







EMPLOYEE POPULATION


TURNOVER

MARKET COMPARISONS

STAFF INCREASES NEEDED TO REACH MARKET

RESOURCES NEEDED TO MEET MARKET LEVELS

COMPENSATORY TIME AND OVERTIME



In fiscal year 2024, the total number of benefit-eligible employees in Arizona's public is about 30,900, representing an increase of approximately 16.9 percent between fiscal 2020 and 2024. The personnel increase aligns with student enrollment growth, which increased 14 percent during the same period. University employment consists of four broad categories - faculty, administrative staff, professional/university staff, and classified staff.







In FY 2024, staff turnover in all three categories of non-faculty employment at the three universities averaged 13 per cent . ASU saw modest improvements in the classified and unclassified categories, decreasing the turnover rate by 2.0 percent and 1.5 percent, respectively. NAU's turnover shows a marked improvement of 4 percentage points from FY 2023 although it remains relatively high for classified staff at 15.8 per cent . U of A saw an increase in the classified staff turnover rate from 10.9 percent in FY 2023 to 12.6 percent in FY 2024, due in part to U of A's continued transition to a new classification structure and the total number of classified staff decreasing. Unclassified staff turnover went down from 10.9% in FY 2023 to 10.2% in FY 2024.












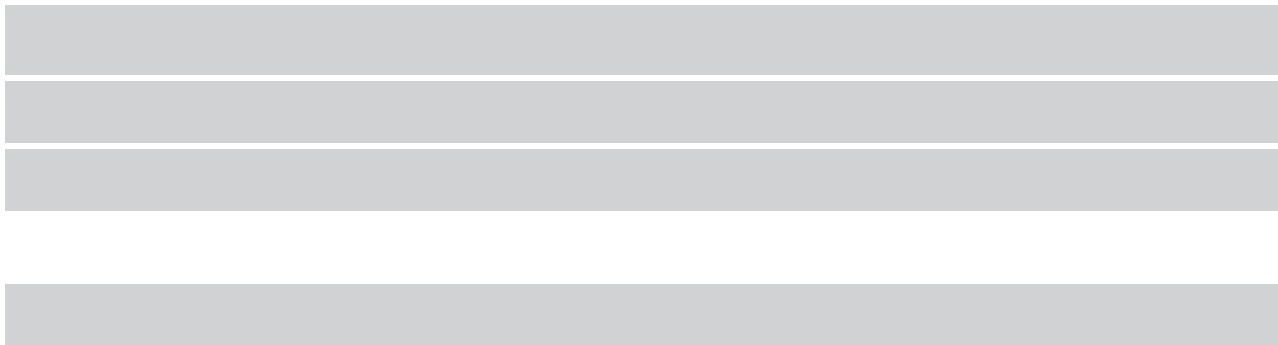


To assess the competitiveness of Arizona University System salaries, the universities conduct an annual comprehensive market study to determine employee pay. Data on average and median pay from a variety of salary surveys is the basis of this analysis.

- For faculty, the universities calculate average and median salaries comparing faculty salaries in Arizona to those at comparator institutions using the most recent data (FY 2023) from the American Association of University Professors (AAUP). These comparisons include all ranked faculty -- professors, associate professors, and assistant professors.
  - All the universities' comparator institutions pay higher average salaries than Arizona's three universities, demonstrating the challenges Arizona's public universities face in recruiting and retaining faculty. All three universities' average faculty salaries rank below the median of their comparator institutions. ASU held its ranking in FY 2024 at 12th among its peers with four universities ranking below ASU in faculty salaries. NAU also maintained its position at 10th with three universities ranking below NAU. U of A ranks last among its comparator institutions.











**ARIZ**

