



RESPONSES  
**379** (1384)

# FACULTY PRIORITY SURVEY 2011

## Demographic Report

RESPONSE RATE  
**27.4%**



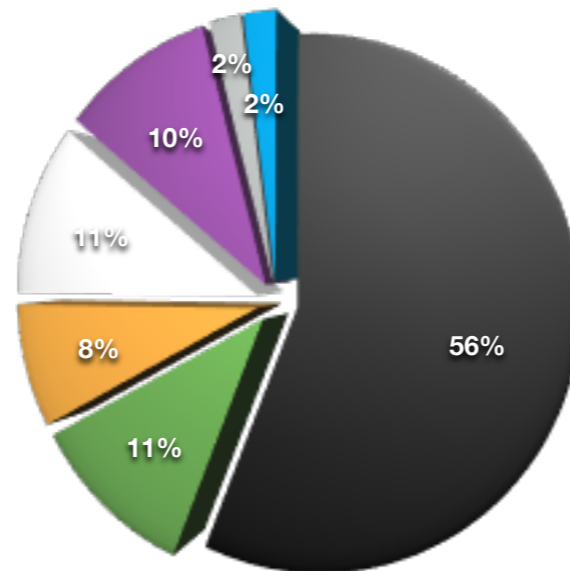
| What is your gender? | Response   | %              |
|----------------------|------------|----------------|
| Male                 | 147        | 42.00%         |
| Female               | 207        | 58.00%         |
| <b>Total</b>         | <b>354</b> | <b>100.00%</b> |

| What is your current age? | Response   | %              |
|---------------------------|------------|----------------|
| 19 years and below        | 1          | 0.00%          |
| 20 to 24                  | 3          | 1.00%          |
| 25 to 34                  | 47         | 13.00%         |
| 35 to 44                  | 75         | 21.00%         |
| 45 to 54                  | 110        | 31.00%         |
| 55 to 64                  | 99         | 28.00%         |
| 65 years and over         | 17         | 5.00%          |
| <b>Total</b>              | <b>352</b> | <b>100.00%</b> |

| What is your college?                   | Response   | %              |
|---|------------|----------------|
| College of Arts and Sciences            | 198        | 56.00%         |
| College of Education and Human Services | 39         | 11.00%         |
| College of Health Professions           | 27         | 8.00%          |
| College of Informatics                  | 39         | 11.00%         |
| Haile/US Bank College of Business       | 35         | 10.00%         |
| Salmon P. Chase College of Law          | 8          | 2.00%          |
| Steely Library                          | 8          | 2.00%          |
| <b>Total</b>                            | <b>354</b> | <b>100.00%</b> |

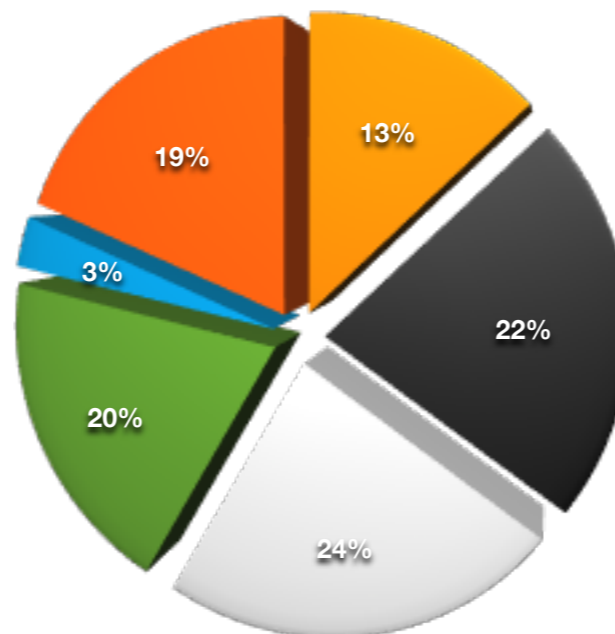
| What is your current rank at NKU? | Response   | %              |
|-----------------------------------|------------|----------------|
| Full Professor                    | 46         | 13.00%         |
| Associate Professor               | 81         | 22.00%         |
| Assistant Professor               | 87         | 24.00%         |
| Part-time Instructor              | 73         | 20.00%         |
| Full-time Instructor              | 10         | 3.00%          |
| Lecturer                          | 69         | 19.00%         |
| <b>Total</b>                      | <b>366</b> | <b>100.00%</b> |

What is respondent's college?



- College of Arts and Sciences
- College of Education and Human Services
- College of Health Professions
- College of Informatics
- Haile/US Bank College of Business
- Salmon P. Chase College of Law
- Steely Library

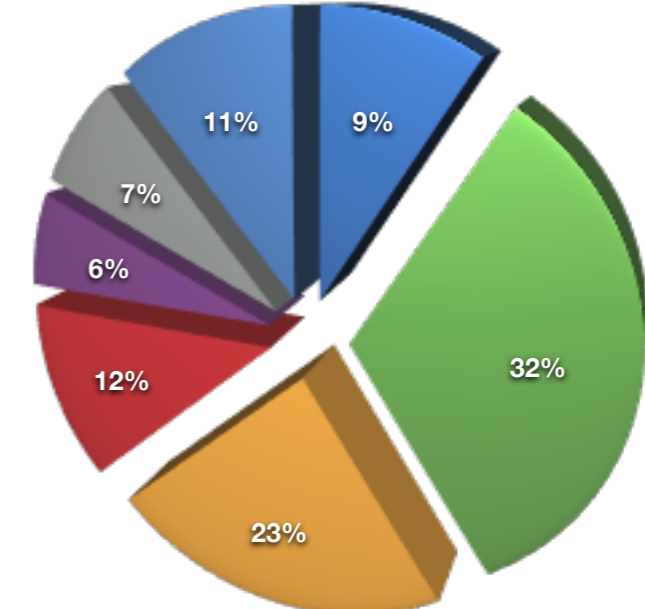
What is respondent's current rank at NKU?



- Full Professor
- Associate Professor
- Assistant Professor
- Part-time Instructor
- Full-time Instructor
- Lecturer

| How long have you been employed at NKU? | Response   | %              |
|---|------------|----------------|
| Less than a year                        | 32         | 9.00%          |
| 1-5 years                               | 117        | 32.00%         |
| 6-10 years                              | 83         | 23.00%         |
| 11-15 years                             | 45         | 12.00%         |
| 16-20 years                             | 22         | 6.00%          |
| 21-25 years                             | 24         | 7.00%          |
| More than 25 years                      | 40         | 11.00%         |
| <b>Total</b>                            | <b>363</b> | <b>100.00%</b> |

How long have you been employed at NKU?



- Less than a year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- More than 25 years

### About the survey:

Faculty Priority Survey 2011 was conducted online. The survey opened in November 30, 2010, and closed on XXX 2011. In total, 1384 respondents were contacted via e-mail, followed by one reminder on January 18, 2011. A total of 379 surveys were completed, with 35% of these responses received during the first three days of data collection and 48% during the first three days following the reminder. The median completion time was about 5 minutes.

Note: Response rate for 2010 survey was 31%.



RESPONSES  
**379** (1384)

# FACULTY PRIORITY SURVEY 2011

RESPONSE RATE  
**27.4%**



## RANKING REPORT: TOP 15

| Overall Rank 2011 | Question # | Question statement  | Critically important (4) | Very important (3) | Somewhat important (2) | Not important (1) | No opinion | Responses | Overall Mean* | Full-Time Mean | Part-Time Mean | Overall Mean 2010 | Overall Mean 2009 |
|-------------------|------------|---|--------------------------|--------------------|------------------------|-------------------|------------|-----------|---------------|----------------|----------------|-------------------|-------------------|
| 1                 | 2          | Provide adequate funds to maintain, repair, and upgrade those technologies (excluding software) which enhance the productivity for faculty, staff, and students within classrooms, labs, distance learning, and off-campus sites. | 198                      | 132                | 37                     | 4                 | 4          | 375       | 3.41          | 3.43           | 3.41           | 3.36              | 3.13              |
| 2                 | 7          | Increase faculty salaries with the goal of increasing the average salary to be over 100% of the College and University Professional Association (CUPA).   | 160                      | 116                | 68                     | 17                | 10         | 371       | 3.16          | 3.31           | 2.94           | N/A               | N/A               |
| 3                 | 8          | Increase the university's TIAA-CREF contribution to be comparable to the 17% retirement benefit provided for staff in the Kentucky Retirement System (KERS).  | 140                      | 133                | 66                     | 14                | 20         | 373       | 3.13          | 3.19           | 3.04           | N/A               | N/A               |
| 4                 | 5          | Increase the ratio of tenure/tenure-track faculty to part-time/temporary faculty in compliance with SACS accreditation standards.   | 142                      | 132                | 59                     | 23                | 17         | 373       | 3.10          | 3.37           | 2.69           | N/A               | N/A               |
| 5                 | 1          | Provide sufficient licenses for discipline specific software that enhances student learning.  | 104                      | 167                | 75                     | 15                | 14         | 375       | 3.00          | 3.01           | 2.99           | 2.88              | 2.78              |
| 6                 | 6          | Increase pay for part time faculty.   | 99                       | 152                | 89                     | 14                | 18         | 372       | 2.95          | 2.67           | 3.34           | N/A               | N/A               |
| 7                 | 28         | Increase efforts across campus to reduce mailings and other wasteful paper distributions.   | 110                      | 135                | 95                     | 20                | 10         | 370       | 2.93          | 2.86           | 3.05           | N/A               | N/A               |
| 8                 | 13         | Establish a university wide program which allows faculty to focus on teaching OR scholarship, and adjust teaching load accordingly.   | 116                      | 120                | 82                     | 44                | 9          | 371       | 2.85          | 2.91           | 2.80           | N/A               | N/A               |
| 9                 | 27         | Increase the transparency of health care negotiations and include more faculty in the negotiations so that a better plan is provided.   | 91                       | 121                | 103                    | 23                | 33         | 371       | 2.83          | 2.80           | 2.84           | 3.03              | 2.93              |
| 10                | 14         | Keep free access to Health Center.  | 114                      | 103                | 94                     | 44                | 18         | 373       | 2.81          | 2.78           | 2.85           | N/A               | N/A               |
| 11                | 3          | Provide funds for recruitment of highly qualified students.   | 77                       | 156                | 117                    | 17                | 5          | 372       | 2.80          | 2.82           | 2.77           | N/A               | N/A               |
| 12                | 12         | Increase support for research related travel, including support for attending and speaking at conferences.  | 87                       | 142                | 103                    | 30                | 9          | 371       | 2.79          | 2.93           | 2.59           | N/A               | N/A               |
| 13                | 24         | Provide complimentary parking for guests and visitors.  | 94                       | 120                | 102                    | 46                | 8          | 370       | 2.72          | 2.72           | 2.73           | N/A               | N/A               |
| 14                | 23         | Increase the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources.  | 70                       | 144                | 127                    | 23                | 7          | 371       | 2.72          | 2.69           | 2.76           | 2.88              | 2.76              |
| 15                | 10         | Reduce faculty teaching load to three or fewer courses per semester.  | 114                      | 82                 | 102                    | 60                | 13         | 371       | 2.70          | 3.03           | 2.21           | N/A               | N/A               |

\* All reported means exclude "No opinion" response option.

\*\* Mean 2009 and 2010 was adopted from the last year survey results. Not all means were available due to dropped, modified, and/or newly added items in 2011 (indicated by N/A)



RESPONSES  
**379** (1384)

# FACULTY PRIORITY SURVEY 2011

RESPONSE RATE  
**27.4%**



## RANKING REPORT: BOTTOM 13

| Overall Rank 2011 | Question # | Question statement   | Critically important (4) | Very important (3) | Somewhat important (2) | Not important (1) | No opinion | Responses | Overall Mean* | Full-Time Mean | Part-Time Mean | Overall Mean 2010 | Overall Mean 2009 |
|-------------------|------------|--|--------------------------|--------------------|------------------------|-------------------|------------|-----------|---------------|----------------|----------------|-------------------|-------------------|
| 16                | 22         | Continue to provide funds for student retention.   | 63                       | 136                | 127                    | 28                | 19         | 373       | 2.66          | 2.54           | 2.83           | N/A               | N/A               |
| 17                | 26         | Work with TANK to provide more direct bus service to NKU.  | 63                       | 118                | 122                    | 31                | 38         | 372       | 2.64          | 2.63           | 2.68           | N/A               | N/A               |
| 18                | 21         | Greatly expand the range of reward and benefit programs that offer alternate compensation and performance recognition for faculty.   | 65                       | 122                | 101                    | 43                | 41         | 372       | 2.63          | 2.51           | 2.84           | N/A               | N/A               |
| 19                | 11         | Maintain salary levels for faculty summer pay regardless of the number of students per class.  | 84                       | 111                | 96                     | 62                | 20         | 373       | 2.61          | 2.70           | 2.53           | N/A               | N/A               |
| 20                | 19         | Supply retirement benefits (TIAA-CREF contributions) to faculty teaching during the summer.  | 81                       | 93                 | 101                    | 59                | 35         | 369       | 2.59          | 2.62           | 2.54           | 2.80              | N/A               |
| 21                | 17         | Expand the level of the tuition waiver benefit (for example increase the number of CR per semester, raise the maximum age of dependent students, include graduate level courses, extend to faculty for doctoral work). | 71                       | 101                | 118                    | 56                | 26         | 372       | 2.54          | 2.43           | 2.71           | N/A               | N/A               |
| 22                | 18         | Increase maximum salary that faculty may earn during summer session teaching.  | 69                       | 90                 | 107                    | 71                | 36         | 373       | 2.47          | 2.47           | 2.47           | 2.68              | N/A               |
| 23                | 4          | Restructure parking fees to be commensurate with salary.   | 67                       | 99                 | 101                    | 84                | 23         | 374       | 2.42          | 2.29           | 2.64           | N/A               | N/A               |
| 24                | 9          | Provide support for programs promoting environmentally-sustainable practices.  | 46                       | 114                | 145                    | 57                | 8          | 370       | 2.41          | 2.35           | 2.49           | 2.26              | N/A               |
| 25                | 16         | Provide additional compensation to those faculty who direct graduate or undergraduate research projects.   | 48                       | 103                | 130                    | 65                | 25         | 371       | 2.39          | 2.35           | 2.49           | 2.68              | N/A               |
| 26                | 20         | Allow NKU faculty to choose the Kentucky Teacher Retirement as an optional retirement program.   | 55                       | 73                 | 98                     | 69                | 76         | 371       | 2.39          | 2.21           | 2.66           | N/A               | N/A               |
| 27                | 25         | Increase budget allocations for NKU cultural venues (art galleries, museums, etc.).  | 40                       | 73                 | 179                    | 63                | 16         | 371       | 2.25          | 2.24           | 2.28           | N/A               | N/A               |
| 28                | 15         | Increase the number of faculty lockers at the Health Center.   | 31                       | 52                 | 102                    | 123               | 59         | 367       | 1.97          | 1.90           | 2.12           | 2.01              | 2.76              |

\* All reported means exclude "No opinion" response option.

\*\* Mean 2009 and 2010 was adopted from the last year survey results. Not all means were available due to dropped, modified, and/or newly added items in 2011 (indicated by N/A)



RESPONSES  
**379** (1384)

# FACULTY PRIORITY SURVEY 2011

## RANKING REPORT: TOP 15 (FREQUENCIES)

RESPONSE RATE  
**27.4%**



| Overall Rank 2011 | Question # | Question statement  | Critically important (4) | Very important (3) | Somewhat important (2) | Not important (1) | No opinion | Responses | Overall Mean* | Full-Time Mean | Part-Time Mean | Overall Mean 2010 | Overall Mean 2009 |
|-------------------|------------|---|--------------------------|--------------------|------------------------|-------------------|------------|-----------|---------------|----------------|----------------|-------------------|-------------------|
| 1                 | 2          | Provide adequate funds to maintain, repair, and upgrade those technologies (excluding software) which enhance the productivity for faculty, staff, and students within classrooms, labs, distance learning, and off-campus sites. | 52.80%                   | 35.20%             | 9.87%                  | 1.07%             | 1.07%      | 100%      | 3.41          | 3.43           | 3.41           | 3.36              | 3.13              |
| 2                 | 7          | Increase faculty salaries with the goal of increasing the average salary to be over 100% of the College and University Professional Association (CUPA).   | 43.13%                   | 31.27%             | 18.33%                 | 4.58%             | 2.70%      | 100%      | 3.16          | 3.31           | 2.94           | N/A               | N/A               |
| 3                 | 8          | Increase the university's TIAA-CREF contribution to be comparable to the 17% retirement benefit provided for staff in the Kentucky Retirement System (KERS).  | 37.53%                   | 35.66%             | 17.69%                 | 3.75%             | 5.36%      | 100%      | 3.13          | 3.19           | 3.04           | N/A               | N/A               |
| 4                 | 5          | Increase the ratio of tenure/tenure-track faculty to part-time/temporary faculty in compliance with SACS accreditation standards.   | 38.07%                   | 35.39%             | 15.82%                 | 6.17%             | 4.56%      | 100%      | 3.10          | 3.37           | 2.69           | N/A               | N/A               |
| 5                 | 1          | Provide sufficient licenses for discipline specific software that enhances student learning.  | 27.73%                   | 44.53%             | 20.00%                 | 4.00%             | 3.73%      | 100%      | 3.00          | 3.01           | 2.99           | 2.88              | 2.78              |
| 6                 | 6          | Increase pay for part time faculty.   | 26.61%                   | 40.86%             | 23.92%                 | 3.76%             | 4.84%      | 100%      | 2.95          | 2.67           | 3.34           | N/A               | N/A               |
| 7                 | 28         | Increase efforts across campus to reduce mailings and other wasteful paper distributions.   | 29.73%                   | 36.49%             | 25.68%                 | 5.41%             | 2.70%      | 100%      | 2.93          | 2.86           | 3.05           | N/A               | N/A               |
| 8                 | 13         | Establish a university wide program which allows faculty to focus on teaching OR scholarship, and adjust teaching load accordingly.   | 31.27%                   | 32.35%             | 22.10%                 | 11.86%            | 2.43%      | 100%      | 2.85          | 2.91           | 2.80           | N/A               | N/A               |
| 9                 | 27         | Increase the transparency of health care negotiations and include more faculty in the negotiations so that a better plan is provided.   | 24.53%                   | 32.61%             | 27.76%                 | 6.20%             | 8.89%      | 100%      | 2.83          | 2.80           | 2.84           | 3.03              | 2.93              |
| 10                | 14         | Keep free access to Health Center.  | 30.56%                   | 27.61%             | 25.20%                 | 11.80%            | 4.83%      | 100%      | 2.81          | 2.78           | 2.85           | N/A               | N/A               |
| 11                | 3          | Provide funds for recruitment of highly qualified students.   | 20.70%                   | 41.94%             | 31.45%                 | 4.57%             | 1.34%      | 100%      | 2.80          | 2.82           | 2.77           | N/A               | N/A               |
| 12                | 12         | Increase support for research related travel, including support for attending and speaking at conferences.  | 23.45%                   | 38.27%             | 27.76%                 | 8.09%             | 2.43%      | 100%      | 2.79          | 2.93           | 2.59           | N/A               | N/A               |
| 13                | 24         | Provide complimentary parking for guests and visitors.  | 25.41%                   | 32.43%             | 27.57%                 | 12.43%            | 2.16%      | 100%      | 2.72          | 2.72           | 2.73           | N/A               | N/A               |
| 14                | 23         | Increase the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources.  | 18.87%                   | 38.81%             | 34.23%                 | 6.20%             | 1.89%      | 100%      | 2.72          | 2.69           | 2.76           | 2.88              | 2.76              |
| 15                | 10         | Reduce faculty teaching load to three or fewer courses per semester.  | 30.73%                   | 22.10%             | 27.49%                 | 16.17%            | 3.50%      | 100%      | 2.70          | 3.03           | 2.21           | N/A               | N/A               |

\* All reported means exclude "No opinion" response option.

\*\* Mean 2009 and 2010 was adopted from the last year survey results. Not all means were available due to dropped, modified, and/or newly added items in 2011 (indicated by N/A)



RESPONSES  
**379** (1384)

# FACULTY PRIORITY SURVEY 2011

## RANKING REPORT: BOTTOM 13 (FREQUENCIES)

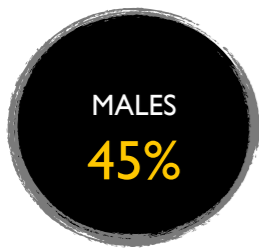
RESPONSE RATE  
**27.4%**



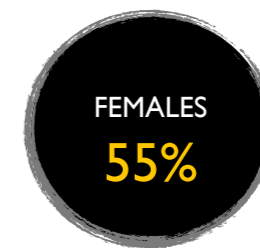
| Overall Rank 2011 | Question # | Question statement   | Critically important (4) | Very important (3) | Somewhat important (2) | Not important (1) | No opinion | Responses | Overall Mean* | Full-Time Mean | Part-Time Mean | Overall Mean 2010 | Overall Mean 2009 |
|-------------------|------------|--|--------------------------|--------------------|------------------------|-------------------|------------|-----------|---------------|----------------|----------------|-------------------|-------------------|
| 16                | 22         | Continue to provide funds for student retention.   | 16.89%                   | 36.46%             | 34.05%                 | 7.51%             | 5.09%      | 100%      | 2.66          | 2.54           | 2.83           | N/A               | N/A               |
| 17                | 26         | Work with TANK to provide more direct bus service to NKU.  | 16.94%                   | 31.72%             | 32.80%                 | 8.33%             | 10.22%     | 100%      | 2.64          | 2.63           | 2.68           | N/A               | N/A               |
| 18                | 21         | Greatly expand the range of reward and benefit programs that offer alternate compensation and performance recognition for faculty.   | 17.47%                   | 32.80%             | 27.15%                 | 11.56%            | 11.02%     | 100%      | 2.63          | 2.51           | 2.84           | N/A               | N/A               |
| 19                | 11         | Maintain salary levels for faculty summer pay regardless of the number of students per class.  | 22.52%                   | 29.76%             | 25.74%                 | 16.62%            | 5.36%      | 100%      | 2.61          | 2.70           | 2.53           | N/A               | N/A               |
| 20                | 19         | Supply retirement benefits (TIAA-CREF contributions) to faculty teaching during the summer.  | 21.95%                   | 25.20%             | 27.37%                 | 15.99%            | 9.49%      | 100%      | 2.59          | 2.62           | 2.54           | 2.80              | N/A               |
| 21                | 17         | Expand the level of the tuition waiver benefit (for example increase the number of CR per semester, raise the maximum age of dependent students, include graduate level courses, extend to faculty for doctoral work). | 19.09%                   | 27.15%             | 31.72%                 | 15.05%            | 6.99%      | 100%      | 2.54          | 2.43           | 2.71           | N/A               | N/A               |
| 22                | 18         | Increase maximum salary that faculty may earn during summer session teaching.  | 18.50%                   | 24.13%             | 28.69%                 | 19.03%            | 9.65%      | 100%      | 2.47          | 2.47           | 2.47           | 2.68              | N/A               |
| 23                | 4          | Restructure parking fees to be commensurate with salary.   | 17.91%                   | 26.47%             | 27.01%                 | 22.46%            | 6.15%      | 100%      | 2.42          | 2.29           | 2.64           | N/A               | N/A               |
| 24                | 9          | Provide support for programs promoting environmentally-sustainable practices.  | 12.43%                   | 30.81%             | 39.19%                 | 15.41%            | 2.16%      | 100%      | 2.41          | 2.35           | 2.49           | 2.26              | N/A               |
| 25                | 16         | Provide additional compensation to those faculty who direct graduate or undergraduate research projects.   | 12.94%                   | 27.76%             | 35.04%                 | 17.52%            | 6.74%      | 100%      | 2.39          | 2.35           | 2.49           | 2.68              | N/A               |
| 26                | 20         | Allow NKU faculty to choose the Kentucky Teacher Retirement as an optional retirement program.   | 14.82%                   | 19.68%             | 26.42%                 | 18.60%            | 20.49%     | 100%      | 2.39          | 2.21           | 2.66           | N/A               | N/A               |
| 27                | 25         | Increase budget allocations for NKU cultural venues (art galleries, museums, etc.).  | 10.78%                   | 19.68%             | 48.25%                 | 16.98%            | 4.31%      | 100%      | 2.25          | 2.24           | 2.28           | N/A               | N/A               |
| 28                | 15         | Increase the number of faculty lockers at the Health Center.   | 8.45%                    | 14.17%             | 27.79%                 | 33.51%            | 16.08%     | 100%      | 1.97          | 1.90           | 2.12           | 2.01              | 2.76              |

\* All reported means exclude "No opinion" response option.

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# FULL-TIME FACULTY PRIORITY SURVEY 2011



## Demographic Report

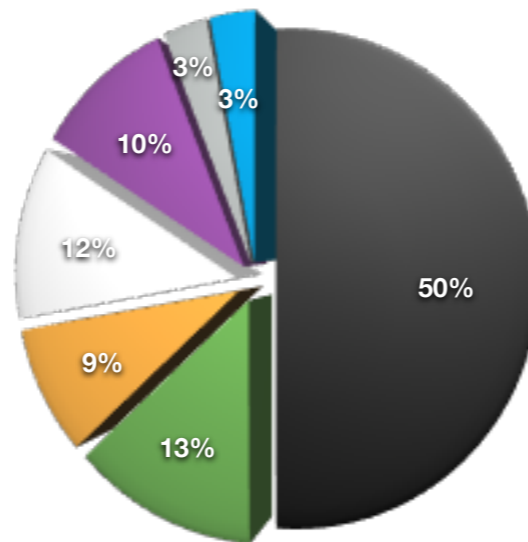
| What is your gender? | Response   | %              |
|----------------------|------------|----------------|
| Male                 | 91         | 45.00%         |
| Female               | 113        | 55.00%         |
| <b>Total</b>         | <b>204</b> | <b>100.00%</b> |

| What is your current age? | Response   | %              |
|---------------------------|------------|----------------|
| 19 years and below        | 0          | 0.00%          |
| 20 to 24                  | 0          | 0.00%          |
| 25 to 34                  | 22         | 11.00%         |
| 35 to 44                  | 49         | 24.00%         |
| 45 to 54                  | 66         | 33.00%         |
| 55 to 64                  | 53         | 26.00%         |
| 65 years and over         | 11         | 5.00%          |
| <b>Total</b>              | <b>201</b> | <b>100.00%</b> |

| What is your college?                   | Response   | %              |
|---|------------|----------------|
| College of Arts and Sciences            | 106        | 50.00%         |
| College of Education and Human Services | 28         | 13.00%         |
| College of Health Professions           | 20         | 9.00%          |
| College of Informatics                  | 25         | 12.00%         |
| Haile/US Bank College of Business       | 21         | 10.00%         |
| Salmon P. Chase College of Law          | 7          | 3.00%          |
| Steely Library                          | 7          | 3.00%          |
| <b>Total</b>                            | <b>214</b> | <b>100.00%</b> |

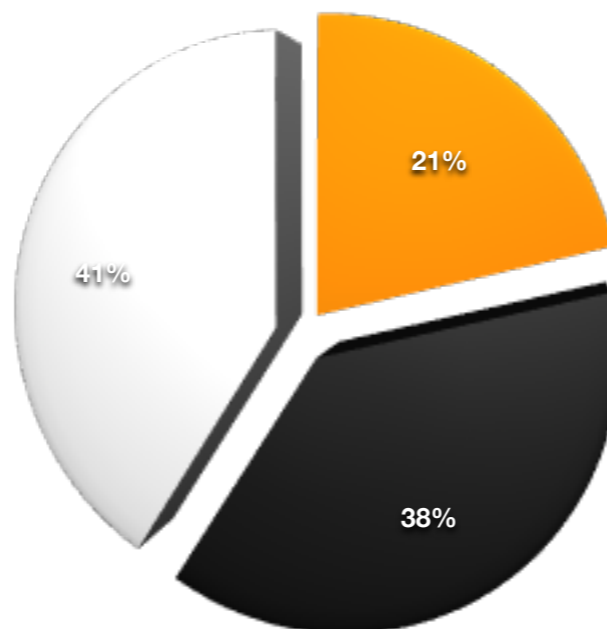
| What is your current rank at NKU? | Response   | %              |
|-----------------------------------|------------|----------------|
| Full Professor                    | 46         | 21.00%         |
| Associate Professor               | 81         | 38.00%         |
| Assistant Professor               | 87         | 41.00%         |
| <b>Total</b>                      | <b>214</b> | <b>100.00%</b> |

What is respondent's college?



- College of Arts and Sciences
- College of Education and Human Services
- College of Health Professions
- College of Informatics
- Haile/US Bank College of Business
- Salmon P. Chase College of Law
- Steely Library

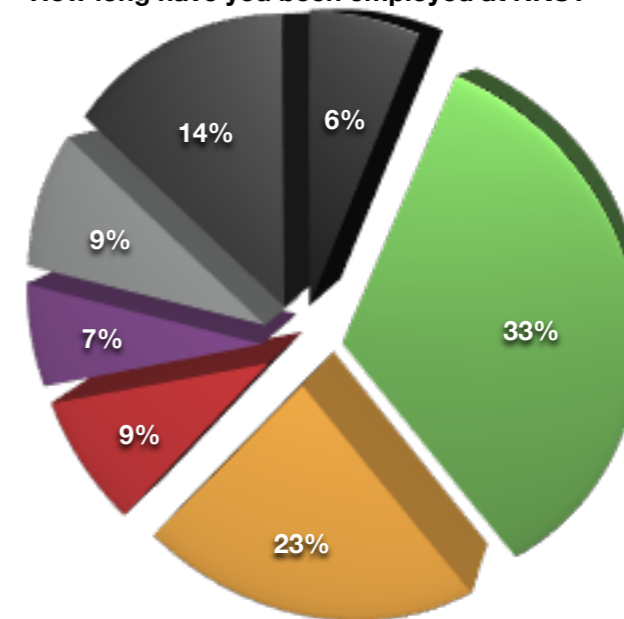
What is respondent's current rank at NKU?



- Full Professor
- Associate Professor
- Assistant Professor

| How long have you been employed at NKU? | Response   | %              |
|---|------------|----------------|
| Less than a year                        | 12         | 6.00%          |
| 1-5 years                               | 69         | 33.00%         |
| 6-10 years                              | 49         | 23.00%         |
| 11-15 years                             | 18         | 9.00%          |
| 16-20 years                             | 14         | 7.00%          |
| 21-25 years                             | 18         | 9.00%          |
| More than 25 years                      | 30         | 14.00%         |
| <b>Total</b>                            | <b>210</b> | <b>100.00%</b> |

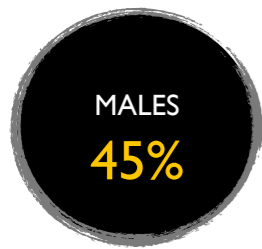
How long have you been employed at NKU?



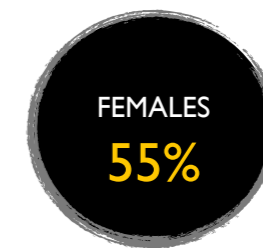
- Less than a year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- More than 25 years

### About this report:

The present report contains information about tenure faculty only.



# FULL-TIME FACULTY PRIORITY SURVEY 2011

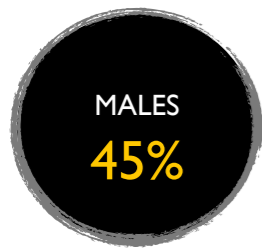


## RANKING REPORT: TOP 15

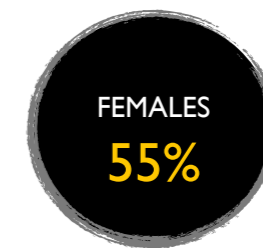
| Overall Rank 2011 | Question # | Question statement  | Critically important (4) | Very important (3) | Somewhat important (2) | Not important (1) | No opinion | Responses | Mean* |
|-------------------|------------|---|--------------------------|--------------------|------------------------|-------------------|------------|-----------|-------|
| 1                 | 2          | Provide adequate funds to maintain, repair, and upgrade those technologies (excluding software) which enhance the productivity for faculty, staff, and students within classrooms, labs, distance learning, and off-campus sites. | 115                      | 76                 | 20                     | 2                 | 0          | 213       | 3.43  |
| 2                 | 5          | Increase the ratio of tenure/tenure-track faculty to part-time/temporary faculty in compliance with SACS accreditation standards.   | 105                      | 80                 | 14                     | 7                 | 5          | 211       | 3.37  |
| 3                 | 7          | Increase faculty salaries with the goal of increasing the average salary to be over 100% of the College and University Professional Association (CUPA).   | 115                      | 56                 | 32                     | 9                 | 1          | 213       | 3.31  |
| 4                 | 8          | Increase the university's TIAA-CREF contribution to be comparable to the 17% retirement benefit provided for staff in the Kentucky Retirement System (KERS).  | 95                       | 74                 | 32                     | 11                | 1          | 213       | 3.19  |
| 5                 | 10         | Reduce faculty teaching load to three or fewer courses per semester.  | 94                       | 48                 | 46                     | 21                | 3          | 212       | 3.03  |
| 6                 | 1          | Provide sufficient licenses for discipline specific software that enhances student learning.  | 61                       | 100                | 40                     | 9                 | 3          | 213       | 3.01  |
| 7                 | 12         | Increase support for research related travel, including support for attending and speaking at conferences.  | 61                       | 87                 | 51                     | 12                | 0          | 211       | 2.93  |
| 8                 | 13         | Establish a university wide program which allows faculty to focus on teaching OR scholarship, and adjust teaching load accordingly.   | 76                       | 65                 | 41                     | 27                | 4          | 213       | 2.91  |
| 9                 | 28         | Increase efforts across campus to reduce mailings and other wasteful paper distributions.   | 60                       | 74                 | 57                     | 16                | 5          | 212       | 2.86  |
| 10                | 3          | Provide funds for recruitment of highly qualified students.   | 45                       | 93                 | 62                     | 11                | 1          | 212       | 2.82  |
| 11                | 27         | Increase the transparency of health care negotiations and include more faculty in the negotiations so that a better plan is provided.   | 52                       | 70                 | 61                     | 15                | 15         | 213       | 2.80  |
| 12                | 14         | Keep free access to Health Center.  | 65                       | 55                 | 58                     | 26                | 9          | 213       | 2.78  |
| 13                | 24         | Provide complimentary parking for guests and visitors.  | 52                       | 76                 | 54                     | 29                | 1          | 212       | 2.72  |
| 14                | 11         | Maintain salary levels for faculty summer pay regardless of the number of students per class.   | 58                       | 63                 | 55                     | 33                | 4          | 213       | 2.70  |
| 15                | 23         | Increase the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources.  | 35                       | 87                 | 76                     | 12                | 3          | 213       | 2.69  |

\* All reported means exclude "No opinion" response option.

\*\* Mean 2009 and 2010 was adopted from the last year survey results. Not all means were available due to dropped, modified, and/or newly added items in 2011 (indicated by N/A)



# FULL-TIME FACULTY PRIORITY SURVEY 2011



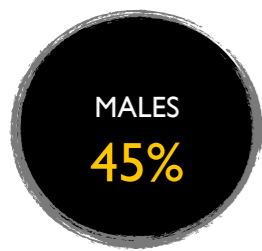
## RANKING REPORT: BOTTOM 13

| Overall Rank 2011 | Question # | Question statement   | Critically important (4) | Very important (3) | Somewhat important (2) | Not important (1) | No opinion | Responses | Mean* |
|-------------------|------------|--|--------------------------|--------------------|------------------------|-------------------|------------|-----------|-------|
| 16                | 6          | Increase pay for part time faculty.  | 27                       | 93                 | 66                     | 13                | 12         | 211       | 2.67  |
| 17                | 26         | Work with TANK to provide more direct bus service to NKU.  | 36                       | 70                 | 70                     | 19                | 19         | 214       | 2.63  |
| 18                | 19         | Supply retirement benefits (TIAA-CREF contributions) to faculty teaching during the summer.  | 56                       | 52                 | 56                     | 38                | 9          | 211       | 2.62  |
| 19                | 22         | Continue to provide funds for student retention.   | 26                       | 79                 | 78                     | 21                | 9          | 213       | 2.54  |
| 20                | 21         | Greatly expand the range of reward and benefit programs that offer alternate compensation and performance recognition for faculty.   | 34                       | 64                 | 66                     | 32                | 17         | 213       | 2.51  |
| 21                | 18         | Increase maximum salary that faculty may earn during summer session teaching.  | 45                       | 47                 | 67                     | 42                | 12         | 213       | 2.47  |
| 22                | 17         | Expand the level of the tuition waiver benefit (for example increase the number of CR per semester, raise the maximum age of dependent students, include graduate level courses, extend to faculty for doctoral work). | 35                       | 49                 | 78                     | 35                | 15         | 212       | 2.43  |
| 23                | 16         | Provide additional compensation to those faculty who direct graduate or undergraduate research projects.   | 28                       | 58                 | 76                     | 42                | 8          | 212       | 2.35  |
| 24                | 9          | Provide support for programs promoting environmentally-sustainable practices.  | 23                       | 62                 | 87                     | 36                | 4          | 212       | 2.35  |
| 25                | 4          | Restructure parking fees to be commensurate with salary.   | 28                       | 52                 | 69                     | 51                | 11         | 211       | 2.29  |
| 26                | 25         | Increase budget allocations for NKU cultural venues (art galleries, museums, etc.).  | 21                       | 44                 | 103                    | 37                | 8          | 213       | 2.24  |
| 27                | 20         | Allow NKU faculty to choose the Kentucky Teacher Retirement as an optional retirement program.   | 26                       | 37                 | 52                     | 53                | 44         | 212       | 2.21  |
| 28                | 15         | Increase the number of faculty lockers at the Health Center.   | 16                       | 26                 | 62                     | 76                | 31         | 211       | 1.90  |

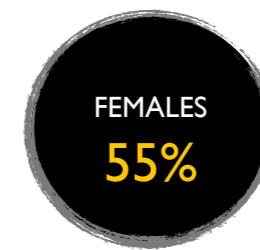
\* All reported means exclude "No opinion" response option.

\*\* Mean 2009 and 2010 was adopted from the last year survey results. Not all means were available due to dropped, modified, and/or newly added items in 2011 (indicated by N/A)





# FULL-TIME FACULTY PRIORITY SURVEY 2011

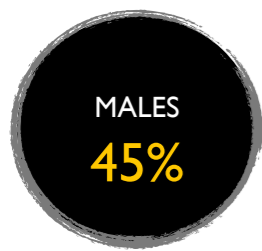


## RANKING REPORT: TOP 15 (FREQUENCIES)

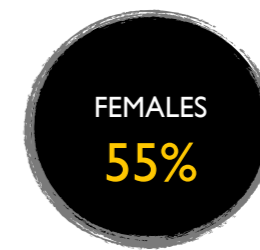
| Overall Rank 2011 | Question # | Question statement  | Critically important (4) | Very important (3) | Somewhat important (2) | Not important (1) | No opinion | Responses | Mean* |
|-------------------|------------|---|--------------------------|--------------------|------------------------|-------------------|------------|-----------|-------|
| 1                 | 2          | Provide adequate funds to maintain, repair, and upgrade those technologies (excluding software) which enhance the productivity for faculty, staff, and students within classrooms, labs, distance learning, and off-campus sites. | 53.99%                   | 35.68%             | 9.39%                  | 0.94%             | 0.00%      | 100%      | 3.43  |
| 2                 | 5          | Increase the ratio of tenure/tenure-track faculty to part-time/temporary faculty in compliance with SACS accreditation standards.   | 49.76%                   | 37.91%             | 6.64%                  | 3.32%             | 2.37%      | 100%      | 3.37  |
| 3                 | 7          | Increase faculty salaries with the goal of increasing the average salary to be over 100% of the College and University Professional Association (CUPA).   | 53.99%                   | 26.29%             | 15.02%                 | 4.23%             | 0.47%      | 100%      | 3.31  |
| 4                 | 8          | Increase the university's TIAA-CREF contribution to be comparable to the 17% retirement benefit provided for staff in the Kentucky Retirement System (KERS).  | 44.60%                   | 34.74%             | 15.02%                 | 5.16%             | 0.47%      | 100%      | 3.19  |
| 5                 | 10         | Reduce faculty teaching load to three or fewer courses per semester.  | 44.34%                   | 22.64%             | 21.70%                 | 9.91%             | 1.42%      | 100%      | 3.03  |
| 6                 | 1          | Provide sufficient licenses for discipline specific software that enhances student learning.  | 28.64%                   | 46.95%             | 18.78%                 | 4.23%             | 1.41%      | 100%      | 3.01  |
| 7                 | 12         | Increase support for research related travel, including support for attending and speaking at conferences.  | 28.91%                   | 41.23%             | 24.17%                 | 5.69%             | 0.00%      | 100%      | 2.93  |
| 8                 | 13         | Establish a university wide program which allows faculty to focus on teaching OR scholarship, and adjust teaching load accordingly.   | 35.68%                   | 30.52%             | 19.25%                 | 12.68%            | 1.88%      | 100%      | 2.91  |
| 9                 | 28         | Increase efforts across campus to reduce mailings and other wasteful paper distributions.   | 28.30%                   | 34.91%             | 26.89%                 | 7.55%             | 2.36%      | 100%      | 2.86  |
| 10                | 3          | Provide funds for recruitment of highly qualified students.   | 21.23%                   | 43.87%             | 29.25%                 | 5.19%             | 0.47%      | 100%      | 2.82  |
| 11                | 27         | Increase the transparency of health care negotiations and include more faculty in the negotiations so that a better plan is provided.   | 24.41%                   | 32.86%             | 28.64%                 | 7.04%             | 7.04%      | 100%      | 2.80  |
| 12                | 14         | Keep free access to Health Center.  | 30.52%                   | 25.82%             | 27.23%                 | 12.21%            | 4.23%      | 100%      | 2.78  |
| 13                | 24         | Provide complimentary parking for guests and visitors.  | 24.53%                   | 35.85%             | 25.47%                 | 13.68%            | 0.47%      | 100%      | 2.72  |
| 14                | 11         | Maintain salary levels for faculty summer pay regardless of the number of students per class.   | 27.23%                   | 29.58%             | 25.82%                 | 15.49%            | 1.88%      | 100%      | 2.70  |
| 15                | 23         | Increase the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources.  | 16.43%                   | 40.85%             | 35.68%                 | 5.63%             | 1.41%      | 100%      | 2.69  |

\* All reported means exclude "No opinion" response option.

\*\* Mean 2009 and 2010 was adopted from the last year survey results. Not all means were available due to dropped, modified, and/or newly added items in 2011 (indicated by N/A)



# FULL-TIME FACULTY PRIORITY SURVEY 2011

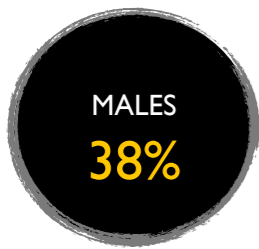


## RANKING REPORT: BOTTOM 13 (FREQUENCIES)

| Overall Rank 2011 | Question # | Question statement   | Critically important (4) | Very important (3) | Somewhat important (2) | Not important (1) | No opinion | Responses | Mean* |
|-------------------|------------|--|--------------------------|--------------------|------------------------|-------------------|------------|-----------|-------|
| 16                | 6          | Increase pay for part time faculty.  | 12.80%                   | 44.08%             | 31.28%                 | 6.16%             | 5.69%      | 100%      | 2.67  |
| 17                | 26         | Work with TANK to provide more direct bus service to NKU.  | 16.82%                   | 32.71%             | 32.71%                 | 8.88%             | 8.88%      | 100%      | 2.63  |
| 18                | 19         | Supply retirement benefits (TIAA-CREF contributions) to faculty teaching during the summer.  | 26.54%                   | 24.64%             | 26.54%                 | 18.01%            | 4.27%      | 100%      | 2.62  |
| 19                | 22         | Continue to provide funds for student retention.   | 12.21%                   | 37.09%             | 36.62%                 | 9.86%             | 4.23%      | 100%      | 2.54  |
| 20                | 21         | Greatly expand the range of reward and benefit programs that offer alternate compensation and performance recognition for faculty.   | 15.96%                   | 30.05%             | 30.99%                 | 15.02%            | 7.98%      | 100%      | 2.51  |
| 21                | 18         | Increase maximum salary that faculty may earn during summer session teaching.  | 21.13%                   | 22.07%             | 31.46%                 | 19.72%            | 5.63%      | 100%      | 2.47  |
| 22                | 17         | Expand the level of the tuition waiver benefit (for example increase the number of CR per semester, raise the maximum age of dependent students, include graduate level courses, extend to faculty for doctoral work). | 16.51%                   | 23.11%             | 36.79%                 | 16.51%            | 7.08%      | 100%      | 2.43  |
| 23                | 16         | Provide additional compensation to those faculty who direct graduate or undergraduate research projects.   | 13.21%                   | 27.36%             | 35.85%                 | 19.81%            | 3.77%      | 100%      | 2.35  |
| 24                | 9          | Provide support for programs promoting environmentally-sustainable practices.  | 10.85%                   | 29.25%             | 41.04%                 | 16.98%            | 1.89%      | 100%      | 2.35  |
| 25                | 4          | Restructure parking fees to be commensurate with salary.   | 13.27%                   | 24.64%             | 32.70%                 | 24.17%            | 5.21%      | 100%      | 2.29  |
| 26                | 25         | Increase budget allocations for NKU cultural venues (art galleries, museums, etc.).  | 9.86%                    | 20.66%             | 48.36%                 | 17.37%            | 3.76%      | 100%      | 2.24  |
| 27                | 20         | Allow NKU faculty to choose the Kentucky Teacher Retirement as an optional retirement program.   | 12.26%                   | 17.45%             | 24.53%                 | 25.00%            | 20.75%     | 100%      | 2.21  |
| 28                | 15         | Increase the number of faculty lockers at the Health Center.   | 7.58%                    | 12.32%             | 29.38%                 | 36.02%            | 14.69%     | 100%      | 1.90  |

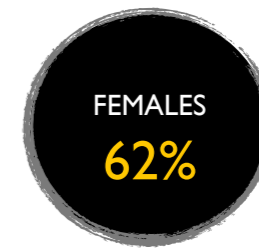
\* All reported means exclude "No opinion" response option.

\*\* Mean 2009 and 2010 was adopted from the last year survey results. Not all means were available due to dropped, modified, and/or newly added items in 2011 (indicated by N/A)



# PART-TIME FACULTY PRIORITY SURVEY 2011

## Demographic Report



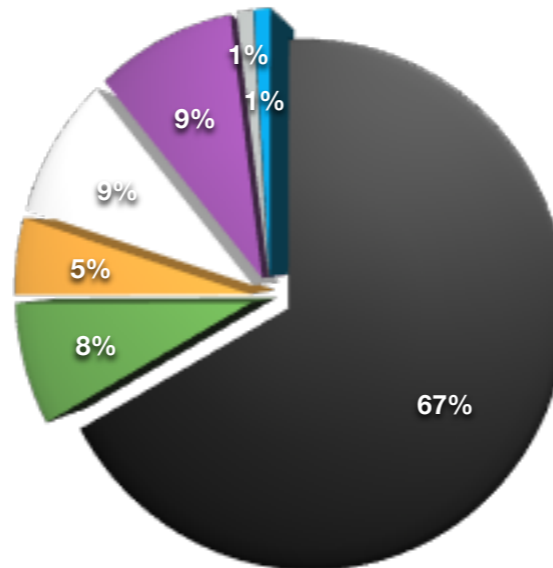
| What is your gender? | Response   | %              |
|----------------------|------------|----------------|
| Male                 | 56         | 38.00%         |
| Female               | 93         | 62.00%         |
| <b>Total</b>         | <b>149</b> | <b>100.00%</b> |

| What is your current age? | Response   | %              |
|---------------------------|------------|----------------|
| 19 years and below        | 1          | 1.00%          |
| 20 to 24                  | 3          | 2.00%          |
| 25 to 34                  | 25         | 17.00%         |
| 35 to 44                  | 26         | 17.00%         |
| 45 to 54                  | 43         | 29.00%         |
| 55 to 64                  | 46         | 31.00%         |
| 65 years and over         | 6          | 4.00%          |
| <b>Total</b>              | <b>150</b> | <b>100.00%</b> |

| What is your college?                   | Response   | %              |
|---|------------|----------------|
| College of Arts and Sciences            | 91         | 66.00%         |
| College of Education and Human Services | 11         | 8.00%          |
| College of Health Professions           | 7          | 5.00%          |
| College of Informatics                  | 13         | 9.00%          |
| Haile/US Bank College of Business       | 13         | 9.00%          |
| Salmon P. Chase College of Law          | 1          | 1.00%          |
| Steely Library                          | 1          | 1.00%          |
| <b>Total</b>                            | <b>137</b> | <b>100.00%</b> |

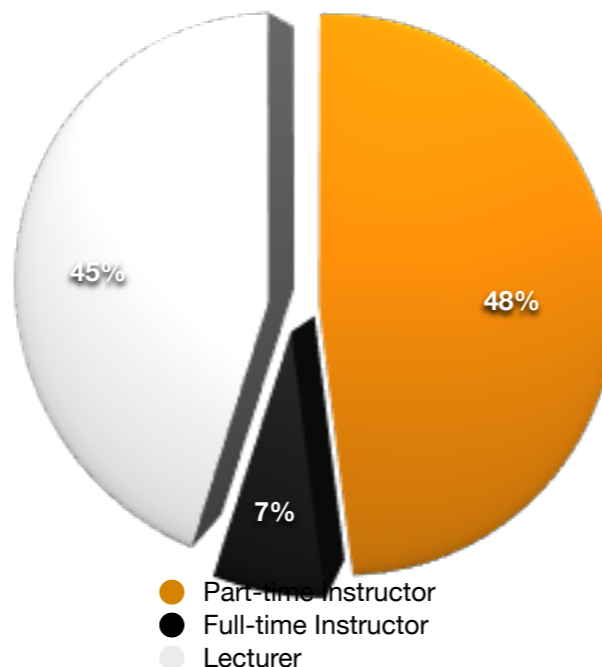
| What is your current rank at NKU? | Response   | %              |
|-----------------------------------|------------|----------------|
| Part-time Instructor              | 73         | 48.00%         |
| Full-time Instructor              | 10         | 7.00%          |
| Lecturer                          | 69         | 45.00%         |
| <b>Total</b>                      | <b>152</b> | <b>100.00%</b> |

What is respondent's college?



- College of Arts and Sciences
- College of Education and Human Services
- College of Health Professions
- College of Informatics
- Haile/US Bank College of Business
- Salmon P. Chase College of Law
- Steely Library

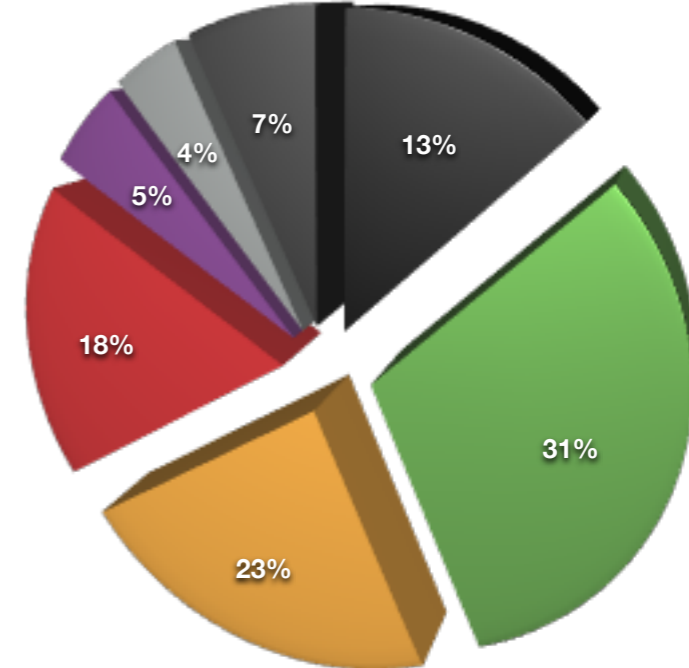
What is respondent's current rank at NKU?



- Part-time Instructor
- Full-time Instructor
- Lecturer

| How long have you been employed at NKU? | Response   | %              |
|---|------------|----------------|
| Less than a year                        | 20         | 13.00%         |
| 1-5 years                               | 47         | 31.00%         |
| 6-10 years                              | 34         | 23.00%         |
| 11-15 years                             | 27         | 18.00%         |
| 16-20 years                             | 7          | 5.00%          |
| 21-25 years                             | 6          | 4.00%          |
| More than 25 years                      | 10         | 7.00%          |
| <b>Total</b>                            | <b>151</b> | <b>100.00%</b> |

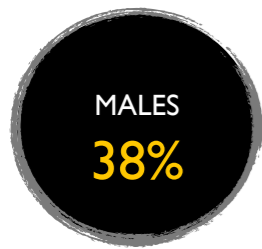
How long have you been employed at NKU?



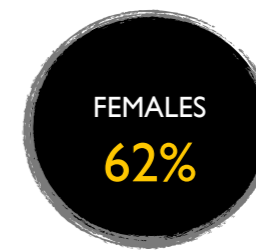
- Less than a year
- 1-5 years
- 6-10 years
- 11-15 years
- 16-20 years
- 21-25 years
- More than 25 years

### About this report:

The present report contains information about non-tenure faculty only.



# PART-TIME FACULTY PRIORITY SURVEY 2011

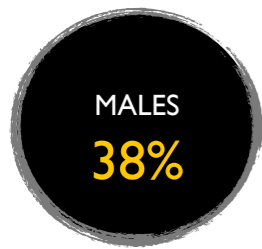


## RANKING REPORT: TOP 15

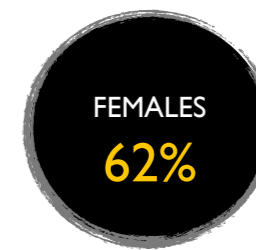
| Overall Rank 2011 | Question # | Question statement  | Critically important (4) | Very important (3) | Somewhat important (2) | Not important (1) | No opinion | Responses | Mean* |
|-------------------|------------|---|--------------------------|--------------------|------------------------|-------------------|------------|-----------|-------|
| 1                 | 2          | Provide adequate funds to maintain, repair, and upgrade those technologies (excluding software) which enhance the productivity for faculty, staff, and students within classrooms, labs, distance learning, and off-campus sites. | 78                       | 53                 | 16                     | 1                 | 3          | 151       | 3.41  |
| 2                 | 6          | Increase pay for part time faculty.   | 71                       | 56                 | 19                     | 1                 | 4          | 151       | 3.34  |
| 3                 | 28         | Increase efforts across campus to reduce mailings and other wasteful paper distributions.   | 48                       | 61                 | 35                     | 3                 | 5          | 152       | 3.05  |
| 4                 | 8          | Increase the university's TIAA-CREF contribution to be comparable to the 17% retirement benefit provided for staff in the Kentucky Retirement System (KERS).  | 43                       | 55                 | 32                     | 3                 | 19         | 152       | 3.04  |
| 5                 | 1          | Provide sufficient licenses for discipline specific software that enhances student learning.  | 42                       | 62                 | 33                     | 5                 | 9          | 151       | 2.99  |
| 6                 | 7          | Increase faculty salaries with the goal of increasing the average salary to be over 100% of the College and University Professional Association (CUPA).   | 42                       | 57                 | 35                     | 8                 | 8          | 150       | 2.94  |
| 7                 | 14         | Keep free access to Health Center.  | 47                       | 47                 | 32                     | 18                | 8          | 152       | 2.85  |
| 8                 | 21         | Greatly expand the range of reward and benefit programs that offer alternate compensation and performance recognition for faculty.  | 30                       | 58                 | 32                     | 9                 | 22         | 151       | 2.84  |
| 9                 | 27         | Increase the transparency of health care negotiations and include more faculty in the negotiations so that a better plan is provided.   | 36                       | 49                 | 41                     | 8                 | 18         | 152       | 2.84  |
| 10                | 22         | Continue to provide funds for student retention.  | 35                       | 55                 | 46                     | 7                 | 9          | 152       | 2.83  |
| 11                | 13         | Establish a university wide program which allows faculty to focus on teaching OR scholarship, and adjust teaching load accordingly.   | 39                       | 54                 | 40                     | 14                | 3          | 150       | 2.80  |
| 12                | 3          | Provide funds for recruitment of highly qualified students.   | 29                       | 60                 | 53                     | 5                 | 3          | 150       | 2.77  |
| 13                | 23         | Increase the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources.  | 34                       | 54                 | 50                     | 10                | 4          | 152       | 2.76  |
| 14                | 24         | Provide complimentary parking for guests and visitors.  | 40                       | 42                 | 47                     | 16                | 7          | 152       | 2.73  |
| 15                | 17         | Expand the level of the tuition waiver benefit (for example increase the number of CR per semester, raise the maximum age of dependent students, include graduate level courses, extend to faculty for doctoral work).            | 34                       | 51                 | 39                     | 18                | 10         | 152       | 2.71  |

\* All reported means exclude "No opinion" response option.

\*\* Mean 2009 and 2010 was adopted from the last year survey results. Not all means were available due to dropped, modified, and/or newly added items in 2011 (indicated by N/A)



# PART-TIME FACULTY PRIORITY SURVEY 2011

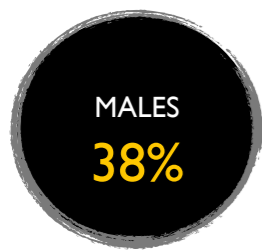


## RANKING REPORT: BOTTOM 13

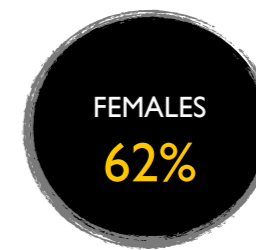
| Overall Rank 2011 | Question # | Question statement  | Critically important (4) | Very important (3) | Somewhat important (2) | Not important (1) | No opinion | Responses | Mean* |
|-------------------|------------|---|--------------------------|--------------------|------------------------|-------------------|------------|-----------|-------|
| 16                | 5          | Increase the ratio of tenure/tenure-track faculty to part-time/temporary faculty in compliance with SACS accreditation standards. | 33                       | 48                 | 45                     | 16                | 10         | 152       | 2.69  |
| 17                | 26         | Work with TANK to provide more direct bus service to NKU.   | 27                       | 47                 | 49                     | 10                | 19         | 152       | 2.68  |
| 18                | 20         | Allow NKU faculty to choose the Kentucky Teacher Retirement as an optional retirement program.                                    | 28                       | 36                 | 45                     | 12                | 30         | 151       | 2.66  |
| 19                | 4          | Restructure parking fees to be commensurate with salary.  | 38                       | 43                 | 31                     | 29                | 11         | 152       | 2.64  |
| 20                | 12         | Increase support for research related travel, including support for attending and speaking at conferences.                        | 26                       | 51                 | 49                     | 18                | 8          | 152       | 2.59  |
| 21                | 19         | Supply retirement benefits (TIAA-CREF contributions) to faculty teaching during the summer.                                       | 25                       | 39                 | 41                     | 21                | 24         | 150       | 2.54  |
| 22                | 11         | Maintain salary levels for faculty summer pay regardless of the number of students per class.                                     | 26                       | 48                 | 37                     | 27                | 14         | 152       | 2.53  |
| 23                | 9          | Provide support for programs promoting environmentally-sustainable practices.   | 21                       | 49                 | 57                     | 19                | 4          | 150       | 2.49  |
| 24                | 16         | Provide additional compensation to those faculty who direct graduate or undergraduate research projects.                          | 20                       | 44                 | 53                     | 18                | 16         | 151       | 2.49  |
| 25                | 18         | Increase maximum salary that faculty may earn during summer session teaching.   | 24                       | 41                 | 37                     | 28                | 22         | 152       | 2.47  |
| 26                | 25         | Increase budget allocations for NKU cultural venues (art galleries, museums, etc.).   | 19                       | 27                 | 74                     | 25                | 7          | 152       | 2.28  |
| 27                | 10         | Reduce faculty teaching load to three or fewer courses per semester.  | 18                       | 33                 | 53                     | 39                | 8          | 151       | 2.21  |
| 28                | 15         | Increase the number of faculty lockers at the Health Center.  | 15                       | 26                 | 39                     | 41                | 28         | 149       | 2.12  |

\* All reported means exclude "No opinion" response option.

\*\* Mean 2009 and 2010 was adopted from the last year survey results. Not all means were available due to dropped, modified, and/or newly added items in 2011 (indicated by N/A)



# PART-TIME FACULTY PRIORITY SURVEY 2011

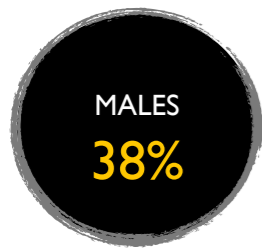


## RANKING REPORT: TOP 15 (FREQUENCIES)

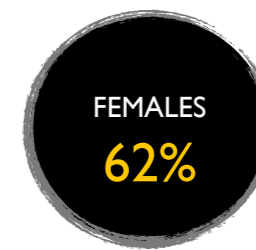
| Overall Rank 2011 | Question # | Question statement  | Critically important (4) | Very important (3) | Somewhat important (2) | Not important (1) | No opinion | Responses | Mean* |
|-------------------|------------|---|--------------------------|--------------------|------------------------|-------------------|------------|-----------|-------|
| 1                 | 2          | Provide adequate funds to maintain, repair, and upgrade those technologies (excluding software) which enhance the productivity for faculty, staff, and students within classrooms, labs, distance learning, and off-campus sites. | 51.66%                   | 35.10%             | 10.60%                 | 0.66%             | 1.99%      | 100%      | 3.41  |
| 2                 | 6          | Increase pay for part time faculty.   | 47.02%                   | 37.09%             | 12.58%                 | 0.66%             | 2.65%      | 100%      | 3.34  |
| 3                 | 28         | Increase efforts across campus to reduce mailings and other wasteful paper distributions.   | 31.58%                   | 40.13%             | 23.03%                 | 1.97%             | 3.29%      | 100%      | 3.05  |
| 4                 | 8          | Increase the university's TIAA-CREF contribution to be comparable to the 17% retirement benefit provided for staff in the Kentucky Retirement System (KERS).  | 28.29%                   | 36.18%             | 21.05%                 | 1.97%             | 12.50%     | 100%      | 3.04  |
| 5                 | 1          | Provide sufficient licenses for discipline specific software that enhances student learning.  | 27.81%                   | 41.06%             | 21.85%                 | 3.31%             | 5.96%      | 100%      | 2.99  |
| 6                 | 7          | Increase faculty salaries with the goal of increasing the average salary to be over 100% of the College and University Professional Association (CUPA).   | 28.00%                   | 38.00%             | 23.33%                 | 5.33%             | 5.33%      | 100%      | 2.94  |
| 7                 | 14         | Keep free access to Health Center.  | 30.92%                   | 30.92%             | 21.05%                 | 11.84%            | 5.26%      | 100%      | 2.85  |
| 8                 | 21         | Greatly expand the range of reward and benefit programs that offer alternate compensation and performance recognition for faculty.  | 19.87%                   | 38.41%             | 21.19%                 | 5.96%             | 14.57%     | 100%      | 2.84  |
| 9                 | 27         | Increase the transparency of health care negotiations and include more faculty in the negotiations so that a better plan is provided.   | 23.68%                   | 32.24%             | 26.97%                 | 5.26%             | 11.84%     | 100%      | 2.84  |
| 10                | 22         | Continue to provide funds for student retention.  | 23.03%                   | 36.18%             | 30.26%                 | 4.61%             | 5.92%      | 100%      | 2.83  |
| 11                | 13         | Establish a university wide program which allows faculty to focus on teaching OR scholarship, and adjust teaching load accordingly.   | 26.00%                   | 36.00%             | 26.67%                 | 9.33%             | 2.00%      | 100%      | 2.80  |
| 12                | 3          | Provide funds for recruitment of highly qualified students.   | 19.33%                   | 40.00%             | 35.33%                 | 3.33%             | 2.00%      | 100%      | 2.77  |
| 13                | 23         | Increase the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources.  | 22.37%                   | 35.53%             | 32.89%                 | 6.58%             | 2.63%      | 100%      | 2.76  |
| 14                | 24         | Provide complimentary parking for guests and visitors.  | 26.32%                   | 27.63%             | 30.92%                 | 10.53%            | 4.61%      | 100%      | 2.73  |
| 15                | 17         | Expand the level of the tuition waiver benefit (for example increase the number of CR per semester, raise the maximum age of dependent students, include graduate level courses, extend to faculty for doctoral work).            | 22.37%                   | 33.55%             | 25.66%                 | 11.84%            | 6.58%      | 100%      | 2.71  |

\* All reported means exclude "No opinion" response option.

\*\* Mean 2009 and 2010 was adopted from the last year survey results. Not all means were available due to dropped, modified, and/or newly added items in 2011 (indicated by N/A)



# PART-TIME FACULTY PRIORITY SURVEY 2011



## RANKING REPORT: BOTTOM 13 (FREQUENCIES)

| Overall Rank 2011 | Question # | Question statement  | Critically important (4) | Very important (3) | Somewhat important (2) | Not important (1) | No opinion | Responses | Mean* |
|-------------------|------------|---|--------------------------|--------------------|------------------------|-------------------|------------|-----------|-------|
| 16                | 5          | Increase the ratio of tenure/tenure-track faculty to part-time/temporary faculty in compliance with SACS accreditation standards. | 21.71%                   | 31.58%             | 29.61%                 | 10.53%            | 6.58%      | 100%      | 2.69  |
| 17                | 26         | Work with TANK to provide more direct bus service to NKU.   | 17.76%                   | 30.92%             | 32.24%                 | 6.58%             | 12.50%     | 100%      | 2.68  |
| 18                | 20         | Allow NKU faculty to choose the Kentucky Teacher Retirement as an optional retirement program.                                    | 18.54%                   | 23.84%             | 29.80%                 | 7.95%             | 19.87%     | 100%      | 2.66  |
| 19                | 4          | Restructure parking fees to be commensurate with salary.  | 25.00%                   | 28.29%             | 20.39%                 | 19.08%            | 7.24%      | 100%      | 2.64  |
| 20                | 12         | Increase support for research related travel, including support for attending and speaking at conferences.                        | 17.11%                   | 33.55%             | 32.24%                 | 11.84%            | 5.26%      | 100%      | 2.59  |
| 21                | 19         | Supply retirement benefits (TIAA-CREF contributions) to faculty teaching during the summer.                                       | 16.67%                   | 26.00%             | 27.33%                 | 14.00%            | 16.00%     | 100%      | 2.54  |
| 22                | 11         | Maintain salary levels for faculty summer pay regardless of the number of students per class.                                     | 17.11%                   | 31.58%             | 24.34%                 | 17.76%            | 9.21%      | 100%      | 2.53  |
| 23                | 9          | Provide support for programs promoting environmentally-sustainable practices.   | 14.00%                   | 32.67%             | 38.00%                 | 12.67%            | 2.67%      | 100%      | 2.49  |
| 24                | 16         | Provide additional compensation to those faculty who direct graduate or undergraduate research projects.                          | 13.25%                   | 29.14%             | 35.10%                 | 11.92%            | 10.60%     | 100%      | 2.49  |
| 25                | 18         | Increase maximum salary that faculty may earn during summer session teaching.   | 15.79%                   | 26.97%             | 24.34%                 | 18.42%            | 14.47%     | 100%      | 2.47  |
| 26                | 25         | Increase budget allocations for NKU cultural venues (art galleries, museums, etc.).   | 12.50%                   | 17.76%             | 48.68%                 | 16.45%            | 4.61%      | 100%      | 2.28  |
| 27                | 10         | Reduce faculty teaching load to three or fewer courses per semester.  | 11.92%                   | 21.85%             | 35.10%                 | 25.83%            | 5.30%      | 100%      | 2.21  |
| 28                | 15         | Increase the number of faculty lockers at the Health Center.  | 10.07%                   | 17.45%             | 26.17%                 | 27.52%            | 18.79%     | 100%      | 2.12  |

\* All reported means exclude "No opinion" response option.

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