

National Peers for Salary Comparison FY 2019-2020	
Number of Institutions in Peer Group: 77	
Number of Institutions in Peer Group and Participate in at least 1 CUPA-HR Survey: 56	
Institution	Location
University of North Alabama	Florence, Alabama
University of Central Arkansas	Conway, Arkansas
Georgia College & State University	Milledgeville, Georgia
University of Hawaii at Hilo	Hilo, Hawaii
University of Illinois at Springfield	Springfield, Illinois
Emporia State University	Emporia, Kansas
Fort Hays State University	Hays, Kansas
Pittsburg State University	Pittsburg, Kansas
Morehead State University	Morehead, Kentucky
Murray State University	Murray, Kentucky
Nicholls State University	Thibodaux, Louisiana
Frostburg State University	Frostburg, Maryland
Bridgewater State University	Bridgewater, Massachusetts
Fitchburg State University	Fitchburg, Massachusetts
Framingham State University	Framingham, Massachusetts
Salem State University	Salem, Massachusetts
Westfield State University	Westfield, Massachusetts
Worcester State University	Worcester, Massachusetts
University of Michigan-Flint	Flint, Michigan
Northern Michigan University	Marquette, Michigan
Saginaw Valley State University	University Center, Michigan
Minnesota State University Moorhead	Moorhead, Minnesota
Winona State University	Winona, Minnesota
Delta State University	Cleveland, Mississippi
Northwest Missouri State University	Maryville, Missouri
Southeast Missouri State University	Cape Girardeau, Missouri
University of Nebraska at Kearney	Kearney, Nebraska
Keene State College	Keene, New Hampshire
William Paterson University of New Jersey	Wayne, New Jersey
SUNY College at Brockport	Brockport, New York
SUNY College at Oswego	Oswego, New York
University of North Carolina at Pembroke	Pembroke, North Carolina
Western Carolina University	Cullowhee, North Carolina
Western Oregon University	Monmouth, Oregon
Bloomsburg University of Pennsylvania	Bloomsburg, Pennsylvania
California University of Pennsylvania	California, Pennsylvania
Clarion University of Pennsylvania	Clarion, Pennsylvania
East Stroudsburg University of Pennsylvania	East Stroudsburg, Pennsylvania
Edinboro University of Pennsylvania	Edinboro, Pennsylvania

Kutztown University of Pennsylvania	Kutztown, Pennsylvania
Lock Haven University	Lock Haven, Pennsylvania
Millersville University of Pennsylvania	Millersville, Pennsylvania
Shippensburg University of Pennsylvania	Shippensburg, Pennsylvania
Slippery Rock University of Pennsylvania	Slippery Rock, Pennsylvania
Rhode Island College	Providence, Rhode Island
College of Charleston	Charleston, South Carolina
The University of Tennessee-Martin	Martin, Tennessee
Tennessee Technological University	Cookeville, Tennessee
The University of Texas at Tyler	Tyler, Texas
Southern Utah University	Cedar City, Utah
Longwood University	Farmville, Virginia
Radford University	Radford, Virginia
University of Wisconsin-Green Bay	Green Bay, Wisconsin
University of Wisconsin-Stout	Menomonie, Wisconsin
University of Wisconsin-Platteville	Platteville, Wisconsin
University of Wisconsin-Stevens Point	Stevens Point, Wisconsin

Regional Peers for Salary Comparison FY 2019-2020	
Number of Institutions in the Peer Group: 87	
Number of Institutions in the Peer Group and Participate in at least 1 CUPA-HR Survey: 53	
Institution	Location
Auburn University at Montgomery	Montgomery, Alabama
University of Montevallo	Montevallo, Alabama
University of North Alabama	Florence, Alabama
Arkansas State University-Main Campus	Jonesboro, Arkansas
Arkansas Tech University	Russellville, Arkansas
University of Central Arkansas	Conway, Arkansas
Harding University	Searcy, Arkansas
Barry University	Miami, Florida
Embry-Riddle Aeronautical University-Daytona Beach	Daytona Beach, Florida
Florida Southern College	Lakeland, Florida
Jacksonville University	Jacksonville, Florida
Palm Beach Atlantic University	West Palm Beach, Florida
Rollins College	Winter Park, Florida
Stetson University	DeLand, Florida
Southeastern University	Lakeland, Florida
The University of Tampa	Tampa, Florida
Berry College	Mount Berry, Georgia
Valdosta State University	Valdosta, Georgia
University of West Georgia	Carrollton, Georgia

Bellarmine University	Louisville, Kentucky
Morehead State University	Morehead, Kentucky
Murray State University	Murray, Kentucky
Louisiana Tech University	Ruston, Louisiana
Loyola University New Orleans	New Orleans, Louisiana
Nicholls State University	Thibodaux, Louisiana
Northwestern State University of Louisiana	Natchitoches, Louisiana
Southeastern Louisiana University	Hammond, Louisiana
Delta State University	Cleveland, Mississippi
Elon University	Elon, North Carolina
University of North Carolina at Pembroke	Pembroke, North Carolina
Western Carolina University	Cullowhee, North Carolina
College of Charleston	Charleston, South Carolina
Citadel Military College of South Carolina	Charleston, South Carolina
Francis Marion University	Florence, South Carolina
Coastal Carolina University	Conway, South Carolina
Austin Peay State University	Clarksville, Tennessee
Belmont University	Nashville, Tennessee
Lipscomb University	Nashville, Tennessee
Lee University	Cleveland, Tennessee
The University of Tennessee-Chattanooga	Chattanooga, Tennessee
The University of Tennessee-Martin	Martin, Tennessee
Tennessee Technological University	Cookeville, Tennessee
Regent University	Virginia Beach, Virginia
Christopher Newport University	Newport News, Virginia
Longwood University	Farmville, Virginia
Lynchburg College	Lynchburg, Virginia
University of Mary Washington	Fredericksburg, Virginia
Marymount University	Arlington, Virginia
Radford University	Radford, Virginia
Shenandoah University	Winchester, Virginia
Fairmont State University	Fairmont, West Virginia
Florida Gulf Coast University	Fort Myers, Florida
University of South Florida-St Petersburg	St. Petersburg, Florida

Athletic Comparison Market FY 2019-2020**Number of Institutions in the Peer Group: 95****Number of Institutions in Peer Group and Participate in at least 1 CUPA-HR Survey: 63**

Institution	Location
Abilene Christian University	Abilene, Texas
Bryant University	Smithfield, Rhode Island
Canisius College	Buffalo, New York
Central Connecticut State University	New Britain, Connecticut
College of Charleston	Charleston, South Carolina
Davidson College	Davidson, North Carolina
Drake University	Des Moines, Iowa
East Tennessee State University	Johnson City, Tennessee
Eastern Washington University	Cheney, Washington
Florida Agricultural and Mechanical University	Tallahassee, Florida
Idaho State University	Pocatello, Idaho
Indiana State University	Terre Haute, Indiana
Indiana University-Purdue University-Indianapolis	Indianapolis, Indiana
Iona College	New Rochelle, New York
Jacksonville University	Jacksonville, Florida
Lipscomb University	Nashville, Tennessee
Longwood University	Farmville, Virginia
Manhattan College	Riverdale, New York
Missouri State University-Springfield	Springfield, Missouri
Morehead State University	Morehead, Kentucky
Mount St. Mary's University	Emmitsburg, Maryland
Murray State University	Murray, Kentucky
Niagara University	Niagara University, New York
Nicholls State University	Thibodaux, Louisiana
North Carolina A & T State University	Greensboro, North Carolina
Northern Arizona University	Flagstaff, Arizona
Northwestern State University of Louisiana	Natchitoches, Louisiana
Oakland University	Rochester Hills, Michigan
Prairie View A & M University	Prairie View, Texas
Radford University	Radford, Virginia
Rider University	Lawrenceville, New Jersey
Sam Houston State University	Huntsville, Texas
South Dakota State University	Brookings, South Dakota
Southeast Missouri State University	Cape Girardeau, Missouri
Southeastern Louisiana University	Hammond, Louisiana
Southern Illinois University-Edwardsville	Edwardsville, Illinois
Southern Utah University	Cedar City, Utah
Stephen F Austin State University	Nacogdoches, Texas

Texas A & M University-Corpus Christi	Corpus Christi, Texas
Texas Southern University	Houston, Texas
The University of Tennessee-Martin	Martin, Tennessee
The University of Texas at Arlington	Arlington, Texas
University of California-Riverside	Riverside, California
University of California-Santa Barbara	Santa Barbara, California
University of Central Arkansas	Conway, Arkansas
University of Maine	Orono, Maine
University of Maryland-Baltimore County	Baltimore, Maryland
University of Massachusetts-Lowell	Lowell, Massachusetts
University of North Carolina at Asheville	Asheville, North Carolina
University of North Florida	Jacksonville, Florida
University of Northern Colorado	Greeley, Colorado
University of Northern Iowa	Cedar Falls, Iowa
University of South Dakota	Vermillion, South Dakota
University of Vermont	Burlington, Vermont
University of Wisconsin-Milwaukee	Milwaukee, Wisconsin
Utah Valley University	Orem, Utah
Valparaiso University	Valparaiso, Indiana
Virginia Military Institute	Lexington, Virginia
Wagner College	Staten Island, New York
Weber State University	Ogden, Utah
Western Carolina University	Cullowhee, North Carolina
Western Illinois University	Macomb, Illinois
Youngstown State University	Youngstown, Ohio