

Faculty Senate March 11, 2015

CUPA-HR FAQ

What is CUPA-HR?

As the association for HR professionals in higher education, CUPA-HR provides leadership on higher education workplace issues in the U.S. and abroad. CUPA-HR monitors trends, explores emerging workforce issues, conduct research, and promotes strategic discussions among colleges and universities.

CUPA-HR has more than 18,000 HR professionals and other campus leaders at over 1,900 member organizations, including:

- 91 percent of all U.S. doctoral institutions
- 77 percent of all master's institutions
- 57 percent of all bachelor's institutions and
- 600 community colleges and specialized institutions.

How many institutions participate in the CUPA Survey?

In 2014-2015, a total of 3,765 institutions participated in the various 4 year, 2 year and community college faculty and staff surveys. There were a total of 756 institutions that participated in this year's faculty survey of 4 Year Institutions, reporting salary data for more than 230,000 full-time faculty nationwide.

How often is the CUPA-HR Survey completed?

The CUPA-HR Salary Survey is completed every year using data as of November 1st.

How are CUPA data reported? Is there discipline specific information? Rank?

The **Faculty Salary Survey for Four-Year Colleges and Universities By Discipline, Rank and Tenure Status** survey collects salary data for full-time faculty by discipline, rank and tenure status. Disciplines are defined in terms of the U.S. Department of Education's Classification of Instructional Programs (CIP): 2010 Edition.

Are we able to run reports specific to our peer group?

Yes. There are multiple public reports that can be run directly from the system. Drake University's office of Institutional Research has identified a group of 23 institutions that Drake uses for comparison purposes for a number of comparison criteria. In addition, any combination of institutions reporting in the CUPA-HR surveys can be combined into ad hoc reports. At least 5 institutions must be reporting for any given report or the data will not be displayed.

|

Faculty Senate March 11, 2015

CUPA-HR FAQ

Are there situations where we don't have enough discipline specific data to make a good comparison and, if so, what do we do in that event?

If there are fewer than 5 institutions reporting for a particular discipline and rank, no data is returned. When using the Drake Peer Group there with 23 institutions, there are a few disciplines where there is not 5 institutions reporting for a given rank, so there is not a report. In those cases, we use the 4 Year Masters Large Programs data (219 reporting institutions 2014-15). We have been able to replicate Association Specific Survey Data using The AACP Profile of Pharmacy Faculty and The Association to Advance Collegiate Schools of Business (AACSB) using this comparison group.

How do we use AAUP data?

Since AAUP is aggregated and reported only by rank and not discipline, the most useful information that can be gleaned from this survey data is trend information by rank over time. Many faculty candidates also report checking to see if an institution participates in the AAUP Survey, so is also seen as a positive recruiting tool.