REPORT OF ACTIVITIES OF THE 2009/2010 Financial Affairs Committee:

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Reporting to:
Rojann Alpers  Rojann@asu.edu  6-0813  Nursing
President  ELECT DOWNTOWN

ACTIVITIES OF THE COMMITTEE:
I. Events Monitored: University responses to budgetary challenges experienced by the State of Arizona:

a. Academic Reorganization of ASU of 2009
b. Academic Reorganization of ASU of 2010

II. Information Request from the University Administration:

a. Request for Salary Information and Comparison Data

The UAC is beginning its investigation into salaries at our university. We have received numerous inquiries for information and a greater understanding of salary structure, change over time-over rank-over campus, etc. is needed to assist us in responding to these inquiries. In addition, we are looking to better understand the context of the recent data provided about our salaries in comparison with the other Pac 10 institutions. To that end we are requesting the following data be obtained and provided the University Academic Council.

Rigorous methods to insure generalizability of results

   (minimum data, range of salaries, mean of salaries, median of salaries and mode of salaries)

2. Faculty/Academic Professional Ranks: Professor, Associate Professor, Assistant Professor, Lecturer, Clinical Professor, Associate Clinical Professor, Assistant Clinical Professor, Professor of Practice, Research Professor, Senior Academic Professional, Associate Academic Professional and Assistant Academic Professional.

3. Faculty at each of these ranks sorted by campus (Downtown, PolyTechnic, Tempe, West)

4. When constituting each of these sub-samples, remove those with administrative appointments, Foundation-salary supplemented faculty/AP, and any other colleagues with extraordinary appointments and out-lying salaries (Nobel Laureates, etc.) and control for salary changes due to promotions.

5. Trajectory of salary that compares
   a. Years since Ph.D.
   b. Years at rank
   c. Years at ASU

6. Identification of faculty associated with which programs/colleges/schools who represent the highest and lowest salaries

In general, we are trying to get a picture of any salary compression issues. Changes in salary over time, rank, campus, program, years at rank/years since terminal degree/years at ASU

Who are the ranks and/or program faculties who have experienced the greatest change in salaries overtime.

III. Analysis of Supplied Information: Analyses related to changes in faculty profile across time (Appendix A) and issue regarding potential salary inversion across ranks (Appendix B).

a. Appendix A - CHANGES IN DISTRIBUTION OF FACULTY ACROSS RANKS
b. Appendix B - SUMMARY OBSERVATIONS for CORRELATIONS BETWEEN YEARS IN RANK AND FACULTY SALARY

c. Appendix C – SALARIES AT ASU: INITIAL IDEAS & RESPONSES (Synthesis of committee reports by University Senate President)

IV. Meetings: No physical meeting of the committee members was held because of (a) the relatively late response by the university administration to data requests, and (b) relatively clear results developing from preliminary data analyses.
**SUMMARY OBSERVATIONS for CORRELATIONS BETWEEN YEARS IN RANK AND FACULTY SALARY:**


Given the large number of combinations of rank and colleges, most combination categories lack a sufficient number of observations (faculty) to have adequate statistical power to provide reliable significance figures. Thus, the following are summary observations:

First, if only categories are considered with 10 or more observations (faculty) and ignoring statistical significance (or lack thereof) one can apply a pure sign test (whether the correlation no matter how small is either positive or negative). The counts are 30 instances of negative correlation and 18 instances of positive correlation. It is speculative whether a significant overall negative correlation would emerge if all faculty were combined in one pool. Combining all faculty in one pool is seriously impeded by differing salary scales in different colleges and different mix of faculty ranks in different colleges.

Second, looking at combination categories, only the following exhibit significant correlations between time in rank and salary:

<table>
<thead>
<tr>
<th>NEGATIVE CORRELATIONS</th>
<th>POSITIVE CORRELATIONS</th>
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<tbody>
<tr>
<td>Bio Design Academic Professionals</td>
<td>CLAS Lecturers</td>
</tr>
<tr>
<td>Bio Informatics Assistant Professors</td>
<td>CLAS Academic Professionals</td>
</tr>
<tr>
<td>Business Academic Professionals</td>
<td>Herberger Assistant Professors</td>
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<tr>
<td>Business Associate Professors</td>
<td>MLF Ed Academic Professionals</td>
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<td>Business (Full) Professors</td>
<td>New College Lecturers</td>
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<td>CLAS Assistant Professors</td>
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<td>CLAS (Full) Professors</td>
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<td>CTEL Assistant Professors</td>
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<td>Law Prof Practice</td>
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<tr>
<td>Nursing Lecturers</td>
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<tr>
<td>Nursing Associate Professors</td>
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Instances where longer service within rank is associated significantly with lower pay thus vary with college (most notably in Business, Nursing and tenure track CLAS). CLAS on the other hand exhibits positive correlations between salary and time in rank at the Lecturer and Academic Professional levels,

Certainly little to no evidence exists of wide-spread salary inversion across ASU colleges. This may be due to (a) the limited number of new faculty hired in various rank-categories in recent years and (b) little or no merit pay raises.