

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

Members:

Chair:

Phil Reckers Tempe	2010	Philip.Reckers@asu.edu	5-2283	Accountancy	3606
Mike Mikhail Tempe	2010	Michael.Mikhail@asu.edu	7-7198	Accountancy	3606
Jeff Chapman Downtown	2010	Jeffrey.Chapman@asu.edu	6-0454	Public Affairs	3720
William Duncan West	2009	Bill.Duncan@asu.edu	3-6112	Accounting	2451
Charles Elliot Tempe	2010	Chuck.Elliott@asu.edu	5-1740	Emeritus College	5203
Ed Escobar Tempe	2009	EDWARD.ESCOBAR@asu.edu	5-8557	Transborder Chicana/o Latina/o Studios	3502
David L. Forsyth Polytechnic			7 – 1271	Morrison School	
Anshuman Razdan Polytechnic	2010	Razdan@asu.edu	7-1672	Computing Studies	0180
Jim Rush Tempe	2010	James.Rush@asu.edu	5-5851	History	4302
Winifred Scott Polytechnic	2010	Winifred.Scott@asu.edu	7-1926	Management	0180

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

- a. Random sample of faculty at all requested ranks and campuses
 - b. Sufficient {N} to assist with statistical significance and power
1. Data for each of the following years: 2002, 2003, 2004, 2005, 2006, 2007, 2008.
(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:

There are many categories of rank within ASU; and 22 designated colleges in the report provided to the Faculty Senate by the university staff. Ranks include (1) Clinical, (2) Lecturer, (3) Academic Professional, (4) Prof Practice, (5) Prof Research, (6) Assistant Professor, (7) Associate Professor and (8) (Full) Professor. Colleges include: (1) Applied Arts & Sciences, (2) Bio Design, (3) Bio Informatics, (4) Business, (5) CLAS, (6) Cronkite, (7) CTEL, (8) Design, (9) Engineering, (10) Herberger, (11) Barratt Honors, (12) Law, (13) Libraries, (14) MLF Ed, (15) New College, (16) Nursing, (17) On-Line, (18) Other, (19) Public Programs, (20) Sustainability, (21) Technology & Innovation and (22) University College.

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:

NEGATIVE CORRELATIONS

Bio Design Academic Professionals
Bio Informatics Assistant Professors
Business Academic Professionals
Business Associate Professors
Business (Full) Professors
CLAS Assistant Professors
CLAS (Full) Professors
CTEL Assistant Professors
Law Prof Practice
Nursing Lecturers
Nursing Associate Professors

POSITIVE CORRELATIONS

CLAS Lecturers
CLAS Academic Professionals
Herberger Assistant Professors
MLF Ed Academic Professionals
New College Lecturers

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.

