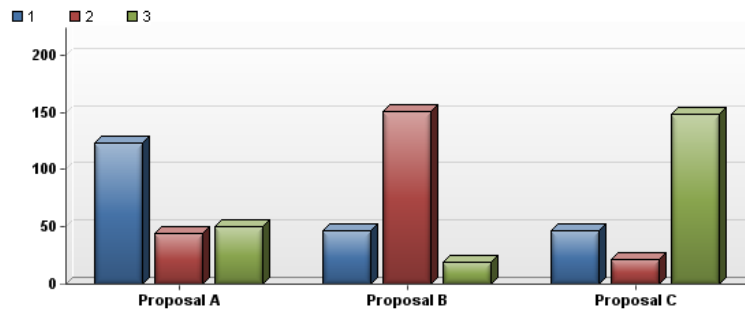


Initial Report

Last Modified: 11/01/2012

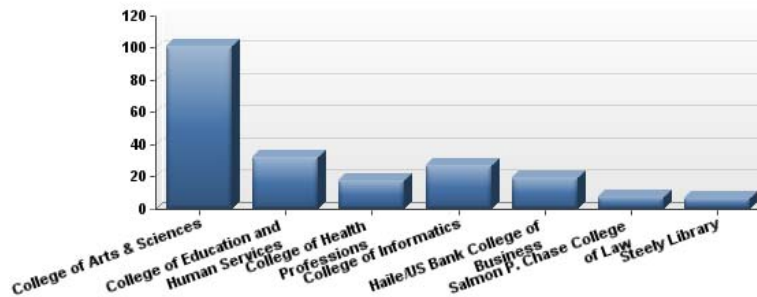
1. Based on the descriptions above, please rank the three proposals (1=most preferred, 3=least preferred).



#	Answer	1	2	3	
1	Proposal A	123	44	50	217
2	Proposal B	47	151	19	217
3	Proposal C	47	22	148	217
	Total	217	217	217	-

Statistic	Proposal A	Proposal B	Proposal C
Min Value	1	1	1
Max Value	3	3	3
Mean	1.66	1.87	2.47
Variance	0.69	0.29	0.69
Standard Deviation	0.83	0.54	0.83
Total Responses	217	217	217

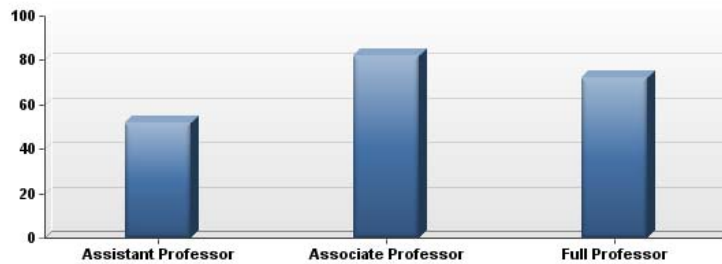
2. What college are you in?



#	Answer	Bar	Response	%
1	College of Arts & Sciences	<div></div>	101	47%
2	College of Education and Human Services	<div></div>	32	15%
3	College of Health Professions	<div></div>	18	8%
4	College of Informatics	<div></div>	27	13%
5	Haile/US Bank College of Business	<div></div>	20	9%
6	Salmon P. Chase College of Law	<div></div>	8	4%
7	Steely Library	<div></div>	7	3%
	Total		213	

Statistic	Value
Min Value	1
Max Value	7
Mean	2.46
Variance	3.14
Standard Deviation	1.77
Total Responses	213

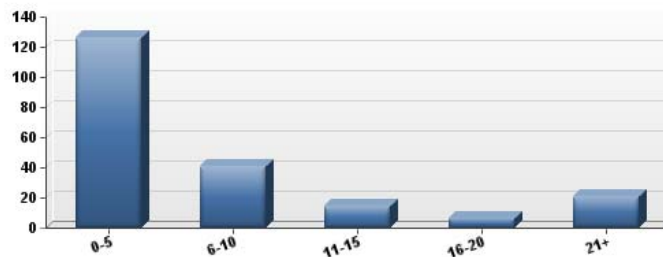
3. What is your current rank?



#	Answer	Bar	Response	%
1	Assistant Professor	<div></div>	52	25%
2	Associate Professor	<div></div>	82	40%
3	Full Professor	<div></div>	72	35%
	Total		206	

Statistic	Value
Min Value	1
Max Value	3
Mean	2.10
Variance	0.60
Standard Deviation	0.77
Total Responses	206

4. How many years have you been at your current rank?





#	Answer	Bar	Response	%
1	0-5	<div></div>	126	60%
2	6-10	<div></div>	41	20%

#	Answer	Bar	Response	%
3	11-15		15	7%
4	16-20		6	3%
5	21+		21	10%
	Total		209	

Statistic	Value
Min Value	1
Max Value	5
Mean	1.83
Variance	1.67
Standard Deviation	1.29
Total Responses	209

5. Gender

#	Answer	Bar	Response	%
1	Male		111	53%
2	Female		97	47%
	Total		208	

Statistic	Value
Min Value	1
Max Value	2
Mean	1.47
Variance	0.25
Standard Deviation	0.50
Total Responses	208

6. Additional comments:

Text Response

I cannot believe that the Professional Concerns Committee voted against the rank of Distinguished Professor. Especially in a time of nonexistent raises and strong salary compression.

I think having some incentive beyond professor rank is important, but before this implemented there needs to be more clearly defined criteria for moving from associate to full and greater uniformity across departments.

I'd like Proposal A with an OPTION of choosing a salary increase or reassigned time. Speaking for myself, I would choose the time over the money. Thank you so much for addressing this important issue--it's long overdue.

A new rank would allow more women and other minorities to achieve recognition. The current system of awards is really just a popularity contest for a bunch of old white men. The awards have little to do with a professor's contributions.

I like B by far the best because it provides a continuing incentive, which is really what is needed. A is just another form of plateau --where would one go after it? But actually, I think there are going to be fewer faculty even staying at NKU long enough to get to associate professor unless more is done to get salaries at competitive levels, particularly in the College of Arts and Sciences--not just for new hires--for those who are already here as well. :)

This would keep the Full Profs motivated I believe. Something to prevent stagnation.

This has been long overdue.

How many times can you reapply for option B?

You are forcing a ranking -- my preference would be Prop A and Prop B = 3 -- thus results would artificially grant some preference for Prop B -- instead of my intending ranking of 3 for both Prop A and Prop B.

If the administration is willing to support this, I see no reason not to have an additional rank. If that falls through, having some award is better than nothing.

Before you do anything, you must determine which is more prestigious, this new rank or the Regents Prof. rank. Can someone have both, or is the Distinguished Prof. rank a requirement for application for Regents P, or the reverse? Finally, giving a special rank to someone who has done a great deal of service is, frankly, absurd. Service should be completely removed from the requirements. Bob Kempton, Regents Professor of Chemistry Emeritus

I am thankful we are doing something . . .

I would prefer this money go to hiring more tenure track faculty in areas of need, and in dealing with equity-based salary compression issues.

Text Response

I think the most significant issue that we face is getting associates to full, and encouraging departments to prioritize mentoring colleagues to full promotion. Our current "system" does not encourage this. Proposal B does little to fix this problem, and after 3 years, even if one gets it, it can disappear. Proposal A will offer incentives for full professors, but it also offers a real incentive for not remaining stuck at associate professor - namely, increased lifetime earning potential.

The system is adequate as it is. Full Professors still are eligible for merit raises, Cost of Living raises, and compression adjustments.

I am assuming that B allows NKU to choose based on the Prof's exceptionalism. It would be odd to reward excellence in teaching with...less teaching.

I think that it is very important to have incentives for full professors. It would have been very useful for me as I returned to faculty after 8 years in a chair position!

We will emerge from this economic crisis, but the result will be heavy salary compression across the ranks. I suspect the "distinguished professor" will be used as a means for not addressing these inequities, or the even broader issue of CUPA (and, not departmental averages compared to CUPA). Perhaps, I am jumping to conclusions, but I have found the processes surrounding compensation and merit at NKU to be so subjective, uncollegial, and devicive, I cannot help but hold a cynical view of NKU.

The money should be spent hiring more full-time tenure-track faculty than creating a new rank. We have an abismal ratio between full-time faculty and contingent faculty.

I like proposal B because it makes it possible to recognize persons who have done a lot in something other than scholarship, but also leaves scholarship in the mix. Proposal A "sounds" good, but I wonder whether/how many would be able to attain it. If it is not viewed as attainable, how much of an incentive is it?

Allow the recipient the option to have three hours reassigned time per year (for remining time at NKU) in lieu of the 8% salary increase.

Exceptional full professors (and professors at every rank) need time more than money. A reduction in teaching load would be much more valuable than a salary increase to a faculty member struggling to do research or creative work on a 4/4 teaching load. Considering all the expectations for research, creativity, and service, as well as our move to Division I, a 3/3 load now makes sense, especially for exceptional faculty. Giving a 3/3 load to exceptional faculty would be the best reward.

NKU should have a 3-3 teaching load for all tenure-track and tenured professors. That should be a major focus. It is much harder to get to the rank of full professor than it used to be (at least in my department), and there should be more focus on that, and a lighter teaching load is necessary. I would prefer efforts and money directed towards that rather than a rank above full professor.

I can tell what this is about. It was shot down in PCC last year. What part of "no" doesn't the Provost understand? James Votruba is already making an OBSCENE amount of money for teaching two courses per term. This at a time when associate professors have no hope of becoming full and being told (hah!) that they are being compensated through merit increases.

While creative none of these addresses true compression issues of pay.

To ask us to assume that this will cost nothing is ridiculous. We have ONE pie - this splits the pie a little differently. AND on top of the sweet Votruba deal, are you kidding!?!?!?!?!?

Definitely need A. I wonder if a limited number of Bs could be available as well. Would be a nice incentive.

There does need to be an incentive for highly productive faculty to remain at NKU (and not be lured elsewhere for a higher salary).

I can not believe that anyone would oppose the distinguished professor rank. It would be useful in recruiting faculty to NKU, knowing that a fourth rank would be available. The chances that any significant salary increases will be available in the next ten years is probably nil. We might get these annual bonuses that have no bearing on base and TIAA-CREF, but the distinguished professor will at least provide an opportunity for a significant bump in salary base and TIAA-CREF contribution.

I like most of the ideas contained in Proposal A except for the new rank.

Could you exchange the "salary increase" in option #1 for "reassigned time"? ::

I actually think that both Proposal A and B should be put in place.

Recognizing outstanding professors is very important. I prefer B over A because time to do more of what one does well) is more important than money for doing it by the time one is a full professor. But B would also be an important way of recognizing those who are truly outstanding.

As NKU faculty interested in the betterment of the insitution, we should also consider what other institutions provide for higher ranks. We want to remain competitive, and even ahead of the curve, in rewarding and retaining our distinguished faculty.

I am unsure how this applies to my current situation as I am an adjunct / part-time instructor. However, i am curious to know what is the percentage of full-time / tenure track instructors to the percentage of part-time / adjunct instructors.

A review of what activities and accomplishments are needed to go from the rank of Associate Professor to Full Professor is needed. For example, is there too much focus on scholarship to be promoted to Full Professor?? The reason this matters is that it seems unfair that an Associate Professor with exceptional service can not be promoted to Full Professor, but a Full Professor which exceptional service can earn a promotion.

I don't see why both a and b could not be implemented, with different names, of course

Although I've ranked A 2nd and C 3rd, the only proposal I really like is B.

I like the idea of a Distinguished Professor rank as it may encourage more associate professors to apply for "full" professor rank.

It is very hard for a librarian to divest themself of 3 hours of their duties. I know of other schools where the Distinguished rank includes reserved parking.

Great idea, wil give us a chance to retain our top faculty members, and also eep up salaries which tend to lag behind over the years for faculty who stay at the institution.

I think Proposal B should be rejected out-of-hand because I cannot imagine that transient awards (as opposed to permanent promotions in rank) would be awarded by a thorough faculty-driven process. For any recognition of excellence in teaching, scholarship, or service to be meaningful, it should result from a faculty process analogous to the RPT process that applies to untenured faculty seeking tenure. It would be too cumbersome, however, to apply such a process to annual transient awards.

Proposal C is not a real option for me. Doing nothing means we will have full professors who are less motivated to achieve higher - not good for the professor nor the institution

Proposal A seems to be align with many local/regional universities and colleges as well as some of your benchmark institutions

The real problem is at the level of promotion to the rank of professor, especially for those of us who have experienced severe salary compression. Counting publications seems to be the way scholarly activity is judged, the way teaching is evaluated is often in conflict with the statements in the Faculty Handbook, and service is either ignored or there is no attempt to judge its quality. The PCC highlighted these problems last Spring. I do not see a serious attempt to address the concerns raised.

Text Response

This is absolutely silly to offer this. I can not in good conscience pretend that finances are irrelevant to this decision, though I'm sure that won't stop the administration from putting it through anyway, regardless of the results of this survey. In tough economic times like these, when faculty have not been offered merit-based raises in YEARS, this is ridiculous.

I recently asked some associate professors why they would bother applying to be promoted and they said "to be done with the process" as one of their answers. I sympathize. I want to be able to focus on my work without always having to worry about getting to the next level.

I believe we do not need a new rank, even if some faculty may deserve recommendation. We also have awards for outstanding faculty, so certainly no permanent rank should be created. The hierarchical system in which we live would only be reinforced as a result (even if the proposal is talking about merit). Proposal B would be my second choice since it is more of a reward system based on specific (and temporary) merit. This is more appealing, since there is room to win an award more than once.

I would like to see monies also go to equity adjustments and would like a program with full tuition remission for children/spouses

This additional rank is ABSOLUTELY necessary!!!! When we are not receiving raises due to the economy all those hired after me were earning more money than I. In addition, we have some Professors that founded the university who just retired earning 80 thousand dollars a year after 40 years of service. We should be VERY ashamed of that. This rank will compensate for those differences and for the Full Professors who are still VERY active in all 3 areas.

It's really a tie for A & B. Nice to think you only have to write up one set of materials for A, but seems we could spread the wealth for more folks to be rewarded for specific areas in plan B.

Why is this framed in terms of rank? Awards could be available to all faculty. Merit pay increases already are (or would be if we had pay increases).

Do you mean "full professor" rank or does this apply to associate professors as well?

Statistic

Total Responses

Value

53

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