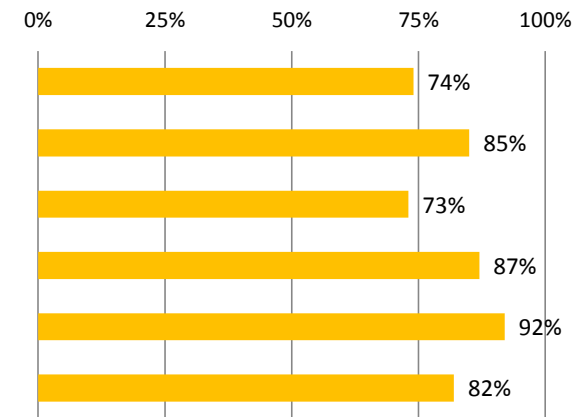


The above table allows one to examine the gaps between incoming students' high school experiences and their expectations about the first year of their NKU University Experience. In 2011 incoming NKU freshman expected to be more engaged or more involved in almost every aspect of this category. Incoming students felt that they would be more involved in the classroom, and more active with classmates or faculty outside of class. The NSSE can add another valuable piece of information by measuring these same students to see what they actually report having occurred during their first year.

Expected Academic Perseverance (EAP)

The Expected Academic Perseverance (EAP) score examines students' answers to questions about how certain they are they will stay focused academically during their first year of college and tune out the difficulties or distractions.

During the <u>coming school year</u> , how certain are you that you will do the following?	% Certain
Study when there are other interesting things to do	74%
Find additional information for assignments when you don't understand the material	85%
Participate regularly in course discussions, even when you don't feel like it	73%
Ask instructors for help when you struggle with course assignments	87%
Finish something you have started when you encounter challenges.	92%
Stay positive, even when you do poorly on a test assignment	82%



Incoming NKU freshman felt very confident in their ability to persevere in the face of difficulties during their first year. Incoming freshman felt the least certain of their ability to study if there are other things to do or to participate in class discussions if they did not feel like it (although 74% and 73% still reported that they would). Almost all students (92%) felt that they would finish something in spite of any obstacles they faced, and the vast majority of students (87%) reported that they would ask their professor for help when they struggled with course assignments.

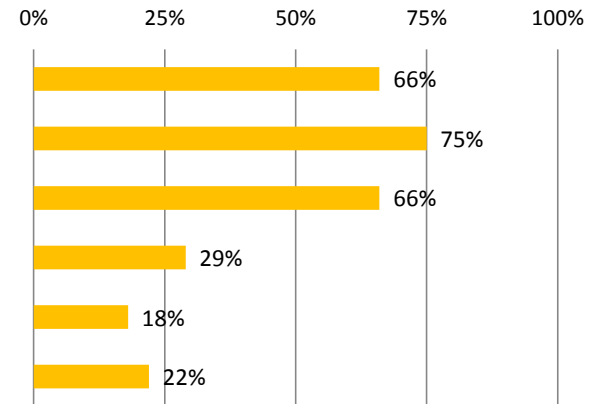
Expected Academic Difficulty (EAD)

The Expected Academic Difficulty (EAD) score shows how much trouble incoming freshman think they will have with six predictable challenges of first year students. These are: learning course materials, managing time, paying for college expenses, getting help with school work, making new friends, and interacting with faculty.

In 2011, incoming NKU freshman felt that they would have the most difficulty in managing their time (75%), learning the course material (66%), and paying for college expenses (66%). Incoming freshman felt the most confident (or thought they would have the least trouble with) making new friends (18%), and interacting with faculty (22%).

EAD scores

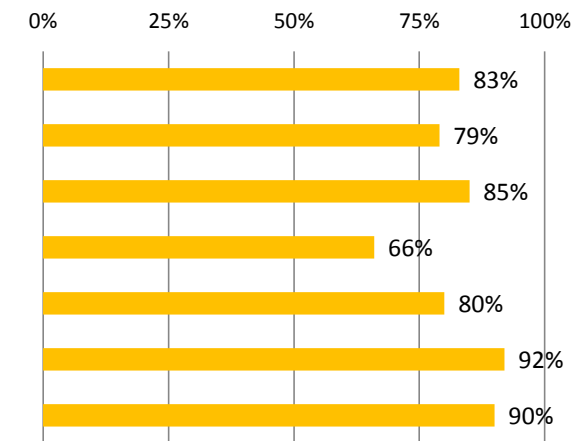
During the <u>coming school year</u> , how difficult do you expect the following to be?	% Difficult
Learning course material	66%
Managing your time	75%
Paying college expenses	66%
Getting help with school work	29%
Making new friends	18%
Interacting with faculty	22%



Perceived Academic Preparation (PAP)

The Perceived Academic Preparation (PAP) shows how new freshman rate their readiness for college-level work in seven key academic skills: writing, speaking, critical thinking, quantitative analysis, computing, teamwork, and independent learning.

How prepared are you to do the following in your academic work at this college?	% Prepared
Write clearly and effectively	83%
Speak clearly and effectively	79%
Think critically and analytically	85%
Analyze math or quantitative problems	66%
Use computing and information technology	80%
Work effectively with others	92%
Learn effectively on your own	90%

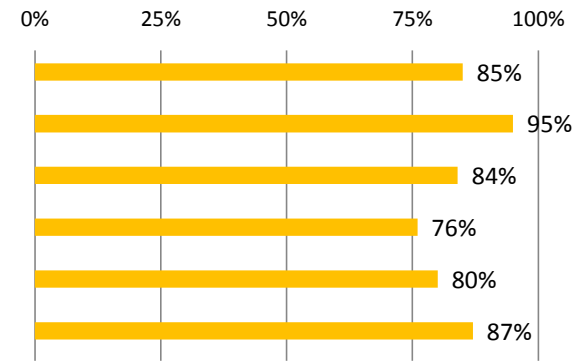


In 2011, incoming freshman felt very comfortable with their abilities in all seven skill areas, with a majority of students saying that they were prepared in each area. Incoming students felt the most comfortable with their ability to work effectively with others (92%), and they felt the least prepared to analyze math or quantitative problems with 34% reporting they felt unprepared to do this kind of work.

Importance of Campus Environment (ICE)

The Importance of Campus Environment (ICE) score shows how challenging and supportive incoming freshman expect their college environment to be. The ICE score is derived from six questions that are similar to items on the National Survey of Student Engagement (NSSE).

How important is it to you that your university provides each of the following?	% Important
A challenging academic experience	85%
Support to help succeed academically	95%
Opportunities to interact with students from different backgrounds	84%
Assistance coping with non-academic responsibilities (work, family, etc.)	76%
Support to help thrive socially	80%
Opportunities to attend campus events and activities	87%

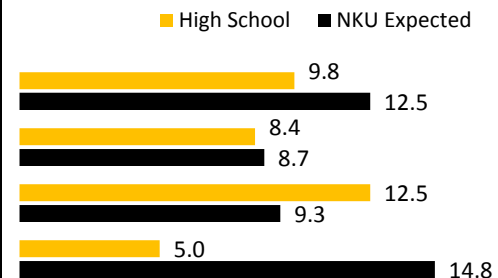


A large majority of NKU incoming freshman gave high importance ratings to each aspect of campus environment examined by the BCSSE. Not surprisingly, students felt the strongest about NKU's ability to provide them the support to succeed academically. However, 3 out of every 4 incoming freshman also feel that it is important for NKU to provide them assistance in handling other aspects of their life outside of their academic work.

High School Experiences, High School Involvement, and College Expectations

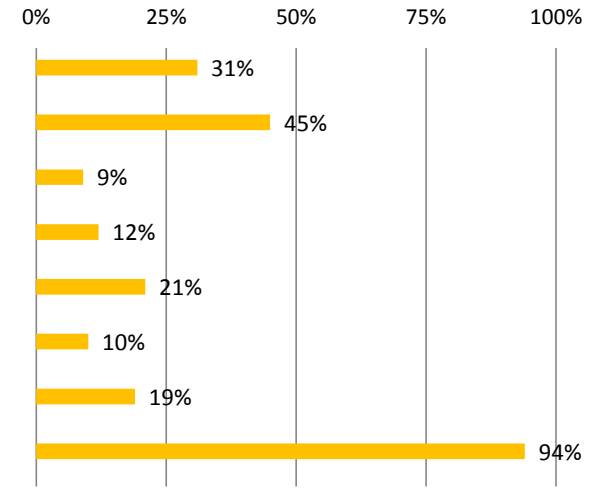
Beyond the six key benchmarks scores, the BCSSE collects additional information about students' high school experiences and expectations for college. Some of those results are summarized here.

During the <u>last year of high school/ coming school year</u> about how many hours did you spend/ do you plan to spend doing each of the following?	High School	NKU Expected
Working for Pay (before or after school, weekends)	9.8	12.5
Participating in co-curricular activities (arts, clubs, athletics, etc.)	8.4	8.7
Relaxing and socializing (watching TV, partying, etc.)	12.5	9.3
Studying (reading assignments, writing papers, practicing performances, etc.)	5.0	14.8



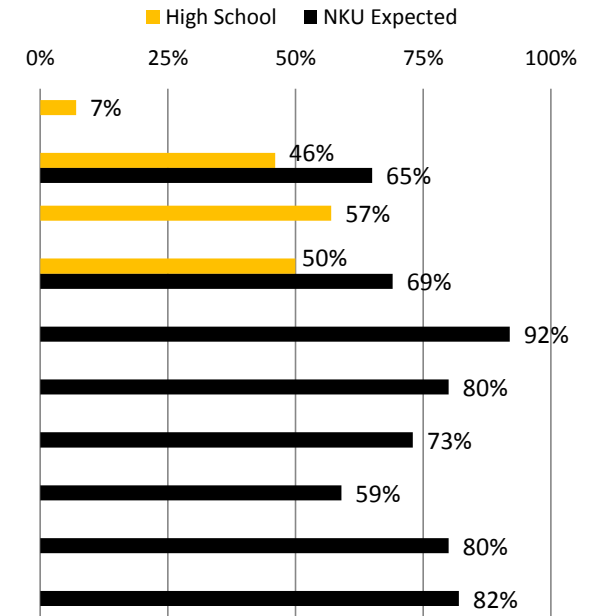
In 2011, incoming freshman anticipated spending slightly more time every week working and participating in co-curriculars as they did in high school. Students anticipated spending less time relaxing and socializing every week and as previously stated they also expected to spend about three times as much studying every week as compared to high school.

During your high school years, how involved were you in the following activities?	% Involved
Performing or visual arts programs (band, chorus, theater, art, etc.)	31%
Athletic teams (varsity, junior varsity, club sport, etc.)	45%
Student Government	9%
Publications (student newspaper, yearbook, etc.)	12%
Academic honor societies	21%
Vocational clubs (business, health, technology, etc.)	10%
Religious youth groups	19%
Students who were involved in some type of co-curricular activity in High School	94%



A very large number of students (94%) participated in some type of co-curricular activity in high school, with the highest number of students participating with athletic teams (45%) or in the performing and visual arts (31%). Below are some additional expectations of 2011's incoming freshman students.

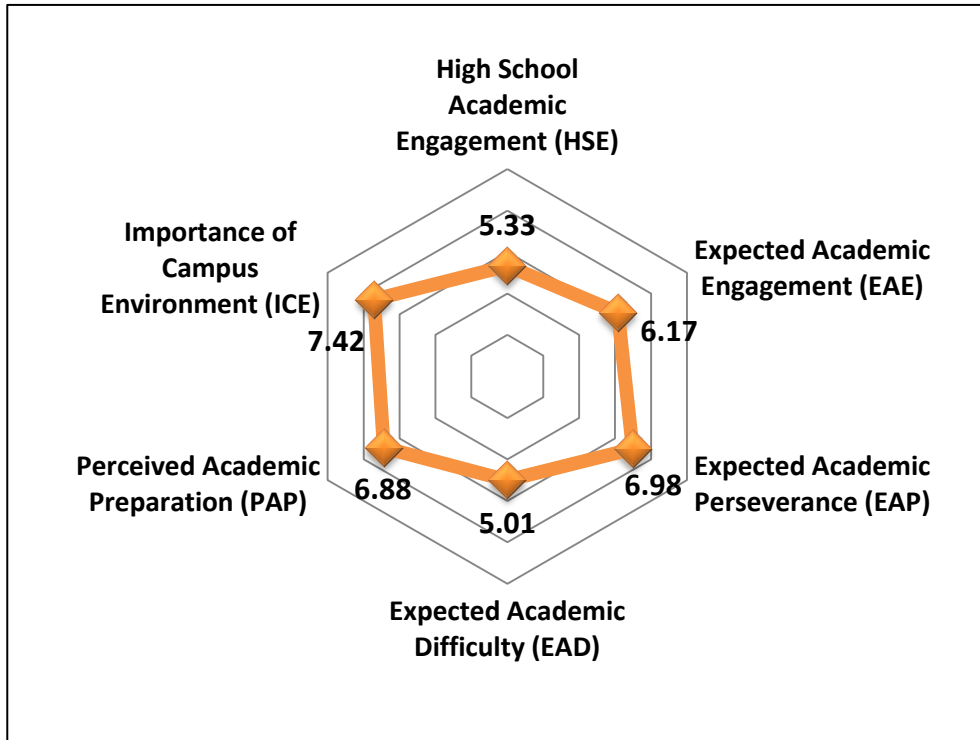
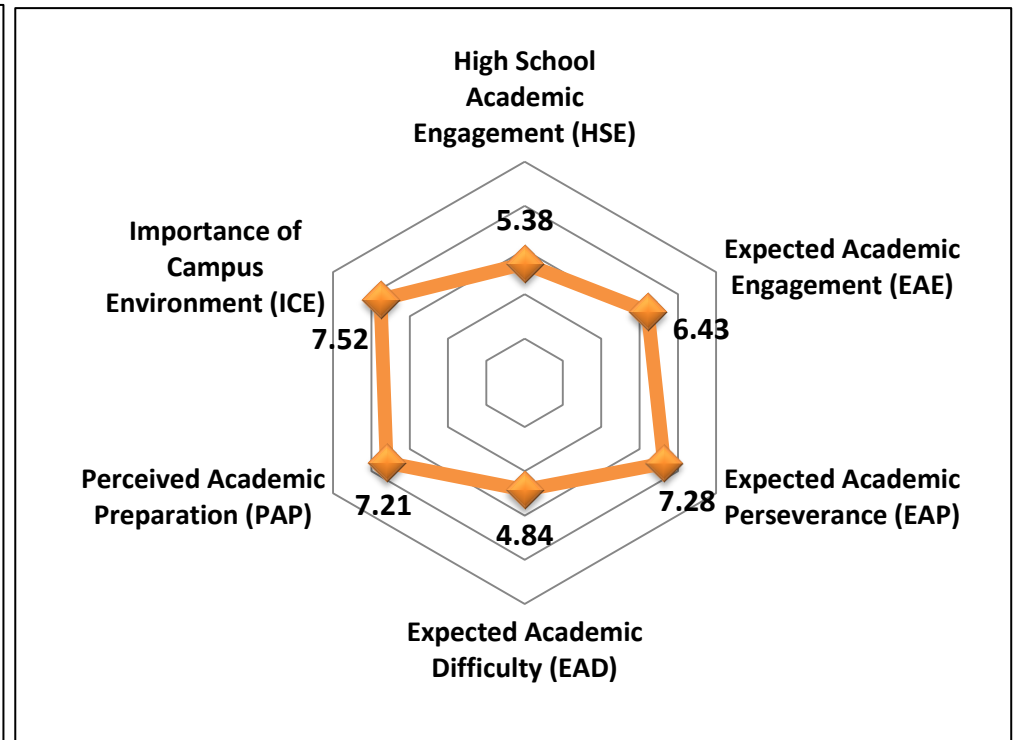
During the <u>last year of high school/ coming school year</u> about how often did you/ do you expect to do each of the following? (% Very Often or Often)	High School	NKU Expected
Came to Class without completing readings or assignments	7%	
Had serious conversations with students of different race or ethnicity than yours	46%	65%
Talked with a counselor, teacher, or other staff member about career plans	57%	
Had serious conversations with students who are very different than you	50%	69%
Work on a paper or project that requires integrating ideas from various sources		92%
Put together ideas or concepts from different courses when completing work		80%
Receive prompt feedback from faculty on your academic performance		73%
Work with faculty members on activities other than coursework		59%
Try to better understand someone else's views		80%
Learn something that changes the way you understand an issue or idea		82%



Student Comparisons

BCSSE Comparisons	2009	2011
Gender		
Male	42%	44%
Female	58%	56%
Ethnicity		
Caucasian	85%	85%
African American	8%	7%
Other Races or Ethnicities	7%	8%
First Generation		
Yes	51%	54%
No	49%	46%
Type of High School		
Public	80%	80%
Private	19%	19%
Other	1%	1%
Received Pell Grants		
Yes	42%	34%
No	14%	24%
Did not know	44%	42%
Number of AP Courses		
0	56%	54%
1 or 2	29%	30%
3 or more	15%	16%

BCSSE Comparisons	2009	2011
Most of their Grades in High School were		
A- or better	37%	34%
C+ or lower	12%	10%
Expect Most of their Grades at NKU to be		
A- or better	29%	38%
C- to C+	6%	3%
Average Self-Report ACT scores		
	21.8	22.2

BCSSE 2009 Scale Means:**BCSSE 2011 Scale Means:****Differences between 2009 FTF and 2011 FTF as measured by the BCSSE:**

High School Academic Engagement (HSE): Students in orientation during 2009 were very similar to students in orientation during 2011 in regards to how engaged they reported being their last year of high school.

Expected Academic Engagement (EAE) and Expected Academic Perseverance (EAP): Students showed statistically significant but not very meaningful increases between 2009 and 2011 (EAE: $t(3,629) = 4.57, p = .000, Cohen's d = .15$ and EAP: $t(3,623) = 5.35, p = .000, Cohen's d = .18$). Students appear to be showing more expectations concerning their engagement in the upcoming year and more confidence in their ability to persevere, but this will have to continue to be monitored.

Expected Academic Difficulty (EAD): Students showed statistically significant but not very meaningful increases between 2009 and 2011 ($t(3,621) = 2.98, p = .003, Cohen's d = .10$). Students appear to be expecting less difficulty in the academic work at NKU. This could point to NKU's changes in the admission's strategy. As we bring in stronger students they may expect less difficulty with the academic work, but this will have to continue to be monitored.

Perceived Academic Preparation (PAP): Students showed statistically significant and meaningful increases between 2009 and 2011 ($t(3,622) = 6.11, p = .000, Cohen's d = .2$). Students appear to have more confidence in their academic skills entering NKU than students did in 2009. This could also be due to the changes in NKU's admission strategy. Academically stronger students have more confidence in their preparation in getting to this point.

Importance of Campus Environment (ICE): Students in orientation during 2009 were very similar to students in orientation during 2011 in regards to how important they viewed a campus that would support them in both their academic and non-academic pursuits.

Longitudinal Assessment of Student Networking – Precollege Administration Executive Summary

In the fall of 2012, The Division of Student Affairs administered the Longitudinal Assessment of Student Networking (LASN). The LASN is a pretest-posttest longitudinal design study measuring the impact of the University Connect and Persist (UCAP) initiative, a student service focused on creating and sustaining customized pathways of student support via “networking.” The development of UCAP was based on anecdotal evidence, campus culture, and decades of college impact research illustrating the significant influence student-faculty and peer interactions (see Astin, 1993; Kuh & Hu, 2001; Pascarella & Terenzini, 1991, 2005; Whitt et al., 1999) and out-of-class experiences (see Astin, 1993; Kuh, 1995; Pascarella & Terenzini, 1991, 2005) have on student learning, development, and retention. The UCAP initiative is an applied concept of networking to student service delivery in a similar manner to the health/medical model of wrap-around care and support. At NKU, UCAP creates superior value for students by creating collegial relationships between faculty, peers, and service providers that in turn form networks of support for students throughout their college career.

Given the pretest-posttest longitudinal design, the LASN data collection was (and will be) conducted in three separate waves during students’ first year of college. The initial data collection took place prior to the start of the fall 2012 academic semester. The LASN is a 122-item survey parsed into six categories: 1) networking and interacting with faculty, 2) networking and interacting with peers, 3) networking and interacting with staff, 4) influence of parents, 5) high school experiences and expected level of college involvement, and 6) student background characteristics. The initial data collection yielded a student sample of 1,573 first-time, full-time students (76.2% of the first-year population). Two follow-up data collections will be conducted at the end of the fall 2012 and spring 2013 academic semesters. Whereas the initial survey gathered data on student expectations, the follow-up surveys complement the initial administration by measuring students’ reported networking experiences, level of engagement, and level of involvement.

Overview of Results from Precollege Administration

Incoming first-time, full-time students overwhelmingly reported having high expectations to network and interact with faculty, peers, and staff upon enrolling at NKU. Specifically,

- Students expect to attend office hours with a faculty member more often than they did in high school;
- The majority of students (53.7%) expect to begin building relationships with faculty by or before mid-semester of their first-year;
- More than 75% of students agree or strongly agree that after their first year at NKU, they will feel comfortable asking a faculty member for a letter of recommendation;
- Students expect to study with their peers at NKU more often than they did in high school;
- Approximately 87% of students agree or strongly agree that they expect to develop close, meaningful relationships with other NKU students;
- More than 90% of students agree or strongly agree that they will know the names of at least three other NKU students they meet in class by the end of the first year;
- The overwhelming majority of students expect NKU staff will be accessible, patient and make them feel at ease;
- More than 80% of students agree or strongly agree that after their first year, they will feel comfortable asking an NKU staff member for a letter of recommendation.

To the extent of how that network will influence and support them:

- Students expect that their faculty/instructor and parents will equally (30.3%; 30.2%, respectively) influence them academically, followed closely by their peers (27.5%). However, if a student has an academic related issue or concern, they primarily expect to seek counsel from their faculty/instructor (45.4%).
- Yet, if a student were celebrating an academic achievement (for example, a great score on an exam, acceptance into an honor society, recognitions, etc.), they would primarily share the news with their parents/family, followed by their NKU peers, non-NKU-peers, Facebook/Twitter, faculty/instructor, and NKU staff.

Students were asked to provide an assessment on their expected level of engagement and involvement during the first year. A snapshot of their expectations includes:

- Approximately 66% of students expect to participate in 2-5 NKU sponsored or sanctioned co-curricular activities, whereas only 3% of students indicated they would not participate.
- Only 9% of students expect that they will not work on- or off-campus during their first year. A larger percentage of students expect to work off-campus for an average of 11-20 hours.

Students were asked to report the highest level of education they hope to attain either at NKU or another institution. Over half (52.2%) of the students hope to attain a Bachelor's degree, followed by a Master's degree (28.7%), Doctoral or professional degree (17.4%), Associate's degree (1.6%), and Vocational or technical degree/certificate (0.2%).

Conclusion

Overall, NKU students share similar patterns in their expectations for college compared to national norms. Students expect to actively engage in high levels of faculty, peer, and staff interactions and to be involved in a number of various co-curricular activities and best practices. The extent to which students proactively engage in and seek out these college experiences and networking opportunities will be measured in the next two LASN administrations.

Differences across First-Generation Status and Ethnicity

There are relatively few significant differences between first generation students' (i.e., those whose parents have never attended any college) expectations and their non-first-generation peers. However, the differences that do exist are important to note. First-generation students (20.9% of the overall sample) reported being less likely to ask parents for guidance on academics and the pressures of college compared to their peers. In addition, first-generation students expect to work off campus on average between 16-20 hours compared to their peers (11-15 hours) and reported working more hours in high school. Finally, 48.4% of non-first generation students hope to attain a Master's or doctoral degree, while only 37.5% of first-generation students hope the same.

The ethnic demographics of LASN respondents parallel NKU's student body as a whole, indicating the LASN sample of diverse students is proportional to NKU's diverse student population. While there were minor significant differences between groups across a few measures, the results consistently indicate that students across all ethnicities have similar college expectations. However, African American students reported that they expect to more frequently meet with, seek support from, and study with faculty, staff, and peers compared to their white peers. In addition, African American students expect to work more on campus compared to their peers.

MAP-Works – Fall Transition Student Survey
Executive Summary – December, 2012

In the fall of 2012, the Division of Student Affairs launched phase I of the communication and tracking software tool MAP-Works. MAP-Works is a web-based platform that provides faculty and staff with the information they need to most effectively and efficiently support students. The system identifies students at various levels of risk, enabling faculty and staff to prioritize interactions and interventions. Faculty and staff who have a ‘direct connect’ relationship (i.e., the student’s network) are likewise able to coordinate interactions through alerts, referrals, and notes. Furthermore, the student survey function and student report provide students with insight into how their behaviors may impact achieving their goals. A student portal also enables students to schedule appointments, learn about campus resources, and have ready-access to those faculty and staff who have a direct connect relationship with the student.

An invitation to participate in the Fall Transition Survey was sent to 163 first-year students in eight sections of University 101, through which 121 students participated in the survey. After cleaning the data, 120 useable cases (73.6%) were available for analysis. The survey was sent to students on October 17, 2012 and closed on November 2.

Select Results from the Fall Transition Student Survey

Data from the Fall Transition Survey can be parsed into 20 factors associated with risk, interactions, and interventions. The five factors that first-year NKU students scored the lowest on were (in order): homesickness/separation (lowest), test anxiety, self assessment of analytical skills, advanced academic behaviors, and financial means. A breakdown of the components of these factors, in addition to other select findings, follows.

Level of Commitment/Retention

- 93.2% of first-year students reported being extremely committed to completing a degree/certificate/licensure at any institution. However, only 63.2% of participants reported being extremely committed to completing a degree/certificate/licensure at NKU, with 6.8% of students reported being “not at all” committed to completing a degree/certificate/licensure at NKU.
- 89.2% of students reported being extremely intent to return to NKU in the spring semester; yet 71.8% of students reported being extremely intent to return to NKU next academic year. The percent of students who reported their intent to return as “not at all” nearly doubles from spring semester to the next academic year (5% and 9.1%, respectively).
- Of the 13 students who reported an intent not to return to NKU next academic year, 10 students reported they will likely transfer to another institution. Furthermore, 7 of those 10 students *did not* intend to transfer to another institution when they entered NKU. The most commonly reported reasons for transferring included wanting a different social environment and wanting a different location (including moving closer to family/friends).

Homesickness

For the 51 students who reported living away from home while at NKU:

- A majority of students extremely miss their family back home (52.0%) and old friends who do not attend NKU (58.0%).

- When asked to report the degree to which they regret leaving home to come to NKU, 22.0% reported extremely, 24.0% moderately, and 54.0% not at all.
- 36.0% of those students reported thinking about going home all the time, while 26.5% feel an obligation to be at home.

Academic Self-Assessment and Experiences

Approximately 95% of participants were enrolled in 4 or more courses during fall semester, suggesting they were full-time students. As a reminder, one of those courses was University 101 given the sample of students who participated in the Fall Transition Survey.

- 37.2% of students reported struggling in 1 course; 23.1% of students were struggling in 2 courses; and 4.9% were struggling in 3 or 4 courses.
- When asked about the course they were having the most difficulty with, 46.8% of students reported extremely struggling and 46.8% reported moderately struggling in the course.
- 48.1% of students reported the course they are having the most difficulty with was a course not in their major.
- Despite the high percentage of students who reported struggling, 54.4% of students did not talk with an instructor about their difficulties.
- Yet, 96.1% of students reported turning in assignments and 88.2% completed the required readings in a moderate to extreme timely manner. When asked to what degree they were keeping current with academic work, 60.0% of students reported extremely while 36.7% reported moderately.
- Figure 1 illustrates students' self-assessment across a number of academic skills.

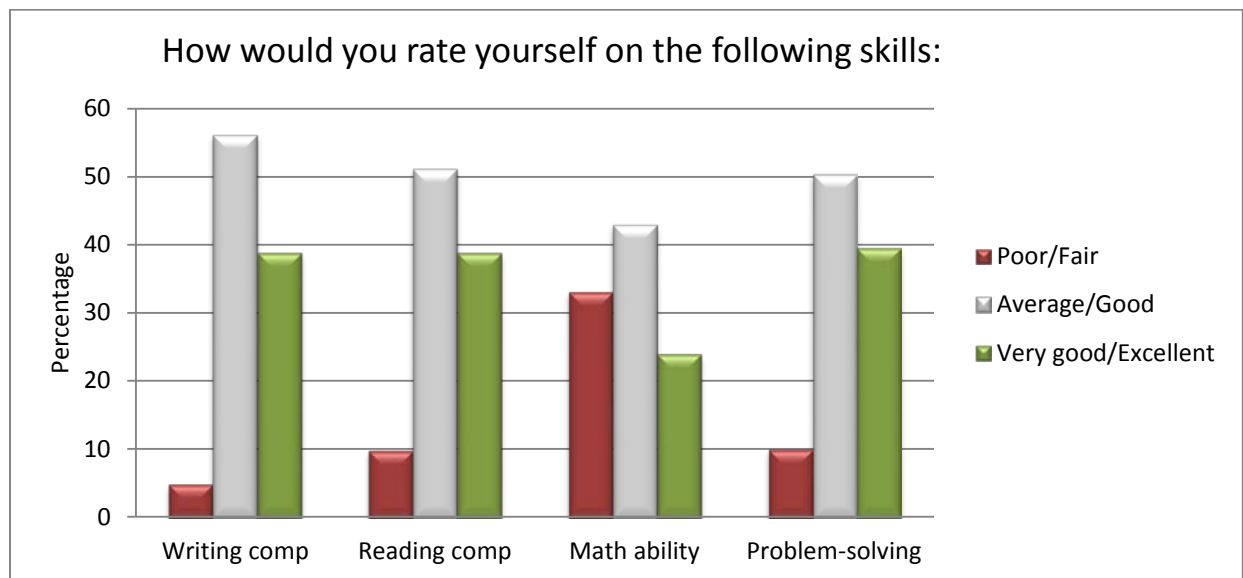


Figure 1

Financial

In addition to measuring the self-assessment of academic and social issues, students reported their overall confidence in the ability to pay for tuition/fees, monthly living expenses, and social activities. Figure 2 provides the breakdown of these measures.

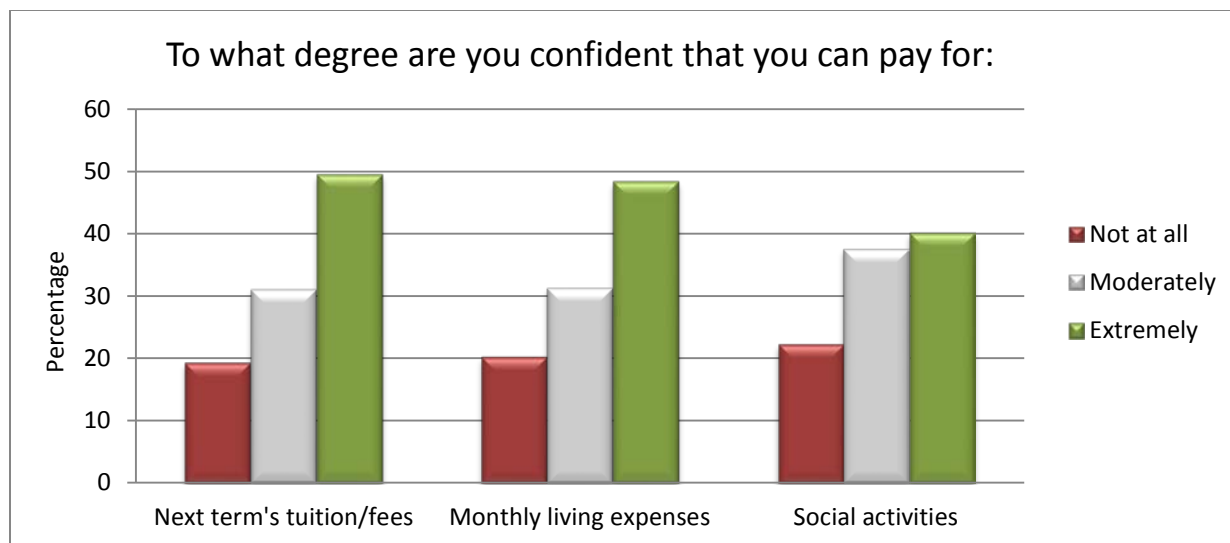


Figure 2

Additional Findings

- Overall, a high percentage of students reported being moderately to extremely stressed as a college student. Stressors included but are not limited to: unable to balance major commitments (59.2%); not enough time during the regular school week to do everything (65.0%); motivating oneself to get work done on time (75.7%); feel anxious about an exam even when well prepared (80.9%); and choosing a major or program for *non-declared* students (87.8%).
- Overall, students reported having moderate to below moderate intentions to participate in campus activities. Less than a third (29.7%) of students reported their intention to be extremely involved in a student organization, with 42.4% of students intending not to be involved at all.
- 84.1% of students were moderately or extremely satisfied with their academic life on campus, while only 2.5% of students reported not learning at all while at NKU.

Students Identified as "Most at Risk"

The MAP-Works system is able to identify students at various levels of risk. Within the useable data for this analysis, 21 students were identified as high ($n = 13$) or very high ($n = 8$) to be at risk of leaving the institution. The following are select results from the survey based on a student being a risk level of high or very high (please note: this is by no means an exhaustive list of at-risk findings).

- Among the 20 factors, students identified as high or very high at risk scored substantially lower on measures of commitment to NKU, satisfaction with NKU, financial means, peer connections, and social integration compared to their peers.
- Students who had not declared a major were three times more likely to be at risk compared to students who officially declared a major.
- High and very high at risk students were less likely to report an intention to participate in a student organization compared to students with little to no risk.

NKU Student Expectations – Summary of Data
Executive Summary – December, 2012

Over the past 16 months, Northern Kentucky University (NKU) has been collecting data on incoming students' expectations for participating in academic and co-curricular activities during college. The data were collected using two survey instruments (one nationally vetted survey instrument and a locally developed longitudinal survey):

- Beginning College Survey of Student Engagement (BCSSE): Administered during the summer orientation program, the BCSSE collects data about incoming students' high school academic and extracurricular experiences and their expectations for participating in activities during the first year. The BCSSE captured approximately 90% of the 2011 first-year cohort.
- Longitudinal Assessment of Student Networking (LASN): Administered prior to the beginning of the fall 2012 semester, the LASN is a 122-item survey that collects students' expectations to engage in networking activities, interactions with faculty, peers, and staff, the influence of parents, and high school experiences. The LASN captured approximately 76% of the first-time, full-time students of the 2012 first-year cohort.

It is important to note that the BCSSE was developed to capture incoming students' self-report high school experiences and college expectations, while the LASN T1 survey was developed to collect data on precollege levels of networking perceptions and expectations to be primarily used as statistical controls in a longitudinal analysis. The LASN is grounded in the theoretical and conceptual frameworks within – among other empirical evidence – college impact research. This same research was the guiding framework used to develop the BCSSE. Furthermore, the BCSSE was administered in 2011 and the LASN was administered in 2012, thus two different cohorts of NKU first-year students are represented within this executive summary.

The data presented below is a snapshot of the measures NKU has collected to assess students' academic experiences prior to college and their expectations to engage in purposeful and meaningful activities at NKU. By no means is this to be interpreted as an exhaustive report of the findings. The findings presented below are based on themes that emerged from the data.

Student-Faculty Interaction

Irrespective of the student's background and precollege characteristics, incoming students reported modest levels of faculty interaction in high school. For example, 69% of incoming students reported frequently engaging in discussions about grades or assignments with high school instructors (BCSSE). Similar results within the LASN indicated 63% of students reportedly agreed or strongly agreed that they were satisfied with the number of opportunities to interact with high school instructors outside of class, with an additional 63% of students satisfied with the quality of those interactions.

Given their modest level of engagement with high school instructors, incoming students reported having high expectations on the level of faculty engagement both in and out of the classroom. According to BCSSE data, 66% of incoming students expect to frequently engage with faculty

during the first year, 57% expect to discuss ideas from their readings or assignments outside the classroom with faculty, and 59% of students expect to frequently work with faculty on activities other than coursework (i.e., committees, orientation, student life activities, etc.). This finding is strongly supported by the LASN, with approximately 88% of students agreeing or strongly agreeing that they expect to discuss opportunities to work with faculty outside the classroom (i.e., working in a lab, writing and academic paper, volunteering, etc.).

While these self-reported expectations from BCSSE are quite robust, data from the LASN suggest even greater levels of expectation with regard to faculty involvement and pedagogy. For example, 78% of incoming students agreed or strongly agreed that faculty will integrate out-of-the-classroom experiences into classroom discussion and 95% expect faculty to make connections between coursework and real-world experiences. In addition, over three-quarters of incoming students agreed or strongly agreed that their faculty will be accessible, approachable, encouraging, knowledgeable, patient, passionate, responsive, respectful, sociable, and proud to teach at NKU.

Active and Collaborative Learning

In high school, incoming students had low levels of engagement in collaborative learning outside of the classroom, with only 32% (BCSSE) and 33% (LASN) reporting they collaborated or studied with peers. Yet, 77% of students expect to be frequently engaged in collaborative learning with other students outside of the classroom (BCSSE). Further data from BCSSE suggest that 73% of students expect to frequently create presentations as part of their first-year curriculum, and 57% of students expect to frequently discuss ideas from their readings or classes with others outside of class (e.g., students, family, etc.). Students also anticipated participating or contributing to class discussions, with 84% of students expecting that they will frequently engage in these discussions. Data from the LASN support these expectations, with 83% of students expecting faculty will provide opportunities to interact with their peers in the classroom.

Workload and Studying

The BCSSE and LASN asked students to report how often they worked during their last year of high school. The data suggest that incoming NKU students tended to work more in high school than initially documented. According to BCSSE data, 55% of students reported working over ten hours a week and 26% of students reported working over twenty hours per week during their last year of high school. Though a different response set was used, this data mirrors the LASN, which found that 25% of students worked often for pay during the last year of high school, while 32% worked very often. In comparison, 28% (BCSSE) and 23% (LASN) of students did not work at all during their last year of high school. Upon enrolling at NKU, only 10% (BCSSE) and 9% (LASN) of students expect they will not work on- or off-campus during their first year, whereas the majority of students (averaging between 30% and 51% for each survey) anticipated working between 11–20 hours per week.

Within the aggregate, incoming students reported that academics within high school were not very difficult for them. When asked to self-evaluate the academic difficulty of their high school, 63% of

students reported that high school was only moderately challenging, with 17% reporting that high school was not very challenging at all (BCSSE). Comparatively, 19% of students reported that their high school academic experience was very challenging for them. These findings parallel similar measures asking students to indicate how many hours they studied each week during their last year of high school. The majority of students (53%) reported studying five hours or less every week, compared to 21% of students who reported spending more than ten hours a week studying. Yet, there appears to be a disconnect between incoming students self-reported studying in high school and expectations to study in college. More than four out of five students (81%; BCSSE) expect to study more than ten hours per week during their first-year of college and 28% of students expect to spend twenty or more hours per week preparing for class.

Diversity Experiences

Students expect their first-year experience will provide them with opportunities to engage with people who are different than themselves with respect to race, ethnicity, religious beliefs, political views, and personal values. Specifically, incoming students expect to have more interactions with students who are racially or ethnically different from themselves. A majority of students (68% from BCSSE; 75% from LASN) expect to frequently engage in conversations with students from racial and ethnic backgrounds different from their own, and overwhelmingly agree or strongly agree that faculty will provide students with these opportunities. These college-level expectations are higher when compared to the 46% of students who reported frequently engaging in diversity interactions during high school (BCSSE). A similar trend emerged when examining students' expectations to interact with other students who have different religious beliefs, political views, or personal values. Approximately 70% of students expect to frequently interact with students who have different religious beliefs, political views, or personal values from their own, whereas only half (50%) of these same students reported having serious conversations during high school (BCSSE).

Networking

Within a conceptual framework, student networking encompasses their interactions with and support from faculty, peers, staff, and parents. A prevailing theme that emerged from the LASN is that students place high expectations on faculty and staff to support them throughout the first-year. Findings from the LASN suggest these expectations include but are not limited to: faculty and staff motivating them towards academic and personal goals, showing concern for academic progress and personal well-being, and being approachable, encouraging, patient, respectful, and sociable. With regards to their NKU peers, incoming students expect to engage in academic and social conversations, create meaningful and close relationships, and to know the names of fellow classmates they meet in class. Moreover, the majority of students expect to begin building relationships with faculty, peers, and staff around or before the middle of the fall semester.

The BCSSE provides further insight into students' support networks prior to beginning coursework. Incoming students were asked to estimate how many of their closest friends (e.g., other first-year students or upper-classmen) will be attending or already attend NKU. Results suggest students fall

into two distinct categories: those who are very entrenched in a social network and those who have a very limited social network. Students who reported having four or more close friends attending NKU made up 34% of the incoming class. Alternately, 38% of incoming students reported that they had none or only one close friend attending NKU.

Participating in Co-curricular Activities

Students who enrolled at NKU have been very involved in extracurricular activities (i.e., drama, clubs, athletics, music, etc.) during their last year of high school. Approximately 94% (BCSSE) and 90% (LASN) of incoming students reported that they participated in some type of extracurricular activity or club in high school, with 62% reporting they spent six or more hours per week participating (BCSSE). This level of engagement transitions into college expectations with students anticipating to be even more involved during their first year. According to BCSSE data, 96% of students expect to be involved in some type of co-curricular activity during the first year and 75% of students anticipate spending at least six hours a week with this activity. These data were supported by the LASN, which found 97% of incoming students expected to participate in at least one NKU sponsored co-curricular activity and 45% of students expected to participate in 4 or more activities.

Differences by High ACT Scores v. Low ACT Scores – BCSSE Data Only

The ACT mean for students who participated in the BCSSE during the summer of 2011 was 22.2. Using this mean as a benchmark, the data was separated into two groups: students who scored above the mean and students who scored below the mean. The following data provide a snapshot of the breakdown of behaviors or anticipated behaviors across ACT groups.

Students who scored above the mean were more likely to find their high school academic experience very challenging (23%) compared to their peers (15%). Additionally, students who scored above the mean tended to study more than 10 hours per week during high school (25%) compared to their peers (15%). It should also be noted that 49% of students who scored above the mean reported studying five hours or less a week during high school compared to 59% of students who scored below the mean. With regards to expected study habits during the first year, a similar pattern emerged. Approximately 85% of students who scored above the mean expect to study 10 or more hours per week, while 31% expected to study more than 20 hours per week. Comparatively, 76% of students who scored below the mean expect to study 10 or more hours per week, with 25% of these students expecting to study more than 20 hours per week. Finally, students who scored above the mean were significantly more prepared to think critically and analytically ($t(1,850) = 5.9; p = 0.000$), felt better about their ability to analyze math or quantitative problems ($t(1,850) = 7.1; p = 0.000$), and were more confident in their ability to learn effectively on their own ($t(1,851) = 7.2; p = 0.000$).

**Headcount of Students by First Recorded Major Within Departments
Fall 2006 - Fall 2007**

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
AP for Research, Grad Stud and Reg Stwrđ				97	92	71	-23%	
Graduate Center/Graduate Progs				97	92	71	-23%	
Non Degree-G - Graduate				94	89	68	-24%	
Non-Degree-G - Consortium (G)				2	1		-100%	
Non-Degree-G - Visiting				1	2	3	50%	
Chase College of Law	523	544	571	607	616	575	-7%	6%
(Blank)	523	544	571					
Law	519	538	564					
Law/MBA	4	5	6					
Law Non Degree		1	1					
Chase - Dean/Administration				607	616	575	-7%	
Law Major (Full-Time)				370	374	359	-4%	
Law Major (Part-Time)				234	242	216	-11%	
Law Non-Degree (Full-Time)				2				
Law Non-Degree (Part-Time)				1				
College of Arts & Sciences	4206	4298	4834	4993	5049	5104	1%	19%
(Blank)	3010	3116	3610					
WB_Organizational Leadership			234					
Undeclared (Bachelors)	304	368	368					
Organizational Leadership			56					
Criminal Justice (Bachelors)	353	307	326					
International Studies	71	75	81					
Liberal Studies (Bachelors)	147	172	138					
Education/Spanish (Pre)	10	14	8					
History	174	182	184					
Music (Pre)	118	118	117					
Organizational Studies			1					
Biological Sciences (Pre-Biological Sciences)	150	170	134					
Chemistry (Pre-Pharmacy)	47	61	35					
Biological Sciences (Pre-Physical Therapy)	10	15	8					
Education/English (Pre)	52	63	64					
Chemistry	44	48	47					
Liberal Studies (Masters)	42	44	30					
Physics	25	32	23					

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Chemistry (Forensics)	8	11	8					
Geography	18	16	16					
Graphic Design	158	171	194					
Theatre Arts (BFA)	40	56	76					
PACE Liberal Studies (Associates)	13	14	7					
Biological Sciences (Pre-Medicine)	35	37	20					
Psychology/Industrial-Organizational (MS)	55	50	42					
Environmental Science	13	17	18					
Public Administration (MPA)	95	86	79					
Biological Sciences (Pre-Veterinary Medicine)	10	13	11					
Education/Mathematics (Pre)	41	31	41					
Social Studies	28	33	37					
Education/Biological Sci (Pre)	11	14	9					
Anthropology	86	74	82					
Philosophy	42	43	40					
Music/Education	13	6	12					
Mechanical & Manufacturing Engineering Technology	57	57	61					
Justice Studies	4	2						
Pre-Engineering	33	45	44					
Education/Social Studies (Pre)	106	91	79					
Mathematics	68	71	70					
Computer & Electronics Engineering Technology	22	11	6					
Sociology	46	44	50					
Chemistry/Bio	40	26	40					
Enviromental Science (Pre)	12	10	16					
Education/Art/Education (Pre)	31	41	43					
French	12	11	8					
Liberal Studies	29	23	19					
Art Education	10	14	9					
Criminal Justice (Associates)	28	26	15					
Education/Geology with Earth Space Science (Pre)	4	6	3					
PACE Organizational Leadership			108					
English/Education	21	21	23					
Geology	32	36	36					
Spanish	30	26	27					
Biological Sciences (Pre-Pharmacy)	20	11	9					
Biological Sciences (Pre-Optometry)	4	1						
Art (BFA)	51	36	47					

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Music (BM)	9	5	5					
Music (BA)	12	15	10					
Nonprofit Management (Certificate)	12	11	7					
Chemistry (Pre-Medicine)	22	41	26					
Electronics Engineering Technology	11	19	27					
PACE Liberal Studies (Bachelors)	17	17	18					
Spanish/Education	3	3	6					
Manufacturing Engineering Tech	6	4	2					
Music Education (Pre)	13	11	26					
Chemistry (Pre-Vet)	8	12	4					
Biological Sci/Education	4	3	3					
Biological Sciences (Pre-Wildlife Management)	1							
Applied Cultural Studies	3	1						
Education/Chemistry (Pre)	1	1	2					
Chemistry (Pre-Dental)	4	7	6					
Biological Sciences (Pre-Dentistry)	5	4	2					
Biological Sciences (Pre-Physicians Assistant)	1	1	5					
Education/French (Pre)	3	3	1					
Public Administration	1							
Law Enforcement	1	1						
Piano Pedagogy		1						
Biology (Forensics)		2	4					
Chemistry/Education		1	1					
German		2	7					
Education/Physics (Pre)		1						
Integrative Studies (Bachelors)			50					
PACE Integrative Studies (Bachelor's)			14					
Integrative Studies (Masters)			16					
WB Integrative Studies (Master's)			7					
Pre-Bio Sciences (Pre-Optometry)			2					
Pre-Bio Sciences (Pre-Medicine)			35					
Pre-Bio Sciences (Pre-Physical Therapy)			8					
Pre-Bio Sciences (Pre-Veterinary Medicine)			12					
Integrative Studies (Associates)			5					
Pre-Bio Sciences (Pre-Dentistry)			7					
Pre-Bio Sciences (Pre-Forestry)			1					
Pre-Bio Sciences (Pre-Pharmacy)			9					
Biology (Ecology/Evolution/Organismal)			6					

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Biology (Cellular/Molecular/Genetics)			6					
Nonprofit Management			1					
Pre-Bio Sciences (Pre-Physicians Assistant)			3					
Pre-Pharm Bio/Chemistry			2					
Certificate in Organizational Leadership			1					
PACE Integrative Studies (Associate's)			1					
French/Education			1					
Certificate in Professional Writing			1					
Pre-Med Bio/Chemistry			1					
Biological Sciences	54	42	58	410	428	445	4%	960%
Biological Sciences Edu Pre-Major BA				11	13	16	23%	
Biological Sciences Major				115	95	123	29%	
Biological Sciences Pre-Major BS				235	273	266	-3%	
Environmental Science Major				17	15	8	-47%	
Environmental Science Pre-Major				19	23	27	17%	
Pre-Bio Sci - Pre-Physical Therapy Major				1				
Pre-Bio Sci- Pre-Physician Assistant Maj				1				
Pre-Bio Sciences - Pre-Medicine Major				3	2	1	-50%	
Pre-Bio Sciences - Pre-Pharmacy Major				1	1		-100%	
Pre-Bio Sciences - Pre-Vet Medicine Maj				2	1		-100%	
Pre-Medicine Pre-Professional Major					1	1	0%	
Pre-Pharmacy Pre-Professional Major				1				
Pre-Physical Assistant Pre-Prof. Major				1				
Pre-Physical Therapy Pre-Prof. Major				1	1		-100%	
Pre-Veterinary Medicine Pre-Prof. Major				2	3	3	0%	
Biological Sciences	54	42	58					
Chemistry				164	184	178	-3%	
Biochemistry Track - Pre-Medicine				2	2	1	-50%	
Biochemistry Track - Pre-Pharmacy					1	1	0%	
Chemistry Education Major					1	2	100%	
Chemistry Education Pre-Major				4	8	4	-50%	
Chemistry Major BA				31	169	29	-83%	
Chemistry Major BS				122		138		
Chemistry/Biology Education Major (BS)						1		
Pre-Dental Pre-Professional Major				1				
Pre-Pharmacy Pre-Professional Major				4	3	2	-33%	
Computer Science	1							

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Computer Science	1							
Dean of Arts & Sciences				714	678	724	7%	
Integrative Studies (AA)				14	16	14	-13%	
Integrative Studies (MA)				42	42	36	-14%	
Integrative Studies Major (BA)				133	125	134	7%	
Liberal Studies Major (AA)				8	4	3	-25%	
Liberal Studies Major (BA)				92	33	13	-61%	
Undeclared in AS (AA)				8		12		
Undeclared in AS (BA)				417	458	512	12%	
English	201	207	243	342	372	383	3%	85%
Certificate in Creative Writing (G)					1	1	0%	
Certificate in Professional Writing (G)						2		
English Education Major				18	16	20	25%	
English Education Pre-Major				61	88	73	-17%	
English Major				204	190	207	9%	
English Specialization (MA)				59	77	80	4%	
English	201	207	243					
History & Geography				313	341	372	9%	
Certificate in Public History (G)						1		
Geography Major				15	16	19	19%	
History Major				165	166	176	6%	
Liberal Studies Specialization (MA)				15	4	2	-50%	
Public History Specialization					32	51	59%	
Social Studies Education Pre-Major				89	97	90	-7%	
Social Studies Major				29	26	33	27%	
Mathematics and Statistics				134	140	143	2%	
Mathematics Education Major				8	7	15	114%	
Mathematics Education Pre-Major				45	61	59	-3%	
Mathematics Major				76	63	59	-6%	
Statistics Major				5	9	10	11%	
Music				179	188	169	-10%	
Certificate in Piano Pedagogy (U)					1	1	0%	
Music Composition						1		
Music Education Major				10	7	6	-14%	
Music Education Pre-Major				52	68	60	-12%	

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Music Major(BA)				28	26	22	-15%	
Music Pre-Major				72	30	37	23%	
Performance Major				17	56	42	-25%	
Physics & Geology				224	282	339	20%	
Certificate-Manufacturing Processes (U)					1		-100%	
Computer & Electronics Eng Tech Major				6	5	1	-80%	
Electronics Engineering Technology Major				29	42	58	38%	
Engineering Pre-Major				55	76	77	1%	
Geology Major BA				9		12		
Geology Major BS				30	38	31	-18%	
Geology/Earth Space Science Edu Pre-Maj				2	7	4	-43%	
Manufacturing Engineering Tech Major				1				
Mech and Manuf Engineering Tech Major				70	83	125	51%	
Physics Education Major					1	2	100%	
Physics Education Pre-Major					1		-100%	
Physics Major BA				4	1	4	300%	
Physics Major BS				18	27	25	-7%	
Political Science	164	157	156					
Political Science	164	157	156					
Political Science & Criminal Justice				1065	990	927	-6%	
Certificate in Nonprofit Management (G)				5	8	4	-50%	
Criminal Justice Major (AAS)				10	9	7	-22%	
Criminal Justice Major (BA)				328	288	229	-20%	
International Studies Major				66	69	60	-13%	
Organizational Leadership Major				431	415	425	2%	
Political Science Major BA				84	1	74	7300%	
Political Science Major BS				48	99	27	-73%	
Public Administration Spec (MPA)				93	101	101	0%	
Psychological Science				449	462	450	-3%	
Certificate in Industrial Psychology (G)						1		
Industrial Organizational Psy Spec (MS)				42	39	37	-5%	
Psychology Major BA				173	417	217	-48%	
Psychology Major BS				234	6	195	3150%	
Psychological Sciences	389	383	391					
Psychology	389	383	391					

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Sociology, Anthropology, Philosophy				201	200	180	-10%	
Anthropology Major BA				79		61		
Anthropology Major BS				22	104	31	-70%	
Philosophy Major				42	35	27	-23%	
Sociology Major				58	61	61	0%	
Theatre	180	180	166					
Theatre Arts (BA)	180	180	166					
Theatre & Dance				222	238	229	-4%	
Design and Technology Major						9		
Stage Management Major						6		
Theatre Arts Major				147	170	149	-12%	
Theatre Arts Performance Major				75	68	65	-4%	
Visual Arts	207	213	210	489	478	491	3%	131%
Art Education Pre-Major				39	37	37	0%	
BA Studio Arts Major				209	211	211	0%	
BA Visual Communication Design Major				202	193	187	-3%	
BFA Fine Arts Major				39	37	56	51%	
Art (BA)	207	213	210					
World Languages & Literatures				87	68	74	9%	
French Education Pre-Major				1	2	4	100%	
French Major				15	12	16	33%	
German Education Pre-Major					3	1	-67%	
German Major				12	8	8	0%	
Spanish Education Major				9	5	3	-40%	
Spanish Education Pre-Major				10	12	11	-8%	
Spanish Major				40	26	31	19%	
College of Business	2959	2979	2692	2504	2385	2279	-4%	-23%
(Blank)	2656	2713	2367					
WB_Organizational Leadership	145	195	8					
Management (Pre)	258	218	208					
Undeclared (Bachelors)	164	167	133					
Organizational Leadership	98	81	1					
Finance (Pre)	123	122	131					
Executive Leadership & Organizational Change	28	44	44					
Entrepreneurship (Pre)	40	80	111					

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Business Administration (Pre)	276	272	259					
Accounting Practice and Reporting Track (MACC)	33	37	37					
Business Administration (MBA)	117	130	113					
Organizational Studies	8	5	2					
Sports Business (Pre)	145	159	167					
Accounting (Pre)	243	243	245					
Education/Business Education (Pre)	6	4	5					
MBA Foundation	46	41	44					
Marketing (Pre)	267	258	228					
Information Systems (Pre)	2	3						
PACE Pre Business Administration	44	28	8					
Entrepreneurship	9	4	22					
Accounting	120	107	111					
Professional Track (MACC)	23	26	18					
Construction Management	215	200	202					
Business Education	3	3	4					
Project Management (MBA)	14	15	7					
Organizational Systems Technology	8	3	1					
Business Administration	50	64	63					
Pre Business Studies (Associates)	37	26	27					
Industrial Education (Bachelors)	11	8	6					
Sports Business	25	22	30					
Industrial Technology-Manufact	2	1						
PACE Organizational Leadership	45	91	3					
Labor Relations	3	1						
Industrial & Labor Relations	15	8	4					
Construction Technology	4	4	12					
Labor Relations (Pre)	1	2	1					
International Business	7	5	7					
Certificate in Entrepreneurship	1							
Technology Management (MST)	6							
Law/Business Administration (Joint Degree)	2	4	2					
Business Education/Office Systems Tech.	4	2	1					
Pre-Master of Science in Accounting Track (MACC)	1	1						
Industrial Education	1							

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Industrial Psychology/Human Resources (MBA)	3	5	8					
Certificate in Finance General	1	1						
Certificate in Financial Planning	2	5	4					
Human Resource Management (Pre)		5	43					
Human Resource Management		2	6					
Certificate in Sports Business		2	1					
Certificate in Accounting CPA Track		2	6					
Career and Technical Education		4	8					
Certificate in Accounting General		1	2					
WB_Construction Management		1	5					
Certificate in Marketing Research		1						
PACE Business Administration			15					
WB_Certificate in Entrepreneurship			1					
Tax Track (MACC)			2					
Advanced Taxation Certificate			1					
Accounting, Finance & Business Law				449	439	445	1%	
Accounting Major				142	145	141	-3%	
Accounting Pre-Major				237	221	230	4%	
Accounting Specialization (MACC)				70	73	74	1%	
Construction Management				256	222	176	-21%	
Business Edu Office Systems Tech Major				1				
Business Education Major				4	4	1	-75%	
Career and Technical Education Major				11	3	9	200%	
Certificate in Architectural Draft (U)				1				
Construction Management Major				217	205	153	-25%	
Construction Technology Major				6	6	5	-17%	
Education & Business Education Pre-Major				6	4	7	75%	
Industrial and Labor Relations Major				3		1		
Industrial Education Major				5				
Organizational Studies Major				2				
Dean of Business				336	367	322	-12%	
Business Administration Major					50		-100%	
Business Administration Spe (MBA)				147	114	111	-3%	
Certificate in Accounting-CPA Track (U)				13	5	3	-40%	
Certificate in Advanced Taxation (G)				1	1		-100%	

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Certificate in Finance (G)				1	3		-100%	
Certificate in Financial Planning (U)				2	1		-100%	
Certificate in General Business (G)				1				
Certificate in Project Management (G)					1		-100%	
Certificate in Sports Business (U)					1	1	0%	
MBA Foundation Pre-Specialization				46	46	29	-37%	
Pre-Business Studies Major				10	17	14	-18%	
Undeclared in BN (BS)				115	128	164	28%	
Management	59	53	84	775	715	753	5%	1321%
Business Administration Major				84	6	65	983%	
Business Administration Pre-Major				234	282	287	2%	
Entrepreneurship Major				25	22	23	5%	
Entrepreneurship Pre-Major				95	87	72	-17%	
Executive Leadership/Org Change Spec(MS)				45	47	47	0%	
Human Resource Management Major				13	22	27	23%	
Human Resource Management Pre-Major				60	44	48	9%	
Labor Relations Pre-Major				1	1		-100%	
Management Major				69	64	56	-13%	
Management Pre-Major				149	140	128	-9%	
Management	59	53	84					
Marketing	99	83	102					
Marketing	99	83	102					
Marketing, Economics & Sports Business				688	642	583	-9%	
Economics Major				31	34	32	-6%	
Finance Major				66	59	60	2%	
Finance Pre-Major				98	83	71	-14%	
Marketing Major				93	68	67	-1%	
Marketing Pre-Major				203	203	184	-9%	
Sports Business Major				36	29	31	7%	
Sports Business Pre-Major				161	166	138	-17%	
Aviation	4	2	1					
Aviation Administration	4	2	1					
Finance	94	78	92					
Finance	94	78	92					
Information Systems	4	3	2					

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Information Systems	4	3	2					
Economics	43	47	44					
Economics	43	47	44					
College of Educ & Human Serv	1876	1925	1925	1922	1672	2111	26%	10%
(Blank)	1876	1925	1925					
Undeclared (Bachelors)	26	38	41					
Education Elementary (Pre)	404	414	377					
Social Work	180	171	203					
Counseling - School	59	63	50					
Master of Teaching - Middle Grades	52	65	49					
Education Elementary Graduate	146	94	86					
EDU Physical Education	28	17	16					
Education Instructional Leadership Rank I Grad	32	21	8					
Physical Education-Recreation	49	44	33					
EDU Elementary Undergrad	178	155	181					
Education Middle Grades (Pre)	132	156	176					
Education Secondary Graduate	39	38	27					
Education School Counseling Rank I Graduate	8	6	2					
Mental Health/Human Services	80	55	34					
WB_Education Secondary Graduate	9	18	17					
Education Instructional Leadership	44	54	37					
Master of Teaching - Secondary Education	62	63	56					
Education Elementary Fifth Yr Grad	5	3	1					
Education Special Education	37	46	32					
EDU Middle Grades Undergrad	81	91	101					
Athletic Training (Pre)	27	40	56					
WB_Education Elementary Graduate	11	34	40					
Post Bachelors Secondary Education	6	4	2					
Human Services	14	9	4					
Education/Physical Education (Pre)	45	53	54					
Education Elementary Rank I Grad	12	14	14					
Athletic Training	29	24	18					
Counseling - Community	26	39	52					
Education Middle Grades Graduate	25	16	15					
Education Early Childhood (Pre)	8	22	31					

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
WB_Education Middle Grades Graduate	3	13	20					
Education Instructional Supervision Rank I Grad	5	4	7					
EDU Early Child (Birth to Kindergarten)	6	4	2					
Education Secondary Rank I Grad	5	6	6					
Education Middle Grades Rank I Grad	3	6	3					
WB_Education Instructional Leadership		22	27					
WB_Education Instructional Leadership Rank I Grad		3	2					
Exercise Science			20					
Educational Leadership			11					
Counseling and Human Services			8					
Education Superintendent Certification			5					
Education Middle Grades Fifth Yr Grad			1					
Counseling, Social Work and Leadership				433	311	609	96%	
Certificate in Student Dev Admin (G)				2	3	2	-33%	
Certification - Instr Ldrship Edu Rank I				15	6	8	33%	
Certification - School Counseling Rank I				1		2		
Certification-Superv of Instruct Rank I				6	4	4	0%	
Community Counseling Specialization (MS)				43	28	13	-54%	
Counseling and Human Services Major				19	58	73	26%	
Educational Leadership Doctoral				38	47	60	28%	
Human Services Major				3	1		-100%	
Instructional Leadership Spec (MA)				51	58	45	-22%	
Mental Health Counseling Spec (MS)					17	47	176%	
Mental Health/Human Services Major				22	12	4	-67%	
School Counseling Specialization (MA)				39	45	52	16%	
Social Work Major				194	13	234	1700%	
Social Work Specialization (MSW)					19	65	242%	
Dean of Education & Hum Svc				354	350	315	-10%	
Cert in Early Childhood Edu Rank I				1				
Certification in Elem Edu Fifth Year				1				
Certification in Elementary Edu Rank I				9	12	3	-75%	
Certification in Mid Grades Edu Fifth Yr				1				
Certification in Secondary Edu Fifth Yr					1		-100%	
Certification in Secondary Edu Rank I				5	3	1	-67%	
Certification-Middle Grades Edu Rank I				2	2	1	-50%	

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Education Specialization (MA)				99	47	21	-55%	
English as a Secondary Language Program				1				
Rank I Certification Program						21		
Teacher as Leader Specialization (MA)				120	165	170	3%	
Teaching Specialization (MAT)				81	78	54	-31%	
Undeclared in EDU (BA)				34	42	44	5%	
Kinesiology and Health				230	268	330	23%	
Athletic Training Education Pre-Major				65	77	113	47%	
Athletic Training Major				17	19	25	32%	
Certification in Special Education (G)				12	19	16	-16%	
Exercise Science Major				48	81	105	30%	
Physical Education Major				13	12	14	17%	
Physical Education Pre-Major				62	57	56	-2%	
Recreation and Fitness Major				13	3	1	-67%	
Teacher Education				905	743	857	15%	
Certification in Educ Superintendent (G)				3	2		-100%	
Certification in Middle Grades Edu (5-9)				2	1	1	0%	
Certification in Secondary Edu (8-12)				1				
Certification in Secondary Education(PB)				1	1		-100%	
Certification in Special Education (U)				8		1		
Early Childhood (Teacher Cert) Pre-Major				53	52	61	17%	
Early Childhood Education Major				7	9	16	78%	
Elementary Education (P-5) Major				136		172		
Elementary Education Pre-Major				412	420	374	-11%	
Middle Grades Education (5-9) Major				102	86	96	12%	
Middle Grades Education Pre-Major				180	172	136	-21%	
College of Health Professions	1346	1443	1534	1521	1457	1490	2%	3%
(Blank)	1272	1377	1529					
Undeclared (Bachelors)	9	10	12					
Nursing (Pre-BSN/No RN)	355	370	369					
Nursing (BSN)	477	464	556					
WB_Nurse Practitioner-Adv-Family	19	14	6					
WB_Nurse Admin-Nursing Education	11	15	14					
WB_Nurse Admin-Acute Care	3	8	5					
Radiologic Technology (AAS)	48	44	43					

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Radiologic Technology (Associates) (Pre)	109	132	122					
WB_Nurse Practitioner-Family	28	37	42					
Health Science	16	30	7					
WB_Nurse Practitioner-Pediatric	18	25	19					
WB_Nurse Practitioner-Adv-Adult	2	1	2					
Nurse Practitioner - Family	29	28	26					
Nursing Education	9	15	12					
WB_Nursing Education	7	21	28					
Nursing Administration - Nursing Education	13	8	7					
Health Science (Childrens Hospital)	7	25	21					
WB_Nurse Practitioner-Adult	8	12	15					
Nursing (Pre-BSN/Already Received RN)	19	21	15					
Respiratory Care	29	22	30					
WB_Nursing (Pre-BSN/Already Received RN)	5	9	22					
Nurse Practitioner - Adult	11	13	9					
Nurse Practitioner - Pediatric	6	4	5					
Nursing Administration - Acute Care	3	4	5					
WB_Nursing (BSN-Already Have RN)	18	23	17					
Respiratory Care (Pre)	6	14	13					
WB_Nurse Practitioner-Adult Psychiatric - CER	5		7					
WB_Nurse Practitioner-Geriatric	1	4						
WB_Nurse Admin-Long Term Care	1							
WB_Nurse Practitioner-Adv-Pediatric		1						
Nurse Admin - Nursing Education - CER		1						
WB_Nurse Practitioner-Geriatric to Family		1						
WB_Nurse Practitioner-Pediatric to Family		1	3					
WB_Nursing (RN to BSN St. Luke)			7					
Health Science (Tri Health)			17					
WB_Health Science			64					
WB_Pre_Nursing (RN to BSN St. Luke)			6					
WB_Nurse Practitioner-Womens/Midwife to Family			2					
WB_Nurse Practitioner-Adv-Geriatric			1					
Dean of Health Professions				1521	1457	1490	2%	
Doctor of Nursing Practice						13		
Education Specialist in Educational Lead						1		

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Health Science Major				129	137	130	-5%	
Nurse Executive Leadership Track					13	40	208%	
Nurse Pract Adv Prgm Track (Online)				12	26	15	-42%	
Nursing Administration Track					1		-100%	
Nursing Education Track				50	36	44	22%	
Nursing Executive Leadership				52	35	30	-14%	
Nursing Informatics						6		
Nursing Major (Already Received RN)				71	62	50	-19%	
Nursing Major (Traditional)				485	437	392	-10%	
Nursing Pre-Major (Pre-BSN/No RN)				354	332	328	-1%	
Nursing Pre-Major (Pre-BSN/RN)				34	23	52	126%	
Primary Care Nurse Practitioner Track				132	146	169	16%	
Radiologic Technology Major				35	36	38	6%	
Radiologic Technology Pre-Major				101	103	92	-11%	
Respiratory Care Major				33	33	37	12%	
Respiratory Care Pre-Major				14	9	22	144%	
Undeclared in NHP (AAS)				1	1	1	0%	
Undeclared in NHP (BS)				18	27	30	11%	
Nursing	35	26	3					
Nursing (BSN)	35	26	3					
Nursing-Administration	39	40	2					
Nursing (AAS)	39	40	2					
College of Informatics	1139	1140	1273	1490	1649	1781	8%	56%
(Blank)	898	894	1023					
Undeclared (Bachelors)	36	30	12					
Computer Information Technology	159	184	213					
Public Relations	166	164	187					
Journalism	120	112	91					
Master of Science in IS (Pre)	15	4						
Radio/Television	197	138	43					
Information Systems (Pre)	70	46	20					
Speech Communication	62	46	50					
Organizational Systems Technology	7	6	1					
Speech Communication (Pre)	42	31	15					
Master of Science in IS	12	10	10					

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Master of Science in IS Management	2							
Computer Engineering Technology	8	2	1					
Organizational Systems Technology - Management	2	3						
Business Informatics (Pre)		12	38					
Electronic Media & Broadcasting		47	153					
Media Informatics		24	46					
Master of Science in Business Informatics		16	29					
Health Informatics		8	21					
Health Informatics - Certificate		5	9					
Corporate Information Security (Certificate)		3						
PACE Computer Information Technology		3	26					
Certificate in Business Informatics (Graduate)			6					
Certificate in Enterprise Resource Planning			3					
Communication Studies (Pre)			37					
WB_Certificate in Business Informatics (Undergradu			2					
Master of Science in Business Informatics (Pre)			1					
Communication Studies			9					
Business Informatics		1	15	123	146	192	32%	19100%
Business Informatics Major				22	27	40	48%	
Business Informatics Pre-Major				65	56	52	-7%	
Business Informatics Specialization (MS)				27	27	50	85%	
Information Systems Area of Spec				1		1		
Library Informatics Major				8	36	49	36%	
Business Informatics		1	15					
Communication	28	41	47	769	778	806	4%	1866%
Certificate in Communication Teaching(G)				1		2		
Communication Specialization (MA)				54	49	38	-22%	
Communication Studies Major				94	158	234	48%	
Communication Studies Pre-Major				59	49	15	-69%	
Electronic Media and Broadcasting Major				181	195	196	1%	
Journalism Major				84	82	108	32%	
Media Informatics Major				66	77	76	-1%	
Public Relations Major				192	155	134	-14%	
Radio/Television Major				15	7	2	-71%	
Speech Communication Major				21	5	1	-80%	

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Speech Communication Pre-Major				2	1		-100%	
Communication (MA)	28	41	47					
Computer Science	168	173	179	525	604	657	9%	280%
Certificate in Geographic Info Sys (G)						2		
Certificate in Geographic Info Sys (U)					2		-100%	
Certificate in Secure Software Eng (G)					1		-100%	
Computer Engineering Technology Major				1	1	1	0%	
Computer Information Technology Major				300	331	348	5%	
Computer Information Technology Spec(MS)				19	37	55	49%	
Computer Science Major				184	211	220	4%	
Computer Science Specialization (MS)				21	21	31	48%	
Computer Science	168	173	179					
Dean of Informatics				73	121	126	4%	
Certificate in Business Informatics (G)				6	13	17	31%	
Certificate in Business Informatics (U)						2		
Certificate in Corp Info Security (G)						1		
Certificate in Enterprise Resrc Plan (G)				1	4	2	-50%	
Certificate in Health Informatics (G)				26	44	30	-32%	
Health Informatics Spec (MS)				26	35	50	43%	
Undeclared in INF (BS)				14	25	24	-4%	
Information Systems	45	31	9					
Information Systems	45	31	9					
College of Prof Studies Depts					311		-100%	
College of Prof Studies Depts					311		-100%	
Elementary Education (P-5) Major					127		-100%	
Social Work Major					184		-100%	
University Programs	2468	2376	2158	2271	2517	2327	-8%	-2%
(Blank)	2468	2376	2158					
University Studies (Bachelors)	988	991	883					
Undeclared (Bachelors)	789	670	522					
Non Degree Undergraduate/Visiting/Early Admit	476	488	574					
Non Degree - Post Bac	137	151	121					
Undeclared (Associates)	11	23	12					
Program for Adult Centered Education	6	12	21					
University Studies (Associates)	56	35	19					

	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Undeclared Degree (PD)	4	6	6					
Non Degree - Post Associate	1							
Academic Advising Resource Ctr				2271	2517	2327	-8%	
Non-degree-U				79	79	108	37%	
Non-Degree-U - Consortium (U)				14	22	15	-32%	
Non-Degree-U - Early Admit				479	617	601	-3%	
Non-Degree-U - Visiting				12	32	9	-72%	
Non-Degree-U (Post Bachelor's)				140	104	81	-22%	
PACE Pre-Program for Adult Centered Edu				3		4		
PACE Undeclared - Undergraduate				8	15	21	40%	
Undeclared in University Studies (AA)				23	18	26	44%	
Undeclared in University Studies (AAS)				14	16	19	19%	
Undeclared in University Studies (BA)				610	707	687	-3%	
Undeclared in University Studies (BS)				885	902	753	-17%	
Undeclared in UVS (BA-Post-Bachelor's)				4	5	3	-40%	
General University	121	102	122					
(Blank)	121	102	122					
Non Degree - Post Bac	2							
Non Degree Graduate	99	87	105					
Consortium	19	15	17					
Undeclared Degree (PD)	1							
Grand Total	14638	14807	15109	15405	15748	15738	0%	6%

1. Academic architecture naming conventions have not been stable since the implementation of SAP. This report is based off of the most recent academic years naming convention.
2. The blanks within each college are due to majors being associated with different departments across different semesters.
3. Due to the academic architecture there are some majors that were not associated with a department during certain semesters.

Credit Hour Production
Fall 2006 to Fall 2011

Credit Hour Production	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Undergraduate	152751	154925.5	158740	163634.5	163251	163489.5	0%	-100%
International Exchange Student*	11	11	13	12	13	6	-54%	-109%
Remedial	5045	4821	4827	5237	5620	5623	0%	-100%
Lower Division	101909	102615.5	102720	106455.5	102652	100647	-2%	-100%
Upper Division	45786	47478	51180	51930	54966	57213.5	4%	-100%
Graduate	6910	7744	7558	7912	8509	9409	11%	-100%
Law	6389	6751	7203	7733	7733	7278	-6%	-100%

1. International Exchange Student (IES) credit hours are strictly open placeholders. Coursework is applied to transcript once the student returns to NKU.
2. Credit hour production is based off the course level and not the student classification.

Credit Hour Production by College
Fall 2006 to Fall 2011

Credit Hour Production by College	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Arts & Sciences	95035	94678.5	100122	103459.5	100998	100695.5	0%	6%
Graduate	1237	1132	1241	1373	1733	1898	10%	53%
Lower Division	76032	75889.5	77126	79660.5	75049	73456	-2%	-3%
Upper Division	17766	17657	21755	22426	24216	25341.5	5%	43%
Business	18769	19808	18663	18509	18641	17456	-6%	-7%
Graduate	1747	1859	1683	1670	1592	1485	-7%	-15%
Lower Division	6610	6362	6230	5991	5852	5471	-7%	-17%
Upper Division	10412	11587	10750	10848	11197	10500	-6%	1%
Education & Human Services	13080	13511	13454	13290	13863	15452	11%	18%
Graduate	2743	3167	2820	2756	3036	3354	10%	22%
Lower Division	2198	2174	2018	2023	2576	2738	6%	25%
Upper Division	8139	8170	8616	8511	8251	9360	13%	15%
General University	380	514	405	264	295	185	-37%	-51%
Graduate		2	4	6	6	4	-33%	
International Exchange Student*	11	11	13	12	13	6	-54%	-45%
Lower Division	68	124	126	50	28	32	14%	-53%
Upper Division	301	377	262	196	248	143	-42%	-52%
Health Professions	7171	8386	8497	8689	8173	8045	-2%	12%
Graduate	682	860	909	975	883	1163	32%	71%
Lower Division	2965	3383	2966	3343	2985	1863	-38%	-37%
Upper Division	3524	4143	4622	4371	4305	5019	17%	42%
Informatics	15341	15756	16133	17396	19687	20298	3%	32%
Graduate	498	724	901	1132	1259	1505	20%	202%
Lower Division	10170	10443	10522	11108	12036	12274	2%	21%
Upper Division	4673	4589	4710	5156	6392	6519	2%	40%
Law	6389	6753	7205	7733	7733	7278	-6%	14%
First Professional	6389	6753	7205				0%	-100%
Graduate				7733	7733	7278	-6%	

Credit Hour Production by College	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Professional Studies	135	0	0	0	0	0		-100%
Lower Division	78						0%	-100%
Upper Division	57						0%	-100%
University Programs	0	0	0	9025	9194	9947	8%	
Lower Division				3737	3538	4288	21%	
Remedial				5237	5620	5623	0%	
Upper Division				51	36	36	0%	
Vice Provost	9750	10016	9024	914	909	820	-10%	-92%
Graduate	3						0%	-100%
Lower Division	3788	4240	3732	543	588	525	-11%	-86%
Remedial	5045	4821	4827				0%	-100%
Upper Division	914	955	465	371	321	295	-8%	-68%
Grand Total	166050	169422.5	173503	179279.5	179493	180176.5	0%	9%

1. International Exchange Student (IES) credit hours are strictly open placeholders. Coursework is applied to transcript once the student returns to NKU.
2. Credit hour production is based off the course level and not the student classification.

**Credit Hour Production by Course Discipline
Fall 2006 to Fall 2011**

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Arts & Sciences	95035	94678.5	100122	103459.5	100998	100695.5	0%	6%
Biological Sciences	6984	6736	6782	7243	7651	7911	3%	17%
BIO	6843	6601	6619	6933	7344	7620	4%	15%
Graduate	196	219	172	164	207	184	-11%	-16%
Lower Division	5887	5509	5465	5727	5814	6136	6%	11%
Upper Division	760	873	982	1042	1323	1300	-2%	49%
ENV	141	135	163	310	307	291	-5%	116%
Lower Division	132	132	151	295	296	280	-5%	112%
Upper Division	9	3	12	15	11	11	0%	267%
Chemistry	2926	2916	3081	3094	3558	3750	5%	29%
CHE	2926	2916	3081	3094	3558	3750	5%	29%
Lower Division	2225	2185	2245	2153	2472	2611	6%	19%
Upper Division	701	731	836	941	1086	1139	5%	56%
Dean of Arts & Sciences	160	255	2262	2496	2981	588	-80%	131%
IST			160	167	165	127	-23%	
Graduate			115	103	60	61	2%	
Lower Division				22				
Upper Division			45	42	105	66	-37%	
LDR			1818	1987	2388		-100%	
Lower Division			48	66	150		-100%	
Upper Division			1770	1921	2238		-100%	
MALS	94	51						-100%
Graduate	58	51						-100%
Upper Division	36							
MSC	6							
Lower Division	2							
Upper Division	4							
SCI	60	204	284	342	428	461	8%	126%

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Lower Division	60	204	284	342	428	461	8%	126%
English			6	13714	11902	11741	-1%	
CIN				267	282	180	-36%	
Lower Division				216	240	126	-48%	
Upper Division				51	42	54	29%	
ENG			6	13447	11620	11561	-1%	
Graduate				300	292	362	24%	
Lower Division				10011	8463	8232	-3%	
Upper Division			6	3136	2865	2967	4%	
History & Geography	11026	10455	10938	11037	9642	10323	7%	-1%
AFR	1185	1086	1116					-100%
Lower Division	1185	1086	1116					-100%
BLS				861	741	723	-2%	
Lower Division				861	741	723	-2%	
GEO	2116	1956	2070	1980	1499	1524	2%	-22%
Lower Division	1782	1602	1671	1605	1125	1131	1%	-29%
Upper Division	334	354	399	375	374	393	5%	11%
HIS	7725	7413	7752	8196	7402	7215	-3%	-3%
Graduate	6	3	72		183	261	43%	8600%
Lower Division	6054	5559	5931	6504	5415	4617	-15%	-17%
Upper Division	1665	1851	1749	1692	1804	2337	30%	26%
WGS						861		
Lower Division						624		
Upper Division						237		
Literature & Language	17879	17555	18223					
ARI	100	125	183					
Lower Division	72	76	132					
Upper Division	28	49	51					
CHI	91	106	109					
Lower Division	91	91	109					
Upper Division		15						

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
ENG	13769	13041	13678					
Graduate	57	72	204					
Lower Division	11208	10218	10311					
Upper Division	2504	2751	3163					
FRE	680	729	656					
Lower Division	557	657	557					
Upper Division	123	72	99					
GER	473	556	533					
Lower Division	386	466	422					
Upper Division	87	90	111					
ITA	159	185	171					
Lower Division	159	185	171					
JPN	355	332	382					
Lower Division	355	305	367					
Upper Division		27	15					
KOR			40					
Lower Division			40					
LAT	123	120	75					
Lower Division	123	120	75					
RUS	56	64	88					
Lower Division	56	64	88					
SPI	2073	2297	2308					
Lower Division	1872	2057	2035					
Upper Division	201	240	273					
Mathematics and Statistics	9759	10009	10218	10414	11269	11896	6%	19%
MAT	6288	6224	6341	6220	6580	6712	2%	8%
Graduate	3							
Lower Division	5991	5889	5971	5800	6134	6255	2%	6%
Upper Division	294	335	370	420	446	457	2%	36%
STA	3471	3785	3877	4194	4689	5184	11%	37%
Graduate					123	237	93%	

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Lower Division	3405	3660	3759	4071	4356	4749	9%	30%
Upper Division	66	125	118	123	210	198	-6%	58%
Music	4117	4201.5	4385	4728.5	4324	3736.5	-14%	-11%
MUS	4117	4201.5	4385	4728.5	4324	3736.5	-14%	-11%
Graduate	9	4		3	3	3	0%	-25%
Lower Division	3374	3472.5	3683	3846.5	3410	2939	-14%	-15%
Upper Division	734	725	702	879	911	794.5	-13%	10%
Physics & Geology	4169	4787	4970	5480	6062	6321	4%	32%
AST	838	816	882	876	876	906	3%	11%
Lower Division	832	812	876	876	876	888	1%	9%
Upper Division	6	4	6			18		350%
EGT	453	417	492	654	801	1050	31%	152%
Lower Division	201	177	165	291	312	489	57%	176%
Upper Division	252	240	327	363	489	561	15%	134%
GLY	1384	2032	2178	2564	2597	2683	3%	32%
Graduate			4			3		
Lower Division	1286	1840	1948	2308	2291	2302	0%	25%
Upper Division	98	192	226	256	306	378	24%	97%
PHY	1494	1522	1418	1386	1788	1682	-6%	11%
Graduate				2				
Lower Division	1345	1418	1311	1292	1595	1549	-3%	9%
Upper Division	149	104	107	92	193	133	-31%	28%
Political Science	9905	9416	8739					
CIV			3					
Lower Division			3					
JUS	4288	4288	4456					
Lower Division	2757	2949	2976					
Upper Division	1531	1339	1480					
PAD	670	555	631					
Graduate	580	513	463					
Upper Division	90	42	168					

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
PSC	4947	4573	3649					
Lower Division	3462	3198	2262					
Upper Division	1485	1375	1387					
Political Science & Criminal Justice				9875	9494	11611	22%	
CIV				3				
Lower Division				3				
JUS				5185	5029	4901	-3%	
Lower Division				3618	3297	3447	5%	
Upper Division				1567	1732	1454	-16%	
LDR						2821		
Lower Division						174		
Upper Division						2647		
PAD				645	739	643	-13%	
Graduate				525	643	625	-3%	
Upper Division				120	96	18	-81%	
PSC				4042	3726	3246	-13%	
Lower Division				2763	2646	2196	-17%	
Upper Division				1279	1080	1050	-3%	
Psychological Science				8602	9158	9482	4%	
PSY				8602	9158	9482	4%	
Graduate				267	219	159	-27%	
Lower Division				5466	5640	5703	1%	
Upper Division				2869	3299	3620	10%	
Psychological Sciences	8248	7763	8406					
PSY	8248	7763	8406					
Graduate	319	261	208					
Lower Division	5254	5238	5373					
Upper Division	2675	2264	2825					
Sociology, Anthropology & Philosophy	11102	11840	12300					
ANT	3196	3642	3841					
Graduate		3						
Lower Division	2790	3195	3270					

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Remedial	0	0	0					
Upper Division	406	444	571					
PHI	2952	2979	3465					
Lower Division	2601	2643	3195					
Upper Division	351	336	270					
REL	756	804	708					
Lower Division	603	639	567					
Upper Division	153	165	141					
SOC	4198	4415	4286					
Lower Division	3279	3555	3351					
Upper Division	919	860	935					
Sociology, Anthropology, Philosophy				12751	11766	11000	-7%	
ANT				3979	4039	3559	-12%	
Graduate				6				
Lower Division				3354	3411	2883	-15%	
Upper Division				619	628	676	8%	
PHI				3273	2149	2284	6%	
Lower Division				2937	1767	1875	6%	
Upper Division				336	382	409	7%	
REL				912	1260	639	-49%	
Lower Division				732	1125	402	-64%	
Upper Division				180	135	237	76%	
SOC				4587	4318	4518	5%	
Lower Division				3621	3363	3540	5%	
Upper Division				966	955	978	2%	
Theatre	3841	3971	3870					
DAN	517	508	529					
Lower Division	366	352	322					
Upper Division	151	156	207					
TAR	3324	3463	3341					
Graduate		6	3					
Lower Division	2611	2778	2415					

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Upper Division	713	679	923					
Theatre & Dance				3591	4060	3968	-2%	
DAN				602	633	701	11%	
Lower Division				385	381	446	17%	
Upper Division				217	252	255	1%	
TAR				2989	3427	3267	-5%	
Graduate						3		
Lower Division				2068	2311	2316	0%	
Upper Division				921	1116	948	-15%	
Visual Arts	4919	4774	5181	5235	4643	4779	3%	0%
ART	2039	2110	2244	2607	2222	2190	-1%	4%
Graduate	9			3	3		-100%	
Lower Division	1920	1974	2151	2487	2106	2025	-4%	3%
Upper Division	110	136	93	117	113	165	46%	21%
ARTC	228	171	243	201	204	156	-24%	-9%
Lower Division	120	75	141	90	90	90	0%	20%
Upper Division	108	96	102	111	114	66	-42%	-31%
ARTD	432	426	507	90	117	129	10%	-70%
Lower Division	315	285	348					
Upper Division	117	141	159	90	117	129	10%	-9%
ARTE	162	165	159	183	144	147	2%	-11%
Lower Division	147	141	141	144	114	120	5%	-15%
Upper Division	15	24	18	39	30	27	-10%	13%
ARTG	396	354	456	471	456	513	13%	45%
Lower Division	210	162	255	291	261	237	-9%	46%
Upper Division	186	192	201	180	195	276	42%	44%
ARTH	705	702	720	864	585	765	31%	9%
Lower Division	546	534	633	717	486	558	15%	4%
Upper Division	159	168	87	147	99	207	109%	23%
ARTM				27		87		
Lower Division				27				
Upper Division						87		

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
ARTO	483	396	423	357	468	366	-22%	-8%
Lower Division	156	126	156	90	150	132	-12%	5%
Upper Division	327	270	267	267	318	234	-26%	-13%
ARTP	171	132	153	156	189	135	-29%	2%
Lower Division	93	93	84	93	96	96	0%	3%
Upper Division	78	39	69	63	93	39	-58%	0%
ARTR	147	183	174	141	162	180	11%	-2%
Lower Division	69	87	84	60	84	87	4%	0%
Upper Division	78	96	90	81	78	93	19%	-3%
ARTS	156	135	102	138	96	111	16%	-18%
Lower Division	93	81	87	96	42	42	0%	-48%
Upper Division	63	54	15	42	54	69	28%	28%
Women's and Gender Studies			759	798	876		-100%	
WGS			759	798	876		-100%	
Lower Division			381	486	564		-100%	
Upper Division			378	312	312		-100%	
World Languages & Literatures				4401	3612	3589	-1%	
ARI				136	108	63	-42%	
Lower Division				136	108	63	-42%	
CHI				95	69	78	13%	
Lower Division				83	69	78	13%	
Upper Division				12				
FRE				711	654	618	-6%	
Lower Division				603	513	486	-5%	
Upper Division				108	141	132	-6%	
GER				549	438	474	8%	
Lower Division				453	360	413	15%	
Upper Division				96	78	61	-22%	
ITA				168	135	129	-4%	
Lower Division				168	135	129	-4%	
JPN				392	354	366	3%	
Lower Division				392	309	315	2%	

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Upper Division					45	51	13%	
KOR				40	42	42	0%	
Lower Division				40	42	42	0%	
LAT				72	60	36	-40%	
Lower Division				72	60	36	-40%	
RUS				52	72	63	-13%	
Lower Division				52	72	63	-13%	
SPI				2186	1680	1720	2%	
Lower Division				1847	1329	1350	2%	
Upper Division				339	351	370	5%	
WLL						0		
Upper Division						0		
World Languages and Literatures			2					
GER			2					
Upper Division			2					
Business	18769	19808	18663	18509	18641	17456	-6%	-12%
Accountancy	4630	4915	4960	4677	4839		-100%	-100%
ACC	2638	2884	2718	2682	2773		-100%	-100%
Graduate	410	441	371	381	336		-100%	-100%
Lower Division	1322	1600	1501	1359	1483		-100%	-100%
Upper Division	906	843	846	942	954		-100%	-100%
BUS	1992	2031	2242	1995	2066		-100%	-100%
Graduate	46	72	55	48	95		-100%	-100%
Lower Division	1728	1392	1617	1329	1368		-100%	-100%
Upper Division	218	567	570	618	603		-100%	-100%
Accounting, Finance & Business Law						5915		
ACC						2840		
Graduate						414		
Lower Division						1472		
Upper Division						954		
BUS						1851		
Graduate						51		

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Lower Division						1239		
Upper Division						561		
FIN						1224		
Graduate						156		
Lower Division						78		
Upper Division						990		
Construction Management	2348	3099	1477	1629	1661	1182	-29%	-62%
AVA	85							
Lower Division	85							
CMGT	1324	1398	1396	1524	1562	1107	-29%	-21%
Lower Division	547	431	481	501	397	258	-35%	-40%
Upper Division	777	967	915	1023	1165	849	-27%	-12%
CTE		60	81	93	99	75	-24%	25%
Lower Division			30	36		24		
Upper Division		60	51	57	99	51	-48%	-15%
IET	744							
Lower Division	45							
Upper Division	699							
LDR	144	1635						
Lower Division		57						
Upper Division	144	1578						
MST	51							
Graduate	51							
TTE		6		12				
Graduate		6		12				
Economics & Finance	4321	4304	4065	4253	4134		-100%	-100%
ECO	2622	2658	2481	2781	2691		-100%	-100%
Graduate	168	138	144	174	183		-100%	-100%
Lower Division	1770	1752	1596	1776	1707		-100%	-100%
Upper Division	684	768	741	831	801		-100%	-100%
FIN	1699	1646	1584	1472	1443		-100%	-100%
Graduate	217	176	213	191	144		-100%	-100%

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Lower Division	213	204	180	138	69		-100%	-100%
Upper Division	1269	1266	1191	1143	1230		-100%	-100%
Information Systems	81							
IFS	81							
Graduate	81							
Management			5032	4773	4911	4770	-3%	
ELOC			270	270	282	288	2%	
Graduate			270	270	282	288	2%	
ENTP			894	708	777	699	-10%	
Graduate			24			3		
Lower Division			102	108	159	147	-8%	
Upper Division			768	600	618	549	-11%	
HRM				222	294	297	1%	
Upper Division				222	294	297	1%	
LAS			162					
Upper Division			162					
MGT			3706	3573	3558	3486	-2%	
Graduate			423	459	432	375	-13%	
Lower Division			723	744	669	486	-27%	
Upper Division			2560	2370	2457	2625	7%	
Management & Marketing	7389	7490						
ELOC	168	276						
Graduate	168	276						
ENTP	540	632						
Graduate	48	60						
Lower Division	186	143						
Upper Division	306	429						
LAS	168	33						
Upper Division	168	33						
MGT	3618	3636						
Graduate	429	567						
Lower Division	714	783						

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Upper Division	2475	2286						
MKT	2562	2499						
Graduate	129	123						
Upper Division	2433	2376						
SPB	333	414						
Upper Division	333	414						
Marketing			3129	3177	3096		-100%	
MKT			2652	2718	2505		-100%	
Graduate			183	135	120		-100%	
Upper Division			2469	2583	2385		-100%	
SPB			477	459	591		-100%	
Upper Division			477	459	591		-100%	
Marketing, Economics & Sports Business						5589		
ECO						2694		
Graduate						129		
Lower Division						1767		
Upper Division						798		
MKT						2271		
Graduate						69		
Upper Division						2202		
SPB						624		
Upper Division						624		
Education & Human Services	13080	13511	13454	13290	13863	15452	11%	14%
Counseling & Human Services				534	524		-100%	
EDA				534	524		-100%	
Graduate				534	524		-100%	
Counseling, Human Services and Social Work	2675	2395	2353					
COU	306	604	561					
Graduate	306	604	561					
CSD		24	45					
Graduate		24	45					
HSR	881	639	461					

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Lower Division	417	321	234					
Upper Division	464	318	227					
SWK	1488	1128	1286					
Lower Division	357	375	327					
Upper Division	1131	753	959					
Counseling, Social Work and Leadership				2543	3067	5093	66%	
COU				498	567	879	55%	
Graduate				498	567	879	55%	
CSD				27	27		-100%	
Graduate				27	27		-100%	
EDA						396		
Graduate						396		
EDD						374		
Graduate						374		
HSR				529	721	999	39%	
Lower Division				237	330	282	-15%	
Upper Division				292	391	717	83%	
SWK				1489	1752	2445	40%	
Graduate					186	585	215%	
Lower Division				435	555	714	29%	
Upper Division				1054	1011	1146	13%	
Dean of Education & Hum Svc				231	297	54	-82%	
EDD				231	297	54	-82%	
Graduate				231	297	54	-82%	
Dean of Education and Human Services			63					
EDD			63					
Graduate			63					
Educational Specialties	6810	1346						
ATP	102							
Lower Division	17							
Upper Division	85							
EDA	354							

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Graduate	354							
EDC	252							
Graduate	252							
EDG	1206							
Graduate	1206							
EDMT	697							
Graduate	586							
Upper Division	111							
EDS	986							
Upper Division	986							
EDU	1185	1346						
Upper Division	1185	1346						
HEA	544							
Lower Division	375							
Upper Division	169							
PHE	1484							
Lower Division	879							
Upper Division	605							
Elementary, Middle, & Secondary Education	2957	3071						
EDU	2957	3071						
Upper Division	2957	3071						
Kinesiology and Health				2083	2240	2512	12%	
ATP				169	162	300	85%	
Lower Division				15	20	50	150%	
Upper Division				154	142	250	76%	
HEA				488	484	445	-8%	
Lower Division				355	381	369	-3%	
Upper Division				133	103	76	-26%	
KIN					1018	1132	11%	
Lower Division					587	618	5%	
Upper Division					431	514	19%	
PHE				1426	576	635	10%	

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Lower Division				817	460	471	2%	
Upper Division				609	116	164	41%	
Kinesiology, Health, & Educational Foundations		5853	4221					
ATP		184	215					
Lower Division		17	11					
Upper Division		167	204					
EDA		474						
Graduate		474						
EDG		1279	589					
Graduate		1279	589					
EDMT		751						
Graduate		643						
Upper Division		108						
EDS		1071						
Upper Division		1071						
EDU			1362					
Upper Division			1362					
HEA		525	454					
Lower Division		373	335					
Upper Division		152	119					
PHE		1569	1601					
Graduate		8						
Lower Division		906	967					
Upper Division		655	634					
School of Education	638	773						
EDU	599	704						
Lower Division	153	182						
Upper Division	446	522						
ESL	39	69						
Graduate	39	69						
Teacher Education				7899	7735	7793	1%	
EDG				1037	928	874	-6%	

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Graduate				1037	928	874	-6%	
EDMT				495	549	291	-47%	
Graduate				402	453	192	-58%	
Upper Division				93	96	99	3%	
EDS				1046	1127	1100	-2%	
Upper Division				1046	1127	1100	-2%	
EDU				5294	5077	5528	9%	
Lower Division				164	243	234	-4%	
Upper Division				5130	4834	5294	10%	
ESL				27	54		-100%	
Graduate				27	54		-100%	
Teacher Education & School Leadership		73	6817					
EDA			443					
Graduate			443					
EDG		66	621					
Graduate		66	621					
EDMT			597					
Graduate			435					
Upper Division			162					
EDS			1200					
Upper Division			1200					
EDU		7	3893					
Lower Division			144					
Upper Division		7	3749					
ESL			63					
Graduate			63					
General University	380	514	405	264	295	185	-37%	-64%
Career Development Center	369	413	308	252	282	179	-37%	-57%
CEP	369	413	308	252	282	179	-37%	-57%
Graduate		2	4	6	6	4	-33%	100%
Lower Division	68	34	42	50	28	32	14%	-6%
Upper Division	301	377	262	196	248	143	-42%	-62%

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Credit Continuing Education & Distance Learning		90	84					
EMT		90	84					
Lower Division		90	84					
Registrar	11	11	13	12	13	6	-54%	-45%
IES	11	11	13	12	13	6	-54%	-45%
International Exchange Student	11	11	13	12	13	6	-54%	-45%
Health Professions	7171	8386	8497	8689	8173	8045	-2%	-4%
Advanced Nursing MSN/RN-BSN				462	723	1767	144%	
NRP				462	723	1767	144%	
Graduate						1088		
Upper Division				462	723	679	-6%	
Advanced Nursing Studies				1047	1003	75	-93%	
DNP						75		
Graduate						75		
NRP				1047	1003		-100%	
Graduate				975	883		-100%	
Upper Division				72	120		-100%	
Allied Health				1457	1461	1473	1%	
BHS				489	484		-100%	
Lower Division				108	20		-100%	
Upper Division				381	464		-100%	
HSC						566		
Upper Division						566		
RAD				575	588	532	-10%	
Lower Division				299	372	319	-14%	
Upper Division				276	216	213	-1%	
RSP				393	389	375	-4%	
Lower Division				148	156	155	-1%	
Upper Division				245	233	220	-6%	
Nursing				5723	4986		-100%	
NRS				5723	4986		-100%	
Lower Division				2788	2437		-100%	

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Upper Division				2935	2549		-100%	
Nursing & Health Professions	7171	8386	8497					
BHS		145	218					
Lower Division			69					
Upper Division		145	149					
NRP	1174	1453	1282					
Graduate	682	860	909					
Upper Division	492	593	373					
NRS	5095	5907	6171					
Lower Division	2474	2950	2484					
Upper Division	2621	2957	3687					
NUR		0						
Remedial		0						
RAD	636	663	548					
Lower Division	375	363	299					
Upper Division	261	300	249					
RSP	266	218	278					
Lower Division	116	70	114					
Upper Division	150	148	164					
Nursing-BSN						4730		
NRS						4730		
Lower Division						1389		
Upper Division						3341		
Informatics	15341	15756	16133	17396	19687	20298	3%	29%
Business Informatics		2452	1404	1535	4014	4204	5%	71%
BIS			906	878	879	1057	20%	
Graduate			18	32				
Remedial			0					
Upper Division			888	846	879	1057	20%	
IFS		2272						
Graduate		67						
Lower Division		1419						

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Upper Division		786						
INF					2301	2136	-7%	
Lower Division					2301	2031	-12%	
Upper Division						105		
MBI			381	435	546	714	31%	
Graduate			381	435	546	714	31%	
MHI			117	222	288	297	3%	
Graduate			117	222	288	297	3%	
MSIS		180						
Graduate		180						
Communication	10437	10398	10561	11164	12267	12419	1%	19%
CMST			6228	6783	6822	6565	-4%	
Graduate			84	51	51		-100%	
Lower Division			4920	5298	5034	4935	-2%	
Upper Division			1224	1434	1737	1630	-6%	
COM	177	267	274	338	290	314	8%	18%
Graduate	177	267	274	338	290	314	8%	18%
EMB		1856	2193	1906	2232	2520	13%	36%
Lower Division		1329	1656	1455	1662	2007	21%	51%
Upper Division		527	537	451	570	513	-10%	-3%
INF						111		
Lower Division						111		
JOU	1329	1228	1145	1039	1378	1387	1%	13%
Lower Division	577	530	581	527	754	661	-12%	25%
Upper Division	752	698	564	512	624	726	16%	4%
MIN		60	42	282	441	438	-1%	630%
Lower Division		30		111	180	177	-2%	490%
Upper Division		30	42	171	261	261	0%	770%
POP	57	438	369	405	636	652	3%	49%
Lower Division		288	318	363	594	567	-5%	97%
Upper Division	57	150	51	42	42	85	102%	-43%
PRE	323	384	310	411	468	432	-8%	13%

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Upper Division	323	384	310	411	468	432	-8%	13%
RTV	2320							
Lower Division	1749							
Upper Division	571							
SPE	6231	6165						
Graduate	111	111						
Lower Division	5082	4989						
Upper Division	1038	1065						
Computer Science	1386	1573	1565	1658	2980	3402	14%	116%
CIT	399	631	907	1044	1302	1329	2%	111%
Graduate					54	138	156%	
Lower Division	252	276	384	432	372	333	-10%	21%
Upper Division	147	355	523	612	876	858	-2%	142%
CSC	987	873	658	614	768	816	6%	-7%
Graduate	57	33	27	54	30	42	40%	27%
Lower Division	276	315	60	57	58	84	45%	-73%
Upper Division	654	525	571	503	680	690	1%	31%
IET		69						
Upper Division		69						
INF					910	1257	38%	
Lower Division					910	1257	38%	
Dean of Informatics	950	1333	2603	3039	426	273	-36%	-80%
INF	950	1267	2603	2922	237	39	-84%	-97%
Lower Division	881	1267	2603	2865	171	39	-77%	-97%
Upper Division	69			57	66		-100%	
LIN				117	189	234	24%	
Lower Division						72		
Upper Division				117	189	162	-14%	
MHI		66						
Graduate		66						
Information Systems	2568							
IFS	2112							

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Lower Division	1320							
Upper Division	792							
MSIS	153							
Graduate	153							
OST	303							
Lower Division	33							
Upper Division	270							
Law	6389	6753	7205	7733	7733	7278	-6%	8%
Chase - Dean/Administration				7733	7733	7278	-6%	
LAW				7733	7733	7278	-6%	
Graduate				7733	7733	7278	-6%	
Dean of Law	6389	6753	7205					
LAW	6389	6753	7205					
First Professional	6389	6753	7205					
Professional Studies	135							
Construction Management	57							
IET	57							
Upper Division	57							
Credit Continuing Education & Distance Learning	78							
EMT	78							
Lower Division	78							
University Programs				9025	9194	9947	8%	
Academic Orientation				3609	3432	3686	7%	
UNV				3609	3432	3686	7%	
Lower Division				3558	3396	3650	7%	
Upper Division				51	36	36	0%	
Learning Assistance Programs				1616	1601	6261	291%	
ENGD				899	880	579	-34%	
Remedial				899	880	579	-34%	
ENGI						396		
Remedial						396		
LAP				5	3	11	267%	

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Lower Division				5	3	11	267%	
MAHD						4105		
Remedial						4105		
RDG				712	718	1170	63%	
Lower Division				172	139	627	351%	
Remedial				540	579	543	-6%	
University Progs				3800	4161		-100%	
MAH				1197				
Remedial				1197				
MAHD				2601	4161		-100%	
Remedial				2601	4161		-100%	
MSC				2				
Lower Division				2				
Vice Provost	9750	10016	9024	914	909	820	-10%	-92%
Academic Orientation	3023	3311	3259					
UNV	3023	3311	3259					
Lower Division	2990	3284	3214					
Upper Division	33	27	45					
Honors Program	913	1012	936	914	909	820	-10%	-19%
HNR	913	1012	936	914	909	820	-10%	-19%
Lower Division	429	528	516	543	588	525	-11%	-1%
Upper Division	484	484	420	371	321	295	-8%	-39%
Learning Assistance Center	1759	1894	1898					
ENG	789	891	903					
Remedial	789	891	903					
LAP	970	1003	995					
Lower Division	3	7	2					
Remedial	967	996	993					
Mathematics Developmental	3289	2934	2931					
MAH	3289	2934	2931					
Remedial	3289	2934	2931					
Vice Provost Office		4						

Credit Hour Production by Course Discipline	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
MSC		4						
Lower Division		4						
Womens Studies	766	861						
WMS	766	861						
Graduate	3							
Lower Division	366	417						
Upper Division	397	444						
Grand Total	166050	169422.5	173503	179279.5	179493	180176.5	0%	6%

1. Academic architecture naming conventions have not been stable since the implementation of SAP. This report is based off of the most recent academic years naming convention
2. The blanks within each college are due to majors being associated with different departments across different semesters.
3. Due to the academic architecture there are some majors that were not associated with a department during certain semesters.

Total Enrollment Summary
Fall 2006 - Fall 2011

Total Enrollment Summary	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Headcount	14638	14807	15109	15405	15748	15738	0%	6%
Full-Time Equivalent	11304	11549	11827	12224	12258	12325	1%	7%
FTE/Headcount Ratio	0.77	0.78	0.78	0.79	0.78	0.78	1%	0%
Residency Status for Tuition								
In-State	10546	10558	10721	10899	11102	10784	-3%	2%
Out-of-State (International Exchange Student) from a Foreign Country; Out-of-State (National Exchange Student) from another state	6	10	17	12	26	52	100%	420%
Out-of-State (With Tuition Reciprocity)	999	1020	1027	936	862	866	0%	-15%
Out-of-State (Without Tuition Reciprocity)	3087	3219	3344	3558	3758	4036	7%	25%
Full-, Part-Time Status								
Full-Time	9726	9850	10060	10555	10712	10704	0%	9%
Part-Time	4912	4957	5049	4850	5036	5034	0%	2%
Gender								
Male	6121	6151	6398	6630	6802	6899	1%	12%
Female	8517	8656	8711	8775	8946	8839	-1%	2%
Race								
American Indian or Alaskan Native	34	33	37	36	39	39	0%	18%
Asian					177	155	-12%	
Asian or Pacific Islander	152	172	174	180				
Black	696	733	840	890	961	944	-2%	29%
Hispanic	165	165	177	190	222	261	18%	58%
Native Hawaiian or Other Pacific Islander					5	11	120%	
Nonresident Alien	195	187	171	182	229	378	65%	102%
Two or More Races					101	157	55%	
Unknown	633	659	642	739	712	616	-13%	-7%
White	12763	12858	13068	13188	13302	13177	-1%	2%

1. The Council on Post-Secondary Education (CPE) definition of Full-Time Equivalent (FTE) is used for this report. The calculation for the Total Enrollment is: $(\text{Undergraduate student credit hours}/15) + (\text{graduate student credit hours}/12) + (\text{law student credit hours}/12) + (\text{headcount of medical, dental, and pharmacy students}) + (\text{headcount of doctoral dissertation students} - \text{EDD 899}) + (\text{headcount of post-doctoral students}) + (\text{headcount of house staff})$.
2. This report is based on a mandated change instituted by the National Center for Education Statistics as reported to the Integrated Postsecondary Education Data System (IPEDS), beginning fall 2010. The implemented change requires ethnicity/race to be self-identified within a two-question format, in which one's ethnicity must be answered first and then followed by one's race. If the student answers nonresident alien or 2 or more races, they are not included in race breakout totals.

Undergraduate Enrollment Summary

Fall 2006 - Fall 2011

Undergraduate Enrollment Summary	Degree Seeking								Non-Degree Seeking							
	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change	Fall 2006	Fall 2007	Fall 2008	Fall 2009	Fall 2010	Fall 2011	1 Year % Change	5 Year % Change
Headcount	12026	12070	12309	12477	12670	12505	-1%	4%	642	656	721	729	847	817	-4%	25%
Full-Time Equivalent	9944	10082	10318	10646	10600	10584	0%	5%	176	185	212	206	230	237	3%	28%
FTE/Headcount Ratio	0.83	0.84	0.84	0.85	0.84	0.85	1%	1%	0.27	0.28	0.29	0.28	0.27	0.29	7%	3%
Residency Status for Tuition																
In-State	8651	8602	8733	8848	8934	8560	-4%	0%	560	577	625	642	752	717	-5%	24%
Out-of-State (International Exchange Student) from a Foreign Country; Out-of-State (National Exchange Student) from another state				1	1	1			6	10	17	10	24	51	113%	410%
Out-of-State (With Tuition Reciprocity)	959	1016	1010	922	852	865	2%	-15%		1	2	6	3			
Out-of-State (Without Tuition Reciprocity)	2416	2452	2566	2706	2883	3079	7%	26%	76	68	77	71	68	49	-28%	-28%
Full-, Part-Time Status																
Full-Time	9224	9313	9485	9940	10015	9949	-1%	7%	33	35	49	41	48	65	35%	86%
Part-Time	2802	2757	2824	2537	2655	2556	-4%	-7%	609	621	672	688	799	752	-6%	21%
Gender																
Male	5100	5122	5337	5474	5587	5623	1%	10%	261	254	303	315	348	326	-6%	28%
Female	6926	6948	6972	7003	7083	6882	-3%	-1%	381	402	418	414	499	491	-2%	22%
Race																
American Indian or Alaskan Native	26	26	30	28	33	32	-3%	23%	2		2	2	1	1		
Asian					127	109	-14%						6	5	-17%	
Asian or Pacific Islander	110	126	129	138					7	7	6	4				
Black	611	632	733	772	841	822	-2%	30%	13	16	14	12	6	8	33%	-50%
Hispanic	139	133	150	158	190	224	18%	68%	7	7	7	6	5	6	20%	-14%
Native Hawaiian or Other Pacific Islander					4	8	100%									
Nonresident Alien	168	153	126	139	164	290	77%	90%	7	12	17	13	27	57	111%	375%
Two or More Races					86	142	65%						7	3	-57%	
Unknown	508	522	497	567	538	448	-17%	-14%	41	38	44	47	60	46	-23%	21%
White	10464	10478	10644	10675	10687	10430	-2%	-2%	565	576	631	645	725	691	-5%	20%

1. The Council on Post-Secondary Education (CPE) definition of Full-Time Equivalent (FTE) was used for this report. Undergraduate FTE is the number of Undergraduate Credit Hours divided by 15.
2. This report is based on a mandated change instituted by the National Center for Education Statistics as reported to the Integrated Postsecondary Education Data System (IPEDS), beginning fall 2010. The implemented change requires ethnicity/race to be self-identified within a two-question format, in which one's ethnicity must be answered first and then followed by one's race. If the student answers nonresident alien or 2 or more races, they are not included in race breakout totals.

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
AP for Research, Grad Stud and Reg Stwrd				97	92	71	82	342
Graduate Center/Graduate Progs				97	92	71	82	342
Non Degree-G - Graduate				94	89	68	76	327
Non-Degree-G - Consortium (G)				2	1		5	8
Non-Degree-G - Visiting				1	2	3	1	7
Arts & Sciences	4206	4298	4834					13338
	3010	3116	3610					9736
Anthropology	86	74	82					242
Applied Cultural Studies	3	1						4
Art (BFA)	51	36	47					134
Art Education	10	14	9					33
Biological Sci/Education	4	3	3					10
Biological Sciences (Pre-Biological Sciences)	150	170	134					454
Biological Sciences (Pre-Dentistry)	5	4	2					11
Biological Sciences (Pre-Medicine)	35	37	20					92
Biological Sciences (Pre-Optometry)	4	1						5
Biological Sciences (Pre-Pharmacy)	20	11	9					40
Biological Sciences (Pre-Physical Therapy)	10	15	8					33
Biological Sciences (Pre-Physicians Assistant)	1	1	5					7
Biological Sciences (Pre-Veterinary Medicine)	10	13	11					34
Biological Sciences (Pre-Wildlife Management)	1							1
Biology (Cellular/Molecular/Genetics)			6					6
Biology (Ecology/Evolution/Organismal)			6					6
Biology (Forensics)		2	4					6
Certificate in Organizational Leadership			1					1
Certificate in Professional Writing			1					1
Chemistry	44	48	47					139
Chemistry (Forensics)	8	11	8					27
Chemistry (Pre-Dental)	4	7	6					17
Chemistry (Pre-Medicine)	22	41	26					89
Chemistry (Pre-Pharmacy)	47	61	35					143
Chemistry (Pre-Vet)	8	12	4					24
Chemistry/Bio	40	26	40					106

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Chemistry/Education			1	1				2
Computer & Electronics Engineering Technology	22	11	6					39
Criminal Justice (Associates)	28	26	15					69
Criminal Justice (Bachelors)	353	307	326					986
Education/Art/Education (Pre)	31	41	43					115
Education/Biological Sci (Pre)	11	14	9					34
Education/Chemistry (Pre)	1	1	2					4
Education/English (Pre)	52	63	64					179
Education/French (Pre)	3	3	1					7
Education/Geology with Earth Space Science (Pre)	4	6	3					13
Education/Mathematics (Pre)	41	31	41					113
Education/Physics (Pre)		1						1
Education/Social Studies (Pre)	106	91	79					276
Education/Spanish (Pre)	10	14	8					32
Electronics Engineering Technology	11	19	27					57
English/Education	21	21	23					65
Enviromental Science (Pre)	12	10	16					38
Environmental Science	13	17	18					48
French	12	11	8					31
French/Education			1					1
Geography	18	16	16					50
Geology	32	36	36					104
German		2	7					9
Graphic Design	158	171	194					523
History	174	182	184					540
Integrative Studies (Associates)			5					5
Integrative Studies (Bachelors)			50					50
Integrative Studies (Masters)			16					16
International Studies	71	75	81					227
Justice Studies	4	2						6
Law Enforcement	1	1						2
Liberal Studies	29	23	19					71
Liberal Studies (Bachelors)	147	172	138					457

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Liberal Studies (Masters)	42	44	30					116
Manufacturing Engineering Tech	6	4	2					12
Mathematics	68	71	70					209
Mechanical & Manufacturing Engineering Technology	57	57	61					175
Music (BA)	12	15	10					37
Music (BM)	9	5	5					19
Music (Pre)	118	118	117					353
Music Education (Pre)	13	11	26					50
Music/Education	13	6	12					31
Nonprofit Management			1					1
Nonprofit Management (Certificate)	12	11	7					30
Organizational Leadership			56					56
Organizational Studies			1					1
PACE Integrative Studies (Associate's)			1					1
PACE Integrative Studies (Bachelor's)			14					14
PACE Liberal Studies (Associates)	13	14	7					34
PACE Liberal Studies (Bachelors)	17	17	18					52
PACE Organizational Leadership			108					108
Philosophy	42	43	40					125
Physics	25	32	23					80
Piano Pedagogy		1						1
Pre-Bio Sciences (Pre-Dentistry)			7					7
Pre-Bio Sciences (Pre-Forestry)			1					1
Pre-Bio Sciences (Pre-Medicine)			35					35
Pre-Bio Sciences (Pre-Optometry)			2					2
Pre-Bio Sciences (Pre-Pharmacy)			9					9
Pre-Bio Sciences (Pre-Physical Therapy)			8					8
Pre-Bio Sciences (Pre-Physicians Assistant)			3					3
Pre-Bio Sciences (Pre-Veterinary Medicine)			12					12
Pre-Engineering	33	45	44					122
Pre-Med Bio/Chemistry			1					1
Pre-Pharm Bio/Chemistry			2					2
Psychology/Industrial-Organizational (MS)	55	50	42					147

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Public Administration		1						1
Public Administration (MPA)	95	86	79					260
Social Studies	28	33	37					98
Sociology	46	44	50					140
Spanish	30	26	27					83
Spanish/Education	3	3	6					12
Theatre Arts (BFA)	40	56	76					172
Undeclared (Bachelors)	304	368	368					1040
WB_Integrative Studies (Master's)				7				7
WB_Organizational Leadership			234					234
Biological Sciences	54	42	58					154
Biological Sciences	54	42	58					154
Computer Science	1							1
Computer Science	1							1
English	201	207	243					651
English	201	207	243					651
Political Science	164	157	156					477
Political Science	164	157	156					477
Psychological Sciences	389	383	391					1163
Psychology	389	383	391					1163
Theatre	180	180	166					526
Theatre Arts (BA)	180	180	166					526
Visual Arts	207	213	210					630
Art (BA)	207	213	210					630
Business	2959	2979	2692					8630
	2656	2713	2367					7736
Accounting	120	107	111					338
Accounting (Pre)	243	243	245					731
Accounting Practice and Reporting Track (MACC)	33	37	37					107
Advanced Taxation Certificate			1					1
Business Administration	50	64	63					177
Business Administration (MBA)	117	130	113					360
Business Administration (Pre)	276	272	259					807

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Business Education	3	3	4					10
Business Education/Office Systems Tech.	4	2	1					7
Career and Technical Education		4	8					12
Certificate in Accounting CPA Track		2	6					8
Certificate in Accounting General		1	2					3
Certificate in Entrepreneurship	1							1
Certificate in Finance General	1	1						2
Certificate in Financial Planning	2	5	4					11
Certificate in Marketing Research		1						1
Certificate in Sports Business		2	1					3
Construction Management	215	200	202					617
Construction Technology	4	4	12					20
Education/Business Education (Pre)	6	4	5					15
Entrepreneurship	9	4	22					35
Entrepreneurship (Pre)	40	80	111					231
Executive Leadership & Organizational Change	28	44	44					116
Finance (Pre)	123	122	131					376
Human Resource Management		2	6					8
Human Resource Management (Pre)		5	43					48
Industrial & Labor Relations	15	8	4					27
Industrial Education	1							1
Industrial Education (Bachelors)	11	8	6					25
Industrial Psychology/Human Resources (MBA)	3	5	8					16
Industrial Technology-Manufact	2	1						3
Information Systems (Pre)	2	3						5
International Business	7	5	7					19
Labor Relations	3	1						4
Labor Relations (Pre)	1	2	1					4
Law/Business Administration (Joint Degree)	2	4	2					8
Management (Pre)	258	218	208					684
Marketing (Pre)	267	258	228					753
MBA Foundation	46	41	44					131
Organizational Leadership	98	81	1					180

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Organizational Studies	8	5	2					15
Organizational Systems Technology	8	3	1					12
PACE Business Administration			15					15
PACE Organizational Leadership	45	91	3					139
PACE Pre Business Administration	44	28	8					80
Pre Business Studies (Associates)	37	26	27					90
Pre-Master of Science in Accounting Track (MACC)	1	1						2
Professional Track (MACC)	23	26	18					67
Project Management (MBA)	14	15	7					36
Sports Business	25	22	30					77
Sports Business (Pre)	145	159	167					471
Tax Track (MACC)			2					2
Technology Management (MST)	6							6
Undeclared (Bachelors)	164	167	133					464
WB_Certificate in Entrepreneurship			1					1
WB_Construction Management		1	5					6
WB_Organizational Leadership	145	195	8					348
Aviation	4	2	1					7
Aviation Administration	4	2	1					7
Economics	43	47	44					134
Economics	43	47	44					134
Finance	94	78	92					264
Finance	94	78	92					264
Information Systems	4	3	2					9
Information Systems	4	3	2					9
Management	59	53	84					196
Management	59	53	84					196
Marketing	99	83	102					284
Marketing	99	83	102					284
Chase College of Law				607	616	575	548	2346
Chase - Dean/Administration				607	616	575	548	2346
Law Major (Full-Time)				370	374	359	367	1470
Law Major (Part-Time)				234	242	216	181	873

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Law Non-Degree (Full-Time)				2				2
Law Non-Degree (Part-Time)				1				1
College of Arts & Sciences				4993	5049	5104	5144	20290
Biological Sciences				410	428	445	474	1757
Bio Sci Pre-Medicine Pre-Major (BS)				3	2	1	3	9
Bio Sci Pre-Pharmacy Pre-Major (BS)				1	1			2
Bio Sci Pre-Physcl Therapy Pre-Maj (BS)				1				1
Bio Sci Pre-Physician Asst Pre-Maj (BS)				1			1	2
Bio Sci Pre-Veterinary Med Pre-Maj (BS)				2	1		1	4
Biological Sciences Edu Pre-Major (BA)				11	13	16	13	53
Biological Sciences Major (BA)				14	93	8	14	129
Biological Sciences Major (BS)				101	2	115	144	362
Biological Sciences Pre-Major (BS)				235	273	266	253	1027
Environmental Science Major				17	15	8	21	61
Environmental Science Pre-Major				19	23	27	21	90
Pre-Medicine Pre-Prof Major (BS)					1	1	1	3
Pre-Pharmacy Pre-Prof Major (BS)				1				1
Pre-Physcl Therapy Pre-Prof Major (BS)				1	1			2
Pre-Physician Asst Pre-Prof Major (BS)				1				1
Pre-Veterinary Med Pre-Prof Major (BA)						1		1
Pre-Veterinary Med Pre-Prof Major (BS)				2	3	2	2	9
Chemistry				164	184	178	151	677
Biochemistry Pre-Medicine (BS)				2	2	1		5
Biochemistry Pre-Pharmacy (BS)					1	1	2	4
Chemistry Education Major (BA)					1	2	4	7
Chemistry Education Pre-Major (BA)				4	8	4	5	21
Chemistry Major (BA)				31	169	29	20	249
Chemistry Major (BS)				122		138	119	379
Chemistry Pre-Dentistry (BA)				1				1
Chemistry Pre-Pharmacy (BA)				2	2	1		5
Chemistry/Biology Education Major (BA)							1	1
Chemistry/Biology Education Major (BS)						1		1
General Chemistry Pre-Pharmacy (BS)				2	1	1		4

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Dean of Arts & Sciences				714	678	724	697	2813
Integrative Studies (AA)				14	16	14	9	53
Integrative Studies (MA)				42	42	36	41	161
Integrative Studies Major (BA)				133	125	134	131	523
Liberal Studies Major (AA)				8	4	3	1	16
Liberal Studies Major (BA)				92	33	13	3	141
Undeclared in AS (AA)				8		12	17	37
Undeclared in AS (BA)				417	458	512	495	1882
English				342	372	383	342	1439
Certificate in Creative Writing (G)					1	1	1	3
Certificate in Professional Writing (G)						2		2
English Education Major				18	16	20	25	79
English Education Pre-Major				61	88	73	53	275
English Major				204	190	207	201	802
English Specialization (MA)				59	77	80	62	278
History & Geography				313	341	372	344	1370
Certificate in Public History (G)						1		1
Geography Major				15	16	19	11	61
History Major				165	166	176	189	696
Liberal Studies Specialization (MA)				15	4	2	1	22
Public History Specialization					32	51	42	125
Social Studies Education Pre-Major				89	97	90	65	341
Social Studies Major				29	26	33	36	124
Mathematics and Statistics				134	140	143	120	537
Mathematics Education Major				8	7	15	20	50
Mathematics Education Pre-Major				45	61	59	41	206
Mathematics Major				76	63	59	51	249
Statistics Major				5	9	10	8	32
Music				179	188	169	160	696
Certificate in Piano Pedagogy (U)					1	1		2
Music Composition						1	7	8
Music Education Major				10	7	6	11	34
Music Education Pre-Major				52	68	60	56	236

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Music Major(BA)				28	26	22	15	91
Music Performance Major (BM)				17	56	42	40	155
Music Pre-Major				72	30	37	31	170
Physics & Geology				224	282	339	455	1300
Certificate-Manufacturing Processes (U)					1		1	2
Computer & Electronics Eng Tech Major				6	5	1		12
Electronics Engineering Tech Major (BS)				29	42	58	91	220
Engineering Pre-Major (BS)				55	76	77	72	280
Geology Major (BA)				9		12	13	34
Geology Major (BS)				30	38	31	39	138
Geology/Earth Space Science Edu Pre-Maj				2	7	4	2	15
Manufacturing Engineering Tech Major				1				1
Mech & Manuf Engineering Tech Major (BS)				70	83	125	197	475
Physics Education Major (BA)					1	2		3
Physics Education Pre-Major (BA)					1		2	3
Physics Major (BA)				4	1	4	8	17
Physics Major (BS)				18	27	25	30	100
Political Science & Criminal Justice				1065	990	927	924	3906
Certificate in Nonprofit Management (G)				5	8	4	10	27
Certificate in Org Leadership (U)							2	2
Criminal Justice Major (AAS)				10	9	7	8	34
Criminal Justice Major (BA)				328	288	229	242	1087
International Studies Major				66	69	60	50	245
Organizational Leadership Major				431	415	425	419	1690
Organizational Leadership Pre-major							16	16
Political Science Major BA				84	1	74	81	240
Political Science Major BS				48	99	27	9	183
Public Administration Spec (MPA)				93	101	101	87	382
Psychological Science				449	462	450	480	1841
Certificate in Industrial Psychology (G)						1		1
Industrial Organizational Psy Spec (MS)				42	39	37	33	151
Psychology Major (BA)				173	417	217	218	1025
Psychology Major (BS)				234	6	195	229	664

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Sociology, Anthropology, Philosophy				201	200	180	183	764
Anthropology Major (BA)				79		61	63	203
Anthropology Major (BS)				22	104	31	36	193
Philosophy Major				42	35	27	27	131
Sociology Major				58	61	61	57	237
Theatre & Dance				222	238	229	238	927
BFA in Stage Management						6	4	10
Theatre Arts Major (BA)				147	170	149	170	636
Theatre Arts Performance Major (BFA)				75	68	65	56	264
Theatre Design & Technology Major (BFA)						9	8	17
Visual Arts				489	478	491	486	1944
Art Education Pre-Major				39	37	37	31	144
Fine Arts Major (BFA)				39	37	56	49	181
Studio Arts Major (BA)				209	211	211	203	834
Visual Communication Design Major							6	6
Visual Communication Design Major (BA)				202	193	187	197	779
World Languages & Literatures				87	68	74	90	319
French Education Pre-Major				1	2	4	1	8
French Major				15	12	16	15	58
German Education Pre-Major					3	1	3	7
German Major				12	8	8	9	37
Spanish Education Major				9	5	3	4	21
Spanish Education Pre-Major				10	12	11	14	47
Spanish Major				40	26	31	44	141
College of Business				2504	2385	2279	2131	9299
Accounting, Finance & Business Law				449	439	445	433	1766
Accounting Major				142	145	141	132	560
Accounting Pre-Major				237	221	230	232	920
Accounting Specialization (MACC)				70	73	74	69	286
Construction Management				256	222	176	143	797
Business Edu Office Systems Tech Major				1				1
Business Education Major				4	4	1		9
Career and Technical Education Major				11	3	9	9	32

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Certificate in Architectural Draft (U)				1			1	2
Construction Management Major				217	205	153	124	699
Construction Technology Major				6	6	5	8	25
Education & Business Education Pre-Major				6	4	7	1	18
Industrial and Labor Relations Major				3		1		4
Industrial Education Major				5				5
Organizational Studies Major				2				2
Dean of Business				336	367	322	295	1320
Business Administration Major					50		1	51
Business Administration Spe (MBA)				147	114	111	93	465
Certificate in Accounting-CPA Track (U)				13	5	3		21
Certificate in Advanced Taxation (G)				1	1		1	3
Certificate in Entrepreneurship (U)							2	2
Certificate in Finance (G)				1	3			4
Certificate in Financial Planning (U)				2	1			3
Certificate in General Business (G)				1				1
Certificate in General Finance (U)							1	1
Certificate in Project Management (G)					1			1
Certificate in Sports Business (U)					1	1		2
MBA Foundation Pre-Specialization				46	46	29	2	123
Pre-Business Studies Major				10	17	14	25	66
Undeclared in BN (BS)				115	128	164	170	577
Management				775	715	753	719	2962
Business Administration Major				84	6	65	59	214
Business Administration Pre-Major				234	282	287	301	1104
Entrepreneurship Major				25	22	23	29	99
Entrepreneurship Pre-Major				95	87	72	68	322
Executive Leadership/Org Change Spec(MS)				45	47	47	46	185
Human Resource Management Major				13	22	27	12	74
Human Resource Management Pre-Major				60	44	48	46	198
Labor Relations Pre-Major				1	1			2
Management Major				69	64	56	42	231
Management Pre-Major				149	140	128	116	533

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Marketing, Economics & Sports Business				688	642	583	541	2454
Economics Major				31	34	32	33	130
Finance Major				66	59	60	55	240
Finance Pre-Major				98	83	71	82	334
Marketing Major				93	68	67	70	298
Marketing Pre-Major				203	203	184	170	760
Sports Business Major				36	29	31	31	127
Sports Business Pre-Major				161	166	138	100	565
College of Educ & Human Serv				1922	1672	2111	2070	7775
Counseling, Social Work and Leadership				433	311	609	670	2023
Certificate in Student Dev Admin (G)				2	3	2		7
Certification - Instr Ldrship Edu Rank I				15	6	8	4	33
Certification - School Counseling Rank I				1		2	1	4
Certification-Superv of Instruct Rank I				6	4	4	2	16
Community Counseling Specialization (MS)				43	28	13	1	85
Counseling and Human Services Major				19	58	73	86	236
Educational Leadership Doctoral				38	47	60	59	204
Human Services Major				3	1			4
Instructional Leadership Spec (MA)				51	58	45	17	171
Mental Health Counseling Spec (MS)					17	47	75	139
Mental Health/Human Services Major				22	12	4		38
School Counseling Specialization (MA)				39	45	52	43	179
Social Work Major				194	13	234	283	724
Social Work Specialization (MSW)					19	65	99	183
Dean of Education & Hum Svc				354	350	315	257	1276
Cert in Early Childhood Edu Rank I				1				1
Certification in Elem Edu Fifth Year				1				1
Certification in Elementary Edu Rank I				9	12	3	1	25
Certification in Mid Grades Edu Fifth Yr				1				1
Certification in Secondary Edu Fifth Yr					1			1
Certification in Secondary Edu Rank I				5	3	1	1	10
Certification-Middle Grades Edu Rank I				2	2	1		5
Education Specialization (MA)				99	47	21	7	174

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
English as a Secondary Language Program				1				1
Rank I Certification Program						21	11	32
Teacher as Leader Specialization (MA)				120	165	170	164	619
Teaching Specialization (MAT)				81	78	54	40	253
Undeclared in EDU (BA)				34	42	44	33	153
Kinesiology and Health				230	268	330	330	1158
Athletic Training Education Pre-Major				65	77	113	111	366
Athletic Training Major				17	19	25	32	93
Certification in Special Education (G)				12	19	16	4	51
Exercise Science Major				48	81	105	129	363
Physical Education Major				13	12	14	14	53
Physical Education Pre-Major				62	57	56	40	215
Recreation and Fitness Major				13	3	1		17
Teacher Education				905	743	857	813	3318
Certification in Educ Superintendent (G)				3	2		11	16
Certification in Middle Grades Edu (5-9)				2	1	1	2	6
Certification in Secondary Edu (8-12)				1				1
Certification in Secondary Education(PB)				1	1			2
Certification in Special Education (U)				8		1		9
Early Childhood (Non-Cert) Pre-Major							9	9
Early Childhood (Teacher Cert) Pre-Major				53	52	61	44	210
Early Childhood Education Major				7	9	16	21	53
Elementary Education (P-5) Major				136		172	204	512
Elementary Education Pre-Major				412	420	374	309	1515
Middle Grades Education (5-9) Major				102	86	96	99	383
Middle Grades Education Pre-Major				180	172	136	114	602
College of Health Professions				1521	1457	1490	1553	6021
Dean of Health Professions				1521	1457	1490	1553	6021
Adult Acute Care NP - NP Advancement							1	1
Doctor of Nursing Practice						13	13	26
Education Specialist (Online)							5	5
Education Specialist in Educational Lead						1	24	25
Health Science Major				129	137	130	170	566

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Nurse Executive Leadership Track					13	40	50	103
Nurse Pract Adv Prgm Track (Online)				12	26	15	19	72
Nursing Administration Track					1			1
Nursing Education Track				50	36	44	37	167
Nursing Executive Leadership				52	35	30	20	137
Nursing Informatics						6	4	10
Nursing Major (Already Received RN)				71	62	50	49	232
Nursing Major (Traditional)				485	437	392	388	1702
Nursing Pre-Major (Pre-BSN/No RN)				354	332	328	324	1338
Nursing Pre-Major (Pre-BSN/RN)				34	23	52	64	173
Primary Care Nurse Practitioner Track				132	146	169	205	652
Radiologic Technology Major				35	36	38	48	157
Radiologic Technology Pre-Major				101	103	92	56	352
Respiratory Care Major				33	33	37	37	140
Respiratory Care Pre-Major				14	9	22	27	72
Undeclared in NHP (AAS)				1	1	1	3	6
Undeclared in NHP (BS)				18	27	30	9	84
College of Informatics				1490	1649	1781	1963	6883
Business Informatics				123	146	192	221	682
Business Informatics Major				22	27	40	21	110
Business Informatics Pre-Major				65	56	52	92	265
Business Informatics Specialization (MS)				27	27	50	48	152
Information Systems Area of Spec				1		1		2
Library Informatics Major				8	36	49	60	153
Communication				769	778	806	855	3208
Certificate in Communication Teaching(G)				1		2	1	4
Communication Specialization (MA)				54	49	38	38	179
Communication Studies Major				94	158	234	245	731
Communication Studies Pre-Major				59	49	15	6	129
Electronic Media and Broadcasting Major				181	195	196	214	786
Journalism Major				84	82	108	110	384
Media Informatics Major				66	77	76	110	329
Public Relations Major				192	155	134	129	610

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Radio/Television Major				15	7	2	2	26
Speech Communication Major				21	5	1		27
Speech Communication Pre-Major				2	1			3
Computer Science				525	604	657	734	2520
Certificate in Geographic Info Sys (G)						2	1	3
Certificate in Geographic Info Sys (U)					2		2	4
Certificate in Secure Software Eng (G)					1			1
Computer Engineering Technology Major				1	1	1	1	4
Computer Information Technology Major				300	331	348	394	1373
Computer Information Technology Spec(MS)				19	37	55	54	165
Computer Science Major				184	211	220	254	869
Computer Science Specialization (MS)				21	21	31	28	101
Dean of Informatics				73	121	126	153	473
Certificate in Business Informatics (G)				6	13	17	9	45
Certificate in Business Informatics (U)						2		2
Certificate in Corp Info Security (G)						1	2	3
Certificate in Enterprise Resrc Plan (G)				1	4	2	3	10
Certificate in Health Informatics (G)				26	44	30	32	132
Health Informatics Spec (MS)				26	35	50	64	175
Undeclared in INF (BS)				14	25	24	43	106
College of Prof Studies Depts					311			311
College of Prof Studies Depts					311			311
Elementary Education (P-5) Major					127			127
Social Work Major					184			184
Education & Human Services	1876	1925	1925					5726
	1876	1925	1925					5726
Athletic Training	29	24	18					71
Athletic Training (Pre)	27	40	56					123
Counseling - Community	26	39	52					117
Counseling - School	59	63	50					172
Counseling and Human Services			8					8
EDU Early Child (Birth to Kindergarten)	6	4	2					12
EDU Elementary Undergrad	178	155	181					514

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
EDU Middle Grades Undergrad	81	91	101					273
EDU Physical Education	28	17	16					61
Education Early Childhood (Pre)	8	22	31					61
Education Elementary (Pre)	404	414	377					1195
Education Elementary Fifth Yr Grad	5	3	1					9
Education Elementary Graduate	146	94	86					326
Education Elementary Rank I Grad	12	14	14					40
Education Instructional Leadership	44	54	37					135
Education Instructional Leadership Rank I Grad	32	21	8					61
Education Instructional Supervision Rank I Grad	5	4	7					16
Education Middle Grades (Pre)	132	156	176					464
Education Middle Grades Fifth Yr Grad			1					1
Education Middle Grades Graduate	25	16	15					56
Education Middle Grades Rank I Grad	3	6	3					12
Education School Counseling Rank I Graduate	8	6	2					16
Education Secondary Graduate	39	38	27					104
Education Secondary Rank I Grad	5	6	6					17
Education Special Education	37	46	32					115
Education Superintendent Certification			5					5
Education/Physical Education (Pre)	45	53	54					152
Educational Leadership			11					11
Exercise Science			20					20
Human Services	14	9	4					27
Master of Teaching - Middle Grades	52	65	49					166
Master of Teaching - Secondary Education	62	63	56					181
Mental Health/Human Services	80	55	34					169
Physical Education-Recreation	49	44	33					126
Post Bachelors Secondary Education	6	4	2					12
Social Work	180	171	203					554
Undeclared (Bachelors)	26	38	41					105
WB_Education Elementary Graduate	11	34	40					85
WB_Education Instructional Leadership		22	27					49
WB_Education Instructional Leadership Rank I Grad		3	2					5

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
WB_Education Middle Grades Graduate	3	13	20					36
WB_Education Secondary Graduate	9	18	17					44
General University	121	102	122					345
	121	102	122					345
Consortium	19	15	17					51
Non Degree - Post Bac	2							2
Non Degree Graduate	99	87	105					291
Undeclared Degree (PD)	1							1
Health Professions	1346	1443	1534					4323
	1272	1377	1529					4178
Health Science	16	30	7					53
Health Science (Childrens Hospital)	7	25	21					53
Health Science (Tri Health)			17					17
Nurse Admin - Nursing Education - CER		1						1
Nurse Practitioner - Adult	11	13	9					33
Nurse Practitioner - Family	29	28	26					83
Nurse Practitioner - Pediatric	6	4	5					15
Nursing (BSN)	477	464	556					1497
Nursing (Pre-BSN/Already Received RN)	19	21	15					55
Nursing (Pre-BSN/No RN)	355	370	369					1094
Nursing Administration - Acute Care	3	4	5					12
Nursing Administration - Nursing Education	13	8	7					28
Nursing Education	9	15	12					36
Radiologic Technology (AAS)	48	44	43					135
Radiologic Technology (Associates) (Pre)	109	132	122					363
Respiratory Care	29	22	30					81
Respiratory Care (Pre)	6	14	13					33
Undeclared (Bachelors)	9	10	12					31
WB_Health Science			64					64
WB_Nurse Admin-Acute Care	3	8	5					16
WB_Nurse Admin-Long Term Care	1							1
WB_Nurse Admin-Nursing Education	11	15	14					40
WB_Nurse Practitioner-Adult	8	12	15					35

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
WB_Nurse Practitioner-Adult Psychiatric - CER	5		7					12
WB_Nurse Practitioner-Adv-Adult	2	1	2					5
WB_Nurse Practitioner-Adv-Family	19	14	6					39
WB_Nurse Practitioner-Adv-Geriatric			1					1
WB_Nurse Practitioner-Adv-Pediatric		1						1
WB_Nurse Practitioner-Family	28	37	42					107
WB_Nurse Practitioner-Geriatric	1	4						5
WB_Nurse Practitioner-Geriatric to Family		1						1
WB_Nurse Practitioner-Pediatric	18	25	19					62
WB_Nurse Practitioner-Pediatric to Family		1	3					4
WB_Nurse Practitioner-Womens/Midwife to Family			2					2
WB_Nursing (BSN-Already Have RN)	18	23	17					58
WB_Nursing (Pre-BSN/Already Received RN)	5	9	22					36
WB_Nursing (RN to BSN St. Luke)			7					7
WB_Nursing Education	7	21	28					56
WB_Pre_Nursing (RN to BSN St. Luke)			6					6
Nursing	35	26	3					64
Nursing (BSN)	35	26	3					64
Nursing-Administration	39	40	2					81
Nursing (AAS)	39	40	2					81
Informatics	1139	1140	1273					3552
	898	894	1023					2815
Business Informatics (Pre)		12	38					50
Certificate in Business Informatics (Graduate)			6					6
Certificate in Enterprise Resource Planning			3					3
Communication Studies			9					9
Communication Studies (Pre)			37					37
Computer Engineering Technology	8	2	1					11
Computer Information Technology	159	184	213					556
Corporate Information Security (Certificate)		3						3
Electronic Media & Broadcasting		47	153					200
Health Informatics		8	21					29
Health Informatics - Certificate		5	9					14

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Information Systems (Pre)	70	46	20					136
Journalism	120	112	91					323
Master of Science in Business Informatics		16	29					45
Master of Science in Business Informatics (Pre)			1					1
Master of Science in IS	12	10	10					32
Master of Science in IS (Pre)	15	4						19
Master of Science in IS Management	2							2
Media Informatics		24	46					70
Organizational Systems Technology	7	6	1					14
Organizational Systems Technology - Management	2	3						5
PACE Computer Information Technology		3	26					29
Public Relations	166	164	187					517
Radio/Television	197	138	43					378
Speech Communication	62	46	50					158
Speech Communication (Pre)	42	31	15					88
Undeclared (Bachelors)	36	30	12					78
WB_Certificate in Business Informatics (Undergradu			2					2
Business Informatics		1	15					16
Business Informatics		1	15					16
Communication	28	41	47					116
Communication (MA)	28	41	47					116
Computer Science	168	173	179					520
Computer Science	168	173	179					520
Information Systems	45	31	9					85
Information Systems	45	31	9					85
Law	523	544	571					1638
	523	544	571					1638
Law	519	538	564					1621
Law Non Degree		1	1					2
Law/MBA	4	5	6					15
University Programs	2468	2376	2158	2271	2517	2327	2169	16286
	2468	2376	2158					7002
Non Degree - Post Associate	1							1

First Recorded Major - Fall

Row Labels	20061	20071	20081	20091	20101	20111	20121	Grand Total
Non Degree - Post Bac	137	151	121					409
Non Degree Undergraduate/Visiting/Early Admit	476	488	574					1538
Program for Adult Centered Education	6	12	21					39
Undeclared (Associates)	11	23	12					46
Undeclared (Bachelors)	789	670	522					1981
Undeclared Degree (PD)	4	6	6					16
University Studies (Associates)	56	35	19					110
University Studies (Bachelors)	988	991	883					2862
Academic Advising Resource Ctr				2271	2517	2327	2169	9284
Non-degree-U				79	79	108	86	352
Non-Degree-U - Consortium (U)				14	22	15	17	68
Non-Degree-U - Early Admit				479	617	601	602	2299
Non-Degree-U - Visiting				12	32	9	3	56
Non-Degree-U (Post Bachelor's)				140	104	81	84	409
PACE Pre-Program for Adult Centered Edu				3		4	10	17
PACE Undeclared - Undergraduate				8	15	21	11	55
Undeclared in University Studies (AA)				23	18	26	42	109
Undeclared in University Studies (AAS)				14	16	19	184	233
Undeclared in University Studies (BA)				610	707	687	651	2655
Undeclared in University Studies (BS)				885	902	753	476	3016
Undeclared in UVS (BA-Post-Bachelor's)				4	5	3	3	15
Grand Total	14638	14807	15109	15405	15748	15738	15660	107105

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

Introduction and Instructions

The new Faculty in Higher Education Salary Survey for four-year colleges and universities (FHES4) collects salary data for full-time faculty by discipline, rank and tenure status. Disciplines are defined in terms of the U.S. Department of Education's Classification of Instructional Programs: 2010 Edition. Go to <http://www.cupahr.org/surveys/participation.asp> for discipline descriptions. This survey replaces the National Faculty Salary Survey by Discipline & Rank.

CONFIDENTIALITY AND PRIVACY STATEMENT

All possible steps are taken to protect the confidentiality of each institution's salary data. Confidential data are released only in aggregated form. Salary data reported for a given position by five or fewer institutions are neither listed in the survey report nor available in Data-On-Demand or Special Studies. Any attempt to use Data-On-Demand for the purpose of violating the confidentiality of survey data is illicit and subject to serious penalty. CUPA-HR reports and Data-On-Demand are in compliance with Department of Justice "Safe Harbor" Guidelines. For a complete statement of CUPA-HR policy regarding use of survey data, click the Privacy Policy link under General in the menu at the top of the page in Surveys-On-Line.

SURVEY CHANGES FOR 2012-13

- Salary data for four-year institutions are now being collected and reported separately for tenured/tenure track faculty and non-tenure track faculty. For the latter, data are collected separately for teaching and research faculty.
 - Questions on pay practices are no longer asked as the responses from year-to-year were effectively unchanging.
 - Reporting dates for data.
 - Report fall student enrollment as of your institution's official fall reporting date or October 15, 2012.
 - Report the number of faculty and number of staff on your institution's payroll as of November 1, 2012.
 - Report 9/10 month salaries as of November 1, 2012.
 - If it is not possible to use the above dates, use a reporting date no earlier than September 15 and no later than November 1, 2012.
-

SALARY UPLOAD OPTION AVAILABLE

An Upload Option is available that allows you to upload a file of salary data to the Surveys-On-Line (SOL) database server, saving you the effort of manually keying in each item. The upload file type may be either comma separated values (CSV) or Microsoft Excel (XLS). XLSX format is not supported.

The WILL DO and DONE status boxes still need to be checked and Institutional Basics still have to be keyed into SOL. The Upload Option is for salary-related data only.

This process will most benefit institutions with HRIS type groups that can create the file for you. If you have to create your upload file manually, this option may not save you time.

Go to <http://www.cupahr.org/surveys/participation.asp> for directions on how to use the upload option.

GUIDELINES

Salary data for full-time tenured and tenure-track faculty can be manually entered or uploaded in any of 345 4-digit CIP program codes defined by the U.S. Department of Education. At the 6-digit level, salary data can be uploaded into any of 1333 CIP program codes. The annual survey report for four-year institutions provides results for all four-digit disciplines having a sufficient number of respondents. Salary data at the six-digit level are aggregated and included in both the four-digit and two-digit tables. Six-digit CIP code salary data are only available in Data-On-Demand (DOD).

Salary data for full-time, non-tenure track faculty can be manually entered or uploaded into any of thirty-five 2-digit and four 4-digit CIP codes. Data are collected separately for teaching and research faculty.

ASSIGNMENT OF FACULTY TO DISCIPLINES

The survey defines disciplines using the Classification of Instructional Programs: 2010 Edition published by the U.S. Department of Education's National Center for Education Statistics (NCES). This publication replaces the CIP-2000 edition. Crosswalk information is provided where needed.

The CIP taxonomy is a hierarchy organized on 3 levels:

- 2-digit codes define the most general groupings of related programs. (XX)
- 4-digit codes define intermediate groupings of programs that have comparable content and objectives. (XX.XX)
- 6-digit codes define specific instructional programs. (XX.XXXX)

For example:

01. AGRICULTURE, AGRICULTURE OPERATIONS, AND RELATED SCIENCES.

Instructional programs that focus on agriculture and related sciences and that prepare individuals to apply specific knowledge, methods, and techniques to the management and performance of agricultural operations. 01.01 Agricultural Business and Management. Instructional content for this group of programs is defined in codes 01.0101-01.0199 01.0102 Agribusiness/Agricultural Business Operations. A program that prepares individuals to manage agricultural businesses and agriculturally related operations within diversified corporations. Includes instruction in agriculture, agricultural specialization, business management, accounting, finance, marketing,

planning, human resources management, and other managerial responsibilities.

For more information on CIP-2010, go to <http://nces.ed.gov/ipeds/cipcode/crosswalk.aspx?y=55>.

Report each faculty member in one and only one discipline (i.e. CIP code). In all or most instances, the disciplines you report are likely to represent divisions or departments within your institution, such as the History Department or the Chemistry Department.

- If a faculty member has a joint appointment in two or more disciplines (for example, sociology and anthropology), only report his or her full 9–10 month salary once in the most appropriate discipline.
- If your institution has an “interdisciplinary” division/department, report the salaries for its faculty in this division/department, even though its members may teach/research in several related, but different discipline groups. For example, if your institution has a Department of Social Sciences, General (CIP 45.01) with faculty that teach/research in Anthropology (CIP 45.02), Economics (CIP 45.06), Political Science and Government (45.10), and Sociology (45.11), you should report their salary data in CIP 45.01 and not in the other disciplines.

REPORT SALARY DATA FOR FULL-TIME FACULTY ONLY

Full-time faculty are defined as faculty who are at least .75 FTE, have annual contracts or appointments of at least 9 months and whose teaching / research are 50% or more of their duties..

Report all salaries in terms of 1.0 FTE 9–10 month contracts.

- A full-time 9–10 month contract covers teaching/researching two semesters, three quarters, two 4-month sessions, or the equivalent.
- If a full-time faculty member is less than 1.0 FTE, annualize his/her salary to 1.0 FTE.
- Convert the salary of a full-time 11–12 month contract to a full-time 9–10 month contract by multiplying the 11–12 month salary by 9/11 or .818.

Whom to include:

- Professors, Associate Professors, Assistant Professors, New Assistant Professors, and Instructors.
 - Report salaries for full-time (at least .75 FTE) tenured/tenure-track faculty and salaries for non-tenure track faculty in separate sections of the survey.
 - Equate clinical duties with teaching/research duties when determining whether teaching/research represents at least half of a faculty member’s duties.
 - Report salaries for New Assistant Professors twice: once with all Assistant Professors and once separately. New Assistant Professors are all fall external or internal hires to this position.
 - Report salaries for the position immediately below the rank of Assistant Professor as Instructors. Do not include data for adjunct faculty ranks such as Lecturer. The survey uses the IPEDS definition for Adjunct Faculty.
- Department chairs and other administrative staff who hold full-time faculty rank and whose teaching/research represents half or more of their duties.
 - Report the contracted faculty salaries for these positions. Compensation, such as stipends, for administrative, managerial, or other responsibilities should not be reported.
 - Do not adjust the contracted faculty salaries to reflect a reduced teaching load.
- Faculty on sabbatical (report their regular salaries, even though they may receive reduced pay while on leave).
- Coaches with faculty status who teach/research more than half time, independent of their coaching duties.

Whom to exclude: Do NOT report salary data for the following:

- Adjunct faculty or others who teach/research full-time, but on a temporary basis (such as a semester).
- Adjunct faculty or others who teach/research half-time or less on a limited, ad hoc basis.
- Visiting faculty, regardless of whether they have full-time contracts of at least 9 months.
- Replacements for faculty on sabbatical.
- Retirees on staff who are paid below or above the market rate for their rank and discipline.
- Individuals on leave without pay.
- Faculty whose services are valued by bookkeeping entries rather than by full cash transactions, such as members of religious orders.
- Teaching/research faculty who, as members of the military, are paid on a salary scale different from that for civilian employees.
- Administrative officers with titles such as dean of instruction, academic dean, dean of faculty, dean of students, librarian, or registrar.

DATA COLLECTED

Specific instructions appear on the questionnaire. Please read these instructions carefully before answering. For each discipline and rank, you are asked to provide the following data:

- Number of Faculty: number of incumbent faculty in a given discipline / rank
- Average Salary: the sum of full-time 9–10 month salaries divided by the number of incumbents. If the number of faculty is 1, enter the single salary in the Average Salary field only.
- Lowest Salary: the lowest full-time 9–10 month salary. Do not report the bottom of a salary scale.
- Highest Salary: the highest full-time 9–10 month salary. Do not report the top of a salary scale.

Please provide salary data for New Assistant Professors twice: once with all Assistant Professors and again separately.

INSTRUCTIONS SUMMARY

Before entering data, review the discipline descriptions and match them to those at your institution. Valid matches should be based on discipline description content, not on title. You may find it useful to print out a questionnaire worksheet and discipline descriptions prior to entering data online.

Go to <http://www.cupahr.org/surveys/participation.asp> for full discipline descriptions.

When entering data, please adhere to the following guidelines:

- Report 9/10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1. Report only current information despite the possibility of future or pending salary changes.
 - Report salary data for full-time faculty only (at least .75 FTE).
 - Report base salary only. Do not include non-salary compensation such as housing allowances or stipends.
-

If you have questions or need assistance, please send an email to CUPA-HR Research. You may also contact one of the research staff directly: Suzi Bowen, Research Coordinator, Maria Calcagno, Research Manager or Ray Sizemore, Director of Research.

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Northern Kentucky University 2012-13 Four-Year Faculty Salaries

Institutional Basics

For any of the questions below, if you are reporting data for a System Office or System Summary, please supply system-wide figures. Otherwise, supply individual institution figures.

1. Total Operating Budget

What is the total dollar value of your institution's 2012-13 operating budget for educational and general operations and auxiliary enterprises? Include research funds and funded student aid. Do not include unfunded student aid (discounts) or capital funds. Do not include dollars associated with the operation of a university hospital. Ask your controller for this number. Budget is a required field.

	2012-13 \$	2011-12 \$
Total Operating Budget	223,000,000	214,000,000

2. Cost of Medical and Retirement Plans

Enter the expected total contribution in 2012-13 by your institution to employee medical/healthcare and retirement plans as a % of total benefits-eligible employee salaries and wages. DO NOT include contributions associated with dental or vision plans. DO NOT include FICA contributions.

	Institution's contribution as % of total benefits-eligible employee salaries and wages
a. Medical plans	20.0
b. Retirement plans	18.0

3. Student Enrollment

Report fall student enrollment as of your institution's official fall reporting date or October 15, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1. Your Institutional Research Office is likely to be the best source for this data. FTE enrollment should always be less than or equal to FT + PT enrollment combined.

- Please complete rows a, b and c if you can.
 - If you can complete rows a and b, but not c, enter these numbers and then hit the "Calculate" button below. FTE figures will be derived as: Number of Full-Time Students + 1/3 the Number of Part-Time Students.
 - If you can only provide numbers for row c, please do so. Don't hit the "Calculate" button.
- Click underlined terms for definitions.

	Undergraduate	Graduate	Total All
a. Number of Full-Time Students	10,031	687	10,718
b. Number of Part-Time Students	3,313	1,629	4,942
c. Full-Time Equivalent Enrollment	11,135.3	1,230.0	12,365.3
Reported Last Year	11,116.7	1,265.3	12,382.0

4. Fall 2012 Faculty Size

Report the number of faculty on your institution's payroll as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1. Include all full-time and part-time employees with faculty status, even if excluded in salary data. Your institutional Research Office is likely to be the best source for this data. The FTE number of faculty should always be less than or equal to the number of FT + PT faculty.

- Please complete rows a, b and c if you can.
- If you can complete rows a and b, but not c, enter these numbers and then hit the "Calculate" button in Surveys-on-Line. FTE figures will be derived as: Number of Full-Time Faculty + 1/3 the Number of Part-Time Faculty.
- If you can only provide numbers for row c, please do so. Don't hit the "Calculate" button.

	Number
a. Full-Time Faculty (tenured, tenure-track and non-tenure track)	550
b. Regular Part-Time Faculty (exclude Adjuncts (Click for more detail))	425
c. Full-Time Equivalent Faculty	691.7

Reported Last Year	679.3
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	Number of Full-Time Faculty
d. Tenured	247
e. Tenure-track	123
f. Non-tenure track teaching	179
g. Non-tenure track research	1
h. Non-tenure track clinical	0

5. Fall 2012 Staff Size (all employees not reported in IPEDS as faculty)

Report the number of staff on your institution's payroll as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1. Include all full-time and part-time employees not reported in IPEDS as faculty in your count; also include medical school staff if applicable. Your institutional Research Office is likely to be the best source for this data. The FTE number of staff should always be less than or equal to the FT + PT number.

Definitions

- Full-Time: As determined by the institution.
- Part-time: As determined by the institution. Casual employees (hired on an ad-hoc basis or occasional basis to meet short-term needs) and students in the College Work-Study Program (CWS) are not considered part-time staff.
- FLSA Employees: Employees whose jobs are governed by the Fair Labor Standards Act are either "exempt" or "non-exempt." Nonexempt employees are entitled to overtime pay, exempt employees are not.

Directions

- Please complete rows a - f if you can, and then hit the "Calculate" button.
- If you can complete rows a and b, but not c, enter these numbers and then hit the "Calculate" button. FTE figures will be derived as: Number of Full-Time Employees + 1/3 the Number of Part-Time Employees. Follow the same process if you can answer d and e, but not f.
- If you are unable to use any of the above methods but have the total staff FTE number, enter it in row g. Don't hit the "Calculate" button.

	Number
Exempt Staff	
a. Full-Time Exempt Staff	619
b. Part-Time Exempt Staff	17
c. Full-time Equivalent (FTE) Exempt Staff	624.7
Non-Exempt Staff	
d. Full-Time Non-Exempt Staff	430
e. Part-Time Non-Exempt Staff (excluding casual employees)	80
f. Full-time Equivalent (FTE) Non-Exempt Staff	456.7
g. Total FTE Staff	1,081.4
Reported Last Year	1,040.6

6. Collective Bargaining

Are some or all of your full-time (FT) faculty or staff represented by a union for purposes of collective bargaining?

a. FT Faculty	<input type="radio"/> Yes <input checked="" type="radio"/> No
b. FT Non-Faculty	<input type="radio"/> Yes <input checked="" type="radio"/> No

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

Instructions for FT T/TT Faculty Salaries

Provide 9-10 month salary data by discipline and rank for your full time (at least .75 FTE) tenured and tenure-track faculty who have annual contracts or appointments of at least 9 months and whose teaching/research represents 50% or more of their duties.

- A full-time 9–10 month appointment covers two semesters, three quarters, two 4-month sessions, or the equivalent.
- If a full-time faculty member is less than 1.0 FTE, annualize his/her salary to 1.0 FTE.
- Convert the salary of a full-time 11–12 month appointment to a full-time 9–10 month appointment by multiplying the salary by 9/11 or .818.

If a discipline has:

- One T/TT faculty member at a given rank. Enter that one faculty member's current 9-10 month salary in the Average Salary field only.
- More than one T/TT faculty member at a given rank. Enter the number of incumbents and the average 9-10 month salary for all faculty members, the lowest salary, and the highest salary.
- No T/TT faculty members at a given rank. Leave the row for that rank empty; do not enter zeros.

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

03.01-03.03

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[03.01] Natural Resources Conservation and Research
Natural Resources Conservation and Research-General and Other, Environmental Studies, Environmental Science

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)	1	58,709		
New Assistant Professor (hired in fall 2012-13)	1	58,709		
Instructor (not lecturer)				

[03.02] Natural Resources Management and Policy
Natural Resources Management and Policy; Natural Resources Economics; Water, Wetlands, and Marine Resources Management; Land Use Planning and Management/Development; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[03.03] Fishing and Fisheries Sciences and Management
Fishing and Fisheries Sciences and Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

09.01-09.07

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[09.01] Communication and Media Studies
Communication Studies/Speech Communication and Rhetoric, Mass Communication/Media Studies, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	3	80,106	77,339	85,335
Associate Professor	3	58,403	57,542	59,502
Assistant Professor (include new hires reported below)	3	52,284	51,500	53,353

Hires reported below				
New Assistant Professor (hired in fall 2012-13)	1	52,000		
Instructor (not lecturer)				

[09.04] Journalism
Journalism, Broadcast Journalism, Photojournalism, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	3	65,821	64,351	68,259
Assistant Professor (include new hires reported below)	1	55,014		
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[09.07] Radio, Television, and Digital Communication
Radio and Television, Digital Communication and Media/Multimedia, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	2	67,078	66,151	68,004
Assistant Professor (include new hires reported below)	3	54,261	53,000	55,782
New Assistant Professor (hired in fall 2012-13)	2	54,891	54,000	55,782
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

09.09-09.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[09.09] Public Relations, Advertising, and Applied Communication
Organizational Communication-General, Public Relations/Image Management, Advertising, Political Communication, Health Communication, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	1	62,530		
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[09.10] Publishing
A program that focuses on the process of managing the creation, publication, and distribution of print and electronic books and other text products and prepares individuals to manage the editorial, technical, and business aspects of publishing operations.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in				

fall 2012-13)				
Instructor (not lecturer)				

[09.99] Communication, Journalism, and Related Programs, Other
 Any instructional program in communication, journalism, and related fields not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

11.01-11.04

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[11.01] Computer and Information Sciences, General
 Computer and Information Sciences-General and Other, Artificial Intelligence and Robotics, Information Technology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[11.02] Computer Programming
 Computer Programming/Programmer-General and Other, Computer Programming-Specific Applications, Computer Programming-Vendor/Product Certification

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	97,584	95,984	99,185
Associate Professor	1	88,665		
Assistant Professor (include new hires reported below)	1	75,108		
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[11.03] Data Processing
 Data Processing and Data Processing Technology/Technician

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[11.04] Information Science/Studies

A program that focuses on the theory, organization, and process of information collection, transmission, and utilization in traditional and electronic forms.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)	1	74,069		
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

11.09-11.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[11.09] Computer Systems Networking and Telecommunications

A program that focuses on the design, implementation, and management of linked systems of computers, peripherals, and associated software to maximize efficiency and productivity, and that prepares individuals to function as network specialists and managers at various levels.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	1	88,263		
Assistant Professor (include new hires reported below)	1	75,389		
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[11.10] Computer/Information Technology Administration and Management

System Administration/Administrator, System, Networking, and LAN/WAN Management/Manager, Computer and Information Systems Security, Web/Multimedia Management and Webmaster, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	2	89,617	86,664	92,570
Assistant Professor (include new hires reported below)	3	75,307	73,000	77,595
New Assistant Professor (hired in fall 2012-13)	1	73,000		
Instructor (not lecturer)				

[11.99] Computer and Information Sciences and Support Services, Other

Any instructional program in computer/information technology services administration and management not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University

2012-13 Four-Year Faculty Salaries

13.01-13.04

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[13.01] Education, General

A program that focuses on the general theory and practice of learning and teaching, the basic principles of educational psychology, the art of teaching, the planning and administration of educational activities, school safety and health issues, and the social foundations of education.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[13.02] Bilingual, Multilingual, and Multicultural Education

Bilingual and Multilingual Education, Multicultural Education, Indian/Native American Education, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[13.03] Curriculum and Instruction

A program that focuses on the curriculum and related instructional tools, and that may prepare individuals to serve as professional curriculum specialists.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[13.04] Educational Administration and Supervision

Educational Administration and Supervision-General and Other, Administration of Special Education, Adult and Continuing Education Administration, Educational, Instructional, and Curriculum Supervision, Higher Education/Higher Education Administration, Community College Education, Elementary and Middle School Administration/Principalship, Secondary School Administration/Principalship, Urban Education and Leadership, Superintendency and Educational System Administration

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	3	80,877	71,578	88,553
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University

2012-13 Four-Year Faculty Salaries

13.10-13.13

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[13.10] Special Education and Teaching

Special Education and Teaching-General and Other, Special Education and Teaching of Individuals with any of many impairments, disabilities, or special needs. See PDF for complete list.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	87,950		
Associate Professor	3	63,025	60,104	65,762
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[13.11] Student Counseling and Personnel Services

Counselor Education/School Counseling and Guidance Services, College Student Counseling and Personnel Services, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	108,963		
Associate Professor	2	65,338	65,114	65,561
Assistant Professor (include new hires reported below)	4	59,660	56,000	65,000
New Assistant Professor (hired in fall 2012-13)	4	59,660	56,000	65,000
Instructor (not lecturer)				

[13.12] Teacher Education and Professional Development, Specific Levels and Methods

Adult and Continuing Education and Training, Elementary Education and Teaching, Junior High/Intermediate/Middle School Education and Teaching, Secondary Education and Teaching, Teacher Education-Multiple Levels, Montessori Teacher Education, Waldorf/Steiner Teacher Education, Kindergarten/Preschool Education and Teaching, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	4	82,163	72,869	89,874
Associate Professor	6	63,448	62,017	64,657
Assistant Professor (include new hires reported below)	9	56,310	52,000	61,606
New Assistant Professor (hired in fall 2012-13)	3	58,369	56,000	61,606
Instructor (not lecturer)				

[13.13] Teacher Education and Professional Development, Specific Subject Areas

Any of the specific teacher subject areas.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University

2012-13 Four-Year Faculty Salaries

15.00-15.05

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[15.00] Engineering Technology, General

A program that generally prepares individuals to apply basic engineering principles and technical skills in support of engineers engaged in a wide variety of projects.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	3	67,028	59,347	74,130
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[15.01] Architectural Engineering Technologies/Technicians

A program that generally prepares individuals to apply basic engineering principles and technical skills in support of architects, engineers and planners engaged in designing and developing buildings, urban complexes, and related systems.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[15.02] Civil Engineering Technologies/Technicians

A program that generally prepares individuals to apply basic engineering principles and technical skills in support of civil engineers engaged in designing and executing public works projects.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[15.03] Electrical Engineering Technologies/Technicians

Electrical, Electronic and Communications Engineering Technology/Technician; Laser and Optical Technology/Technician; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[15.04] Electromechanical Instrumentation and Maintenance Technologies/Technicians
 Biomedical Technology/Technician, Electromechanical Technology/Electromechanical Engineering Technology,
 Instrumentation Technology/Technician, Robotics Technology/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[15.05] Environmental Control Technologies/Technicians
 Heating, Air Conditioning and Refrigeration Technology/Technician; Energy Management and Systems
 Technology/Technician; Solar Energy Technology/Technician; Water Quality and Wastewater Treatment Management and
 Recycling Technology/Technician; Environmental Engineering Technology/Environmental Technology; Hazardous Materials
 Management and Waste Technology/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

16.01-16.06

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[16.01] Linguistic, Comparative, and Related Language Studies and Services
 Foreign Languages and Literatures-General and Other, Linguistics, Language Interpretation and Translation, Comparative Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[16.02] African Languages, Literatures, and Linguistics
 A program that focuses on one or more of the languages native to the African Continent, with an emphasis on sub-Saharan Africa but including some Saharan languages and dialects.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[16.03] East Asian Languages, Literatures, and Linguistics

East Asian Languages, Literatures, and Linguistics-General and Other, Chinese Language and Literature, Japanese Language and Literature, Korean Language and Literature, Tibetan Language and Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[16.04] Slavic, Baltic, and Albanian Languages, Literatures and Linguistics

Slavic Languages, Literatures, and Linguistics-General and Other; Baltic Languages, Literatures, and Linguistics; Russian Language and Literature; Albanian Language and Literature; Bulgarian Language and Literature; Czech Language and Literature; Polish Language and Literature; Serbian, Croatian, and Serbo-Croatian Languages and Literature; Slovak Language and Literature; Ukrainian Language and Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[16.05] Germanic Languages, Literatures, and Linguistics

Germanic Languages, Literatures, and Linguistics-General and Other, German Language and Literature, Scandinavian Languages, Literatures, and Linguistics, Danish Language and Literature, Dutch/Flemish Language and Literature, Norwegian Language and Literature, Swedish Language and Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	1	60,180		
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[16.06] Modern Greek Language and Literature

A program that focuses on the development and use of the Greek language in the period dating from the late 15th century to the present.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

16.07-16.12

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[16.07] South Asian Languages, Literatures, and Linguistics

South Asian Languages, Literatures, and Linguistics-General and Other, Hindi Language and Literature, Sanskrit and Classical Indian Languages, Literatures, and Linguistics, Bengali Language and Literature, Punjabi Language and Literature, Tamil Language and Literature, Urdu Language and Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[16.08] Iranian/Persian Languages, Literatures, and Linguistics

A program that focuses on the languages used in ancient, medieval, and modern Iran and its border regions.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[16.09] Romance Languages, Literatures, and Linguistics

Romance Languages, Literatures, and Linguistics-General and Other, French Language and Literature, Italian Language and Literature, Portuguese Language and Literature, Spanish Language and Literature, Rumanian Language and Literature, Catalan Language and Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	83,451		
Associate Professor	3	61,921	60,279	64,288
Assistant Professor (include new hires reported below)	2	55,643	55,070	56,216
New Assistant Professor (hired in fall 2012-13)	1	56,216		
Instructor (not lecturer)				

[16.10] American Indian/Native American Languages, Literatures, and Linguistics

A program that focuses on one or more of the languages native to the Western Hemisphere, with an emphasis on American Indian languages but including other Native American languages.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[16.11] Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics

Semitic Languages, Literatures, and Linguistics-General and Other, Arabic Language and Literature, Hebrew Language and Literature, Ancient Near Eastern and Biblical Languages, Literatures, and Linguistics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				

New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[16.12] Classics and Classical Languages, Literatures, and Linguistics
Classics and Classical Languages, Literatures, and Linguistics-General and Other, Ancient/Classical Greek Language and Literature, Latin Language and Literature

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

22.00-22.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[22.00] Non-Professional General Legal Studies (Undergraduate)
Legal Studies, General; Pre-Law Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[22.01] Law (LL.B., J.D.)

A program that prepares individuals for the independent professional practice of law, for taking state and national bar examinations, and for advanced research in jurisprudence.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	16	128,702	112,102	156,456
Associate Professor	2	97,959	91,547	104,371
Assistant Professor (include new hires reported below)	8	94,318	90,000	101,500
New Assistant Professor (hired in fall 2012-13)	6	94,417	90,000	101,500
Instructor (not lecturer)				

[22.02] Legal Research and Advanced Professional Studies (Post-LL.B./J.D.)

Advanced Legal Research Studies-General and Other; Programs for Foreign Lawyers; American/U.S. Law/Legal Studies/Jurisprudence; Canadian Law/Legal Studies/Jurisprudence; Banking, Corporate, Finance, and Securities Law; Comparative Law; Energy, Environment, and Natural Resources Law; Health Law; International Law and Legal Studies; International Business, Trade, and Tax Law; Tax Law/Taxation

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in				

fall 2012-13)				
Instructor (not lecturer)				

[22.03] Legal Support Services
 Legal Administrative Assistant/Secretary, Legal Assistant/Paralegal, Court Reporting/Court Reporter, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[22.99] Legal Professions and Studies, Other
 Any program in law, legal services, and legal studies not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

23.01-23.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[23.01] English Language and Literature, General
 A general program that focuses on the English language.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	7	79,586	69,000	99,506
Associate Professor	15	61,325	55,531	63,734
Assistant Professor (include new hires reported below)	4	52,918	50,353	55,449
New Assistant Professor (hired in fall 2012-13)	1	53,686		
Instructor (not lecturer)				

[23.13] Rhetoric & Composition/Writing Studies (new in 2010-11)
 Instructional content for this group of programs is defined in codes 23.1301 - 23.1399. 23.1301) Writing, General., 23.1302) Creative Writing., 23.1303) Professional, Technical, Business, and Scientific Writing., 23.13.04) Rhetoric and Composition., 23.13.99) Rhetoric and Composition/Writing Studies, Other. Any instructional program in rhetoric and composition/writing studies not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)	1	53,686		
New Assistant Professor (hired in fall 2012-13)	1	53,686		
Instructor (not lecturer)				

[23.14] Literature (new in 2010-11)

Instructional content for this group of programs is defined in codes 23.1401 - 23.1499. 23.1401) General Literature., 23.1402:) American Literature (United States)., 23.1403: American Literature (Canadian)., 23.1404) English Literature (British and Commonwealth)., 23.1405) Children's and Adolescent Literature., 23.1499) Any instructional program in English language literature not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[23.99] English Language and Literature/Letters, Other

Any instructional program in English language and literature not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

26.01-26.05

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[26.01] Biology, General

Biology/Biological Sciences, General; Biomedical Sciences, General

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	4	83,138	74,676	97,911
Associate Professor	5	66,391	63,496	73,356
Assistant Professor (include new hires reported below)	5	59,922	57,545	63,882
New Assistant Professor (hired in fall 2012-13)	2	58,922	57,545	60,298
Instructor (not lecturer)				

[26.02] Biochemistry, Biophysics, and Molecular Biology

Biochemistry, Biophysics, Molecular Biology, Molecular Biochemistry, Molecular Biophysics, Structural Biology, Photobiology, Radiation Biology/Radiobiology, Biochemistry/Biophysics and Molecular Biology, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[26.03] Botany/Plant Biology

Botany/Plant Biology-General and Other, Plant Pathology/Phytopathology, Plant Physiology, Plant Molecular Biology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[26.04] Cell/Cellular Biology and Anatomical Sciences
 Cell/Cellular Biology and Histology, Anatomy, Developmental Biology and Embryology, Neuroanatomy, Cell/Cellular and Molecular Biology, Cell Biology and Anatomy, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[26.05] Microbiological Sciences and Immunology
 Microbiological Sciences and Immunology-General and Other, Medical Microbiology and Bacteriology, Virology, Parasitology, Mycology, Immunology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

27.01-27.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[27.01] Mathematics
 Mathematics-General and Other, Algebra and Number Theory, Analysis and Functional Analysis, Geometry/Geometric Analysis, Topology and Foundations

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	3	87,681	83,691	94,727
Associate Professor	6	68,717	60,736	83,100
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[27.03] Applied Mathematics
 Applied Mathematics-General and Other, Computational Mathematics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				

Associate Professor	2	68,252	67,450	69,054
Assistant Professor (include new hires reported below)	1	60,849		
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[27.05] Statistics
 Statistics-General and Other, Mathematical Statistics and Probability

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	4	64,508	62,467	67,670
Assistant Professor (include new hires reported below)	2	58,720	57,700	59,740
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[27.99] Mathematics and Statistics, Other
 Any instructional program in Mathematics and Statistics not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

31.01-31.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[31.01] Parks, Recreation and Leisure Studies
 A program that focuses on the principles underlying recreational and leisure activities, and the practices involved in providing indoor and outdoor recreational facilities and services for the general public.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[31.03] Parks, Recreation and Leisure Facilities Management
 A program that prepares individuals to develop and manage park facilities and other indoor and outdoor recreation and leisure facilities.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				

New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[31.05] Health and Physical Education/Fitness
 Health and Physical Education-General and Other, Sport and Fitness Administration/Management, Kinesiology and Exercise Science

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	82,665	78,424	86,906
Associate Professor				
Assistant Professor (include new hires reported below)	3	56,288	54,400	59,465
New Assistant Professor (hired in fall 2012-13)	2	54,700	54,400	55,000
Instructor (not lecturer)				

[31.06] Outdoor Education (new in 2010-11)
 A program that prepares individuals to work as an educator, instructor or facilitator in parks, recreational facilities, camps and other outdoor settings. Includes instruction in leadership skills, wilderness survival skills, first aid, group processes, counseling techniques, environmental studies and instruction in recreational activities such as rock climbing, ropes courses, backpacking, kayaking and canoeing. See also: 13.1338) Environmental Education.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[31.99] Parks, Recreation, Leisure and Fitness Studies, Other
 Any instructional program in parks, recreation, leisure and fitness studies not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

38.00-38.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[38.00] Philosophy & Religious Studies, General (new in 2010-11)
 A general program that combines the study of philosophy and religious studies. Includes instruction in logic; ethics; epistemology; symbolism; phenomenology; the sociology, psychology, philosophy, anthropology, literature, and art of religion; and world religions. See also: 38.0101) Philosophy., 38.0201) Religion/Religious Studies.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in				

fall 2012-13)				
Instructor (not lecturer)				

[38.01] Philosophy
 Philosophy-General and Other, Logic, Ethics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	82,024	75,886	88,162
Associate Professor	2	63,250	60,684	65,815
Assistant Professor (include new hires reported below)	1	53,672		
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[38.02] Religion/Religious Studies
 Religion/Religious Studies-General and Other, Buddhist Studies, Christian Studies, Hindu Studies, Islamic Studies, Jewish/Judaic Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[38.99] Philosophy and Religious Studies, Other
 Any instructional program in philosophy and religion not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

40.01-40.05

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[40.01] Physical Sciences
 A program that focuses on the major topics, concepts, processes, and interrelationships of physical phenomena as studied in any combination of physical science disciplines.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[40.02] Astronomy and Astrophysics
Astronomy, Astrophysics, Planetary Astronomy and Science, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	1	71,751		
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[40.04] Atmospheric Sciences and Meteorology
Atmospheric Sciences and Meteorology-General and Other, Atmospheric Chemistry and Climatology, Atmospheric Physics and Dynamics, Meteorology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[40.05] Chemistry
Chemistry-General and Other, Analytical Chemistry, Inorganic Chemistry, Organic Chemistry, Physical and Theoretical Chemistry, Polymer Chemistry, Chemical Physics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	97,705		
Associate Professor	2	70,064	67,915	72,212
Assistant Professor (include new hires reported below)	5	60,126	58,249	62,231
New Assistant Professor (hired in fall 2012-13)	1	61,000		
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

40.06-40.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[40.06] Geological and Earth Sciences/Geosciences
Geology/Earth Science-General and Other; Geochemistry; Geophysics and Seismology; Paleontology; Hydrology and Water Resources Science; Geochemistry and Petrology; Oceanography, Chemical and Physical

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	3	66,681	65,015	68,932
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[40.08] Physics

Physics-General and Other, Atomic/Molecular Physics, Elementary Particle Physics, Plasma and High-Temperature Physics, Nuclear Physics, Optics/Optical Sciences, Solid State and Low-Temperature Physics, Acoustics, Theoretical and Mathematical Physics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	90,115	81,732	98,498
Associate Professor	3	70,360	68,844	71,517
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[40.10] Materials Science (formerly reported at 14.31)

A program that focuses on the general application of mathematical and scientific principles to the analysis and evaluation of the characteristics and behavior of solids, including internal structure, chemical properties, transport and energy flow properties, thermodynamics of solids, stress and failure factors, chemical transformation states and processes, compound materials, and research on industrial applications of specific materials. See also: 14.1801) Materials Engineering., 40.1002) Materials Chemistry. Material Sciences was moved from 14.31 to 40.10.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[40.99] Physical Sciences, Other

Any instructional program in physical sciences not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

42.01-42.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[42.01] Psychology, General

A general program that focuses on the scientific study of individual and collective behavior, the physical and environmental bases of behavior, and the analysis and treatment of behavior problems and disorders.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	7	84,304	73,492	94,659
Associate Professor	3	66,620	58,210	75,867
Assistant Professor (include new hires reported below)	1	57,533		
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[42.27] Research & Experimental Psychology (new in 2010-11)

Instructional content for this group of programs is defined in codes 42.2701 - 42.2799. 42.2701) Cognitive Psychology and Psycholinguistics., 47.2702) Comparative Psychology., 47.2703) Developmental and Child Psychology., 42.2704) Experimental Psychology., 47.2705) Personality Psychology., 47.2706) Physiological Psychology/ Psychobiology., 47.2707) Social Psychology., 47.2708) Psychometrics and Quantitative Psychology., 47.2709) Psychopharmacology., 47.2799) Research and Experimental Psychology, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[42.28] Clinical, Counseling & Applied Psychology (new in 2010-11)

Instructional content for this group of programs is defined in codes 42.2801 - 42.2899. 42.2801) Clinical Psychology., 42.2802) Community Psychology., 42.2803) Counseling Psychology., 42.2804) Industrial and Organizational Psychology., 42.2805) School Psychology., 42.2806) Educational Psychology., 42.2807) Clinical Child Psychology., 42.2808) Environmental Psychology., 42.2809) Geropsychology., 42.2810) Health/Medical Psychology., 42.2811) Family Psychology., 42.2812) Forensic Psychology., 42.2813) Applied Psychology., 42.2814) Applied Behavioral Analysis., 42.2899) Psychology, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	3	66,199	63,561	68,472
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[42.99] Psychology, Other

Any instructional program in psychology not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

43.01-43.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[43.01] Criminal Justice and Corrections

Corrections, Criminal Justice/Law Enforcement Administration, Criminal Justice/Safety Studies, Forensic Science and Technology, Criminal Justice/Police Science, Security and Loss Prevention Services, Juvenile Corrections, Criminalistics and Criminal Science, Securities Services Administration/Management, Corrections Administration, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	3	67,563	61,565	73,746
Assistant Professor (include new	4	56,830	55,620	58,436

Hires reported below				
New Assistant Professor (hired in fall 2012-13)	2	57,028	55,620	58,436
Instructor (not lecturer)				

[43.02] Fire Protection

Fire Protection and Safety Technology/Technician, Fire Services Administration, Fire Science/Fire-fighting, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[43.03] Homeland Security (new in 2010-11)

Instructional content for this group of programs is defined in codes 43.0301 - 43.0399. 43.0301) Homeland Security., 43.0302) Crisis/Emergency/Disaster Management., 43.0303) Critical Infrastructure Protection., 43.0304) Terrorism and Counterterrorism Operations., 43.0399) Homeland Security, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[43.99] Homeland Security, Law Enforcement, Firefighting and Related Protective Services, Other (previously Security and Protective Services, Other)

Any instructional program in homeland security, law enforcement, firefighting, and related protective services not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

44.00-44.04

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[44.00] Human Services, General

A program that focuses on the general study and provision of human and social services to individuals and communities and prepares individuals to work in public and private human services agencies and organizations.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in				

fall 2012-13)				
Instructor (not lecturer)				

[44.02] Community Organization and Advocacy

A program that focuses on the theories, principles, and practice of providing services to communities and neighborhoods for social action, serving as community liaisons to public agencies, and using community resources to furnish information, instruction, and assistance to all members of a community.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[44.04] Public Administration

A program that prepares individuals to serve as managers in the executive arm of local, state, and federal government; and that focuses on the systematic study of executive organization and management.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	2	68,408	64,619	72,197
Assistant Professor (include new hires reported below)	1	56,572		
New Assistant Professor (hired in fall 2012-13)	1	56,572		
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

44.05-44.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[44.05] Public Policy Analysis

A program that focuses on the systematic analysis of public policy issues and decision processes.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[44.07] Social Work

Social Work-General and Other, Youth Services/Administration

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	74,661		
Associate Professor	3	67,379	61,415	78,800
Assistant Professor (include new hires reported below)	5	55,447	55,000	56,000
New Assistant Professor (hired in fall 2012-13)	4	55,469	55,000	56,000
Instructor (not lecturer)				

[44.99] Public Administration and Social Service Professions, Other
Any instructional program in public administration and services not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

45.01-45.05

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[45.01] Social Sciences, General

A program that focuses on the general study of human behavior and social institutions using any of the methodologies common to the social sciences and/or history, or an undifferentiated program of study in the social sciences.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[45.02] Anthropology

Anthropology-General and Other, Physical Anthropology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	85,577		
Associate Professor	2	66,864	63,606	70,122
Assistant Professor (include new hires reported below)	1	58,626		
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[45.03] Archeology

A program that focuses on the systematic study of extinct societies, and the past of living societies, via the excavation, analysis and interpretation of their artifactual, human, and associated remains.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[45.04] Criminology

A program that focuses on the systematic study of crime as a sociopathological phenomenon, the behavior of criminals, and the social institutions evolved to respond to crime.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[45.05] Demography and Population Studies

A program that focuses on the systematic study of population phenomena, and related problems of social structure and behavior.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

45.06-45.11

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[45.06] Economics

Economics-General and Other, Applied Economics, Econometrics and Quantitative Economics, Development Economics and International Development, International Economics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors				
Associate Professors				
Assistant Professors	1	82,174		
New Assistant Professors Hired Fall 2012-13				
Instructors (Not Lecturers)				

[45.07] Geography and Cartography

Geography-General and Other, Cartography

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors				
Associate Professors	2	68,315	65,657	70,973
Assistant Professors				
New Assistant Professors Hired Fall 2012-13				
Instructors (Not Lecturers)				

[45.09] International Relations and National Security Studies (previously International Relations and Affairs)

A program that focuses on the systematic study of international politics and institutions, and the conduct of diplomacy and foreign policy. Includes instruction in international relations theory, foreign policy analysis, international law and organization, the comparative study of specific countries and regions, and the theory and practice of diplomacy. See also: 30.2001) International/Global Studies.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors				
Associate Professors				

Assistant Professors				
New Assistant Professors Hired Fall 2012-13				
Instructors (Not Lecturers)				

[45.10] Political Science and Government
 Political Science and Government-General and Other, American Government and Politics, Canadian Government and Politics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors				
Associate Professors	3	65,995	64,718	67,598
Assistant Professors	4	57,216	54,838	58,895
New Assistant Professors Hired Fall 2012-13	1	58,436		
Instructors (Not Lecturers)				

[45.11] Sociology
 A program that focuses on the systematic study of human social institutions and social relationships.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professors	4	77,134	67,241	90,661
Associate Professors				
Assistant Professors	1	58,436		
New Assistant Professors Hired Fall 2012-13	1	58,436		
Instructors (Not Lecturers)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

50.01-50.05

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[50.01] Visual and Performing Arts, General
 A general, undifferentiated program that focuses on the visual and performing arts and that may prepare individuals in any of the visual artistic media or performing disciplines.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[50.02] Crafts/Craft Design, Folk Art and Artisanry
 A program that focuses on the aesthetics, techniques, and creative processes for designing and fashioning objects in one or more of the handcraft or folk art traditions, and that prepares individuals to create in any of these media.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in				

fall 2012-13)				
Instructor (not lecturer)				

[50.03] Dance
Dance-General and Other, Ballet

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)	1	50,905		
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[50.04] Design and Applied Arts
Design and Visual Communications, General; Commercial and Advertising Art; Industrial Design; Commercial Photography; Fashion/Apparel Design; Interior Design; Graphic Design; Illustration; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	2	67,052	62,730	71,375
Assistant Professor (include new hires reported below)	1	61,652		
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[50.05] Drama/Theatre Arts and Stagecraft
Drama/Theatre Arts and Stagecraft-General and Other; Technical Theatre/Theatre Design and Technology; Playwriting and Screenwriting; Theatre Literature, History and Criticism; Acting; Directing and Theatrical Production; Theatre/Theatre Arts Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	88,193		
Associate Professor	6	60,894	54,416	68,760
Assistant Professor (include new hires reported below)	1	51,480		
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

50.06-50.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[50.06] Film/Video and Photographic Arts
Film/Cinema Studies, Cinematography and Film/Video Production, Photography, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[50.07] Fine and Studio Art

Art/Art Studies-General and Other; Fine Studio Arts, General; Art History Criticism and Conservation; Arts Management; Drawing; Intermedia/Multimedia; Painting; Sculpture; Printmaking; Ceramic Arts and Ceramics; Fiber, Textile and Weaving Arts; Metal and Jewelry Arts

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	84,111	76,266	91,956
Associate Professor	4	62,089	61,000	63,234
Assistant Professor (include new hires reported below)	3	54,639	51,300	59,491
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[50.09] Music

Music-General and Other; Music History, Literature, and Theory; Music Performance, General; Music Theory and Composition; Musicology and Ethnomusicology; Conducting; Piano and Organ; Voice and Opera; Music Management and Merchandising; Jazz/Jazz Studies; Violin, Viola, Guitar and Other Stringed Instruments; Music Pedagogy

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	3	72,203	68,875	78,105
Associate Professor	2	64,030	56,769	71,292
Assistant Professor (include new hires reported below)	6	52,754	51,480	54,186
New Assistant Professor (hired in fall 2012-13)	2	51,804	51,480	52,127
Instructor (not lecturer)				

[50.10] Arts, Entertainment, and Media Management (new in 2010-11)

Instructional content for this group of programs is defined in codes 50.1001 - 50.1099. 50.1001: Arts, Entertainment, and Media Management, General, 50.1002: Fine and Studio Arts Management, 50.1003: Music Management, 50.1004: Theatre/Theatre Arts Management, 50.1099: Arts, Entertainment, and Media Management, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[50.99] Visual and Performing Arts, Other

Any instructional program in visual and performing arts not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

51.00-51.05

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.00] Health Services/Allied Health/Health Sciences, General

A general, introductory, undifferentiated, or joint program in health services occupations that prepares individuals for either entry into specialized training programs or for a variety of concentrations in the allied health area.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)	1	62,704		
New Assistant Professor (hired in fall 2012-13)	1	62,704		
Instructor (not lecturer)				

[51.01] Chiropractic (DC)

A program that prepares individuals for the independent professional practice of chiropractic, a health care and healing system based on the application of non-invasive treatments and spinal adjustments to alleviate health problems caused by vertebral misalignments affecting bodily function.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[51.02] Communication Disorders Sciences and Services

Communications Disorders-General and Other, Audiology/Audiologist and Hearing Sciences, Speech-Language Pathology/Pathologist, Audiology/Audiologist and Speech-Language Pathology/Pathologist

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[51.04] Dentistry (DDS, DMD)

A program that prepares individuals for the independent professional practice of dentistry/dental medicine, encompassing the evaluation, diagnosis, prevention, and treatment of diseases, disorders, and conditions of the oral cavity, maxiofacial area, and adjacent structures and their impact on the human body and health.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[51.05] Advanced/Graduate Dentistry and Oral Sciences

Dental Clinical Sciences, General; Advanced General Dentistry; Oral Biology and Oral Pathology; Dental Public Health and Education; Dental Materials; Endodontics/Endodontology; Oral/Maxillofacial Surgery; Orthodontics/Orthodontology; Pediatric Dentistry/Pedodontics; Periodontics/Periodontology; Prosthodontics/Prosthodontology; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				

Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

51.06-51.10

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.06] Dental Support Services and Allied Professions
Dental Assisting/Assistant, Dental Hygiene/Hygienist, Dental Laboratory Technology/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[51.07] Health and Medical Administrative Services
Health/Health Care Administration/Management, Hospital and Health Care Facilities Administration/Management, Health Unit Coordinator/Ward Clerk, Health Unit Manager/Ward Supervisor, Medical Office Management/Administration, Health Information/Medical Records Administration/Administrator, Health Information/Medical Records Technology/Technician, Medical Transcription/Transcriptionist, Medical Office Computer Specialist/Assistant, Medical Office Assistant/Specialist, Medical Reception/Receptionist, Medical Insurance Coding Specialist/Coder, Medical Insurance Specialist/Medical Biller, Health/Medical Claims Examiner, Medical Administrative/Executive Assistant and Medical Secretary, Medical Staff Services Technology/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[51.08] Allied Health and Medical Assisting Services
Medical/Clinical Assistant, Clinical/Medical Laboratory Assistant, Occupational Therapist Assistant, Pharmacy Technician/Assistant, Physical Therapist Assistant, Veterinary/Animal Health Technology, Anesthesiologist Assistant, Emergency Care Attendant, Pathology/Pathologist Assistant, Respiratory Therapy Technician/Assistant, Chiropractic Assistant/Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[51.09] Allied Health Diagnostic, Intervention, and Treatment Professions
 Cardiovascular Technology/Technologist, Electrocardiograph Technologist/Technician,
 Electroneurodiagnostic/Electroencephalographic Technology/Technologist, Emergency Medical Technology/Technician,
 Nuclear Medicine Technology/Technician, Perfusion Technology/Perfusionist, Medical Radiologic
 Technology/Science-Radiation Therapist, Respiratory Care Therapy/Therapist, Surgical Technology/Technologist, Diagnostic
 Medical Sonography/Sonographer and Ultrasound, Radiologic Technology/Science-Radiographer, Physician Assistant,
 Athletic Training/Trainer, Gene/Genetic Therapy, Cardiopulmonary Technology/Technologist, Radiation Protection/Health
 Physics Technician, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	76,371		
Associate Professor	4	66,503	56,662	69,984
Assistant Professor (include new hires reported below)	1	55,000		
New Assistant Professor (hired in fall 2012-13)	1	55,000		
Instructor (not lecturer)				

[51.10] Clinical/Medical Laboratory Science/Research and Allied Professions (previously Clinical/Medical Laboratory Science and Allied Profession)

Instructional content for this group of programs is defined in codes 51.1001- 51.1099. 51.1001) Blood Bank Technology Specialist., 51.1002) Cytotechnology/Cytotechnologist., 51.1003) Hematology Technology/Technician., 51.1004) Clinical/Medical Laboratory Technician., 51.1005) Clinical Laboratory Science/Medical Technology/Technologist., 51.1006) Ophthalmic Laboratory Technology/Technician., 51.1007) Histologic Technology/Histotechnologist., 51.1008) Histologic Technician., 51.1009) Phlebotomy Technician/Phlebotomist., 51.1010) Cytogenetics/Genetics/Clinical Genetics Technology/Technologist., 51.1011) Renal/Dialysis Technologist/Technician., 51.1012) Sterile Processing Technology/Technician., 51.1099) Clinical/Medical Laboratory Science and Allied Professions, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

51.23-51.27

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.23] Rehabilitation and Therapeutic Professions

Art Therapy/Therapist, Dance Therapy/Therapist, Music Therapy/Therapist, Occupational Therapy/Therapist, Orthotist/Prosthetist, Physical Therapy/Therapist, Therapeutic Recreation/Recreational Therapy, Vocational Rehabilitation Counseling/Counselor, Kinesiotherapy/Kinesiotherapist, Assistive/Augmentative Technology and Rehabilitation Engineering, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[51.24] Veterinary Medicine (DVM)

A program that prepares individuals for the independent practice of veterinary medicine.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				

Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[51.25] Veterinary Biomedical and Clinical Sciences (Cert, MS, PhD)
 Veterinary Sciences/Veterinary Clinical Sciences-General and Other; Veterinary Anatomy; Veterinary Physiology; Veterinary Microbiology and Immunobiology; Veterinary Pathology and Pathobiology; Veterinary Toxicology and Pharmacology; Large Animal/Food Animal and Equine Surgery and Medicine; Small/Companion Animal Surgery and Medicine; Comparative and Laboratory Animal Medicine; Veterinary Preventive Medicine Epidemiology, and Public Health; Veterinary Infectious Diseases

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[51.26] Health Aides/Attendants/Orderlies
 Health Aide, Home Health Aide/Home Attendant, Medication Aide, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[51.27] Medical Illustration and Informatics
 Medical Illustration/Medical Illustrator, Medical Informatics, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)	1	95,000		
New Assistant Professor (hired in fall 2012-13)	1	95,000		
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

51.36-51.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.36] Movement and Mind-Body Therapies and Education
 Movement Therapy and Movement Education, Yoga Teacher Training/Yoga Therapy, Hypnotherapy/Hypnotherapist, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new				

hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[51.37] Energy and Biologically Based Therapies
Aromatherapy, Herbalism/Herbalist, Polarity Therapy, Reiki, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professors Hired Fall 2012-13				
Instructor (not lecturer)				

[51.38] Reg Nursing, Nursing Admin, Nursing Rsrch, Clin Nursing (new in 2010-11)
Instructional content for this group of programs is defined in codes 51.3801 - 51.3899. 51.3801: Registered Nursing/Registered Nurse, 51.3802: Nursing Administration, 51.3803: Adult Health Nurse/Nursing, 51.3804: Nurse Anesthetist, 51.3805: Family Practice Nurse/Nursing, 51.3806: Maternal/Child Health and Neonatal Nurse/Nursing, 51.3807:Nurse Midwife/Nursing Midwifery, 51.3808: Nursing Science, 51.3809: Pediatric Nurse/Nursing, 51.3810: Psychiatric/Mental Health Nurse/Nursing, 51.3811: Public Health/Community Nurse/Nursing, 51.3812: Perioperative/Operating Room and Surgical Nurse/Nursing, 51.3813: Clinical Nurse Specialist, 51.3814: Critical Care Nursing, 51.3815: Occupational and Environmental Health Nursing, 51.3816: Emergency Room/Trauma Nursing, 51.3817: Nursing Education, 51.3818: Nursing Practice, 51.3819: Palliative Care Nursing, 51.3820: Clinical Nurse Leader, 51.3821: Geriatric Nurse/Nursing, 51.3822: Women's Health Nurse/Nursing, 51.3899: Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing, Other.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	13	71,387	65,077	76,220
Assistant Professor (include new hires reported below)	8	63,439	57,630	71,500
New Assistant Professors Hired Fall 2012-13	4	66,019	63,500	71,500
Instructor (not lecturer)				

[51.39] Practical Nursing, Vocational Nursing, Nursing Assistants (new in 2010-11)
Instructional content for this group of programs is defined in codes 51.3901 - 51.3999. 51.3901: Licensed Practical/Vocational Nurse Training, 51.3902: Nursing Assistant/Aide and Patient Care Assistant/Aide, 51.3999: Practical Nursing, Vocational Nursing and Nursing Assistants, Oher.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professors Hired Fall 2012-13				
Instructors (Not Lecturers)				

[51.99] Health Professions and Related Clinical Sciences, Other
Any instructional program in the health professions and related clinical sciences not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University

2012-13 Four-Year Faculty Salaries

52.01-52.04

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[52.01] Business/Commerce, General

A program that focuses on the general study of business, including the processes of interchanging goods and services (buying, selling and producing), business organization, and accounting.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	2	84,020	81,497	86,543
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[52.02] Business Administration, Management and Operations

Business Administration and Management-General and Other; Purchasing, Procurement/Acquisitions and Contracts Management; Logistics and Materials Management; Office Management and Supervision; Operations Management and Supervision; Non-Profit/Public/Organizational Management; Customer Service Management; E-Commerce/Electronic Commerce; Transportation/Transportation Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	3	124,972	98,577	138,811
Associate Professor	7	110,883	96,446	122,887
Assistant Professor (include new hires reported below)	7	73,563	54,690	101,097
New Assistant Professor (hired in fall 2012-13)	5	70,759	54,690	95,980
Instructor (not lecturer)				

[52.03] Accounting and Related Services

Accounting-General and Other, Accounting Technology/Technician and Bookkeeping, Auditing, Accounting and Finance, Accounting and Business Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	3	126,656	105,815	137,349
Associate Professor	1	113,669		
Assistant Professor (include new hires reported below)	2	125,357	117,342	133,372
New Assistant Professor (hired in fall 2012-13)	1	117,342		
Instructor (not lecturer)				

[52.04] Business Operations Support and Assistant Services

Administrative Assistant and Secretarial Science, General; Executive Assistant/Executive Secretary; Receptionist; Business/Office Automation/Technology/Data Entry; General Office Occupations and Clerical Services; Parts, Warehousing, and Inventory Management Operations; Traffic, Customs, and Transportation Clerk/Technician; Customer Service Support/Call Center/Teleservice Operation; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in				

fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

52.05-52.08

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[52.05] Business/Corporate Communications

A program that prepares individuals to function in an organization as a composer, editor and proofreader of business or business-related communications.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[52.06] Business/Managerial Economics

A program that focuses on the application of economics principles to the analysis of the organization and operation of business enterprises.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	115,658	107,396	123,920
Associate Professor	2	86,842	83,874	89,809
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[52.07] Entrepreneurial and Small Business Operations

Entrepreneurship/Entrepreneurial Studies, Franchising and Franchise Operations, Small Business Administration/Management, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	1	117,050		
Assistant Professor (include new hires reported below)	2	92,614	92,227	93,000
New Assistant Professor (hired in fall 2012-13)	1	93,000		
Instructor (not lecturer)				

[52.08] Finance and Financial Management Services

Finance and Financial Management Services-General and Other, Banking and Financial Support Services, Financial Planning and Services, International Finance, Investments and Securities, Public Finance, Credit Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	1	116,729		
Associate Professor	2	131,894	128,555	135,234
Assistant Professor (include new hires reported below)	1	120,000		
New Assistant Professor (hired in fall 2012-13)	1	120,000		

Instructor (not lecturer)				
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Northern Kentucky University 2012-13 Four-Year Faculty Salaries

52.09-52.13

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[52.09] Hospitality Administration/Management
Hospitality Administration/Management-General and Other, Tourism and Travel Services Management, Hotel/Motel Administration/Management, Restaurant/Food Services Management, Resort Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[52.10] Human Resources Management and Services
Human Resources Management/Personnel Administration, General; Labor and Industrial Relations; Organizational and Behavior Studies; Labor Studies; Human Resource Development; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[52.11] International Business
A program that prepares individuals to manage international businesses and/or business operations.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[52.12] Management Information Systems and Services
Management Information Systems and Services- General and Other, Information Resources Management/CIO Training, Knowledge Management

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	4	105,114	99,376	108,323
Assistant Professor (include new hires reported below)	3	89,188	87,082	90,481
New Assistant Professor (hired in fall 2012-13)	1	90,000		
Instructor (not lecturer)				

[52.13] Management Sciences and Quantitative Methods
 Management Sciences and Quantitative Methods-General and Other, Business Statistics, Actuarial Science

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

52.14-52.18

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[52.14] Marketing
 Marketing/Marketing Management-General and Other, Marketing Research, International Marketing

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	2	106,516	98,455	114,577
Associate Professor	2	130,630	120,554	140,706
Assistant Professor (include new hires reported below)	3	105,909	100,941	109,038
New Assistant Professor (hired in fall 2012-13)	1	109,038		
Instructor (not lecturer)				

[52.15] Real Estate
 A program that prepares individuals to develop, buy, sell, appraise, and manage real property.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[52.16] Taxation
 A program that prepares individuals to provide tax advice and management services to individuals and corporations.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[52.17] Insurance
 A program that prepares individuals to manage risk in organizational settings and provide insurance and risk-aversion services.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				

Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[52.18] General Sales, Merchandising and Related Marketing Operations
 Sales, Distribution, and Marketing Operations, General; Merchandising and Buying Operations; Retailing and Retail Operations; Selling Skills and Sales Operations; Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

52.19-52.99

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[52.19] Specialized Sales, Merchandising and Marketing Operations
 Auctioneering, Fashion Merchandising, Fashion Modeling, Apparel and Accessories Marketing Operations, Tourism and Travel Services Marketing Operations, Tourism Promotion Operations, Vehicle and Vehicle Parts and Accessories Marketing Operations, Business and Personal/Financial Services Marketing Operations, Special Products Marketing Operations, Hospitality and Recreation Marketing Operations, Other

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[52.20] Construction Management
 A program that prepares individuals to manage, coordinate, and supervise the construction process from concept development through project completion on timely and economic bases.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor	4	76,313	68,764	80,598
Assistant Professor (include new hires reported below)	1	65,733		
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[52.21] Telecommunications Management (new in 2010-11)
 A program that prepares individuals to apply business skills to design, implement, and manage the voice, video, and data networking systems of organizations. Includes instruction in telecommunications concepts and technologies, network operations and management, wireless communications and mobile computing, cybersecurity, regulation and public policy, business practices and management, and written and oral communications.

Number of Faculty	Average Salary	Lowest Salary	Highest Salary
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Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

[52.99] Business, Management, Marketing, and Related Support Services, Other
 Any instructional program in business, management, marketing and related support services not listed above.

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor				
Associate Professor				
Assistant Professor (include new hires reported below)				
New Assistant Professor (hired in fall 2012-13)				
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

54.01

Report Tenure/Tenure-Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[54.01] History
 History-General and Other, American History, European History, History and Philosophy of Science and Technology, Public/Applied History and Archival Administration, Asian History, Canadian History

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Professor	7	78,372	48,304	99,772
Associate Professor	6	63,684	58,334	70,209
Assistant Professor (include new hires reported below)	2	57,504	55,564	59,444
New Assistant Professor (hired in fall 2012-13)	1	55,564		
Instructor (not lecturer)				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

Instructions for FT NTT Teaching Faculty Salaries

Definition

Non-tenure-track (NTT) faculty are individuals whose faculty appointments do not carry the commitment or expectation of permanent tenure.

Regardless of specific campus titles, report as "Teaching Faculty" those NTT faculty members:

- o whose primary responsibility is instructional – represents half or more of their faculty duties. If an individual's responsibilities are equally split between teaching and research, please report them in the category you believe to be most appropriate.
- o who are full-time (at least .75 FTE) on Nov 1 of the reporting year.
- o who, if not ranked, have "x" years of teaching experience at this or comparable organizations
- o
 - o Teaching Professor (if not ranked, 15+ years of teaching experience)
 - o Teaching Associate Professor (if not ranked, 7-14 years of teaching experience)
 - o Teaching Assistant Professor (if not ranked, 0-6 years of teaching experience)
 - o Instructor/Lecturer (if not ranked, 0-3 years of teaching experience)

Instructions

Provide 9-10 month salary data for your full time (at least .75 FTE) non-tenure-track teaching faculty who have annual contracts or appointments of at least 9 months and whose teaching represents 50% or more of their duties.

- A full-time 9–10 month appointment covers two semesters, three quarters, two 4-month sessions, or the equivalent.
- If a full-time faculty member is less than 1.0 FTE, annualize his/her salary to 1.0 FTE.
- Convert the salary of a full-time 11–12 month appointment to a full-time 9–10 month appointment by multiplying the salary by 9/11 or .818.

If a discipline has:

- One faculty member at a given rank. Enter that one faculty member's current 9-10 month salary in the Average Salary field only.
- More than one faculty member at a given rank. Enter the number of incumbents and the average 9-10 month salary for all faculty members, the lowest salary, and the highest salary.
- No faculty members at a given rank. Leave the row for that rank empty; do not enter zeros.

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

01.-12.

Report NTT 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[01.] Agriculture, Agriculture Operations, and Related Sciences

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

[03.] Natural Resources and Conservation

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

[04.] Architecture and Related Services

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

[05.] Area, Ethnic, Cultural, Gender and Group Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	2	36,956	36,956	36,956

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

01.-12. (continued)

[09.] Communication, Journalism and related Programs

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor	1	72,933		
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	9	42,912	36,330	56,355

[10.] Communications Technologies/Technicians and Support Services

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

[11.] Computer and Information Sciences and Support Services

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	2	56,181	55,000	57,362

[12.] Personal and Culinary Services

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

13.-24.

Report Non-Tenure Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[13.] Education

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor	1	79,200		
Teaching Associate Professor				
Teaching Assistant Professor	2	55,617	53,000	58,234
Instructor/Lecturer	10	50,914	35,866	73,620

[14.] Engineering

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				

Instructor/Lecturer				
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[15.] Engineering Technologies and Engineering Related Fields

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	1	36,956		

[16.] Foreign Languages, Literatures and Linguistics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	6	42,214	36,956	54,650

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

13.-24. (continued)

[19.] Family and Consumer Sciences / Human Sciences

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

[22.] Legal Professions and Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor	2	80,499	66,958	94,040
Instructor/Lecturer				

[23.] English Language and Literature/Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	7	40,042	36,956	51,318

[24.] Liberal Arts and Sciences, General Studies and Humanities

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	2	44,320	35,855	52,785

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

25.-40.

Report Non-Tenure Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[25.] Library Science

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

[26.] Biological and Biomedical Sciences

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	7	43,684	36,956	51,595

[27.] Mathematics and Statistics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	11	40,334	36,956	57,573

[30.] Multi-/Interdisciplinary Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

25.-40. (continued)

[31.] Parks, Recreation, Leisure and Fitness Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	1	52,670		

[38.] Philosophy and Religious Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	2	40,158	36,956	43,360

[39.] Theology and Religious Vocations

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

[40.] Physical Sciences

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	16	42,131	26,573	52,414

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

41.-51.05

Report Non-Tenure Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[41.] Science Technologies/Technicians

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

[42.] Psychology

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	4	40,728	36,956	45,000

[43.] Homeland Security, Law Enforcement, Firefighting & Related Protective Services

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	3	41,270	37,169	47,380

[44.] Public Administration and Social Service Professions

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	2	45,624	44,348	46,900

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

41.-51.05 (continued)

[45.] Social Sciences

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	9	39,513	36,956	44,643

[49.] Air Transportation

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

[50.] Visual and Performing Arts

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	15	43,150	36,956	54,812

[51.04 & 51.05] Dentistry (DDS, DMD); Advanced /Graduate Dentistry & Oral Science

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

51.12-54.

Report Non-Tenure Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[51.12 & 51.14] Medicine (MD); Medical Clinical Sciences/Graduate Medical Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

[51.20] Pharmacy, Pharmaceutical Sciences, and Administration

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

[51.22] Public Health

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

[51.23] Rehabilitation and Therapeutic Professions

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

51.12-54. (continued)

[51.24 & 51.25] Veterinary Medicine; Veterinary Biomedical and Clinical Sciences

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer				

[51.38 & 51.39] Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing; Practical Nursing, Vocational Nursing and Nursing Assistants

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	13	56,419	51,000	67,000

[51.] All Other Health Professions & Clinical Sciences Not Covered Above

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor Teaching Assistant Professor	1	50,000		
Instructor/Lecturer	5	53,050	42,536	65,000

[52.] Business, Management, Marketing and Related Support Services

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor	1	92,693		
Instructor/Lecturer	18	57,216	36,956	74,700

[54.] History, General

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Teaching Professor				
Teaching Associate Professor				
Teaching Assistant Professor				
Instructor/Lecturer	3	37,413	36,956	38,328

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

Instructions for FT NTT Research Faculty Salaries

Definition

Non-tenure-track (NTT) faculty are individuals whose faculty appointments do not carry the commitment or expectation of permanent tenure.

Regardless of specific campus titles, report as "Research Faculty" those NTT faculty members :

- o whose primary responsibility is research - represents half or more of their faculty duties. If an individual's responsibilities are equally split between teaching and research, please report them in the category you believe to be most appropriate.
- o who are full-time (at least .75 FTE) on November 1 of the reporting year.
- o who, if not ranked, have "x" years of teaching experience at this or comparable organizations
 - o Research Professor (if not ranked, 15+ years of teaching experience)
 - o Research Associate Professor (if not ranked, 7-14 years of teaching experience)
 - o Research Assistant Professor (if not ranked, 0-6 years of teaching experience)
 - o Research Scientist (if not ranked, 0-3 years of teaching experience)

Instructions

Provide 9-10 month salary data for your full time (at least .75 FTE) non-tenure-track research faculty who have annual contracts or appointments of at least 9 months and whose research represents 50% or more of their duties.

- o A full-time 9–10 month appointment covers two semesters, three quarters, two 4-month sessions, or the equivalent.
- o If a full-time faculty member is less than 1.0 FTE, annualize his/her salary to 1.0 FTE.
- o Convert the salary of a full-time 11–12 month appointment to a full-time 9–10 month appointment by multiplying the salary by 9/11 or .818.

If a discipline has:

- o One faculty member at a given rank. Enter that one faculty member's current 9-10 month salary in the Average Salary field only.
- o More than one faculty member at a given rank. Enter the number of incumbents and the average 9-10 month salary for all faculty members, the lowest salary, and the highest salary.
- o No faculty members at a given rank. Leave the row for that rank empty; do not enter zeros.

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

R 25.-40.

Report Non-Tenure Track 9-10 month salaries as of November 1, 2012. If this is not possible, use a reporting date no earlier than September 15 and no later than November 1.

[25.] Library Science

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Research Professor				
Research Associate Professor				
Research Assistant Professor				
Research Scientist				

[26.] Biological and Biomedical Sciences

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Research Professor				
Research Associate Professor				
Research Assistant Professor				
Research Scientist				

[27.] Mathematics and Statistics

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Research Professor				
Research Associate Professor				
Research Assistant Professor				
Research Scientist				

[30.] Multi-/Interdisciplinary Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Research Professor				
Research Associate Professor				

Research Associate Professor				
Research Assistant Professor				
Research Scientist				

Northern Kentucky University 2012-13 Four-Year Faculty Salaries

R 25.-40. (continued)

[31.] Parks, Recreation, Leisure and Fitness Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Research Professor				
Research Associate Professor				
Research Assistant Professor				
Research Scientist				

[38.] Philosophy and Religious Studies

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Research Professor				
Research Associate Professor				
Research Assistant Professor				
Research Scientist				

[39.] Theology and Religious Vocations

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Research Professor				
Research Associate Professor				
Research Assistant Professor				
Research Scientist				

[40.] Physical Sciences

	Number of Faculty	Average Salary	Lowest Salary	Highest Salary
Research Professor				
Research Associate Professor				
Research Assistant Professor				
Research Scientist	1	53,015		

Full-Time Administrative and Staff Positions: Counts by Race

Full-Time Administrative and Staff Positions	2006				2007					2008					2009					2010					2011					1 Year % Change					5 Year % Change										
	White	Black	Other	Total	White	Black	Hispanic	Two or More Races	Other	Total	White	Black	Hispanic	Two or More Races	Other	Total	White	Black	Hispanic	Two or More Races	Other	Total	White	Black	Hispanic	Two or More Races	Other	Total	White	Black	Hispanic	Two or More Races	Other	Total	White	Black	Hispanic	Two or More Races	Other	Total					
	Executive/Managerial/Admin	79	5	2	86	116	5	2	0	6	129	121	5	3	0	10	139	120	5	2	0	4	131	114	4	2	0	2	122	114	5	2	0	6	127	0%	25%	0%	200%	4%	-2%	0%	0%	4%	-2%
Other Professionals	316	18	14	348	355	26	6	0	11	398	353	23	6	0	29	411	393	23	8	0	24	448	438	22	5	4	10	479	449	20	3	4	16	492	3%	-9%	-40%	0%	60%	3%	26%	-23%	-50%	45%	24%
Clerical/Secretarial	155	8	6	169	148	6	0	0	5	159	142	5	0	0	11	158	145	5	1	0	8	159	157	5	0	0	2	164	158	5	1	0	4	168	1%	0%			100%	2%	7%	-17%		-20%	6%
Technical Paraprofessional	35	1	0	36	25	1	0	0	1	27	29	1	0	0	1	31	25	0	0	0	2	27	25	0	0	0	1	26	29	0	0	0	1	30	16%				0%	15%	16%	-100%		0%	11%
Skilled Crafts	71	2	1	74	75	2	0	0	1	78	72	1	1	0	12	86	72	1	1	0	13	87	83	2	1	0	1	87	85	1	1	0	2	89	2%	-50%	0%		100%	2%	13%	-50%		100%	14%
Service/Maintenance	94	5	1	100	89	5	0	0	4	98	85	12	0	0	20	117	84	11	0	0	16	111	101	11	0	0	1	113	114	9	0	0	4	127	13%	-18%			300%	12%	28%	80%		0%	30%
Total	750	39	24	813	808	45	8	0	28	889	802	47	10	0	83	942	839	45	12	0	67	963	918	44	8	4	17	991	949	40	7	4	33	1033	3%	-9%	-13%	0%	94%	4%	17%	-11%	-13%	18%	16%

Part-Time Administrative and Staff Positions: Counts by Race

Part-Time Administrative and Staff Positions	2006				2007					2008					2009					2010					2011					1 Year % Change					5 Year % Change											
	White	Black	Other	Total	White	Black	Hispanic	Two or More Races	Other	Total	White	Black	Hispanic	Two or More Races	Other	Total	White	Black	Hispanic	Two or More Races	Other	Total	White	Black	Hispanic	Two or More Races	Other	Total	White	Black	Hispanic	Two or More Races	Other	Total	White	Black	Hispanic	Two or More Races	Other	Total						
	Graduate Assistants	26	3	10	39	0	0	0	0	46	46	0	2	0	0	40	42	22	5	1	0	13	41	26	3	0	0	6	35	33	2	0	1	5	41	27%	-33%			-17%	17%				-89%	-11%
Executive/Managerial/Admin	0	0	0	0	3	0	0	0	0	3	1	0	0	0	0	1	1	0	0	0	0	1	2	0	0	0	0	2	1	0	0	0	0	1	-50%				-50%	-67%					-67%	
Other Professionals	66	1	6	73	27	0	0	0	0	27	38	0	0	0	3	41	22	1	0	0	0	23	18	0	1	0	2	21	19	0	0	0	1	20	6%		-100%		-50%	-5%	-30%				-26%	
Clerical/Secretarial	93	4	9	106	35	0	0	0	0	35	30	0	0	0	2	32	29	0	0	0	0	29	26	1	0	0	0	27	27	1	1	0	1	30	4%	0%			11%	-23%					-14%	
Technical Paraprofessional	8	0	1	9	6	0	0	0	2	8	5	0	0	0	1	6	5	0	0	0	1	6	6	0	0	0	0	6	5	0	0	0	0	5	-17%				-17%	-17%					-100%	-38%
Skilled Crafts	0	0	0	0	2	0	0	0	0	2	2	0	0	0	2	4	3	0	0	0	1	4	5	0	0	0	0	5	3	0	0	0	0	3	-40%				-40%	50%					50%	
Service/Maintenance	6	0	1	7	2	0	0	0	0	2	2	0	0	0	0	2	1	0	0	0	0	1	3	0	0	0	0	3	0	0	0	0	0	0	-100%				-100%	-100%					-100%	
Total	199	8	27	234	75	0	0	0	48	123	78	2	0	0	48	128	83	6	1	0	15	105	86	4	1	0	8	99	88	3	1	1	7	100	2%	-25%	0%		-13%	1%	17%				-85%	-19%

Full-Time Personnel by Gender within Federal Racial/Ethnic Categories

Fall 2010	Non-Resident Alien			Black/African American			American Indian/Alaskan Native			Asian			Latino/Hispanic			White			Other			Two or More Races			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Faculty																											
9/10 Month	6	6	12	17	11	28	0	3	3	7	11	18	2	4	6	211	213	424	0	0	0	3	0	3	246	248	494
11/12 Month	1	1	2	0	0	0	0	0	0	1	0	1	0	0	0	20	10	30	0	0	0	0	0	0	22	11	33
Less than 9 Month	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	5	0	0	0	0	0	0	2	3	5
Total	7	7	14	17	11	28	0	3	3	8	11	19	2	4	6	233	226	459	0	0	0	3	0	3	270	262	532
Staff																											
Executive/Managerial/Admin	0	0	0	2	2	4	0	0	0	1	0	1	1	1	2	56	58	114	0	1	1	0	0	0	60	62	122
Other Professionals	0	4	4	15	7	22	0	0	0	3	2	5	3	2	5	269	169	438	1	0	1	3	1	4	294	185	479
Clerical/Secretarial	0	0	0	4	1	5	0	0	0	1	0	1	0	0	0	143	14	157	0	1	1	0	0	0	148	16	164
Technical Paraprofessional	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	18	7	25	0	0	0	0	0	0	18	8	26
Skilled Crafts	0	0	0	0	2	2	0	1	1	0	0	0	0	1	1	8	75	83	0	0	0	0	0	0	8	79	87
Service/Maintenance	0	0	0	3	8	11	0	0	0	0	0	0	0	0	0	47	54	101	1	0	1	0	0	0	51	62	113
Total	0	5	5	24	20	44	0	1	1	5	2	7	4	4	8	541	377	918	2	2	4	3	1	4	579	412	991

Fall 2009	Non-Resident Alien			Black/African American			American Indian/Alaskan Native			Asian/Pacific Islander			Latino/Hispanic			White			Other			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Faculty																								
9/10 Month	0	0	0	17	14	31	1	3	4	13	14	27	4	4	8	205	214	419	5	4	9	245	253	498
11/12 Month	0	0	0	1	0	1	0	0	0	1	2	3	0	1	1	18	17	35	0	1	1	20	21	41
Less than 9 Month	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3	0	0	0	1	2	3
Total	0	0	0	18	14	32	1	3	4	14	16	30	4	5	9	224	233	457	5	5	10	266	276	542
Staff																								
Executive/Managerial/Admin	0	0	0	3	2	5	0	0	0	0	1	1	1	1	2	63	57	120	1	2	3	68	63	131
Other Professionals	0	0	0	13	10	23	1	0	1	3	1	4	5	3	8	250	143	393	12	7	19	284	164	448
Clerical/Secretarial	0	0	0	4	1	5	0	0	0	1	0	1	1	0	1	130	15	145	4	3	7	140	19	159
Technical Paraprofessional	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	19	6	25	0	2	2	19	8	27
Skilled Crafts	0	0	0	0	1	1	0	1	1	0	0	0	0	1	1	5	67	72	3	9	12	8	79	87
Service/Maintenance	0	0	0	2	9	11	0	0	0	0	0	0	0	0	0	38	46	84	7	9	16	47	64	111
Total	0	0	0	22	23	45	1	1	2	4	2	6	7	5	12	505	334	839	27	32	59	566	397	963

Fall 2008	Non-Resident Alien			Black/African American			American Indian/Alaskan Native			Asian/Pacific Islander			Latino/Hispanic			White			Other			Total		
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
Faculty																								
9/10 Month	0	0	0	16	15	31	0	2	2	10	13	23	3	3	6	205	208	413	9	9	18	243	250	493
11/12 Month	0	0	0	0	0	0	0	0	0	1	1	2	0	1	1	21	17	38	0	1	1	22	20	42
Less than 9 Month	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	0	1	0	1	1	1	2	3
Total	0	0	0	16	15	31	0	2	2	11	15	26	3	4	7	227	225	452	9	11	20	266	272	538
Staff																								
Executive/Managerial/Admin	0	0	0	3	2	5	0	0	0	0	2	2	2	1	3	61	60	121	4	4	8	70	69	139
Other Professionals	0	0	0	13	10	23	0	0	0	3	1	4	4	2	6	230	123	353	17	8	25	267	144	411
Clerical/Secretarial	0	0	0	4	1	5	0	0	0	2	0	2	0	0	0	126	16	142	6	3	9	138	20	158
Technical Paraprofessional	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	22	7	29	0	1	1	22	9	31
Skilled Crafts	0	0	0	0	1	1	0	1	1	0	0	0	0	1	1	8	64	72	1	10	11	9	77	86
Service/Maintenance	0	0	0	3	9	12	0	0	0	0	0	0	0	0	0	37	48	85	11	9	20	51	66	117
Total	0	0	0	23	24	47	0	1	1	5	3	8	6	4	10	484	318	802	39	35	74	557	385	942

Number of Sections and Students Enrolled in On-line Courses by Fiscal Year

Fiscal Year	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	5-Year Change
Number of on-line classes offered at NKU	325	482	758	821	931	
% change from previous year		48.3%	57.3%	8.3%	13.4%	186.5%
Number of students registered for on-line classes	3,651	6,289	9,949	12,439	15,335	
% change from previous year		72.3%	58.2%	25.0%	23.3%	320.0%
Average number of students per on-line course	11.2	13.0	13.1	15.2	16.5	
% change from previous year		16.1%	0.6%	15.4%	8.7%	46.6%

Notes

1. This report is based on enrollment data as reported to the Kentucky Council on Postsecondary Education. Each semester's enrollment is based on a census date, which is the last day to add a class (the eighth calendar day of the semester).
2. On-line courses were identified as those with a primary distance learning mode of delivery as B (Internet/World Wide Web).

Comparison GPA HRs OL F2F Majors

Specialization	Semester NKU			Semester NKU	Semester NKU	% Completed
	Semester NKU GPA	Graded Credit Hrs	Total NKU GPA	Attempted Credit Hrs	Earned Credit Hrs	
Grand Average (Non-online programs)	2.84	11.7	2.87	12.9	11.1	85%
Accounting Major Average	2.99	11.2	3.13			
Accounting Pre-Major Average	2.79	12.5	2.91	13.5	11.7	86%
Anthropology Major (BA) Average	3.03	12.5	3.18	13.6	11.8	87%
Anthropology Major (BS) Average	3.01	12.6	3.06	13.8	12.0	85%
Art Education Pre-Major Average	2.86	11.2	2.92	13.0	10.8	84%
Athletic Training Education Pre-Major Average	2.65	12.8	2.66	13.9	11.5	82%
Athletic Training Major Average	3.24	14.1	3.16	14.1	14.0	99%
BFA in Stage Management Average	3.65	15.6	3.37	15.6	15.6	100%
Biological Sciences Edu Pre-Major (BA) Average	2.74	12.9	2.90	14.0	12.0	85%
Biological Sciences Major (BA) Average	2.51	11.4	2.65	13.4	10.1	75%
Biological Sciences Major (BS) Average	2.82	12.4	3.02	13.4	11.7	87%
Biological Sciences Pre-Major (BS) Average	2.67	12.7	2.77	13.7	11.6	84%
Business Administration Major Average	2.95	10.7	2.93	11.1	10.2	92%
Business Administration Pre-Major Average	2.63	10.8	2.67	12.0	9.8	82%
Business Informatics Major Average	3.18	12.2	3.22	12.4	12.1	98%
Business Informatics Pre-Major Average	2.68	10.2	2.82	11.5	9.3	82%
Career and Technical Education Major Average	3.52	5.0	3.48	5.3	5.0	97%
Chemistry Education Major (BA) Average	3.73	14.0	3.63	14.5	14.5	100%
Chemistry Education Pre-Major (BA) Average	2.17	9.3	2.67	9.8	8.5	83%
Chemistry Major (BA) Average	2.70	12.7	2.95	14.3	12.5	85%
Chemistry Major (BS) Average	2.68	12.3	2.88	13.0	11.2	85%
Chemistry/Biology Education Major (BA) Average	3.24	14.0	3.01	16.0	16.0	100%
Communication Studies Major Average	2.90	13.0	2.87	13.6	12.3	90%
Communication Studies Pre-Major Average	3.35	12.2	2.92	12.3	12.2	96%
Computer Engineering Technology Major Average	3.11	9.0	3.34	9.0	9.0	100%
Computer Information Technology Major Average	2.77	10.7	2.82	11.6	9.8	84%
Computer Science Major Average	2.76	11.8	2.82	12.6	10.7	85%
Construction Management Major Average	2.84	11.2	2.86	12.1	10.4	86%
Construction Technology Major Average	2.85	11.7	2.78	12.1	10.8	89%
Counseling and Human Services Major Average	3.32	9.8	3.06	10.1	9.5	94%
Criminal Justice Major (AAS) Average	2.73	10.3	2.84	10.7	10.1	91%
Criminal Justice Major (BA) Average	2.83	12.5	2.92	13.1	11.8	88%
Early Childhood (Non-Cert) Pre-Major Average	3.07	8.1	2.97	9.6	8.9	93%
Early Childhood (Teacher Cert) Pre-Major Average	2.38	11.3	2.37	12.6	9.7	77%
Early Childhood Education Major Average	3.49	11.3	3.39	13.0	13.0	100%
Economics Major Average	2.45	11.2	2.52	12.0	9.4	78%
Education & Business Education Pre-Major Average	2.00	7.0	2.29	13.0	7.0	54%
Electronic Media and Broadcasting Major Average	2.87	12.7	2.85	13.3	11.8	88%
Electronics Engineering Tech Major (BS) Average	3.02	12.6	2.94	14.1	12.0	85%
Elementary Education (P-5) Major Average	3.67	13.5	3.41	14.3	14.2	99%
Elementary Education Pre-Major Average	2.82	12.0	2.85	13.4	11.4	84%
Engineering Pre-Major (BS) Average	2.35	12.2	2.42	13.5	10.4	76%
English Education Major Average	3.26	13.2	3.27	14.5	13.8	91%
English Education Pre-Major Average	2.45	11.4	2.65	13.3	9.5	68%
English Major Average	3.17	12.2	3.14	12.8	11.6	89%
Entrepreneurship Major Average	3.05	13.2	3.07	13.3	12.8	94%
Entrepreneurship Pre-Major Average	2.44	11.5	2.61	13.0	10.3	78%
Environmental Science Major Average	2.90	10.9	2.80	12.3	10.5	83%
Environmental Science Pre-Major Average	2.78	11.0	2.84	11.8	10.1	87%
Exercise Science Major Average	3.00	13.2	3.01	14.0	12.7	90%
Finance Major Average	3.02	12.4	3.13	12.8	12.3	96%

Comparison GPA HRs OL F2F Majors

Specialization	Semester NKU			Semester NKU	Semester NKU	% Completed
	Semester NKU GPA	Graded Credit Hrs	Total NKU GPA	Attempted Credit Hrs	Earned Credit Hrs	
Finance Pre-Major Average	2.83	12.2	2.90	13.2	11.6	88%
Fine Arts Major (BFA) Average	3.35	11.1	3.32	11.3	10.8	96%
French Education Pre-Major Average	3.44	16.0	3.32	16.0	16.0	100%
French Major Average	3.49	12.4	3.38	13.0	12.7	96%
Geography Major Average	2.90	11.2	2.98	13.5	10.9	83%
Geology /Earth/Space Sci Edu Major (BA) Average	N/A	N/A	3.88	12.0	12.0	100%
Geology Major (BA) Average	2.94	11.9	2.88	13.0	11.7	88%
Geology Major (BS) Average	3.03	12.5	3.06	13.4	11.9	89%
Geology/Earth Space Science Edu Pre-Maj Average	1.72	10.5	2.41	13.5	7.5	53%
German Education Pre-Major Average	3.63	12.0	3.61	15.5	15.0	96%
German Major Average	3.13	10.6	2.77	11.3	10.6	96%
Health Science Major Average	3.78	8.7	3.44	8.7	8.7	100%
History Major Average	2.98	12.1	2.92	12.9	11.3	87%
Human Resource Management Major Average	3.38	13.0	3.24	13.0	13.0	100%
Human Resource Management Pre-Major Average	2.65	10.2	2.81	11.7	9.5	81%
Integrative Studies (AA) Average	3.18	6.9	3.17	7.6	6.4	86%
Integrative Studies Major (BA) Average	2.83	10.7	2.81	11.7	10.0	86%
International Studies Major Average	3.37	13.2	3.19	13.4	13.2	99%
Journalism Major Average	2.96	12.5	2.89	13.0	11.6	89%
Liberal Studies Major (AA) Average	2.95	8.0	2.96	9.5	9.5	100%
Liberal Studies Major (BA) Average	3.55	5.7	3.43	6.3	6.3	100%
Library Informatics Major Average	2.25	11.4	2.32	13.4	8.4	65%
Management Major Average	3.34	12.0	3.11	12.5	12.0	97%
Management Pre-Major Average	2.56	11.8	2.68	12.6	10.9	86%
Marketing Major Average	3.07	13.2	3.04	13.4	12.9	96%
Marketing Pre-Major Average	2.53	12.4	2.68	13.6	11.6	84%
Mathematics Education Major Average	3.47	11.6	3.37	13.5	12.8	96%
Mathematics Education Pre-Major Average	2.83	11.5	2.94	12.7	10.7	86%
Mathematics Major Average	2.79	12.3	3.06	13.7	11.4	83%
Mech & Manuf Engineering Tech Major (BS) Average	2.88	12.4	2.92	13.4	11.6	86%
Media Informatics Major Average	2.94	11.7	2.93	12.7	10.8	84%
Middle Grades Education (5-9) Major Average	3.31	11.7	3.25	13.8	13.6	98%
Middle Grades Education Pre-Major Average	2.86	12.2	2.89	13.6	11.7	84%
Music Composition Average	2.57	13.6	2.55	15.4	11.9	78%
Music Education Major Average	3.39	12.3	3.33	13.6	12.2	91%
Music Education Pre-Major Average	2.95	14.3	3.05	15.3	13.3	85%
Music Major(BA) Average	2.82	10.8	2.88	11.3	9.9	90%
Music Performance Major (BM) Average	3.16	14.0	3.14	14.8	13.4	90%
Music Pre-Major Average	2.84	13.3	2.87	14.3	11.7	81%
Nursing Major (Traditional) Average	3.43	10.0	3.36	13.1	12.8	97%
Nursing Pre-Major (Pre-BSN/No RN) Average	2.92	11.8	2.98	13.3	11.7	88%
Nursing Pre-Major (Pre-BSN/RN) Average	2.99	12.3	3.19	13.1	12.4	94%
Organizational Leadership Major Average	3.11	10.0	2.97	10.5	9.7	92%
Organizational Leadership Pre-major Average	2.09	7.0	2.22	8.0	5.0	67%
PACE Pre-Program for Adult Centered Edu Average	3.38	6.2	3.02	7.5	6.2	87%
PACE Undeclared - Undergraduate Average	2.32	6.4	2.52	7.8	4.7	55%
Philosophy Major Average	3.08	13.3	3.07	13.7	12.9	94%
Physical Education Major Average	3.23	13.9	3.20	13.9	13.1	93%
Physical Education Pre-Major Average	2.74	12.8	2.81	13.7	12.0	85%
Physics Education Pre-Major (BA) Average	2.67	13.5	2.58	13.5	12.0	88%
Physics Major (BA) Average	1.73	8.6	2.07	10.4	5.1	55%
Physics Major (BS) Average	2.93	12.1	3.01	13.3	11.5	86%

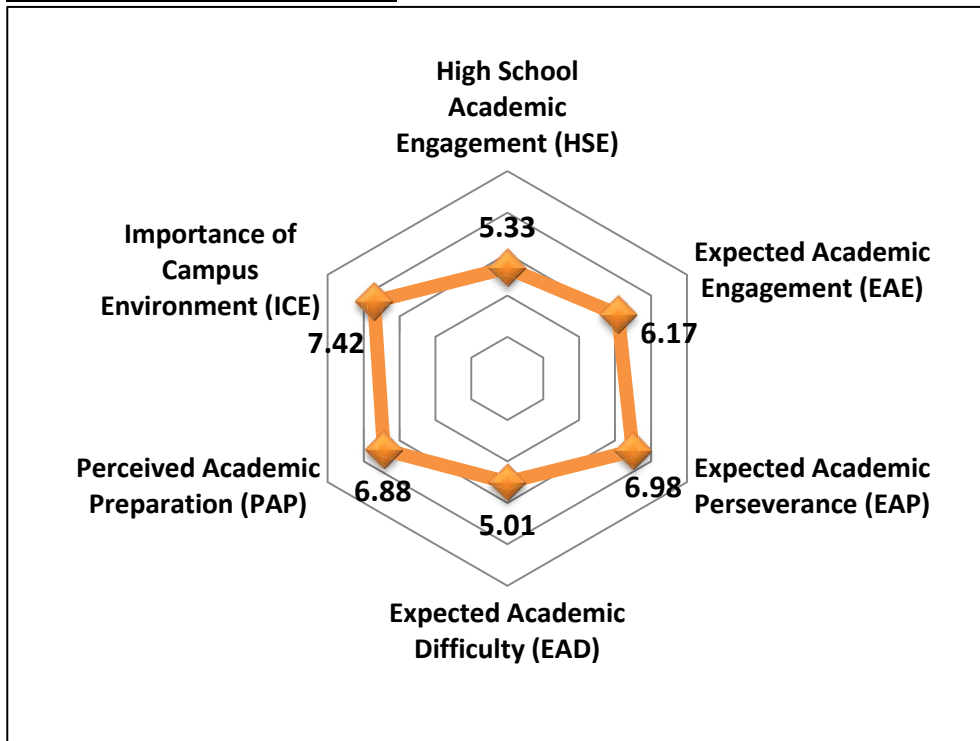
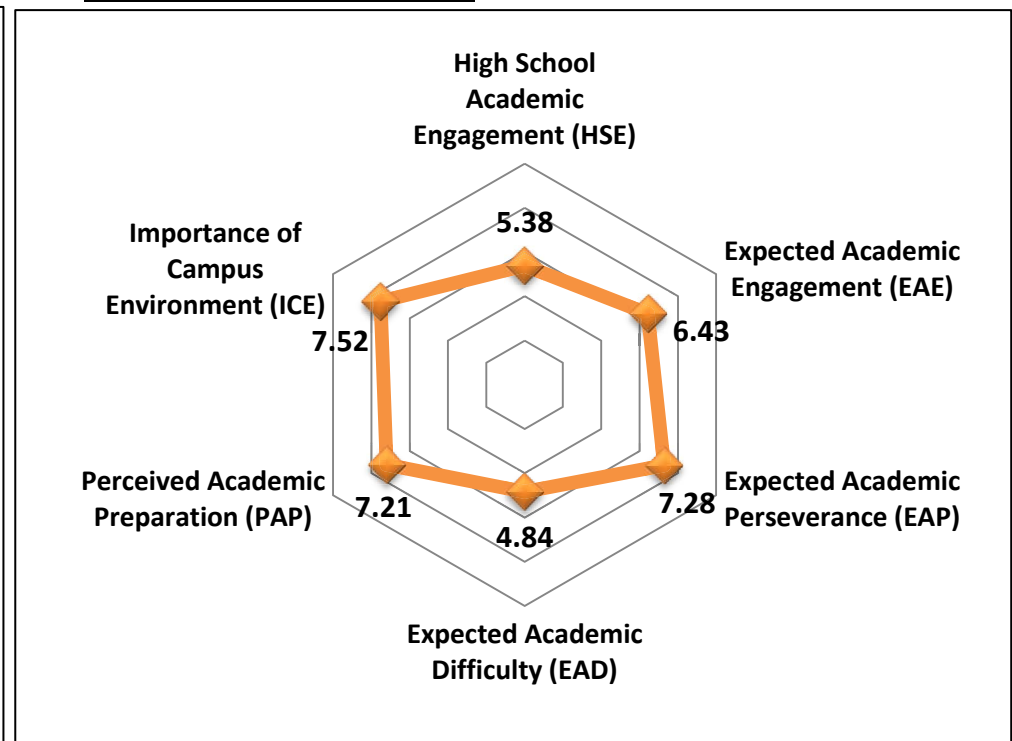
Comparison GPA HRs OL F2F Majors

Specialization	Semester NKU			Semester NKU	Semester NKU	% Completed
	Semester NKU GPA	Graded Credit Hrs	Total NKU GPA	Attempted Credit Hrs	Earned Credit Hrs	
Political Science Major BA Average	2.83	13.0	3.04	14.0	12.1	86%
Political Science Major BS Average	2.35	12.0	2.72	12.8	10.6	81%
Pre-Business Studies Major Average	2.82	9.7	2.96	10.7	8.7	83%
Psychology Major (BA) Average	2.86	12.3	2.88	13.4	11.5	85%
Psychology Major (BS) Average	3.07	12.7	3.05	13.6	12.2	89%
Public Relations Major Average	2.80	12.5	2.83	13.0	11.7	89%
Radio/Television Major Average	2.93	6.5	2.34	6.5	6.5	100%
Radiologic Technology Major Average	3.38	10.2	3.34	11.3	11.2	99%
Radiologic Technology Pre-Major Average	2.77	10.5	2.85	12.1	10.0	82%
Respiratory Care Major Average	3.20	8.8	3.04	11.1	10.9	99%
Respiratory Care Pre-Major Average	2.52	9.2	2.60	10.3	8.5	81%
Social Studies Education Pre-Major Average	2.86	12.3	2.85	13.2	11.6	87%
Social Studies Major Average	3.19	11.8	3.18	13.3	12.6	95%
Social Studies Teaching Field Average	3.33	3.0	3.45	3.0	3.0	100%
Social Work Major Average	3.13	12.2	3.00	12.9	11.3	87%
Sociology Major Average	3.06	12.0	2.92	13.0	11.8	90%
Spanish Education Major Average	2.80	11.3	2.83	12.8	9.8	75%
Spanish Education Pre-Major Average	2.66	12.4	2.66	14.3	12.8	89%
Spanish Major Average	3.05	12.7	3.20	13.8	12.2	88%
Sports Business Major Average	3.19	12.5	3.01	13.1	12.4	95%
Sports Business Pre-Major Average	2.45	12.9	2.54	13.7	11.8	86%
Statistics Major Average	3.44	12.3	3.20	13.4	12.9	97%
Studio Arts Major (BA) Average	2.78	11.6	2.85	12.6	10.7	85%
Theatre Arts Major (BA) Average	3.01	13.7	2.98	14.3	12.5	87%
Theatre Arts Performance Major (BFA) Average	3.41	15.2	3.44	15.7	14.7	94%
Theatre Design & Technology Major (BFA) Average	3.41	16.1	3.42	16.1	15.8	98%
Undeclared in AS (AA) Average	2.49	11.6	2.44	12.7	9.9	74%
Undeclared in AS (BA) Average	2.41	11.3	2.47	13.1	9.8	75%
Undeclared in BN (BS) Average	2.60	12.4	2.66	13.6	11.3	82%
Undeclared in EDU (BA) Average	2.78	12.2	2.83	13.5	11.7	84%
Undeclared in INF (BS) Average	2.83	12.2	2.87	13.2	11.6	87%
Undeclared in NHP (AAS) Average	3.02	9.5	2.35	9.5	9.5	100%
Undeclared in NHP (BS) Average	2.80	9.4	2.76	10.8	9.5	85%
Undeclared in UVS (BA-Post-Bachelor's) Average	2.92	8.8	3.19	8.8	8.8	100%
Undeclared in University Studies (AA) Average	2.42	9.3	2.55	11.8	7.5	63%
Undeclared in University Studies (AAS) Average	2.19	8.3	2.19	13.0	6.9	53%
Undeclared in University Studies (BA) Average	2.53	11.1	2.58	12.7	10.1	78%
Undeclared in University Studies (BS) Average	2.28	10.1	2.44	12.3	8.6	70%
Visual Communication Design Major (BA) Average	2.87	12.1	2.88	12.7	11.4	90%
World Cultures and Theatre Major (BA) Average	2.33	12.0	2.33	12.0	12.0	100%

Specialization	Semester NKU			Semester NKU	Semester NKU	% Completed
	Semester NKU GPA	Graded Credit Hrs	Total NKU GPA	Attempted Credit Hrs	Earned Credit Hrs	
Grand Average - Online Specializations	3.196	8.143	3.159	8.93	8.17	91%
Business Informatics Major (Online) Average	2.828	8.800	3.012	9.40	8.00	85%
Business Informatics Pre-Major (Online) Average	3.486	10.500	3.271	12.00	10.50	88%
Communication Studies Major (Online) Average	3.081	9.493	3.012	10.20	9.23	90%
Construction Management Major (Online) Average	3.006	9.667	3.035	11.00	9.33	85%
Criminal Justice Major (BA Online) Average	2.840	9.323	2.976	10.19	8.53	84%
Health Science Major (Online) Average	3.485	7.308	3.371	7.49	7.03	94%
Library Informatics Option (Online) Average	3.204	8.373	3.234	12.33	10.17	82%

Comparison GPA HRs OL F2F Majors

Specialization	Semester NKU		Total NKU	Semester NKU	Semester NKU	% Completed
	Semester NKU	Graded Credit		Attempted	Earned Credit	
	GPA	Hrs	GPA	Credit Hrs	Hrs	
Nursing Major (Already Recvd RN-Online) Average	3.647	9.132	3.506	8.96	7.90	88%
Nursing Pre-Major (Pre-BSN/RN-Online) Average	3.455	7.538	3.209	9.83	9.36	95%
Nursing RN to BSN (Norton cohort) Online Average	3.593	7.632	3.339	10.97	10.41	95%
Organizational Leadership Major (Online) Average	2.940	7.868	2.981	16.00	16.00	100%
Integrative Studies Average	2.840	9.571	2.949	8.27	7.52	91%
RN-BSN-MSN (Children's cohort) Average	3.933	5.000	3.461	16.00	16.00	100%

BCSSE 2009 Scale Means:**BCSSE 2011 Scale Means:****Differences between 2009 FTF and 2011 FTF as measured by the BCSSE:**

High School Academic Engagement (HSE): Students in orientation during 2009 were very similar to students in orientation during 2011 in regards to how engaged they reported being their last year of high school.

Expected Academic Engagement (EAE) and Expected Academic Perseverance (EAP): Students showed statistically significant but not very meaningful increases between 2009 and 2011 (EAE: $t(3,629) = 4.57, p = .000, Cohen's d = .15$ and EAP: $t(3,623) = 5.35, p = .000, Cohen's d = .18$). Students appear to be showing more expectations concerning their engagement in the upcoming year and more confidence in their ability to persevere, but this will have to continue to be monitored.

Expected Academic Difficulty (EAD): Students showed statistically significant but not very meaningful increases between 2009 and 2011 ($t(3,621) = 2.98, p = .003, Cohen's d = .10$). Students appear to be expecting less difficulty in the academic work at NKU. This could point to NKU's changes in the admission's strategy. As we bring in stronger students they may expect less difficulty with the academic work, but this will have to continue to be monitored.

Perceived Academic Preparation (PAP): Students showed statistically significant and meaningful increases between 2009 and 2011 ($t(3,622) = 6.11, p = .000, Cohen's d = .2$). Students appear to have more confidence in their academic skills entering NKU than students did in 2009. This could also be due to the changes in NKU's admission strategy. Academically stronger students have more confidence in their preparation in getting to this point.

Importance of Campus Environment (ICE): Students in orientation during 2009 were very similar to students in orientation during 2011 in regards to how important they viewed a campus that would support them in both their academic and non-academic pursuits.

- When asked to report the degree to which they regret leaving home to come to NKU, 22.0% reported extremely, 24.0% moderately, and 54.0% not at all.
- 36.0% of those students reported thinking about going home all the time, while 26.5% feel an obligation to be at home.

Academic Self-Assessment and Experiences

Approximately 95% of participants were enrolled in 4 or more courses during fall semester, suggesting they were full-time students. As a reminder, one of those courses was University 101 given the sample of students who participated in the Fall Transition Survey.

- 37.2% of students reported struggling in 1 course; 23.1% of students were struggling in 2 courses; and 4.9% were struggling in 3 or 4 courses.
- When asked about the course they were having the most difficulty with, 46.8% of students reported extremely struggling and 46.8% reported moderately struggling in the course.
- 48.1% of students reported the course they are having the most difficulty with was a course not in their major.
- Despite the high percentage of students who reported struggling, 54.4% of students did not talk with an instructor about their difficulties.
- Yet, 96.1% of students reported turning in assignments and 88.2% completed the required readings in a moderate to extreme timely manner. When asked to what degree they were keeping current with academic work, 60.0% of students reported extremely while 36.7% reported moderately.
- Figure 1 illustrates students' self-assessment across a number of academic skills.

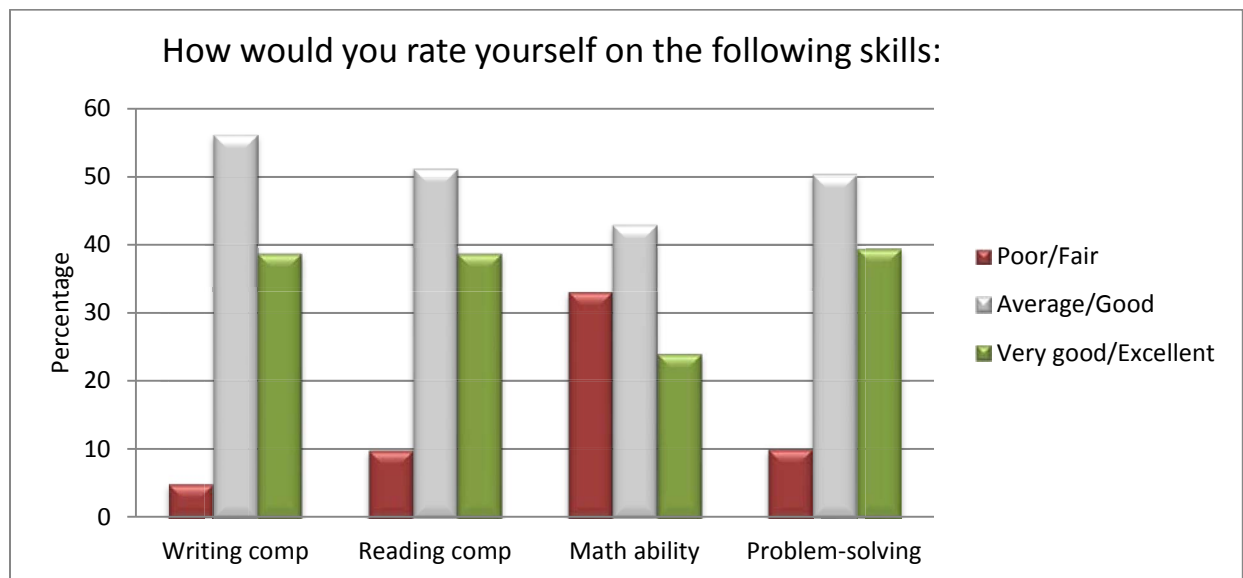


Figure 1

Financial

In addition to measuring the self-assessment of academic and social issues, students reported their overall confidence in the ability to pay for tuition/fees, monthly living expenses, and social activities. Figure 2 provides the breakdown of these measures.



Figure 2

Additional Findings

- Overall, a high percentage of students reported being moderately to extremely stressed as a college student. Stressors included but are not limited to: unable to balance major commitments (59.2%); not enough time during the regular school week to do everything (65.0%); motivating oneself to get work done on time (75.7%); feel anxious about an exam even when well prepared (80.9%); and choosing a major or program for *non-declared* students (87.8%).
- Overall, students reported having moderate to below moderate intentions to participate in campus activities. Less than a third (29.7%) of students reported their intention to be extremely involved in a student organization, with 42.4% of students intending not to be involved at all.
- 84.1% of students were moderately or extremely satisfied with their academic life on campus, while only 2.5% of students reported not learning at all while at NKU.

Students Identified as "Most at Risk"

The MAP-Works system is able to identify students at various levels of risk. Within the useable data for this analysis, 21 students were identified as high ($n = 13$) or very high ($n = 8$) to be at risk of leaving the institution. The following are select results from the survey based on a student being a risk level of high or very high (please note: this is by no means an exhaustive list of at-risk findings).

- Among the 20 factors, students identified as high or very high at risk scored substantially lower on measures of commitment to NKU, satisfaction with NKU, financial means, peer connections, and social integration compared to their peers.
- Students who had not declared a major were three times more likely to be at risk compared to students who officially declared a major.
- High and very high at risk students were less likely to report an intention to participate in a student organization compared to students with little to no risk.