ASU Compensation Committee
Meeting Summary
4.13. 15

Members Present: Trustee Wright, Dr. Miller, Director Rogers, Director Heersink, Director Daniel, Ms. Ortiz, President Svaldi

Excused: VP Mansheim

Ms. Rogers initially provided an overview of the peer institutions and IPEDS data which illustrated Student FTE and Revenues associated with each institution. ASU’s total tuition, fees and state support per student FTE (not including Federal dollars) in 2014 was $8833.00. This amount is 78% of our peer institutions. This is reflected in our average salaries—for example faculty salaries are at 79% of our peer institution’s faculty salaries.

The group looked at a variety of data trying to determine what the best approach might be as to address not only external equity and salary competitiveness but also internal equity issues. In the proposed budget for 2016, the Executive Team has set aside $200,000 as a placeholder to start addressing salary issues. However, calculations illustrated that to get all faculty and exempt staff to just 80% of peer averages would cost $448,000. So the group discussed the best approach for the use of the $200,000. We generally agreed that the most egregious cases (or lowest salaries) vs peer averages should be addressed first and, if possible, and to address the worst compression and inversion issues including within the Classified staff. Initially the group looked at faculty and exempt averages below 70%; we determined that it would be possible to adjust these lowest average salaries and also to have a pool of funds to apply to the compression and inversion issues. We ran the numbers again and determined that there are enough funds to adjust these low faculty and exempt salaries to 72.5% of average with some funds remaining to apply to compression issues whether in Faculty and exempt or the classified staff.

The procedure moving forward is that Executive Team members will be given a list of employees in their areas who are at less than 72.5% for adjustment as well as employees with compression or inversion issues. Those team members will then make recommendations to the Executive Team for salary increases. Approved adjustments will be reflected effective July 1, 2015.

We agreed that the longer term goal for 2017 and beyond would be to get all employees to as close to peer averages as possible, as resources become available.