

Compensation Subcommittee on Peer Comparisons

Goal: To identify peer groups and benchmarks to recommend for salary comparisons and targets

Committee Members: Stephen Hill, Facilities; James Hood, Faculty in English; Parker Hurley, Multicultural Center; Molly Anne Marcotte, Student; Len Sippel, Administration & Finance; Lori Skeets, Advancement; Erica Tate, Administration & Finance; Stephanie Hargrave (ex officio), Institutional Research

The Current Thinking of the Sub-Committee:

- 1) We will utilize the same peer groups for Faculty and Staff.
We will utilize the same data sources for Faculty and Staff.
- 2) What peer groups do we want to utilize?
(not all peers have comparable positions, and need a large enough n count to obtain valid medians)
 - a) regional vs national
 - b) institutional characteristics based
 - c) market characteristics based (ie where do we recruit our employees)
 - d) true peer characteristics based (ie with whom do we compete for students)
 - e) aspire characteristics based (ie who do we want to be like)
- 3) Data Sources
 - a) CUPA – College & University Personnel Association national survey for Faculty & Administrators & Staff
 - b) BLS – Bureau of Labor Statistics national published data for Staff recruited locally (from the local market)

The Following is the current list (46) being proposed by the Committee. We are completing the final review to determine if we want to further narrow the list.

Albright	Reading, PA	Lynchburg	Lynchburg, VA
Augustana	Rock Island, IL	Marlboro	Marlboro, VT
Bates	Lewiston, ME	Mary-Hardin Baylor	Belton, TX
Beloit	Beloit, WI	Maryville	Maryville, TN
Birmingham Southern	Birmingham, AL	McDaniel	Westminster, MD
Carthage	Kenosha, WI	Millikin	Decatur, IL
Central	Pella, IA	Millsaps	Jackson, MS
College of Wooster	Wooster, OH	Monmouth	Monmouth, IL
Cornell	Mount Vernon, IA	Wesleyan	Delaware, OH
Eckerd	St. Petersburg, FL	Ouachita	Arkadelphia, AR
Elmhurst	Elmhurst, IL	Pitzer	Claremont, CA
Gettysburg	Gettysburg, PA	Roanoke	Salem, VA
Gustavus Adolphus	St. Peter, MN	Saint Norbert	De Pere, WI
Hampshire	Amherst, MA	Salve Regina	Newport, RI
Hartwick	Oneonta, NY	Stonehill	Easton, MA
Hiram	Hiram, OH	Susquehanna	Selinsgrove, PA
Hope	Holland, MI	Thiel	Greenville, PA
IL Wesleyan	Bloomington	Ursinus	Collegeville, PA
Juniata	Huntingdon, PA	Wartburg	Waverly, IA
Kings	Wilkes-Barre, PA	Washington & Jefferson	Washington, PA
Knox	Galesburg, IL	Westmont	Santa Barbara, CA
Linfield	McMinnville, OR	Wheaton MA	Norton, MA
Luther	Decorah, IA	Willamette	Salem, OR