



Completed Responses
388 of 950

FACULTY PRIORITIES SURVEY 2012

DEMOGRAPHIC REPORT

Response Rate
41%

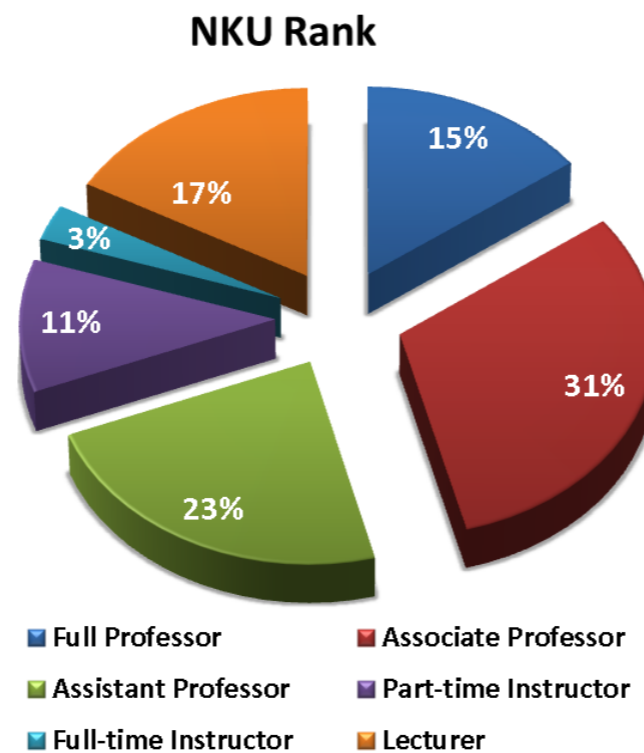
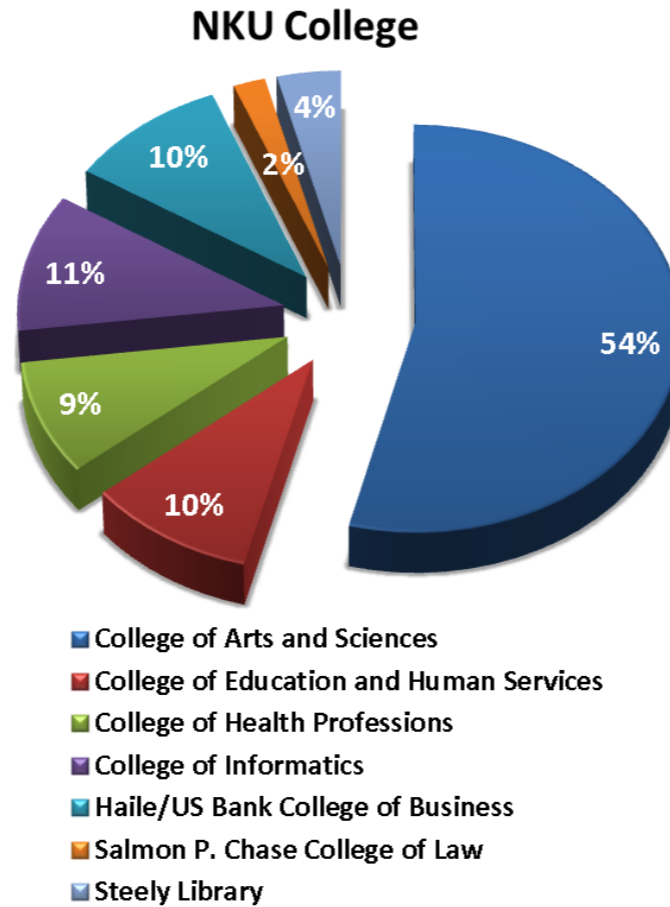


What is your gender?	Response	%
Male	177	50%
Female	179	50%
Total	356	100%

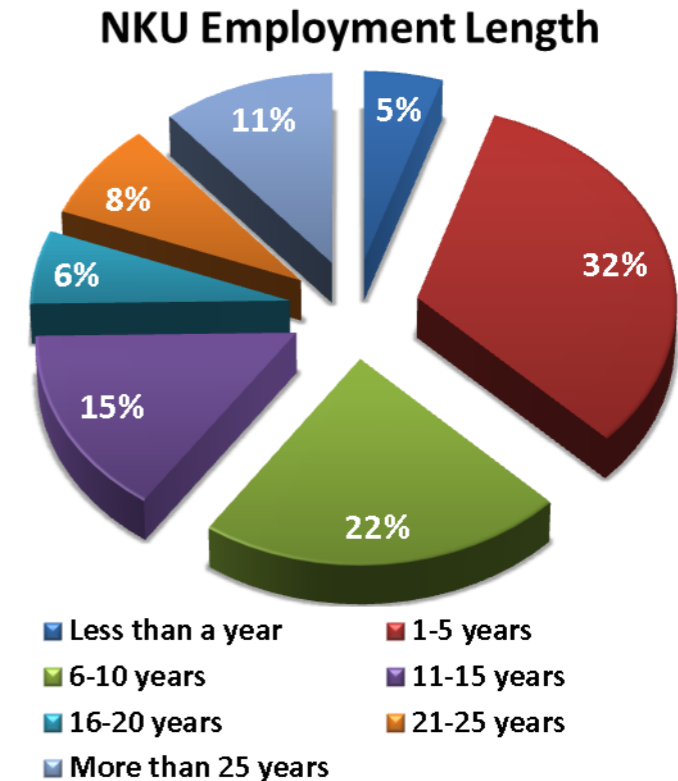
What is your current age?	Response	%
19 years and below	0	0%
20 to 24	1	0%
25 to 34	39	11%
35 to 44	83	23%
45 to 54	116	32%
55 to 64	99	28%
65 years and over	20	6%
Total	358	100%

What is your college?	Response	%
College of Arts and Sciences	202	54%
College of Education and Human Services	38	10%
College of Health Professions	33	9%
College of Informatics	40	11%
Haile/US Bank College of Business	38	10%
Salmon P. Chase College of Law	7	2%
Steely Library	13	4%
Total	371	100%

What is your current rank at NKU?	Response	%
Full Professor	55	15%
Associate Professor	116	31%
Assistant Professor	85	23%
Part-time Instructor	43	11%
Full-time Instructor	13	3%
Lecturer	62	17%
Total	374	100%



How long have you been employed at NKU?	Response	%
Less than a year	17	5%
1-5 years	118	32%
6-10 years	82	22%
11-15 years	57	15%
16-20 years	24	6%
21-25 years	31	8%
More than 25 years	41	11%
Total	370	100%



About the survey:

This survey was conducted online and information was collected between 12/19/11 and 1/25/12 using several follow-up reminders in between. In total, 388 respondents completed the survey of the 455 that viewed it.

About this report:

This report summarizes the responses of all faculty participating in the survey (388 of 950) and it includes the next four pages (1 to 5).



Completed Responses
388 of 950

FACULTY PRIORITIES SURVEY 2012

RANKING REPORT: TOP 16

Response Rate
41%



Overall Rank 2012	Question #	Question statement	Critically Important (4)	Very Important (3)	Somewhat Important (2)	Not Important (1)	No Opinion	N	Overall Mean 2012*	Tenure Mean	Non-tenure Mean	Overall Mean 2011***	Overall Mean 2010***
1	1.7	Maintain small class sizes in support of our "Up Close and Personal" mission.	207	123	57	8	1	396	3.33	3.39	3.27	N/A	N/A
2	1.2	Provide adequate funds to maintain, repair, upgrade, and/or replace those technologies (excluding software) and equipment that enhance teaching effectiveness.	176	174	37	4	2	393	3.32	3.31	3.28	3.41	3.36
3	2.1	Increase faculty salaries with the goal of increasing average salary above 100% of the College and University Professional Association (CUPA) values.	186	132	58	8	5	389	3.25	3.40	2.96	3.16	N/A
4	1.6	Enhance the mutual commitment between faculty and students by increasing the ratio of full-time faculty to part-time faculty.	146	125	92	20	8	391	2.97	3.11	2.70	N/A	N/A
5	3.6	Provide complimentary parking for guests and visitors.	128	129	84	35	8	384	2.87	2.89	2.85	2.72	N/A
6	2.6	Fund differential workloads to enable faculty to achieve mission-related objectives, such as research and civic engagement, and adjust teaching loads accordingly.	121	139	87	25	17	389	2.83	3.09	2.31	N/A	N/A
7	1.3	Provide additional funds for technological infrastructure support.	85	178	103	18	8	392	2.80	2.78	2.82	N/A	N/A
8	1.1	Provide sufficient licenses for discipline-specific software that enhances student learning.	95	157	106	27	9	394	2.77	2.79	2.71	3.00	2.88
9	2.15	Keep free access to Health Center.	126	108	89	41	19	383	2.73	2.64	2.95	2.81	N/A
10	1.4	Provide funds for recruitment of highly qualified students.	77	163	126	18	9	393	2.72	2.74	2.69	2.80	N/A
11	3.3	Increase efforts across campus to reduce mailings and other wasteful paper distributions.	102	117	124	33	6	382	2.72	2.74	2.75	2.93	N/A
12	2.11	Increase pay for part-time faculty.	103	125	102	39	16	385	2.68	2.46	3.21	2.95	N/A
13	1.8	Increase the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources to enhance student learning and faculty research.	74	138	149	31	3	395	2.63	2.65	2.62	2.72	2.88
14	2.12	Increase the transparency of health care negotiations and allow more faculty input in the negotiations.	95	126	118	27	23	389	2.62	2.71	2.48	2.83	3.03
15	1.5	Continue to provide funds for student retention.	52	170	133	25	7	387	2.61	2.58	2.68	2.66	N/A
16	2.2	Increase support for research related travel.	74	132	136	37	9	388	2.58	2.84	2.02	2.79	N/A

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

** 2011 and 2010 Overall Means came from previous survey results. Not all means were available due to dropped, modified, and/or newly added items (indicated by N/A).



Completed Responses
388 of 950

FACULTY PRIORITIES SURVEY 2012

RANKING REPORT: BOTTOM 16

Response Rate
41%



Overall Rank 2012	Question #	Question statement	Critically Important (4)	Very Important (3)	Somewhat Important (2)	Not Important (1)	No Opinion	N	Overall Mean 2012*	Tenure Mean	Non-tenure Mean	Overall Mean 2011***	Overall Mean 2010***
17	2.1	Maintain salary levels for faculty summer pay regardless of the number of students per class.	105	111	97	52	24	389	2.57	2.71	2.31	2.61	N/A
18	2.8	Increase maximum salary that faculty may earn teaching during summer session.	91	110	117	53	17	388	2.53	2.63	2.34	2.47	2.68
19	2.9	Provide retirement benefits (TIAA-CREF contributions) for faculty teaching during the summer.	93	113	110	51	22	389	2.52	2.64	2.31	2.59	2.80
20	2.5	Provide additional compensation to those faculty members who direct graduate or undergraduate research projects.	59	144	126	43	16	388	2.48	2.64	2.17	2.39	2.68
21	2.4	Increase support for development activities.	48	129	173	28	11	389	2.45	2.50	2.35	N/A	N/A
22	2.3	Increase support for summer fellowships and grants.	51	123	172	30	12	388	2.44	2.65	2.02	N/A	N/A
23	3.5	Provide support for programs promoting environmentally-sustainable practices.	53	118	164	35	13	383	2.43	2.42	2.46	2.41	2.26
24	3.4	Work with TANK to provide more direct bus service to NKU.	61	123	137	39	25	385	2.41	2.37	2.46	2.64	N/A
25	2.18	Continue to provide funds for student retention.	50	130	149	43	16	388	2.40	2.35	2.56	2.66	N/A
26	2.14	Expand tuition waiver benefit.	82	89	116	73	28	388	2.32	2.22	2.55	2.54	N/A
27	3.2	Provide additional funding for aesthetic building maintenance related to aging.	34	121	173	40	16	384	2.30	2.31	2.29	N/A	N/A
28	2.17	Greatly expand the range of reward and benefit programs that offer alternate compensation and performance recognition for faculty.	60	114	133	40	40	387	2.29	2.38	2.16	2.63	N/A
29	2.13	Restructure parking fees to be commensurate with salary.	71	80	91	117	29	388	2.12	1.98	2.50	2.42	N/A
30	3.1	Increase budget allocations for NKU cultural venues (art galleries, museums, etc.).	31	86	182	66	20	385	2.11	2.09	2.17	2.25	N/A
31	2.7	Provide funds for a faculty development center with a professional director and staff.	34	81	154	95	25	389	2.01	1.98	2.08	N/A	N/A
32	2.16	Allow NKU faculty to choose the Kentucky Teacher Retirement as an optional retirement program.	62	71	78	94	82	387	1.84	1.85	1.87	2.39	N/A

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

** 2011 and 2010 Overall Means came from previous survey results. Not all means were available due to dropped, modified, and/or newly added items (indicated by N/A).



Completed Responses
388 of 950

FACULTY PRIORITIES SURVEY 2012

RANKING REPORT: TOP 16 (FREQUENCIES)

Response Rate
41%



Overall Rank 2012	Question #	Question statement	Critically Important (4)	Very Important (3)	Somewhat Important (2)	Not Important (1)	No Opinion	N	Overall Mean 2012*	Tenure Mean	Non-tenure Mean	Overall Mean 2011***	Overall Mean 2010***
1	1.7	Maintain small class sizes in support of our "Up Close and Personal" mission.	52.27%	31.06%	14.39%	2.02%	0.25%	100.00%	3.33	3.39	3.27	N/A	N/A
2	1.2	Provide adequate funds to maintain, repair, upgrade, and/or replace those technologies (excluding software) and equipment that enhance teaching effectiveness.	44.78%	44.27%	9.41%	1.02%	0.51%	100.00%	3.32	3.31	3.28	3.41	3.36
3	2.1	Increase faculty salaries with the goal of increasing average salary above 100% of the College and University Professional Association (CUPA) values.	47.81%	33.93%	14.91%	2.06%	1.29%	100.00%	3.25	3.40	2.96	3.16	N/A
4	1.6	Enhance the mutual commitment between faculty and students by increasing the ratio of full-time faculty to part-time faculty.	37.34%	31.97%	23.53%	5.12%	2.05%	100.00%	2.97	3.11	2.70	N/A	N/A
5	3.6	Provide complimentary parking for guests and visitors.	33.33%	33.59%	21.88%	9.11%	2.08%	100.00%	2.87	2.89	2.85	2.72	N/A
6	2.6	Fund differential workloads to enable faculty to achieve mission-related objectives, such as research and civic engagement, and adjust teaching loads accordingly.	31.11%	35.73%	22.37%	6.43%	4.37%	100.00%	2.83	3.09	2.31	N/A	N/A
7	1.3	Provide additional funds for technological infrastructure support.	21.68%	45.41%	26.28%	4.59%	2.04%	100.00%	2.80	2.78	2.82	N/A	N/A
8	1.1	Provide sufficient licenses for discipline-specific software that enhances student learning.	24.11%	39.85%	26.90%	6.85%	2.28%	100.00%	2.77	2.79	2.71	3.00	2.88
9	2.15	Keep free access to Health Center.	32.90%	28.20%	23.24%	10.70%	4.96%	100.00%	2.73	2.64	2.95	2.81	N/A
10	1.4	Provide funds for recruitment of highly qualified students.	19.59%	41.48%	32.06%	4.58%	2.29%	100.00%	2.72	2.74	2.69	2.80	N/A
11	3.3	Increase efforts across campus to reduce mailings and other wasteful paper distributions.	26.70%	30.63%	32.46%	8.64%	1.57%	100.00%	2.72	2.74	2.75	2.93	N/A
12	2.11	Increase pay for part-time faculty.	26.75%	32.47%	26.49%	10.13%	4.16%	100.00%	2.68	2.46	3.21	2.95	N/A
13	1.8	Increase the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources to enhance student learning and faculty research.	18.73%	34.94%	37.72%	7.85%	0.76%	100.00%	2.63	2.65	2.62	2.72	2.88
14	2.12	Increase the transparency of health care negotiations and allow more faculty input in the negotiations.	24.42%	32.39%	30.33%	6.94%	5.91%	100.00%	2.62	2.71	2.48	2.83	3.03
15	1.5	Continue to provide funds for student retention.	13.44%	43.93%	34.37%	6.46%	1.81%	100.00%	2.61	2.58	2.68	2.66	N/A
16	2.2	Increase support for research related travel.	19.07%	34.02%	35.05%	9.54%	2.32%	100.00%	2.58	2.84	2.02	2.79	N/A

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

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Completed Responses
388 of 950

FACULTY PRIORITIES SURVEY 2012

RANKING REPORT: BOTTOM 16 (FREQUENCIES)

Response Rate
41%



Overall Rank 2012	Question #	Question statement	Critically Important (4)	Very Important (3)	Somewhat Important (2)	Not Important (1)	No Opinion	N	Overall Mean 2012*	Tenure Mean	Non-tenure Mean	Overall Mean 2011***	Overall Mean 2010***
17	2.1	Maintain salary levels for faculty summer pay regardless of the number of students per class.	26.99%	28.53%	24.94%	13.37%	6.17%	100.00%	2.57	2.71	2.31	2.61	N/A
18	2.8	Increase maximum salary that faculty may earn teaching during summer session.	23.45%	28.35%	30.15%	13.66%	4.38%	100.00%	2.53	2.63	2.34	2.47	2.68
19	2.9	Provide retirement benefits (TIAA-CREF contributions) for faculty teaching during the summer.	23.91%	29.05%	28.28%	13.11%	5.66%	100.00%	2.52	2.64	2.31	2.59	2.80
20	2.5	Provide additional compensation to those faculty members who direct graduate or undergraduate research projects.	15.21%	37.11%	32.47%	11.08%	4.12%	100.00%	2.48	2.64	2.17	2.39	2.68
21	2.4	Increase support for development activities.	12.34%	33.16%	44.47%	7.20%	2.83%	100.00%	2.45	2.50	2.35	N/A	N/A
22	2.3	Increase support for summer fellowships and grants.	13.14%	31.70%	44.33%	7.73%	3.09%	100.00%	2.44	2.65	2.02	N/A	N/A
23	3.5	Provide support for programs promoting environmentally-sustainable practices.	13.84%	30.81%	42.82%	9.14%	3.39%	100.00%	2.43	2.42	2.46	2.41	2.26
24	3.4	Work with TANK to provide more direct bus service to NKU.	15.84%	31.95%	35.58%	10.13%	6.49%	100.00%	2.41	2.37	2.46	2.64	N/A
25	2.18	Continue to provide funds for student retention.	12.89%	33.51%	38.40%	11.08%	4.12%	100.00%	2.40	2.35	2.56	2.66	N/A
26	2.14	Expand tuition waiver benefit.	21.13%	22.94%	29.90%	18.81%	7.22%	100.00%	2.32	2.22	2.55	2.54	N/A
27	3.2	Provide additional funding for aesthetic building maintenance related to aging.	8.85%	31.51%	45.05%	10.42%	4.17%	100.00%	2.30	2.31	2.29	N/A	N/A
28	2.17	Greatly expand the range of reward and benefit programs that offer alternate compensation and performance recognition for faculty.	15.50%	29.46%	34.37%	10.34%	10.34%	100.00%	2.29	2.38	2.16	2.63	N/A
29	2.13	Restructure parking fees to be commensurate with salary.	18.30%	20.62%	23.45%	30.15%	7.47%	100.00%	2.12	1.98	2.50	2.42	N/A
30	3.1	Increase budget allocations for NKU cultural venues (art galleries, museums, etc.).	8.05%	22.34%	47.27%	17.14%	5.19%	100.00%	2.11	2.09	2.17	2.25	N/A
31	2.7	Provide funds for a faculty development center with a professional director and staff.	8.74%	20.82%	39.59%	24.42%	6.43%	100.00%	2.01	1.98	2.08	N/A	N/A
32	2.16	Allow NKU faculty to choose the Kentucky Teacher Retirement as an optional retirement program.	16.02%	18.35%	20.16%	24.29%	21.19%	100.00%	1.84	1.85	1.87	2.39	N/A

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

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Completed Responses
256 of 378

FACULTY PRIORITIES SURVEY 2012: TENURED & TT

Response Rate
68%



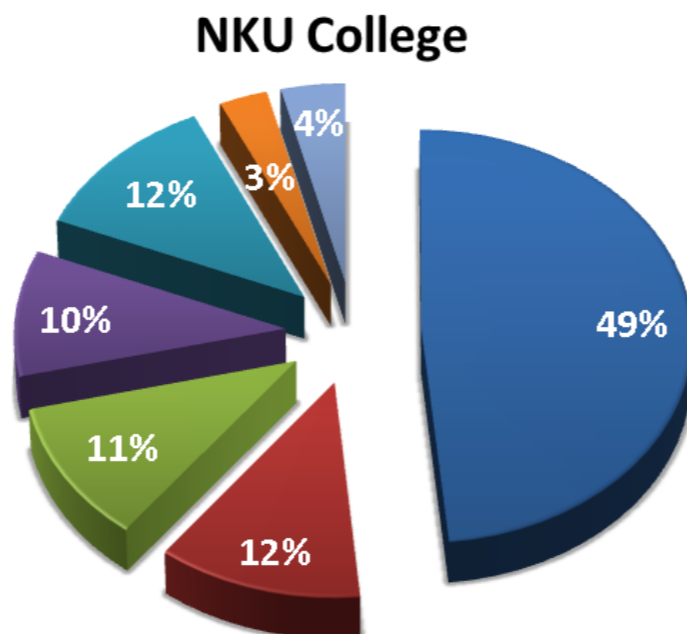
DEMOGRAPHIC REPORT

What is your gender?	Response	%
Male	123	51%
Female	116	49%
Total	239	100%

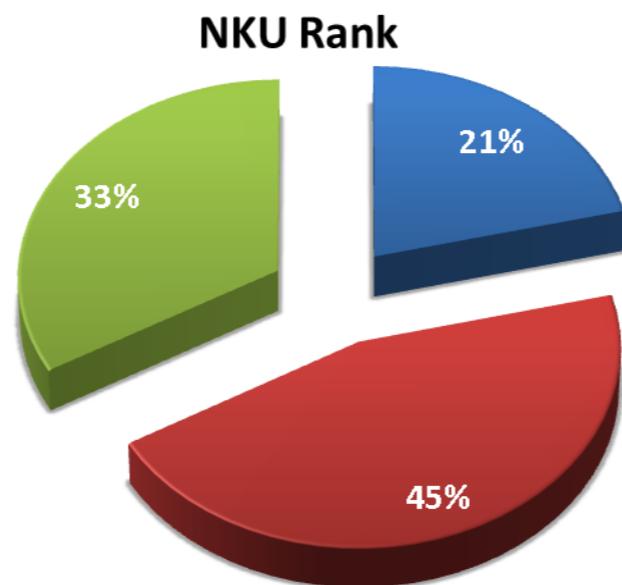
What is your current age?	Response	%
19 years and below	0	0%
20 to 24	0	0%
25 to 34	22	9%
35 to 44	56	23%
45 to 54	89	37%
55 to 64	57	24%
65 years and over	16	7%
Total	240	100%

What is your college?	Response	%
College of Arts and Sciences	125	49%
College of Education and Human Services	30	12%
College of Health Professions	27	11%
College of Informatics	26	10%
Haile/US Bank College of Business	30	12%
Salmon P. Chase College of Law	7	3%
Steely Library	10	4%
Total	255	100%

What is your current rank at NKU?	Response	%
Full Professor	55	21%
Associate Professor	116	45%
Assistant Professor	85	33%
Total	256	100%

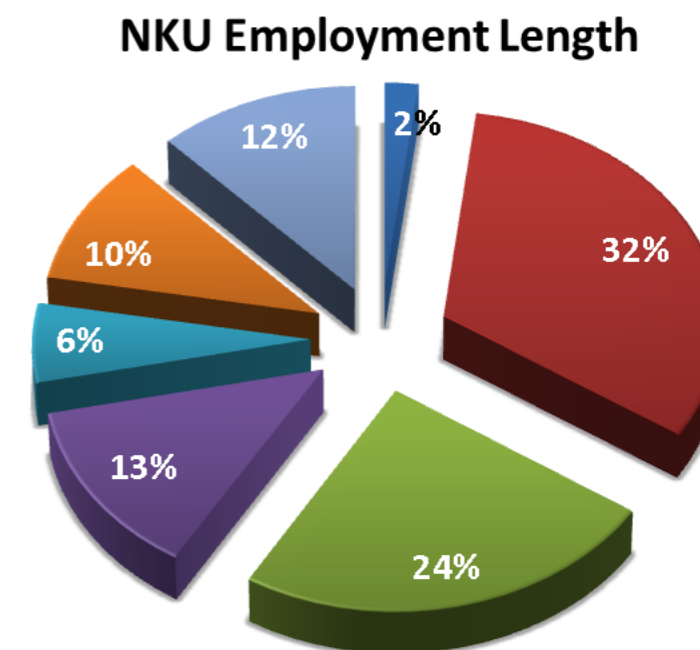


- College of Arts and Sciences
- College of Education and Human Services
- College of Health Professions
- College of Informatics
- Haile/US Bank College of Business
- Salmon P. Chase College of Law
- Steely Library



- Full Professor
- Associate Professor
- Assistant Professor

How long have you been employed at NKU?	Response	%
Less than a year	6	2%
1-5 years	79	32%
6-10 years	61	24%
11-15 years	33	13%
16-20 years	14	6%
21-25 years	26	10%
More than 25 years	30	12%
Total	249	100%



- 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:

This report summarizes the responses of only tenured and tenure track faculty (256 of 378) and it includes the next four pages (6 to 10). The response rate is based on 245 tenured, 126 tenure track, and 7 non-tenure track professors, respectively.



Completed Responses
256 of 378

FACULTY PRIORITIES SURVEY 2012: TENURED & TT

Response Rate
68%



RANKING REPORT: TOP 16

Overall Rank 2012	Question #	Question statement	Critically Important (4)	Very Important (3)	Somewhat Important (2)	Not Important (1)	No Opinion	N	Mean 2012*	Mean 2011**
1	2.1	Increase faculty salaries with the goal of increasing average salary above 100% of the College and University Professional Association (CUPA) values.	144	79	28	2	3	256	3.40	3.31
2	1.7	Maintain small class sizes in support of our "Up Close and Personal" mission.	148	66	35	7	0	256	3.39	N/A
3	1.2	Provide adequate funds to maintain, repair, upgrade, and/or replace those technologies (excluding software) and equipment that enhance teaching effectiveness.	111	114	24	4	0	253	3.31	3.43
4	1.6	Enhance the mutual commitment between faculty and students by increasing the ratio of full-time faculty to part-time faculty.	105	82	56	6	3	252	3.11	N/A
5	2.6	Fund differential workloads to enable faculty to achieve mission-related objectives, such as research and civic engagement, and adjust teaching loads accordingly.	104	93	42	13	4	256	3.09	N/A
6	3.6	Provide complimentary parking for guests and visitors.	86	88	49	25	5	253	2.89	2.72
7	2.2	Increase support for research related travel.	65	97	81	10	2	255	2.84	2.93
8	1.1	Provide sufficient licenses for discipline-specific software that enhances student learning.	57	105	76	17	0	255	2.79	3.01
9	1.3	Provide additional funds for technological infrastructure support.	46	125	68	11	4	254	2.78	N/A
10	1.4	Provide funds for recruitment of highly qualified students.	43	114	86	9	2	254	2.74	2.82
11	3.3	Increase efforts across campus to reduce mailings and other wasteful paper distributions.	72	72	83	22	4	253	2.74	2.86
12	2.1	Maintain salary levels for faculty summer pay regardless of the number of students per class.	79	73	64	30	10	256	2.71	2.70
13	2.12	Increase the transparency of health care negotiations and allow more faculty input in the negotiations.	73	84	66	21	13	257	2.71	2.80
14	1.8	Increase the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources to enhance student learning and faculty research.	47	92	98	18	1	256	2.65	2.69
15	2.3	Increase support for summer fellowships and grants.	45	88	111	9	2	255	2.65	N/A
16	2.5	Provide additional compensation to those faculty members who direct graduate or undergraduate research projects.	50	98	77	26	4	255	2.64	2.35

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

** 2011 Overall Means came from previous survey results. Not all means were available due to dropped, modified, and/or newly added items (indicated by N/A).



Completed Responses
256 of 378

FACULTY PRIORITIES SURVEY 2012: TENURED & TT

Response Rate
68%



RANKING REPORT: BOTTOM 16

Overall Rank 2012	Question #	Question statement	Critically Important (4)	Very Important (3)	Somewhat Important (2)	Not Important (1)	No Opinion	N	Mean 2012*	Mean 2011**
17	2.9	Provide retirement benefits (TIAA-CREF contributions) for faculty teaching during the summer.	73	66	79	28	10	256	2.64	2.62
18	2.15	Keep free access to Health Center.	76	66	66	32	12	252	2.64	2.78
19	2.8	Increase maximum salary that faculty may earn teaching during summer session.	66	74	77	31	7	255	2.63	2.47
20	1.5	Continue to provide funds for student retention.	23	120	88	17	2	250	2.58	2.54
21	2.4	Increase support for development activities.	30	86	124	13	3	256	2.50	N/A
22	2.11	Increase pay for part-time faculty.	43	88	77	32	13	253	2.46	2.67
23	3.5	Provide support for programs promoting environmentally-sustainable practices.	37	74	109	23	9	252	2.42	2.35
24	2.17	Greatly expand the range of reward and benefit programs that offer alternate compensation and performance recognition for faculty.	47	78	77	29	23	254	2.38	2.51
25	3.4	Work with TANK to provide more direct bus service to NKU.	39	76	96	26	17	254	2.37	2.63
26	2.18	Continue to provide funds for student retention.	24	90	101	32	8	255	2.35	2.54
27	3.2	Provide additional funding for aesthetic building maintenance related to aging.	22	81	114	26	10	253	2.31	N/A
28	2.14	Expand tuition waiver benefit.	46	57	77	58	17	255	2.22	2.43
29	3.1	Increase budget allocations for NKU cultural venues (art galleries, museums, etc.).	24	47	122	49	12	254	2.09	2.24
30	2.7	Provide funds for a faculty development center with a professional director and staff.	20	49	109	62	16	256	1.98	N/A
31	2.13	Restructure parking fees to be commensurate with salary.	39	43	65	91	17	255	1.98	2.29
32	2.16	Allow NKU faculty to choose the Kentucky Teacher Retirement as an optional retirement program.	43	42	50	72	47	254	1.85	2.21

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

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Completed Responses
256 of 378

FACULTY PRIORITIES SURVEY 2012: TENURED & TT

RANKING REPORT: TOP 16 (FREQUENCIES)

Response Rate
68%



Overall Rank 2012	Question #	Question statement	Critically Important (4)	Very Important (3)	Somewhat Important (2)	Not Important (1)	No Opinion	N	Mean 2012*	Mean 2011**
1	2.1	Increase faculty salaries with the goal of increasing average salary above 100% of the College and University Professional Association (CUPA) values.	56.25%	30.86%	10.94%	0.78%	1.17%	100.00%	3.40	3.31
2	1.7	Maintain small class sizes in support of our "Up Close and Personal" mission.	57.81%	25.78%	13.67%	2.73%	0.00%	100.00%	3.39	N/A
3	1.2	Provide adequate funds to maintain, repair, upgrade, and/or replace those technologies (excluding software) and equipment that enhance teaching effectiveness.	43.87%	45.06%	9.49%	1.58%	0.00%	100.00%	3.31	3.43
4	1.6	Enhance the mutual commitment between faculty and students by increasing the ratio of full-time faculty to part-time faculty.	41.67%	32.54%	22.22%	2.38%	1.19%	100.00%	3.11	N/A
5	2.6	Fund differential workloads to enable faculty to achieve mission-related objectives, such as research and civic engagement, and adjust teaching loads accordingly.	40.63%	36.33%	16.41%	5.08%	1.56%	100.00%	3.09	N/A
6	3.6	Provide complimentary parking for guests and visitors.	33.99%	34.78%	19.37%	9.88%	1.98%	100.00%	2.89	2.72
7	2.2	Increase support for research related travel.	25.49%	38.04%	31.76%	3.92%	0.78%	100.00%	2.84	2.93
8	1.1	Provide sufficient licenses for discipline-specific software that enhances student learning.	22.35%	41.18%	29.80%	6.67%	0.00%	100.00%	2.79	3.01
9	1.3	Provide additional funds for technological infrastructure support.	18.11%	49.21%	26.77%	4.33%	1.57%	100.00%	2.78	N/A
10	1.4	Provide funds for recruitment of highly qualified students.	16.93%	44.88%	33.86%	3.54%	0.79%	100.00%	2.74	2.82
11	3.3	Increase efforts across campus to reduce mailings and other wasteful paper distributions.	28.46%	28.46%	32.81%	8.70%	1.58%	100.00%	2.74	2.86
12	2.1	Maintain salary levels for faculty summer pay regardless of the number of students per class.	30.86%	28.52%	25.00%	11.72%	3.91%	100.00%	2.71	2.70
13	2.12	Increase the transparency of health care negotiations and allow more faculty input in the negotiations.	28.40%	32.68%	25.68%	8.17%	5.06%	100.00%	2.71	2.80
14	1.8	Increase the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources to enhance student learning and faculty research.	18.36%	35.94%	38.28%	7.03%	0.39%	100.00%	2.65	2.69
15	2.3	Increase support for summer fellowships and grants.	17.65%	34.51%	43.53%	3.53%	0.78%	100.00%	2.65	N/A
16	2.5	Provide additional compensation to those faculty members who direct graduate or undergraduate research projects.	19.61%	38.43%	30.20%	10.20%	1.57%	100.00%	2.64	2.35

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

** 2011 Overall Means came from previous survey results. Not all means were available due to dropped, modified, and/or newly added items (indicated by N/A).



Completed Responses
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FACULTY PRIORITIES SURVEY 2012: TENURED & TT

RANKING REPORT: BOTTOM 16 (FREQUENCIES)

Response Rate
68%



Overall Rank 2012	Question #	Question statement	Critically Important (4)	Very Important (3)	Somewhat Important (2)	Not Important (1)	No Opinion	N	Mean 2012*	Mean 2011**
17	2.9	Provide retirement benefits (TIAA-CREF contributions) for faculty teaching during the summer.	28.52%	25.78%	30.86%	10.94%	3.91%	100.00%	2.64	2.62
18	2.15	Keep free access to Health Center.	30.16%	26.19%	26.19%	12.70%	4.76%	100.00%	2.64	2.78
19	2.8	Increase maximum salary that faculty may earn teaching during summer session.	25.88%	29.02%	30.20%	12.16%	2.75%	100.00%	2.63	2.47
20	1.5	Continue to provide funds for student retention.	9.20%	48.00%	35.20%	6.80%	0.80%	100.00%	2.58	2.54
21	2.4	Increase support for development activities.	11.72%	33.59%	48.44%	5.08%	1.17%	100.00%	2.50	N/A
22	2.11	Increase pay for part-time faculty.	17.00%	34.78%	30.43%	12.65%	5.14%	100.00%	2.46	2.67
23	3.5	Provide support for programs promoting environmentally-sustainable practices.	14.68%	29.37%	43.25%	9.13%	3.57%	100.00%	2.42	2.35
24	2.17	Greatly expand the range of reward and benefit programs that offer alternate compensation and performance recognition for faculty.	18.50%	30.71%	30.31%	11.42%	9.06%	100.00%	2.38	2.51
25	3.4	Work with TANK to provide more direct bus service to NKU.	15.35%	29.92%	37.80%	10.24%	6.69%	100.00%	2.37	2.63
26	2.18	Continue to provide funds for student retention.	9.41%	35.29%	39.61%	12.55%	3.14%	100.00%	2.35	2.54
27	3.2	Provide additional funding for aesthetic building maintenance related to aging.	8.70%	32.02%	45.06%	10.28%	3.95%	100.00%	2.31	N/A
28	2.14	Expand tuition waiver benefit.	18.04%	22.35%	30.20%	22.75%	6.67%	100.00%	2.22	2.43
29	3.1	Increase budget allocations for NKU cultural venues (art galleries, museums, etc.).	9.45%	18.50%	48.03%	19.29%	4.72%	100.00%	2.09	2.24
30	2.7	Provide funds for a faculty development center with a professional director and staff.	7.81%	19.14%	42.58%	24.22%	6.25%	100.00%	1.98	N/A
31	2.13	Restructure parking fees to be commensurate with salary.	15.29%	16.86%	25.49%	35.69%	6.67%	100.00%	1.98	2.29
32	2.16	Allow NKU faculty to choose the Kentucky Teacher Retirement as an optional retirement program.	16.93%	16.54%	19.69%	28.35%	18.50%	100.00%	1.85	2.21

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

** 2011 Overall Means came from previous survey results. Not all means were available due to dropped, modified, and/or newly added items (indicated by N/A).



Completed Responses
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FACULTY PRIORITIES SURVEY 2012: NON-TENURED

Response Rate
21%



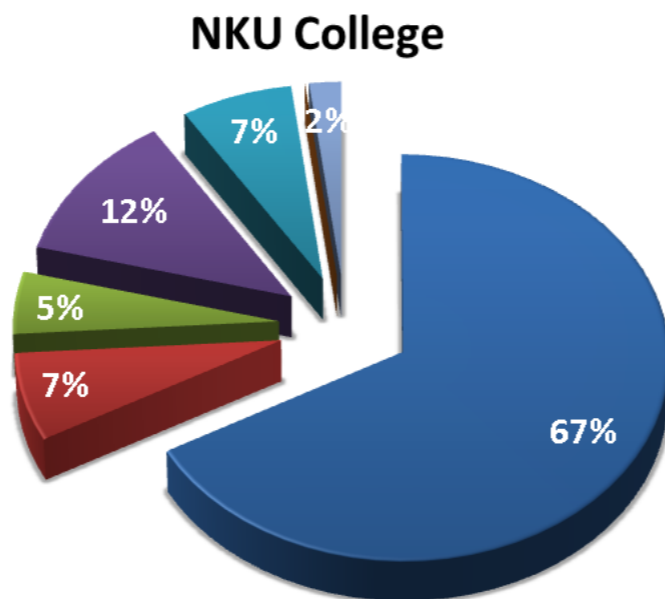
DEMOGRAPHIC REPORT

What is your gender?	Response	%
Male	51	45%
Female	63	55%
Total	114	100%

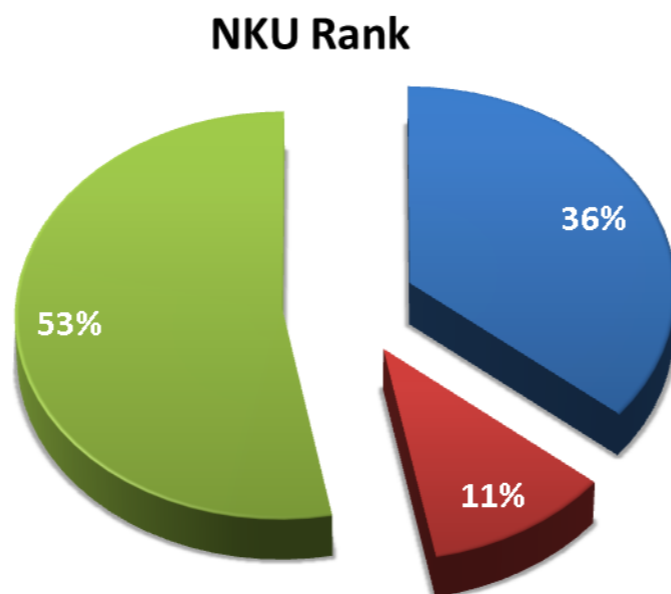
What is your current age?	Response	%
19 years and below	0	0%
20 to 24	1	1%
25 to 34	17	15%
35 to 44	25	22%
45 to 54	27	23%
55 to 64	41	36%
65 years and over	4	3%
Total	115	100%

What is your college?	Response	%
College of Arts and Sciences	75	67%
College of Education and Human Services	8	7%
College of Health Professions	6	5%
College of Informatics	13	12%
Haile/US Bank College of Business	8	7%
Salmon P. Chase College of Law	0	0%
Steely Library	2	2%
Total	112	100%

What is your current rank at NKU?	Response	%
Part-time Instructor	43	36%
Full-time Instructor	13	11%
Lecturer	62	53%
Total	118	100%



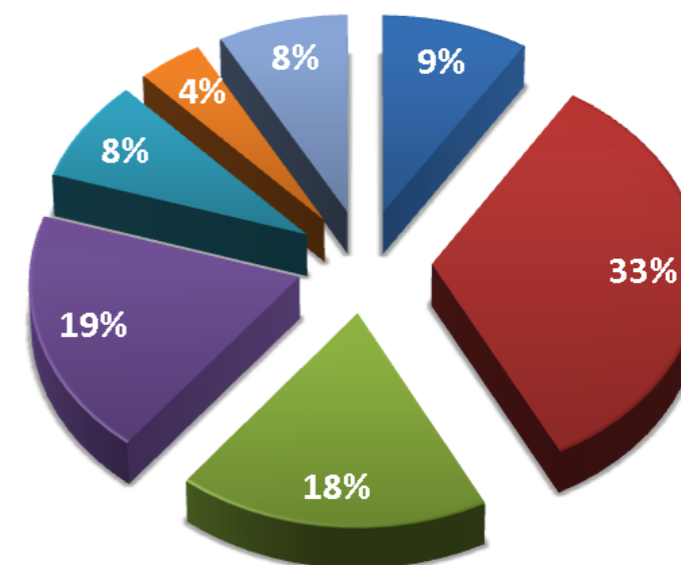
- College of Arts and Sciences
- College of Education and Human Services
- College of Health Professions
- College of Informatics
- Haile/US Bank College of Business
- Salmon P. Chase College of Law
- Steely Library



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

How long have you been employed at NKU?	Response	%
Less than a year	11	9%
1-5 years	39	33%
6-10 years	21	18%
11-15 years	22	19%
16-20 years	10	8%
21-25 years	5	4%
More than 25 years	10	8%
Total	118	100%

NKU Employment Length



- 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:

This report summarizes the responses of only non-tenured lecturers, instructors, and adjunct faculty (118 of 572) and it includes the next four pages (11 to 15). The response rate is based on 169 full-time lecturers and instructors and 403 part-time adjunct faculty.



Completed Responses
118 of 572

FACULTY PRIORITIES SURVEY 2012: NON-TENURED

Response Rate
21%



RANKING REPORT: TOP 16

Overall Rank 2012	Question #	Question statement	Critically Important (4)	Very Important (3)	Somewhat Important (2)	Not Important (1)	No Opinion	N	Mean 2012*	Mean 2011**
1	1.2	Provide adequate funds to maintain, repair, upgrade, and/or replace those technologies (excluding software) and equipment that enhance teaching effectiveness.	52	51	13	0	2	118	3.28	3.41
2	1.7	Maintain small class sizes in support of our "Up Close and Personal" mission.	51	49	17	1	0	118	3.27	N/A
3	2.11	Increase pay for part-time faculty.	57	35	19	5	1	117	3.21	3.34
4	2.1	Increase faculty salaries with the goal of increasing average salary above 100% of the College and University Professional Association (CUPA) values.	36	48	28	5	1	118	2.96	2.94
5	2.15	Keep free access to Health Center.	44	38	22	8	4	116	2.95	2.85
6	3.6	Provide complimentary parking for guests and visitors.	38	37	33	7	3	118	2.85	2.73
7	1.3	Provide additional funds for technological infrastructure support.	33	44	31	7	3	118	2.82	N/A
8	3.3	Increase efforts across campus to reduce mailings and other wasteful paper distributions.	28	44	33	9	2	116	2.75	3.05
9	1.1	Provide sufficient licenses for discipline-specific software that enhances student learning.	32	44	26	8	8	118	2.71	2.99
10	1.6	Enhance the mutual commitment between faculty and students by increasing the ratio of full-time faculty to part-time faculty.	34	35	32	14	3	118	2.70	N/A
11	1.4	Provide funds for recruitment of highly qualified students.	29	41	35	8	5	118	2.69	2.77
12	1.5	Continue to provide funds for student retention.	27	41	36	8	4	116	2.68	2.83
13	1.8	Increase the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources to enhance student learning and faculty research.	25	36	45	11	1	118	2.62	2.76
14	2.18	Continue to provide funds for student retention.	25	38	39	10	6	118	2.56	2.83
15	2.14	Expand tuition waiver benefit.	32	29	37	12	8	118	2.55	2.71
16	2.13	Restructure parking fees to be commensurate with salary.	31	34	24	21	8	118	2.50	2.64

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

** 2011 Overall Means came from previous survey results. Not all means were available due to dropped, modified, and/or newly added items (indicated by N/A).



Completed Responses
118 of 572

FACULTY PRIORITIES SURVEY 2012: NON-TENURED

RANKING REPORT: BOTTOM 16

Response Rate
21%



Overall Rank 2012	Question #	Question statement	Critically Important (4)	Very Important (3)	Somewhat Important (2)	Not Important (1)	No Opinion	N	Mean 2012*	Mean 2011**
17	2.12	Increase the transparency of health care negotiations and allow more faculty input in the negotiations.	19	41	44	6	8	118	2.48	2.84
18	3.4	Work with TANK to provide more direct bus service to NKU.	17	46	37	10	8	118	2.46	2.68
19	3.5	Provide support for programs promoting environmentally-sustainable practices.	14	42	49	10	3	118	2.46	2.49
20	2.4	Increase support for development activities.	16	37	44	14	7	118	2.35	N/A
21	2.8	Increase maximum salary that faculty may earn teaching during summer session.	20	34	37	20	7	118	2.34	2.47
22	2.6	Fund differential workloads to enable faculty to achieve mission-related objectives, such as research and civic engagement, and adjust teaching loads accordingly.	13	41	43	11	10	118	2.31	N/A
23	2.9	Provide retirement benefits (TIAA-CREF contributions) for faculty teaching during the summer.	15	45	28	21	9	118	2.31	2.54
24	2.1	Maintain salary levels for faculty summer pay regardless of the number of students per class.	20	37	31	20	10	118	2.31	2.53
25	3.2	Provide additional funding for aesthetic building maintenance related to aging.	9	38	54	12	5	118	2.29	N/A
26	2.5	Provide additional compensation to those faculty members who direct graduate or undergraduate research projects.	6	41	46	17	8	118	2.17	2.49
27	3.1	Increase budget allocations for NKU cultural venues (art galleries, museums, etc.).	7	35	54	15	7	118	2.17	2.28
28	2.17	Greatly expand the range of reward and benefit programs that offer alternate compensation and performance recognition for faculty.	11	34	49	11	13	118	2.16	2.84
29	2.7	Provide funds for a faculty development center with a professional director and staff.	13	28	41	28	8	118	2.08	N/A
30	2.2	Increase support for research related travel.	6	29	51	25	7	118	2.02	2.59
31	2.3	Increase support for summer fellowships and grants.	5	30	54	20	9	118	2.02	N/A
32	2.16	Allow NKU faculty to choose the Kentucky Teacher Retirement as an optional retirement program.	19	25	26	18	30	118	1.87	2.66

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

** 2011 Overall Means came from previous survey results. Not all means were available due to dropped, modified, and/or newly added items (indicated by N/A).



Completed Responses
118 of 572

FACULTY PRIORITIES SURVEY 2012: NON-TENURED

RANKING REPORT: TOP 16 (FREQUENCIES)

Response Rate
21%



Overall Rank 2012	Question #	Question statement	Critically Important (4)	Very Important (3)	Somewhat Important (2)	Not Important (1)	No Opinion	N	Mean 2012*	Mean 2011**
1	1.2	Provide adequate funds to maintain, repair, upgrade, and/or replace those technologies (excluding software) and equipment that enhance teaching effectiveness.	44.07%	43.22%	11.02%	0.00%	1.69%	100.00%	3.28	3.41
2	1.7	Maintain small class sizes in support of our "Up Close and Personal" mission.	43.22%	41.53%	14.41%	0.85%	0.00%	100.00%	3.27	N/A
3	2.11	Increase pay for part-time faculty.	48.72%	29.91%	16.24%	4.27%	0.85%	100.00%	3.21	3.34
4	2.1	Increase faculty salaries with the goal of increasing average salary above 100% of the College and University Professional Association (CUPA) values.	30.51%	40.68%	23.73%	4.24%	0.85%	100.00%	2.96	2.94
5	2.15	Keep free access to Health Center.	37.93%	32.76%	18.97%	6.90%	3.45%	100.00%	2.95	2.85
6	3.6	Provide complimentary parking for guests and visitors.	32.20%	31.36%	27.97%	5.93%	2.54%	100.00%	2.85	2.73
7	1.3	Provide additional funds for technological infrastructure support.	27.97%	37.29%	26.27%	5.93%	2.54%	100.00%	2.82	N/A
8	3.3	Increase efforts across campus to reduce mailings and other wasteful paper distributions.	24.14%	37.93%	28.45%	7.76%	1.72%	100.00%	2.75	3.05
9	1.1	Provide sufficient licenses for discipline-specific software that enhances student learning.	27.12%	37.29%	22.03%	6.78%	6.78%	100.00%	2.71	2.99
10	1.6	Enhance the mutual commitment between faculty and students by increasing the ratio of full-time faculty to part-time faculty.	28.81%	29.66%	27.12%	11.86%	2.54%	100.00%	2.70	N/A
11	1.4	Provide funds for recruitment of highly qualified students.	24.58%	34.75%	29.66%	6.78%	4.24%	100.00%	2.69	2.77
12	1.5	Continue to provide funds for student retention.	23.28%	35.34%	31.03%	6.90%	3.45%	100.00%	2.68	2.83
13	1.8	Increase the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources to enhance student learning and faculty research.	21.19%	30.51%	38.14%	9.32%	0.85%	100.00%	2.62	2.76
14	2.18	Continue to provide funds for student retention.	21.19%	32.20%	33.05%	8.47%	5.08%	100.00%	2.56	2.83
15	2.14	Expand tuition waiver benefit.	27.12%	24.58%	31.36%	10.17%	6.78%	100.00%	2.55	2.71
16	2.13	Restructure parking fees to be commensurate with salary.	26.27%	28.81%	20.34%	17.80%	6.78%	100.00%	2.50	2.64

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

** 2011 Overall Means came from previous survey results. Not all means were available due to dropped, modified, and/or newly added items (indicated by N/A).



Completed Responses
118 of 572

FACULTY PRIORITIES SURVEY 2012: NON-TENURED

RANKING REPORT: BOTTOM 16 (FREQUENCIES)

Response Rate
21%



Overall Rank 2012	Question #	Question statement	Critically Important (4)	Very Important (3)	Somewhat Important (2)	Not Important (1)	No Opinion	N	Mean 2012*	Mean 2011**
17	2.12	Increase the transparency of health care negotiations and allow more faculty input in the negotiations.	16.10%	34.75%	37.29%	5.08%	6.78%	100.00%	2.48	2.84
18	3.4	Work with TANK to provide more direct bus service to NKU.	14.41%	38.98%	31.36%	8.47%	6.78%	100.00%	2.46	2.68
19	3.5	Provide support for programs promoting environmentally-sustainable practices.	11.86%	35.59%	41.53%	8.47%	2.54%	100.00%	2.46	2.49
20	2.4	Increase support for development activities.	13.56%	31.36%	37.29%	11.86%	5.93%	100.00%	2.35	N/A
21	2.8	Increase maximum salary that faculty may earn teaching during summer session.	16.95%	28.81%	31.36%	16.95%	5.93%	100.00%	2.34	2.47
22	2.6	Fund differential workloads to enable faculty to achieve mission-related objectives, such as research and civic engagement, and adjust teaching loads accordingly.	11.02%	34.75%	36.44%	9.32%	8.47%	100.00%	2.31	N/A
23	2.9	Provide retirement benefits (TIAA-CREF contributions) for faculty teaching during the summer.	12.71%	38.14%	23.73%	17.80%	7.63%	100.00%	2.31	2.54
24	2.1	Maintain salary levels for faculty summer pay regardless of the number of students per class.	16.95%	31.36%	26.27%	16.95%	8.47%	100.00%	2.31	2.53
25	3.2	Provide additional funding for aesthetic building maintenance related to aging.	7.63%	32.20%	45.76%	10.17%	4.24%	100.00%	2.29	N/A
26	2.5	Provide additional compensation to those faculty members who direct graduate or undergraduate research projects.	5.08%	34.75%	38.98%	14.41%	6.78%	100.00%	2.17	2.49
27	3.1	Increase budget allocations for NKU cultural venues (art galleries, museums, etc.).	5.93%	29.66%	45.76%	12.71%	5.93%	100.00%	2.17	2.28
28	2.17	Greatly expand the range of reward and benefit programs that offer alternate compensation and performance recognition for faculty.	9.32%	28.81%	41.53%	9.32%	11.02%	100.00%	2.16	2.84
29	2.7	Provide funds for a faculty development center with a professional director and staff.	11.02%	23.73%	34.75%	23.73%	6.78%	100.00%	2.08	N/A
30	2.2	Increase support for research related travel.	5.08%	24.58%	43.22%	21.19%	5.93%	100.00%	2.02	2.59
31	2.3	Increase support for summer fellowships and grants.	4.24%	25.42%	45.76%	16.95%	7.63%	100.00%	2.02	N/A
32	2.16	Allow NKU faculty to choose the Kentucky Teacher Retirement as an optional retirement program.	16.10%	21.19%	22.03%	15.25%	25.42%	100.00%	1.87	2.66

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

** 2011 Overall Means came from previous survey results. Not all means were available due to dropped, modified, and/or newly added items (indicated by N/A).