

QUESTION TIME

It seems that the administration relies heavily on CUPA data in determining equitable salary levels for faculty. The purpose of this series of questions is to, first, help some of us better understand how CUPA data (and also what CUPA data) is developed for comparison and decision-making purposes related to faculty compensation. Second, there are a couple of questions as to the process of transparency of the use of this data.

1. Exactly who are the peer schools that comprise the CUPA data used by IPFW?
2. The following is an example for year 2001 of an economics professor from a CUPA report (not IPFW).

For example purposes only:

Rank	Min	Q1	Q2	Q3	Max
Assoc. Prof.	\$57,800	\$63,900	\$71,718	\$83,938	\$110,000

Specifically, in this “example”, what would be the CUPA baseline for an IPFW economics professor?

3. In our December 10, 2007 Senate meeting the VCAA stated that equity has focused on “full professors who have 5 years or more in rank and who are at least 15 percent

or more below the national average for their discipline.” Why is 15% the benchmark number? What was faculty’s role, either consultative or formal, in setting this particular benchmark? Is there continuing review of this benchmark? If so, are faculty involved?

4. Since CUPA data is such an integral part of the faculty compensation process, is the current CUPA data used available to faculty for review? If so, where is it located? If not, could the data be placed at the Helmke Library for public access? I believe that Deans and Chairs receive copies of faculty’s CUPA benchmark for their areas of responsibility, but, do individual faculty formally receive their benchmark number each year?

5. Is the information derived from CUPA compared for reasonableness to other external salary databases? The AAUP, I believe has a listing for Indiana. Also, wouldn’t it make sense, when faculty are held to external standards required by external accrediting bodies that salary comparisons would be made using those accrediting disciplines as their peers? I am familiar with AACSB, and I am certain that other disciplines have accrediting bodies or associations which more closely represent their current market.

Thank you,

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