



May 9, 2018

Arnold Maltz
Chair, University Academic Council
W.P. Carey School of Business
Tempe Campus
Mail Code: 4706

Donna Cataldo
Incoming Chair, University Academic Council
College of Health Solutions
Downtown Phoenix Campus
Mail Code: 9020

Dear Arnie and Donna:

We are committed to our faculty having salary and benefits competitive with our PAC-12 peers (the 10 public members) and on a national scale. To that end, we have remained committed to raising salaries annually, and we are seeking to increase the amount available. As I mentioned to you in our recent meeting with the University Academic Council, we are working to empower individual colleges to a greater degree so they have more latitude to address salaries.

Salaries are an important element, but we also work to ensure high-quality benefits as well, and the university pays the most substantial share of those benefits (approximately 70%).

As we looked at our salaries and controlled for price variation due to cost of living using the U.S. Department of Commerce Bureau of Economic Analysis Regional Price Parity Index, we found we are well positioned among public PAC-12 universities. We are not as high on the list compared to our ABOR peer institutions but, as you will see, about middle of the group overall.

Before we discuss the data, it is important to note that the only comparable data available is from AAUP for instructional faculty (primary assignment is instruction) but includes clinical and research faculty as well as tenure-track faculty. As a result, we have some limitations on the comparisons, as each of the types (tenure, clinical, research) has a different salary market influenced by both national and local factors.

With respect to the PAC-12 public universities, overall we trail only UCLA and UC Berkeley. Our only concern here is the assistant professor salaries. We are surprised by this finding since we compete regularly with these institutions and are successful. Nonetheless, we will be asking our units to look at starting salaries, as they need to be competitive. Having said that, it is also important to note that the differences are not large, so a \$4,000 increase in starting salaries on average would position assistant professors in the top 3 or 4.


OFFICE OF THE PRESIDENT

FULTON CENTER 410, 300 E. UNIVERSITY DRIVE
PO BOX 877705 TEMPE, AZ 85287-7705
(480) 965-5253 FAX: (480) 965-0865
[HTTP://PRESIDENT.ASU.EDU](http://president.asu.edu)

With respect to our ABOR peers, we are 10th of 17 institutions overall. Among the three ranks, full professors are 8th, associate professors are 11th, and assistant professors are 13th. As with the data from the PAC-12, it would be relatively small adjustments to move our salaries higher in the ranks. We will be discussing this with deans to ensure we are attentive to this.

I have attached the data for your review. I want to close by reaffirming my commitment to having salaries and benefits for our faculty that are competitive, and I believe we are largely doing that. There are some areas we need to attend to, but we are in a relatively strong position and can advance from here.

Sincerely,



Michael M. Crow
President