



## University Senate Statement on Future Faculty Compensation

February 21, 2018

Dear President Crow,

On behalf of the faculty members and academic professionals represented by the Senate, we want to thank you for the information provided at the August 2017 Senate meeting regarding salary increases, and the subsequent merit pay distributions given in January 2018. Along with you, we are proud of the innovations and achievements of our faculty and applaud our consistent rankings across fields and disciplines. You have challenged us, and we truly believe that we are a world-class institution with a world-class faculty.

In consideration of this stature and in light of the faculty's continued support of innovation and efficiency, we ask that you accept our goal that *tenured faculty salaries be continually ranked in the upper half of our ABOR approved peer institutions and that all other faculty and academic professional ranks follow in suitable accord*. Further, we ask that the senior leadership and each of our administrations *engage faculty on the immediate development of a strategic plan* that will propel us to this position as quickly as possible.

While there are many reasons why being in the top half of our peers is important to our ongoing success, here are a few of the more prominent considerations:

- Leadership's tangible acknowledgment of the world-class stature of our faculty
- Continued ability to attract and retain top faculty members to the institution
- Minimizing the negative impacts that salary compression has on faculty retention
- Recognition of faculty at all levels, which improves faculty morale and positively impacts the student experience
- Continued advancement of the institution's national and international reputation

Finally, faculty members and academic professionals believe in the ambitious ASU charter. It is in support of this charter and through an intrinsic desire to help our students, communities, state and the world, that we continue to be committed to your leadership path. There are many ways in which a strategic salary plan might be developed. **We particularly encourage faculty involvement in the development of policies and procedures related to the distribution of faculty performance funds. This is outlined in ACD 511 - 01.** We believe this step will not only result in a better strategic plan, but also energize the faculty and enhance our already strong faculty/administrative relationships.

Respectfully submitted,  
University Academic Council  
University Senate Executive Committee  
University Senate Personnel Committee

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