

Senators:

The Budget committee voted to send the ranked priorities including the write-in comments to the Faculty Senate. A few comments are in order concerning the process.

The items included for ranking among the faculty were either past priorities or write-in items from last year. The budget committee voted earlier this semester on which items to include for this year's survey and the result was the form distributed last month among the department representatives. So the items in the table with the rank scores were issues already present in the survey. The write-ins are included to show other items which were pointed out during the process. The committee wanted to show all the items that were mentioned, both those ranked and the write-ins, to ensure every opinion was seen by the Faculty Senate. You will notice there is a diversity of opinions in the table.

To give some order to the items, a ranking system was implemented. Critically important votes were scored as 4, Very Important as 3, Somewhat Important as 2, and Not Important as 1 (No Opinion as 0). Then an average of these scores excluding the No Opinion category was calculated for each priority. The priorities were then sorted according to this average rank score.

The committee decided to pass along all the topics since there are such diverse opinions. It was also noted that in the past some of the priorities which were not highly ranked were implemented, possibly because of a lower cost of implementation. For example, last year the campus wide recycling project was ranked in the "middle" of the priorities, but was implemented.

We now ask you to consider this list of priorities and hopefully we can act quickly with the administration to address these issues.

Sincerely,  
Carl Miller  
Chair – Budget Committee

Priority Number	rank		Critically Important	Very Important	Somewhat Important	Not Important	No Opinion
		<b>NKU Summary</b>					
1	3.58	Renew efforts to increase faculty salaries and bring NKU to CUPA standards.	79	29	7	2	2
2	3.24	Increase classroom and office space on campus, to match availability at other Kentucky universities.	54	40	18	4	2
3	3.23	Act to reduce salary compression, i.e., the growing distance from CUPA averages of faculty salaries at Associate and Full Professor ranks.	55	28	22	4	8
4	3.21	Address issues of salary equity among colleges, departments, and disciplines.	58	31	18	8	5
5	3.13	Provide adequate funds to maintain, repair and upgrade those technologies which enhance the productivity of faculty, staff, and students within classrooms and labs and at off campus sites.	39	52	20	2	3
6	3.03	Decrease the reliance on part time and temporary faculty by hiring more tenure track faculty.	39	46	26	5	2
7	2.93	Increase Faculty Development Programs which enhance the productivity of faculty teaching and scholarship.	26	58	28	3	3
8	2.93	Increase the transparency of health care negotiations and include more faculty in the negotiations so that a better plan is provided.	33	44	25	8	6
9	2.93	Increase the salaries for part-time instructors, allowing more competitive hiring of high quality applicants.	32	44	28	6	6
10	2.86	Maintain salary levels for faculty summer pay regardless of the number of students in order to maximize facility use, increase student retention, and increase student graduation rates.	35	35	33	9	6
11	2.85	Increase funding for recruitment of highly qualified students.	21	55	30	4	5
12	2.81	Provide more money to support research-related travel.	29	36	38	6	8
13	2.78	Provide sufficient site licenses for discipline specific software that enhances student classroom learning.	22	49	32	7	7
14	2.77	Implement a plan to reduce faculty teaching load to three or fewer courses per semester.	31	38	28	14	6
15	2.76	Keep free access to Health Center and increase numbers of faculty lockers in order to promote Wellness Program.	26	46	24	14	6
16	2.76	Continue increasing the funding for NKU libraries to develop a core collection of books, periodicals, and electronic resources which improve the teaching and research productivity of faculty.	27	42	39	8	1
17	2.72	Reorganize parking to provide guests and visitors with access and free parking passes in order to support civic engagement goals.	37	27	35	17	4

18	2.62	Extend to the entire university the "Faculty Scholars Program" offered by the Business College, by which faculty can choose to specialize in teaching or scholarship, and adjust teaching load accordingly.	25	35	32	17	8
19	2.62	Increase funds for student success and retention.	15	50	40	9	3
20	2.60	Provide compensation to all faculty for directing graduate and undergraduate student research projects.	17	44	42	10	5
21	2.53	Continue increasing the number of full-time support-staff ( <i>non-teaching</i> ) in academic departments and in the libraries.	15	42	41	13	7
22	2.50	Provide funding to continue the development of graduate programs.	12	51	33	18	5
23	2.47	Rescind parking fees for part time faculty	23	24	42	19	10
24	2.45	Individualize computer and software purchases to maximize faculty and student productivity.	14	29	41	13	17
25	2.43	Increase budget allocations for NKU cultural venues (art galleries, museums, etc.) at a scale commensurate with benchmark universities.	19	27	39	20	12
26	2.36	Support university initiatives and academic programs which teach about and promote environmentally sustainable practices for the university and for NKU students, faculty, and staff in their personal and professional lives.	10	34	56	13	6
27	2.35	Increase the level of tuition waiver for spouses and dependents of faculty/staff for both graduate and undergraduate classes.	16	27	50	20	6
28	2.30	Obtain external funding for the renovation of Founder's Hall.	12	27	44	20	12
29	2.02	Build pedestrian bridges and tunnels over major traffic arteries to increase safety, facilitate traffic flow, and reduce emissions.	10	18	46	36	8

**write-ins:**

Stop gouging faculty/staff by charging so much for faculty/staff parking

Replace the flat fee parking rate for full time faculty/staff with a salary percentage-based fee.

Replace operational funding lost to budget cuts before considering new spending initiatives.

University pays Medicare gap Insurance for Retires (as the University of Louisville does)

Provide a better insurance carrier that doesn't require preauthorization for many of the common medicines, especially ones that had be previously approved by Anthem.

Provide funding for student related educational or research travel.

Increase funds for recruitment and retention.

Numbers 1 and 14 are critical priorities that need to be urgently addressed.

Numbers 2, 5, and 16 most directly affect my ability to do my job.

Number 8: please try to find a health plan with a common sense approach to claims and that can be explained in English in a few minutes (given that I have too much work to spend hours figuring it out).

Number 14: either reduce the teaching load or reduce the expectations in service and scholarship, before we crack up.

Raise academic standards so that students in my classes are ones with the drive and ability to achieve.

Continue to work with TANK to provide direct bus service to NKU from locations other than Campbell County.

Provide socially-conscious alternatives to the gross consumerism which dominates the SU.

Numbers 1 and 14 (especially 14!) have been critical for decades. Please address these as critically important areas that need immediate resolution for us to do our jobs well, improve morale, avoid illness, and perform to the best of our abilities.

Support for grants – faculty bring money in, and if no support will stop writing grants.

Support and better training for SAP – very cumbersome and difficulty to use.

Increase advising activities for student success.

New building for Nursing and Health Professions.  
College status for Nursing and Health Professions.  
Pay TIAA CREF for summer teaching.  
Increase conference money for faculty.  
Examine inequities related to credit hours versus contact hours