

SCHEV PEER LIST 2007

			Final
1	Roger Williams University RI		\$80,497
2	Truman State University MO		\$56,766
3	Trinity University TX		\$77,169
4	University of Richmond VA		\$80,680
5	Valparaiso University IN		\$63,855
6	Ramapo College of New Jersey NJ		\$80,126
7	Savannah State University GA		\$54,470
8	The University of Tampa FL		\$64,379
9	Shippensburg University of Pennsylvania PA		\$70,341
10	Pacific Lutheran University WA		\$56,718
11	Salisbury University MD		\$60,835
12	Washington and Lee University VA		\$80,817
13	Sonoma State University CA		\$68,475
14	Rutgers University-Camden NJ		\$91,005
15	Rollins College FL		\$71,526
16	Eastern Connecticut State University CT		\$69,660
17	Berry College GA		\$57,653
18	University of Puget Sound WA		\$71,917
19	University of Portland OR		\$60,977
20	Moravian College and Theological Seminary PA		\$61,974
21	SUNY College at Geneseo NY		\$59,538
22	Albright College PA		\$57,332
23	SUNY College at Old Westbury NY		\$67,010
24	Clarion University of Pennsylvania PA		\$73,591
25	Skidmore College NY		\$79,694
		Average	\$68,680
		Stdv	\$9,856
	60 th		
	percentile	0.27*stdev	\$71,341

How the selection occurred:

Goal of process is to make us competitive with other institutions that may hire similar faculty.

Phase I. SCHEV process (no CNU)

From list of ca. 2800 4 yr institutions, 1000 removed because of poor match. So base list was 1800.

These 1800 are put into an order of “closeness” to CNU based on a model that has 17 variables (dimensions) in Euclidean space that determines cluster distances. The top 25 institutions ranked closest to CNU (most similar to CNU) are considered the Peer List.

If we accepted this initial SCHEV list, CNU would have a Benchmark salary of \$68,900.

Phase II. CNU input

The CNU is allowed to take the top 75 ranked institutions of the SCHEV list and present arguments for more or less similarity to make any changes in the top 25 Peer list.

Dr. Summerville surveyed another 12 to 15 other variables that could be rationally applied for similarity or dissimilarity.

He found that 4 variables could be used to select a list that would better define our Peer group (& produce a higher mean salary): 1) degree level authorization (Doctoral, Post-Master, Master, & Baccalaureate); 2) applicant acceptance %; 3) freshman retention rate; 4) % students living on campus

This cluster analysis produced a Peer list with a Benchmark of \$71,597.

Phase III. CNU-SCHEV negotiations. June 21, 2007

Meeting in Richmond with SCHEV representatives - James Alessio (Higher Education Restructuring Director), Hix, Zheng, and House reps: Tony Maggio (House Appropriations Chief of Staff) and reps. from Senate Finance, Dept of Planning and Budget. Daniel J. LaVista, SCHEV Executive Director was present.

CNU represented by President Paul Tribble, Provost Richard Summerville, Cindy Perry, Tracey Schwarze, and Gary Whiting.

Tony (main negotiator) argued that Truman State U, Valparaiso U., and Calvin College should not be excluded from the top 25.

We (CNU) successfully argued that Calvin College was too different from CNU to be a good fit for our PEER group. Tony and SCHEV agreed and replaced Calvin with Skidmore College, NY (the next SCHEV ranked institute).

Final list (above) produced a Benchmark of \$71,345 (only \$256 lower than Summerville’s original list).

of schools in original list.

Top # schools from SCHEV – ranked

Summerville's Variables to better screen for CNU

2. FDG Dates.....

3. Sabbaticals & dates.....