

**COMMITTEE ON THE ECONOMIC STATUS OF THE FACULTY –  
CESF**

**2006 – 2007**

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Mission Statement:

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

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# **Report on Faculty Salary and Composition**

## **Committee on the Economic Status of the Faculty**

### **June 2007**

While the economy of the State of Michigan remains poor, there is great cause for optimism with regard to the future of the University of Michigan. The University of Michigan remains a robust, thriving and happy environment leading the structural change in our Economy from a largely manufacturing/industrial economy to a service economy. The University is engaged in teaching, research and delivery of clinical services, all of which are growth industries in our state. The University continues to attract and retain the very best faculty in the world, and it must regain a positive growth in faculty benefits and compensation in order to maintain this initiative as it competes with Universities in States with economies better than our own. The University is up to this challenge, as its leaders and faculty governance work together to enhance positive strategic growth.

### **Background/History**

The Committee on the Economic Status of the Faculty (CESF) advises and consults with the Regents and the University administration on budgetary matters as they pertain to the economic status of the faculty; formulates specific requests regarding salaries and fringe benefits for faculty members and presents an annual report to the Regents and faculty. Previously, the CESF has focused its efforts on the development of a set of university wide faculty compensation guidelines. The CESF guidelines were presented to the Regents on April 21, 1998, and endorsed by the Senate Assembly on May 18, 1998. The CESF Guidelines call for basic standards of fairness and consistency:

- \* Compensation should be based on merit.
- \* The elements comprising merit within each school or college should be written and disseminated.
- \* The process of determining compensation should be open, without compromising the privacy of individuals.
- \* Meaningful communication with individual faculty members regarding their performance as it relates to the merit criteria employed by the school or college and the faculty member's compensation should be provided on a regular basis.

In addition, to foster confidence in the integrity of the decision-making process, CESF recommended that compensation policies should be:

1. Non-Discriminatory
2. Open
3. Consistent
4. Communicated
5. Include Peer Review
6. Accountable

The goal of this report is to provide information that can serve as a base upon which the faculty and administration in each academic unit can begin to develop a meaningful dialog about the factors that influence decisions on salary and other elements of compensation. CESF hopes this information will be helpful for the faculty and for the administration and welcomes your comments and feedback at [cesf@umich.edu](mailto:cesf@umich.edu).

Two salient points can be gleaned from the following subcommittee reports:

- 1) Faculty compensation remains on par with many of our athletic peer institutions which are largely public institutions, but continues to lag our academic peers, which include many private institutions.
- 2) Benefit costs continue to migrate from the University to faculty and retirees, which reflects either a decrease in active compensation for current employees or deferred compensation for retirees.

## **Salary and Benefits are Not the Only Issue**

CESF's goal is to gather and present the data with the objective of fostering transparency to permit rational efforts to improve faculty compensation and facilitate fair, equitable, and optimal compensation and the enhanced productivity and job satisfaction that such compensation fosters.

### **Several historic compensation trends persist.**

**Loyalty Tax:** The committee remains concerned about the existence of a loyalty tax; the possibility that those who remain at the University for long periods of time without soliciting outside offers earn less than their peers. In this regard, attention is focused on faculty whose salaries are low outliers within their cohort.

**Gender Disparity:** Women tend to be in junior faculty ranks, tend heavily to be in non-tenure track, clinical faculty, and lecturer positions, and tend to be paid less. The status of women faculty is being studied elsewhere and the reasons for it are only partially understood. A significant number of Ann Arbor campus non-tenure track faculty, particularly within the librarian and archivist ranks, earned a relatively low salary.

**LEO:** We would be remiss if we did not note that some of the non-tenure track faculty are represented in collective bargaining with the University.

## **Salary Rate Data**

The salary rate reported indicates the annual salary for appointments at 100%. Please note that some faculty members have appointments of less than 100%, but the reported salary rate is still what they would earn if they had appointments at 100%.

### **Administrative Positions**

When a faculty member holds an administrative appointment of 100% they are not included in the report. Only faculty members with an appointment fraction greater than 0% are reported.

### **Fractional Appointments**

Faculty members are included only once, in the academic unit where they hold the largest appointment fraction. If the appointments are equal the individual is counted in the group of highest rank.

### **Faculty Composition**

Pie graphs show the composition of the faculty in each school and bar graphs show a breakdown of gender by rank.

The CESF has worked to develop a partnership with the administration in offering this overview of faculty composition and compensation. It is the committee's hope that this report will be only the first step in establishing an open and productive discussion between faculty and administration about the factors that influence decisions on salary and other elements of compensation in each school. CESF stresses the need for a more thorough review and analysis before conclusions can be drawn from the data.

CESF hopes faculty and administration will find the report useful. The committee asks for your input about the data that you would like to see and the questions you feel are posed by that data that CESF should be exploring in the future. Please send your comments and feedback to [cesf@umich.edu](mailto:cesf@umich.edu).

That is included on the One-Page Overview for Each School or College

- \* **Composition of the Faculty.** A graph showing the percentage of tenured and tenure track faculty and non-tenure track faculty by type of instructional staff. Over the past seventeen years the composition of the faculty is changing to include more faculty members who are not on the tenure track. These faculty members include, lecturers, research scientists, clinical and adjunct faculty. CESF has expressed concern that the governing rights of these faculty members should not be overlooked and has requested that the Academic Affairs Advisory Committee take up this issue. The Office of Human Resources and Affirmative Action (HRAA) provides an annual report "An Analysis of Salaries Paid to the University of Michigan Instructional Staff and Graduate Students." This report shows the salary rates for tenured and tenure track faculty, clinical faculty, adjunct faculty, instructors, lecturers, and visiting faculty. In addition we are provided the published salary rate data for the research scientists, archivists, curators, and librarians who do not have joint appointments as tenured or tenure track faculty members. The complete salary rate is posted on the CESF website and requires use of the password "faculty" to open the various pdf reports.

- \* **Composition of the Faculty by Gender.** A graph shows the gender of instructional staff by rank. Currently, the HRAA annual report providing an analysis of salary rates does not show the salary rate information by gender.
- \* **Published Salary Rates by Rank.** Each year the University, as a state institution, publishes the salary rate of all employees. The Office of Human Resources and Affirmative Action provides a detailed report on faculty salaries entitled “An Analysis of Salaries Paid to the University of Michigan Instructional Staff and Graduate Students.”

### **Caveats on Data Integrity**

The presented data are those which were supplied to the committee. While an effort has been made to redress any noted errors or inconsistencies, some may remain given the complexity of retrieving the data. The data for each school or college is taken from several different sources and therefore may reflect different time periods. When a faculty member holds a joint appointment the salary data are reported under the school or college where the largest appointment fraction is held. The data used are the most current values available to the committee at the time of this report.

The reports are available as password protected pdf documents for UM faculty and staff and in printed form to others upon request:

<<http://www.umich.edu/~sacua/salary/2006-7CESF-Reports/CESF2007ReportOverview.htm>>.

The committee has not yet been provided with data on W-2 total compensation from the University for salary by rank. CESF wants to maintain the confidentiality of such data, and hence does not want to have individual names or ID numbers provided. However, when the data are only presented in an aggregate form by title rank and school, the committee cannot determine whether the supplemental salary payments are heavily loaded to those individuals who already have a high salary rate or help to address discrepancy in salary rates. In the future this information might be useful.

It is our goal to be able to track positive changes in faculty compensation as they occur, and thereby insure transparency of the salary process.

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Committee on the Economic Status of the Faculty  
Subcommittee on Benefits

Michigan Healthy Community Initiative

This committee recognizes and appreciates the success of the Michigan Healthy Community Task Force in beginning the reorientation of the University's perspective on healthcare. The new focus is more holistic and integrated, including not just treatment of disease but the promotion of health.

Two of the noteworthy healthy person pilot programs deal with improving the health and delaying the consequences for those members of our community with diabetes and or who are at high risk for cardiovascular disease. While the latter preceded the Healthy Community Initiative, it is exemplary in its intent. These programs, implemented at other places (who also include mental health coverage as a third program), promise great benefit to our members and savings for our healthcare dollar. We are concerned that the cardiovascular disease prevention program, called "Intervent," will not be continued by the BCN. These pilot programs (including the pill splitting program and the multiple drug advisory program) are a significant proactive step and the potential longterm cost-benefit is very appealing, although the full extent may not be evaluated for two or threedecades. These programs are a win for everyone. **We endorse the continuance and availability of these proactive programs to all those in the University community so affected, including retirees.**

We commend the University for inviting the SACUA chair to sit on the recently-formed Michigan Healthy Community Steering and Advisory Committees. The Pharmacy Benefits Oversight Committee has worked well with representatives from several groups, including retirees, staff, unions, and faculty. **We applaud the charge of the Healthy Community to be "community-based" and recommend that representatives selected by the faculty, staff, unions, retirees, and students sit on the Michigan Healthy Community Advisory Committee and on the subcommittees dealing with particular issues.** It is important that the process and deliberations be transparent and that "buy-in" and the development of shared values through participation and communication occur through all units of the University. This is particularly important with the sale of MCare and the implementation of a Blue Care Network plan.

Keeping Benefits Costs Affordable

We recognize the University for the exemplary work it has done containing the cost of pharmacy benefits and praise and appreciate the working of the Pharmacy Benefits Oversight Committee. Through careful and rigorous monitoring and financial incentives

to choose generic equivalents, costs have stabilized for the past several years. From our perspective, that committee is a model for other healthy community committees.

Many in our community continue to prefer local pharmacies, often preferring to talk with a pharmacist about multiple medications, appreciating the convenience of a last minute purchase, choosing to try to keep as much money as possible in the local economy instead of sending it out-of-state, or just not understanding the convenience of mail order. There are many who had problems with the mail order pharmacy over the past three years and this may influence choice. We are encouraged that even with most preferring local pharmacies that co-pays will remain the same for next year.

**We advocate the implementation of four changes** in healthcare pricing that will help keep costs affordable.

**I.** We anticipate that the cost of co-premiums will rise as the cost of healthcare increases. Those that are low on the University pay-scale will suffer disproportionately. In time, these many who also support the mission of the University will find it financially difficult to remain employed at the University; the cost of co-premiums for them will be prohibitive. It is critical that medical coverage be affordable to all members of our community, regardless of salary. **We endorse the implementation of progressive co-premiums relative to salary.** Other schools do this as a matter of simple fairness. We need to consider it as a means of retaining many of our fine Michigan people. This is a cost-neutral change, not be a “back door” for raising the total aggregate of the co-premiums paid by current and retired members of our community. Any change made to the proportion covered by the University benefits should be transparent to all.

**II.** Another aspect of affordability is the specter of rising healthcare costs in retirement. We advocate providing our people with sufficient warning of changes so that they can plan appropriately; this is a matter of respect. It is strategic for every employee that they can plan for retirement having reasonable ways to anticipate costs. Anecdotal evidence demonstrates that many University employees delay retirement because of the uncertainty of healthcare costs. Those anticipating retirement can plan intelligently only if the cost of co-premiums paid in retirement can be fixed at the rate of the costs assessed in the year of retirement. Working employees have more financial latitude; retirees are highly restricted in their choices. **We recommend that the co-premium and co-pays be limited for retirees at no more than they paid at the time of their retirement and that when the retiree reaches the age of 85, all co-premiums and co-pays be eliminated completely.**

**III.** We recommend University revisit the implementation of last year's great and sudden change in Medicare B reimbursement for retirees. In March 2006, the benefits office announced that the University was capping the Medicare B reimbursement to 2005 levels for those who had retired before the end of 2005. Those who retired after 2005 would have no reimbursement from the University for those premiums, a change from the practice of four decades. Recently the University unions won their case that the University needed to provide six months notice before implementing such a change to benefits. The unions' window of opportunity for retirement with partial Medicare B premium reimbursement from the University has been extended to October 4, 2007. We think that procedure fairer and in accord with the announced strategic plan of the University to provide current employees of the University with the opportunity to plan for retirement and to keep retirement affordable. **We recommend that the University announce a six month lead time for the remainder of its current employees who might choose to retire and receive the partial Medicare B premium reimbursement.**<sup>1</sup>

**IV. Metlife dental care insurance** continues to attract growing criticism from current employees and retirees alike. Given our increased understanding of the impact of oral health on general health, more attention needs to be given to dental health care benefits. Certainly the premiums are affordable, but a broad consensus attributes that low cost to the poor coverage of common dental expenses. Contemporary and common restoration procedures such as root canals and dental implants have little reimbursement. Our studies show that, with the exception of preventative care, dental benefits at our University are below the level of other institutions. Several, if not all, of the faculty members of the dental school refuse to accept the University's Metlife dental insurance. Many local dentists have also opted out, particularly at level two and three coverage. **We recommend seven changes.**

**First**, many voices have suggested that the coverage supplied by Delta Dental is superior to that of Metlife. The University unions have bargained for this plan and there are many proponents that advocate this shift for the rest of our community. We recommend the University make **Delta Dental an available option for all the employees** of the University.

**Second**, we should seek a plan that will provide **coverage similar to an HMO**. We would hope that Delta Dental could do this; all indications are that their presence on the Michigan scene is more pervasive than Metlife.

**Third**, our **dental faculty should be challenged, and provided incentives, to become members of a network accessible to staff and faculty**. This would be

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<sup>1</sup> The ceiling for Medicare B premium reimbursement has been set at under \$50 a month. The current premium is over \$90 a month and has a graduated rate based on income to about \$160 a month. The University has shifted the cost of this promised benefit from itself to its retirees.



consistent with the Dental School's mission to foster the development of more effective dental health care delivery systems.

**Fourth**, research conducted at our University has shown that diabetic patients benefit by four cleanings a year because sugar levels are better regulated. We recommend that **our dental insurance cover of four annual cleanings as part of our diabetes plan.**

**Fifth**, whatever plan we choose should be based on **reasonable and customary charges for dentists in the Ann Arbor area.** Our current carrier has admitted that the Ann Arbor area has a higher fee schedule than the wider geographical area the plan uses and thus the beginning rate the Metlife plan starts with does not cover the charges of the majority of Ann Arbor dentists. This does not make sense given that the vast majority of our faculty and staff live in the Ann Arbor area.

**Sixth, retirees should be offered the same choices in dental programs as current employees.** Some retired faculty are delaying needed dental procedures, caught between the unanticipated new burden of paying for rising Medicare B premiums and the poorest of dental insurance.

**Seventh**, we recommend that dental **care be a standing subcommittee** of the Healthy Community Advisory Committee. It has been too frequent that consideration of dental benefits has been bumped by whatever is the latest priority.

### Dependant Tuition Support

We have been told that the Ann Arbor campus of the University does not need additional admission applicants, that it is quite unnecessary to offer tuition support to the dependents of our faculty and staff, even though many of our peer institutions offer this benefit. **We recommend that the University plan to offer scholarship support for all dependant matriculants of faculty and staff members.** Dependant tuition support is an important tool for recruiting and retaining faculty members. Many know of colleagues who left the University because of the lack of dependant support. Retaining and attracting qualified faculty members is even more important since proposal two has passed. Provost Sullivan has described the intense efforts by other institutions to recruit our minority faculty. It makes good sense to provide inducements that will encourage faculty members to stay at Michigan and an important tool to accomplish this is to provide tuition support for their admitted dependants. Chief Financial Officer Tim Slottow told our committee that this end could be accomplished by designating a portion of our existing scholarship funding for dependant tuition. In a time when we have increased pressure to follow every legal path to support diversity, this is one cost-neutral avenue.

## An Invitation for the Provost

The committee wishes to express its appreciation for the “Management Response” to last year’s report of the Committee on the Economic Status of the Faculty. **We welcome the opportunity to sit down with the Provost and discuss our perspectives and insights behind the report and to discuss the questions raised by the “Management Response.**

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The analysis of salary is obfuscated by a lack of transparency. Published salary data often poorly reflects total financial compensation, as it does not include supplemental salary, which may be given for administrative work, service work, summer course teaching or even research. While Universities provide salary data to the AAUP and administrators provide data to the department of education, there is no uniform standard as to what components of compensation are provided, and the data is therefore interpreted with these caveats. Moreover, faculty in some areas of the country continue to enjoy price appreciation in their homes, while Michigan is becoming known as the “for sale” state with sharp reductions in real estate values in the local Ann Arbor area. It is instructive to see however, that Michigan’s salaries continue to be competitive with our athletic peers, although at times lag our academic peers.

Comparative Salary Data for Peer Institutions

The data below gives average salaries for full professors at the various institutions (full-time, 9 months). It was obtained from the IPEDS (Department of Education) web site: <http://nces.ed.gov/ipeds/> and is for the academic 2005-2006. The first column of figures gives the average salary of full professors. The second is cost of living, relative to Ann Arbor, MI. The last column is the average salary divided by the relative cost of living. The list is sorted by this cost-of-living average. The schools were chosen automatically by IPEDS and consists of peer institutions of The University of Michigan, Ann Arbor, and Cornell. We have prepared a similar list for all academic ranks, but it is not much different. COL= cost of living ratio; COLAADJ= cost of living adjusted to Ann Arbor

	FullProf	col	colaadj
Washington University in St Louis	132833	0.9263	143402
Emory University	136956	0.9684	141425
Cornell University	128911	0.9263	139168
Duke University	138260	1.0210	135416
University of Pennsylvania	149919	1.1370	131855
Texas A & M University	104146	0.8000	130183
University of Chicago	155085	1.2110	128064
University of Michigan-Ann Arbor	125971	1.0000	125971
Purdue University-Main Campus	102626	0.8210	125001
The University of Texas at Austin	115688	0.9473	122124
Pennsylvania State University-Main C	113880	0.9368	121563
University of Illinois at Urbana-Cha	114415	0.9474	120767
University of Pittsburgh-Main Campus	110178	0.9263	118944
Michigan State University	105891	0.9053	116968
Northwestern University	140795	1.2110	116263

Ohio State University-Main Campus	110140	0.9790	112508
Harvard University	165149	1.5260	108223
Virginia Tech (VPI)	106455	0.9895	107585
University of Iowa	102928	0.9580	107441
Brigham Young University	101018	0.9474	106627
Syracuse University	98645	0.9263	106494
The University of Tennessee	94460	0.8947	105577
Johns Hopkins University	120741	1.1580	104267
University of Florida	101419	0.9895	102495
University of Georgia	95929	0.9579	100145
University of Utah	97879	0.9790	99979
University of Maryland-College Park	115695	1.1580	99909
University of Washington-Seattle Cam & Mechanical College (LSU)	125004	1.2630	98974
Arizona State University at the Temp	107574	1.1370	94612
University of Arizona	102106	1.1050	92404
University of Minnesota-Twin Cities	110311	1.2000	91926
University of Wisconsin-Madison	98189	1.0840	90580
Georgetown University	134842	1.4950	90195
University of South Florida	94397	1.0630	88802
Boston College	127933	1.5260	83836
Rutgers University-New Brunswick/Pis	115281	1.3900	82936
University of Miami	111347	1.3890	80163
University of Southern California	128715	1.6110	79898
George Washington University	119044	1.4950	79628
University of California-Los Angeles	126374	1.6100	78493
Columbia University in the City of N	145762	1.8630	78240
University of Colorado at Boulder	102764	1.3260	77499
New York University	144020	1.8630	77305
Stanford University	155038	2.0210	76714
Boston University	116963	1.5260	76647
Northeastern University	116140	1.5260	76107
University of California-Davis	108220	1.4530	74480
Fordham University	114449	1.8630	61433
University of California-Berkeley	125632	2.1680	57948
Howard University	79590	1.4950	53237

Notes on Cost of Living: The website [www.bestplaces.net](http://www.bestplaces.net) did not have exact city locations, and in several cases we made the substitutions listed below. Rutgers: interpolation between Trenton and Newark U. Cal. Berkeley: using San Francisco U. Maryland: using Baltimore U. S. Florida: using Tampa-St. Petersburg VPI (Blacksburg): using Roanoke Cornell: using Syracuse Northwestern: using Chicago

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## Unpublished Salary Data

It is not generally recognized that published salary rates are a poor indication of total compensation. We repeat a portion of our 2006 study to emphasize this point. For future reports, we request W2 data which would reflect true University compensation.

The files listed below may be found at the url:

<http://www.umich.edu/~sacua/salary/CESF%20Unpublished%20Reports/CESF%20Unpublished%20Reports.htm>

The entries tabulated give the ratios of published or general funds to total contributions (GF/TF) for divisions or subdivisions. If this number is near unity, the published salary data will give a reasonable guide to overall compensation. Even then, one must be aware that the published salaries are only "rates" so compensation for faculty with partial or joint appointments may not be realistically reflected in the published figures.

The following table of GF/TF ratios for professors will give an overview of the variation of this parameter among units. It is sorted for the university year 2002-2003. Published salaries for members in the upper part of the table below are a poor indication of total compensation.

For example, published salary rates are may be a small fraction of the total compensation of Clinical Professors of surgery. The CESF hopes to be able to work with total compensation data (W2 forms) in the future.

=====Table B=====

Four-year Unpublished Ratios GF/TF (General to total funds)  
 For Professors, sorted on column for 02-03.

	02-03	01-02	00-01	99-00
Medical Clin. Professor	0.17	0.16	0.14	0.14
Medical Basic Professor	0.48	0.51	0.53	0.58
Public Health Professor	0.52	0.54	0.55	0.63
Law Professor	0.52	0.58	0.65	0.61
Nursing Professor	0.62	0.67	0.62	0.77
Bus. Professor	0.67	0.55	0.49	0.53
Educ. Professor	0.67	0.64	0.62	0.65
Engin. Professor	0.69	0.68	0.70	0.72
Dental Professor	0.72	0.70	0.71	0.69
Pharmacy Professor	0.74	0.73	0.80	0.80
Social Work Professor	0.78	0.78	0.79	0.79
NatResources Professor	0.81	0.80	0.74	0.89
LSA sciences Professor	0.82	0.83	0.86	0.86
LSA social sci Professor	0.84	0.83	0.88	0.88
LSA humanities Professor	0.84	0.89	0.92	0.91
Info. Professor	0.87	0.82	0.80	0.68
Kinesiology Assoc. Prof.	0.89	0.89	0.97	0.98
Architecture Professor	0.95	0.88	0.80	1.00
Music Professor	0.97	0.97	0.97	0.96
Art Professor	1.00	1.00	0.99	1.00

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Evaluation of the economic status of an individual must also take into account staff "benefits." We do not yet have a good quantitative estimate for this factor.

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LEO Impact:

While LEO may have had a profound impact on individual units or people, we also analyzed aggregate data. Using two years of published salary data, two categories were pulled out of the salary spreadsheets to compare tenure tract Assistant Professors to non-tenure tract Leo Adjunct Lecturers to determine what, if any, changes might have occurred in either group due to the current economic status. The findings found little change in the number of positions in either group. On the other hand, funding source is changing. The use of general funds for Assistant Professors has declined by 1.11% while Leo Adjunct Lecturers has increased by 2.66%.

## GROWTH OF NON-TENURE RANKS

### Comparison of Faculty to Instructors/Lecturers

		Year		#	%
		2005	2006	Change	Change
Ann Arbor					
	Professor through Asst. Professor	2,664	2,716	52	2.0%
	Instructors/Lecturers	756	789	33	4.4%
Dearborn					
	Professor through Asst. Professor	247	246	(1)	-0.4%
	Instructors/Lecturers	254	233	(21)	-8.3%
Flint					
	Professor through Asst. Professor	153	160	7	4.6%
	Instructors/Lecturers	220	239	19	8.6%

Although the number of faculty (Professor, Associate Professor, & Assistant Professor) continues to grow, the number of Instructors & Lecturers is growing at a greater rate on the Ann Arbor and Flint campuses. The decrease on the Dearborn campus is due to the consolidation of partial appointments into full appointments.

### **Analyses of Impact of Gender on Salary:**

Univariate analyses of variance for the effects of gender on published faculty salaries (2005-2006) were performed for 26 of the academic units and three library units at the University of Michigan. These analyses have identified schools which achieve or approach significance on the gender factor as it relates to salaries: Taubman College of Architecture & Urban Planning, ( $p < .001$ ); Flint School of Education and Human Services, ( $p < .001$ ); Medical School (non research and non clinical faculty) ( $p < .05$ ); Medical School (clinical faculty), ( $p < .10$ ); College of Pharmacy (clinical faculty), ( $p < .10$ ); School of Public Health, ( $p < .10$ ); School of Nursing, ( $p < .10$ ); and the Dearborn College of Engineering, ( $p < .10$ ). Some of these results may be attributed to small sample sizes in the units, whereas others do not appear to have clear statistical explanations.

### Filtering and Coding:

Most Ann Arbor and all Flint units were filtered through 9/12th appointments on active employees. Dearborn units were filtered through 8/12th appointments on active employees. The Medical, Dental, and Pharmacy Schools were filtered through 12-month appointments on active employees. Coding identified individuals with titles of assistant professor, associate professor, professor, clinical assistant professor, clinical associate professor, clinical professor, research assistant professor, research associate professor, and research professor, assistant librarian, associate librarian, senior associate librarian, and librarian based on ranks identified in each unit. The 9/12th and 8/12th appointment filters removed most administrators in academic units. Filtering out administrators in the Medical, Dental, and Pharmacy Schools was more problematic. Coding removed some, but not all administrators in these units.

The Table in Appendix 1 indicates the F-statistics and significances (p-values) for the interaction effects of gender and rank, and the main effect of gender on salary. The conventional rule for determining significance states that the p-value must be less than or equal to .05. In simple terms, a p-value of .05 indicates that differences between or among groups will be attributable to chance only one in twenty times.

#### Key Issues Impacting Salary:

Salary compression

IPED and AAUP data is flawed, because it's tainted by lack of Transparency.

Administrator salaries v. faculty salaries over time – Budget Study Committee Report

Gender and wage differentials

Cost of living comparison—Declining Real Estate Values

Declining Benefits

Retiree Benefits

Same-Sex Benefits

Diversity, Affirmative Action

#### Summary:

The Economic Status of the Faculty remains excellent, while there is danger of stagnation due to fear of the restructuring Michigan economy. The University must continue to move forward, continue to endorse strategic growth, and help lead the State and Nation forward to a positive future. Michigan must continue to compete on the National and International arena to recruit and retain the very best faculty, and to do so requires vision beyond the borders of our State. We request the Regents support efforts to continue to improve the economic status of our faculty.



APPENDIX 1.

ANALYSIS OF VARIANCE IN PUBLISHED FACULTY SALARIES BASED ON GENDER (2006)      ANALYSIS OF VARIANCE IN PUBLISHED FACULTY SALARIES BASED ON GENDER (2007)

ACADEMIC UNIT	F STATISTIC FOR SALARY VARIANCE BY GENDER * RANK	SIGNIFICANCE	F STATISTIC FOR SALARY VARIANCE BY GENDER	SIGNIFICANCE	ACADEMIC UNIT	F STATISTIC FOR SALARY VARIANCE BY GENDER * RANK	SIGNIFICANCE	F STATISTIC FOR SALARY VARIANCE BY GENDER	SIGNIFICANCE
<b>Ann Arbor:</b>									
<a href="#">Taubman College of Architecture &amp; Urban Planning</a>	2.22	0.13	21.02	0.001	<a href="#">Taubman College of Architecture &amp; Urban Planning</a>	3.04	0.063	20.19	0.001
<a href="#">School of Art and Design</a>	0.9	0.42	0.48	0.49	<a href="#">School of Art and Design</a>	0.029	0.971	0.063	0.804
<a href="#">Ross School of Business</a>	0.88	0.42	3.86	0.05	<a href="#">Ross School of Business</a>	0.393	0.676	0.486	0.487
<a href="#">School of Dentistry (without clinical or research faculty)</a>	0.09	0.92	0.75	0.39	<a href="#">School of Dentistry (without clinical or research faculty)</a>	0.173	0.841	1.377	0.246
<a href="#">School of Dentistry-Clinical Faculty</a>	0.15	0.9	2.78	0.1	<a href="#">School of Dentistry-Clinical Faculty</a>	1.931	0.175	0.046	0.831
<a href="#">School of Education</a>	1.92	0.16	1.34	0.25	<a href="#">School of Education</a>	0.402	0.672	0.181	0.673
<a href="#">College of Engineering</a>	1.14	0.32	1.7	0.19	<a href="#">College of Engineering</a>	0.843	0.432	1.88	0.277
<a href="#">School of Information</a>	1.63	0.22	1.63	0.22	<a href="#">School of Information</a>	4.074	0.039	2.899	0.109
<a href="#">Law School</a>	0.06	0.8	0.001	0.97	<a href="#">Law School</a>	0.137	0.713	0.137	0.713
<a href="#">College of Literature, Science, and the Arts</a>	0.15	0.86	1.06	0.3	<a href="#">College of Literature, Science, and the Arts</a>	0.005	0.995	2.85	0.108
<a href="#">Medical School (without clinical or research faculty)</a>	0.32	0.73	3.29	0.07	<a href="#">Medical School (without clinical or research faculty)</a>	0.832	0.436	4.825	0.028

<a href="#">Medical School Clinical Faculty</a>	0.66	0.52	2.47	0.12	<a href="#">Medical School Clinical Faculty</a>	0.963	0.382	3.141	0.077
<a href="#">Medical School Research Faculty</a>	0.88	0.42	1.46	0.23	<a href="#">Medical School Research Faculty</a>	0.468	0.627	0.744	0.39
<a href="#">School of Music</a>	0.52	0.59	1.38	0.24	<a href="#">School of Music</a>	0.214	0.808	0.23	0.632
<a href="#">School of Natural Resources and Environment</a>	0.52	0.6	0.06	0.81	<a href="#">School of Natural Resources and Environment</a>	0.102	0.903	0.458	0.505
<a href="#">School of Nursing</a>	NC*	NC*	4	0.06	<a href="#">School of Nursing</a>	NC*	NC*	3.515	0.07
<a href="#">College of Pharmacy (without clinical or research)</a>	1.42	0.26	0.6	0.44	<a href="#">College of Pharmacy (without clinical or research)</a>	0.002	0.998	0.005	0.944
<a href="#">College of Pharmacy-Clinical Faculty</a>	1.24	0.28	3.66	0.07	<a href="#">College of Pharmacy-Clinical Faculty</a>	1.087	0.309	4.214	0.053
<a href="#">School of Public Health</a>	1.58	0.21	1.13	0.29	<a href="#">School of Public Health</a>	0.665	0.517	3.245	0.075
<a href="#">School of Social Work</a>	0.58	0.56	0.02	0.9	<a href="#">School of Social Work</a>	0.297	0.745	0.025	0.786
<a href="#">G. Ford School of Public Policy</a>					<a href="#">G. Ford School of Public Policy</a>	0.099	0.765	0.678	0.428

ACADEMIC UNIT	F STATISTIC FOR SALARY VARIANCE BY RANK	SIGNIFICANCE	F STATISTIC FOR SALARY VARIANCE BY GENDER	SIGNIFICANCE	ACADEMIC UNIT	F STATISTIC FOR SALARY VARIANCE BY RANK	SIGNIFICANCE	F STATISTIC FOR SALARY VARIANCE BY GENDER	SIGNIFICANCE
<b>Dearborn:</b>					<b>Dearborn:</b>				
<a href="#">College of Arts, Sciences, and Letters</a>	1.57	0.21	0.24	0.63	<a href="#">College of Arts, Sciences, and Letters</a>	3.927	0.022	0.176	0.675
<a href="#">School of Education</a>	2.67	0.1	5.78	0.03	<a href="#">School of Education</a>	0.222	0.644	0.075	0.763
<a href="#">College of Engineering</a>	3.68	0.06	0.18	0.67	<a href="#">College of Engineering</a>	14.425	0.001	3.257	0.079
<a href="#">School of Management</a>	0.08	0.78	0.01	0.91	<a href="#">School of Management</a>	0.004	0.95	0.011	0.919

<b>Flint:</b>					<b>Flint:</b>				
<a href="#">College of Arts and Sciences</a>	1.12	0.33	1.46	0.23	<a href="#">College of Arts and Sciences</a>	0.49	0.614	1.211	0.274
<a href="#">School of Education &amp; Human Services</a>	8.36	0.01	5.44	0.04	<a href="#">School of Education &amp; Human Services</a>	34.152	0.001	30.705	0.001
<a href="#">School of Health Profession Studies</a>	NC*	NC*	NC*	NC*	<a href="#">School of Health Profession Studies</a>	*NC	*NC	1.832	0.225
<a href="#">School of Management</a>	0.34	0.57	0.08	0.79	<a href="#">School of Management</a>	NC*	NC*	0.471	0.504
<b>Library</b>					<b>Library</b>				
<a href="#">Ann Arbor Librarians</a>					<a href="#">Ann Arbor Librarians</a>	0.699	0.991	0.268	0.606
<a href="#">Dearborn Librarians</a>					<a href="#">Dearborn Librarians</a>	0.384	0.555	0.018	0.896
<a href="#">Flint Librarians</a>					<a href="#">Flint Librarians</a>	2.103	0.243	0.016	0.906

\* NC = Not  
Calculated-  
Insufficient Sample  
Size

\* NC = Not  
Calculated-  
Insufficient Sample  
Size

**University of Michigan- Committee on the Economic Status of the Faculty**  
**Ann Arbor Campus**  
**2006-07**

February 2007 Report on Instructional Faculty  
 Developed for the CESF by the SACUA Office Staff

**Composition of the Faculty 2006-07**

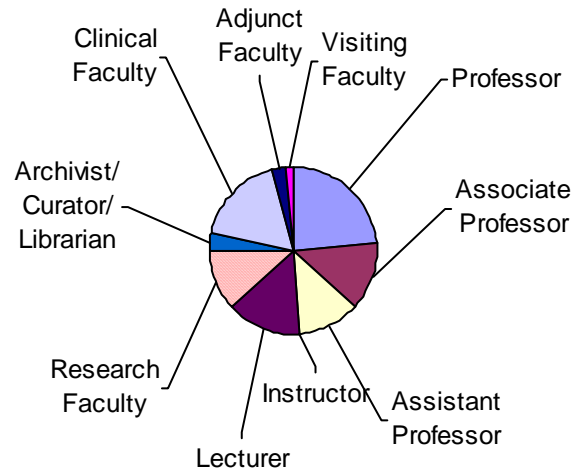
<b>Total number of faculty all ranks:</b> 5,556	<b>Male</b>	<b>Female</b>
	61%	39%

**Gender by Rank**

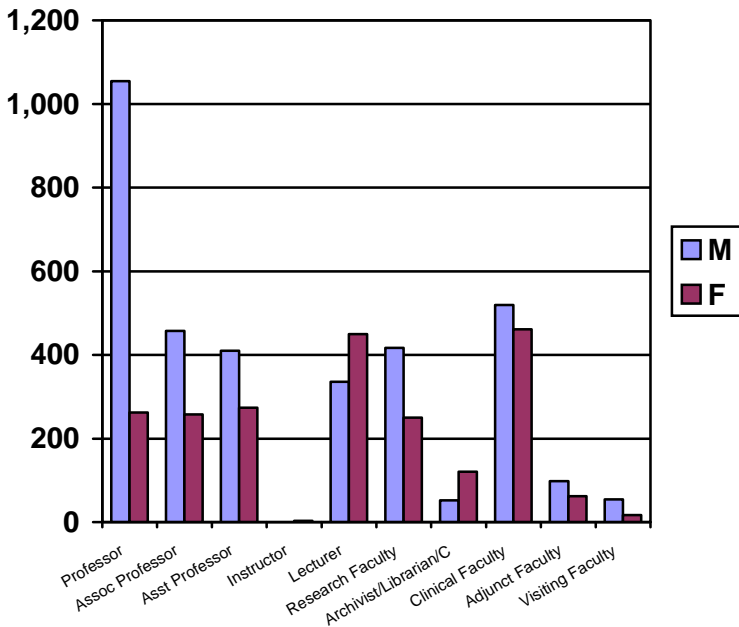
	<b>Male</b>	<b>Female</b>
Professor	80%	20%
Associate Professor	64%	36%
Assistant Professor	60%	40%
Research Faculty	63%	37%
Lecturer	43%	57%
Instructor	0%	100%
Archivist/Curator/Librarian	30%	70%
Clinical Faculty	53%	47%
Adjunct Faculty	61%	39%
Visiting Faculty	76%	24%

Please see page two for  
**Published Salary Rates by Rank**

**Faculty Composition**



**Ann Arbor Faculty Gender Head Count by Rank**



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

**Percentage by Faculty Category**

Professor	23%	Research Faculty	12%
Associate Professor	13%	Archivist/Curator /Librarian	3%
Assistant Professor	12%	Clinical Faculty	18%
Instructor	<1	Adjunct Faculty	3%
Lecturer	14%	Visiting Faculty	1%

**Mission Statement of CESF**

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan Ann Arbor Campus  
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	688	\$132,187	\$125,000	\$51,200	\$292,500
	University Yr	Female	195	\$122,810	\$116,000	\$71,317	\$230,000
	<b>University Yr</b>	<b>Total</b>	<b>883</b>	<b>\$130,116</b>	<b>\$122,713</b>	<b>\$51,200</b>	<b>\$292,500</b>
	Fiscal Yr	Male	367	\$178,491	\$183,500	\$78,642	\$336,966
	Fiscal Yr	Female	67	\$167,357	\$175,700	\$109,140	\$312,966
	<b>Fiscal Yr</b>	<b>Total</b>	<b>434</b>	<b>\$176,772</b>	<b>\$183,500</b>	<b>\$78,642</b>	<b>\$336,966</b>
Associate Professor	University Yr	Male	278	\$89,035	\$83,000	\$44,300	\$192,000
	University Yr	Female	190	\$82,117	\$79,420	\$50,620	\$205,000
	<b>University Yr</b>	<b>Total</b>	<b>468</b>	<b>\$86,226</b>	<b>\$82,000</b>	<b>\$44,300</b>	<b>\$205,000</b>
	Fiscal Yr	Male	179	\$148,291	\$146,610	\$61,167	\$293,899
	Fiscal Yr	Female	68	\$139,734	\$138,289	\$77,315	\$220,626
	<b>Fiscal Yr</b>	<b>Total</b>	<b>247</b>	<b>\$145,936</b>	<b>\$144,260</b>	<b>\$61,167</b>	<b>\$293,899</b>
Assistant Professor	University Yr	Male	278	\$76,566	\$70,000	\$48,500	\$170,000
	University Yr	Female	194	\$71,210	\$65,532	\$48,500	\$170,000
	<b>University Yr</b>	<b>Total</b>	<b>472</b>	<b>\$74,365</b>	<b>\$68,000</b>	<b>\$48,500</b>	<b>\$170,000</b>
	Fiscal Yr	Male	132	\$126,110	\$123,813	\$51,213	\$222,062
	Fiscal Yr	Female	80	\$120,128	\$112,410	\$81,600	\$219,159
	<b>Fiscal Yr</b>	<b>Total</b>	<b>212</b>	<b>\$123,853</b>	<b>\$117,132</b>	<b>\$51,213</b>	<b>\$222,062</b>
Instructor	University Yr	Female	2	\$105,500	\$105,500	\$84,000	\$127,000
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$105,500</b>	<b>\$105,500</b>	<b>\$84,000</b>	<b>\$127,000</b>
	Fiscal Yr	Female	1	\$55,013	\$55,013	\$55,013	\$55,013
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$55,013</b>	<b>\$55,013</b>	<b>\$55,013</b>	<b>\$55,013</b>
Lecturer	Fiscal Yr	Female	1	\$80,080	\$80,080	\$80,080	\$80,080
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$80,080</b>	<b>\$80,080</b>	<b>\$80,080</b>	<b>\$80,080</b>
LEO Lecturer I	University Yr	Male	128	\$48,889	\$38,848	\$31,000	\$266,342
	University Yr	Female	158	\$41,087	\$35,947	\$31,000	\$130,560
	<b>University Yr</b>	<b>Total</b>	<b>286</b>	<b>\$44,579</b>	<b>\$36,669</b>	<b>\$31,000</b>	<b>\$266,342</b>
LEO Lecturer II	University Yr	Male	61	\$44,657	\$39,671	\$33,833	\$95,476
	University Yr	Female	88	\$42,432	\$41,838	\$31,212	\$76,795
	<b>University Yr</b>	<b>Total</b>	<b>149</b>	<b>\$43,343</b>	<b>\$41,430</b>	<b>\$31,212</b>	<b>\$95,476</b>
	Fiscal Yr	Male	10	\$123,639	\$133,252	\$64,100	\$203,456
	Fiscal Yr	Female	5	\$79,897	\$67,121	\$67,121	\$131,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>15</b>	<b>\$109,058</b>	<b>\$93,500</b>	<b>\$64,100</b>	<b>\$203,456</b>
LEO Lecturer III	University Yr	Male	15	\$55,945	\$51,360	\$34,680	\$108,000
	University Yr	Female	22	\$47,349	\$43,800	\$34,000	\$90,000
	<b>University Yr</b>	<b>Total</b>	<b>37</b>	<b>\$50,834</b>	<b>\$46,818</b>	<b>\$34,000</b>	<b>\$108,000</b>
	Fiscal Yr	Male	7	\$86,326	\$88,750	\$55,032	\$131,508
	Fiscal Yr	Female	5	\$69,584	\$73,918	\$50,000	\$90,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>12</b>	<b>\$79,350</b>	<b>\$77,959</b>	<b>\$50,000</b>	<b>\$131,508</b>

**University of Michigan Ann Arbor Campus  
Published Salary Rates 2006-07 by Rank  
(con't)**

			#	Mean	Median	Minimum	Maximum
LEO Lecturer IV							
	University Yr	Male	51	\$53,104	\$52,117	\$32,944	\$95,281
	University Yr	Female	108	\$51,165	\$47,957	\$35,842	\$97,040
	<b>University Yr</b>	<b>Total</b>	<b>159</b>	<b>\$51,787</b>	<b>\$49,117</b>	<b>\$32,944</b>	<b>\$97,040</b>
	Fiscal Yr	Male	14	\$104,921	\$99,005	\$59,979	\$189,000
	Fiscal Yr	Female	16	\$73,479	\$71,000	\$42,416	\$118,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>30</b>	<b>\$88,152</b>	<b>\$80,509</b>	<b>\$42,416</b>	<b>\$189,000</b>
LEO Intermittent Lecturer							
	University Yr	Male	30	\$79,109	\$53,137	\$17,340	\$250,334
	University Yr	Female	33	\$56,408	\$41,820	\$16,667	\$160,000
	<b>University Yr</b>	<b>Total</b>	<b>63</b>	<b>\$67,218</b>	<b>\$51,016</b>	<b>\$16,667</b>	<b>\$250,334</b>
LEO Adjunct Assoc Professor							
	University Yr	Male	3	\$78,847	\$75,509	\$64,600	\$96,431
	University Yr	Female	2	\$73,456	\$73,456	\$60,000	\$86,912
	<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$76,690</b>	<b>\$75,509</b>	<b>\$60,000</b>	<b>\$96,431</b>
LEO Adjunct Asst Professor							
	University Yr	Male	3	\$58,502	\$61,200	\$40,000	\$74,307
	University Yr	Female	2	\$70,176	\$70,176	\$57,120	\$83,232
	<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$63,172</b>	<b>\$61,200</b>	<b>\$40,000</b>	<b>\$83,232</b>
	Fiscal Yr	Male	1	\$50,000	\$50,000	\$50,000	\$50,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>\$50,000</b>
LEO Adjunct Lecturer							
	University Yr	Male	12	\$59,922	\$48,027	\$34,000	\$131,552
	University Yr	Female	9	\$48,214	\$41,995	\$24,453	\$95,640
	<b>University Yr</b>	<b>Total</b>	<b>21</b>	<b>\$54,904</b>	<b>\$45,574</b>	<b>\$24,453</b>	<b>\$131,552</b>
	Fiscal Yr	Male	1	\$58,500	\$58,500	\$58,500	\$58,500
	Fiscal Yr	Female	1	\$66,588	\$66,588	\$66,588	\$66,588
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$62,544</b>	<b>\$62,544</b>	<b>\$58,500</b>	<b>\$66,588</b>
Research Professor							
	University Yr	Male	1	\$114,020	\$114,020	\$114,020	\$114,020
	University Yr	Female	1	\$107,058	\$107,058	\$107,058	\$107,058
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$110,539</b>	<b>\$110,539</b>	<b>\$107,058</b>	<b>\$114,020</b>
	Fiscal Yr	Male	42	\$164,095	\$155,910	\$95,200	\$329,277
	Fiscal Yr	Female	15	\$146,142	\$145,021	\$91,500	\$249,310
	<b>Fiscal Yr</b>	<b>Total</b>	<b>57</b>	<b>\$159,370</b>	<b>\$154,850</b>	<b>\$91,500</b>	<b>\$329,277</b>
Research Associate Professor							
	University Yr	Female	1	\$95,234	\$95,234	\$95,234	\$95,234
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$95,234</b>	<b>\$95,234</b>	<b>\$95,234</b>	<b>\$95,234</b>
	Fiscal Yr	Male	24	\$113,866	\$111,001	\$74,916	\$166,000
	Fiscal Yr	Female	7	\$100,108	\$97,103	\$75,093	\$117,377
	<b>Fiscal Yr</b>	<b>Total</b>	<b>31</b>	<b>\$110,760</b>	<b>\$110,000</b>	<b>\$74,916</b>	<b>\$166,000</b>
Research Assistant Professor							
	Fiscal Yr	Male	70	\$78,617	\$78,645	\$48,528	\$133,900
	Fiscal Yr	Female	47	\$77,613	\$76,454	\$48,528	\$124,848
	<b>Fiscal Yr</b>	<b>Total</b>	<b>117</b>	<b>\$78,214</b>	<b>\$78,000</b>	<b>\$48,528</b>	<b>\$133,900</b>

**University of Michigan Ann Arbor Campus  
Published Salary Rates 2006-07 by Rank  
(con't)**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Research Scientist	University Yr	Male	1	\$66,099	\$66,099	\$66,099	\$66,099
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$66,099</b>	<b>\$66,099</b>	<b>\$66,099</b>	<b>\$66,099</b>
	Fiscal Yr	Male	25	\$112,388	\$113,295	\$57,500	\$167,297
	Fiscal Yr	Female	7	\$102,504	\$103,750	\$76,818	\$147,439
	<b>Fiscal Yr</b>	<b>Total</b>	<b>32</b>	<b>\$110,225</b>	<b>\$109,934</b>	<b>\$57,500</b>	<b>\$167,297</b>
Associate Research Scientist	Fiscal Yr	Male	41	\$87,717	\$92,240	\$41,818	\$123,600
	Fiscal Yr	Female	10	\$95,238	\$95,136	\$55,373	\$138,070
	<b>Fiscal Yr</b>	<b>Total</b>	<b>51</b>	<b>\$89,192</b>	<b>\$92,240</b>	<b>\$41,818</b>	<b>\$138,070</b>
	Fiscal Yr	Male	85	\$72,316	\$73,000	\$33,000	\$113,485
	Fiscal Yr	Female	46	\$70,944	\$68,680	\$33,619	\$135,200
	<b>Fiscal Yr</b>	<b>Total</b>	<b>131</b>	<b>\$71,834</b>	<b>\$70,720</b>	<b>\$33,000</b>	<b>\$135,200</b>
Research Investigator	Fiscal Yr	Male	128	\$59,353	\$56,314	\$34,800	\$132,050
	Fiscal Yr	Female	116	\$59,312	\$57,111	\$35,697	\$104,500
	<b>Fiscal Yr</b>	<b>Total</b>	<b>244</b>	<b>\$59,334</b>	<b>\$56,656</b>	<b>\$34,800</b>	<b>\$132,050</b>
Archivist	Fiscal Yr	Male	3	\$86,572	\$80,550	\$68,650	\$110,517
	Fiscal Yr	Female	1	\$80,610	\$80,610	\$80,610	\$80,610
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$85,082</b>	<b>\$80,580</b>	<b>\$68,650</b>	<b>\$110,517</b>
Associate Archivist	Fiscal Yr	Male	2	\$50,415	\$50,415	\$47,530	\$53,300
	Fiscal Yr	Female	3	\$53,940	\$46,940	\$45,320	\$69,560
	<b>Fiscal Yr</b>	<b>Total</b>	<b>5</b>	<b>\$52,530</b>	<b>\$47,530</b>	<b>\$45,320</b>	<b>\$69,560</b>
Assistant Archivist	Fiscal Yr	Female	3	\$39,440	\$37,000	\$35,020	\$46,300
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$39,440</b>	<b>\$37,000</b>	<b>\$35,020</b>	<b>\$46,300</b>
Curator	University Yr	Female	1	\$100,000	\$100,000	\$100,000	\$100,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$100,000</b>	<b>\$100,000</b>	<b>\$100,000</b>	<b>\$100,000</b>
	Fiscal Yr	Male	3	\$75,344	\$80,575	\$61,000	\$84,456
	Fiscal Yr	Female	5	\$63,634	\$66,000	\$49,294	\$78,137
	<b>Fiscal Yr</b>	<b>Total</b>	<b>8</b>	<b>\$68,025</b>	<b>\$68,369</b>	<b>\$49,294</b>	<b>\$84,456</b>
Associate Curator	Fiscal Yr	Female	2	\$49,675	\$49,675	\$44,000	\$55,350
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$49,675</b>	<b>\$49,675</b>	<b>\$44,000</b>	<b>\$55,350</b>
Associate Curator Slide/Photo	Fiscal Yr	Female	1	\$60,836	\$60,836	\$60,836	\$60,836
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$60,836</b>	<b>\$60,836</b>	<b>\$60,836</b>	<b>\$60,836</b>

**University of Michigan Ann Arbor Campus  
Published Salary Rates 2006-07 by Rank  
(con't)**

			#	Mean	Median	Minimum	Maximum
Assistant Curator							
Fiscal Yr	Male		2	\$53,933	\$53,933	\$46,000	\$61,865
Fiscal Yr	Female		1	\$45,000	\$45,000	\$45,000	\$45,000
<b>Fiscal Yr</b>	<b>Total</b>		<b>3</b>	<b>\$50,955</b>	<b>\$46,000</b>	<b>\$45,000</b>	<b>\$61,865</b>
Librarian							
Fiscal Yr	Male		14	\$83,564	\$72,895	\$61,124	\$142,944
Fiscal Yr	Female		30	\$85,229	\$78,976	\$57,123	\$163,000
<b>Fiscal Yr</b>	<b>Total</b>		<b>44</b>	<b>\$84,699</b>	<b>\$77,133</b>	<b>\$57,123</b>	<b>\$163,000</b>
Senior Associate Librarian							
Fiscal Yr	Male		11	\$64,979	\$61,993	\$57,016	\$84,748
Fiscal Yr	Female		36	\$62,362	\$61,707	\$50,166	\$84,439
<b>Fiscal Yr</b>	<b>Total</b>		<b>47</b>	<b>\$62,975</b>	<b>\$61,950</b>	<b>\$50,166</b>	<b>\$84,748</b>
Associate Librarian							
Fiscal Yr	Male		9	\$51,148	\$51,931	\$47,431	\$56,000
Fiscal Yr	Female		26	\$53,177	\$52,621	\$47,302	\$62,129
<b>Fiscal Yr</b>	<b>Total</b>		<b>35</b>	<b>\$52,656</b>	<b>\$52,138</b>	<b>\$47,302</b>	<b>\$62,129</b>
Assistant Librarian							
Fiscal Yr	Male		8	\$44,220	\$44,140	\$41,000	\$47,486
Fiscal Yr	Female		12	\$43,436	\$41,937	\$40,500	\$51,568
<b>Fiscal Yr</b>	<b>Total</b>		<b>20</b>	<b>\$43,750</b>	<b>\$43,288</b>	<b>\$40,500</b>	<b>\$51,568</b>
Clinical Professor							
University Yr	Male		7	\$157,562	\$166,500	\$83,600	\$187,500
University Yr	Female		3	\$158,000	\$153,000	\$146,000	\$175,000
<b>University Yr</b>	<b>Total</b>		<b>10</b>	<b>\$157,693</b>	<b>\$166,500</b>	<b>\$83,600</b>	<b>\$187,500</b>
Fiscal Yr	Male		43	\$157,641	\$153,668	\$77,425	\$240,000
Fiscal Yr	Female		12	\$151,323	\$147,619	\$121,195	\$195,000
<b>Fiscal Yr</b>	<b>Total</b>		<b>55</b>	<b>\$156,263</b>	<b>\$150,000</b>	<b>\$77,425</b>	<b>\$240,000</b>
Clinical Associate Professor							
University Yr	Male		2	\$59,619	\$59,619	\$54,862	\$64,376
University Yr	Female		4	\$83,398	\$64,882	\$55,827	\$148,000
<b>University Yr</b>	<b>Total</b>		<b>6</b>	<b>\$75,472</b>	<b>\$64,191</b>	<b>\$54,862</b>	<b>\$148,000</b>
Fiscal Yr	Male		76	\$143,859	\$149,984	\$91,800	\$191,160
Fiscal Yr	Female		50	\$137,901	\$134,963	\$85,645	\$194,208
<b>Fiscal Yr</b>	<b>Total</b>		<b>126</b>	<b>\$141,495</b>	<b>\$142,388</b>	<b>\$85,645</b>	<b>\$194,208</b>
Clinical Assistant Professor							
University Yr	Male		12	\$78,584	\$59,912	\$44,814	\$145,882
University Yr	Female		10	\$82,161	\$65,656	\$44,210	\$137,500
<b>University Yr</b>	<b>Total</b>		<b>22</b>	<b>\$80,210</b>	<b>\$60,961</b>	<b>\$44,210</b>	<b>\$145,882</b>
Fiscal Yr	Male		197	\$131,207	\$130,038	\$51,500	\$300,000
Fiscal Yr	Female		189	\$116,082	\$110,000	\$45,000	\$198,000
<b>Fiscal Yr</b>	<b>Total</b>		<b>386</b>	<b>\$123,801</b>	<b>\$121,405</b>	<b>\$45,000</b>	<b>\$300,000</b>
Clinical Instructor							
University Yr	Female		1	\$86,134	\$86,134	\$86,134	\$86,134
<b>University Yr</b>	<b>Total</b>		<b>1</b>	<b>\$86,134</b>	<b>\$86,134</b>	<b>\$86,134</b>	<b>\$86,134</b>
Fiscal Yr	Male		55	\$124,416	\$133,299	\$45,277	\$207,000
Fiscal Yr	Female		81	\$113,603	\$110,250	\$70,000	\$190,500
<b>Fiscal Yr</b>	<b>Total</b>		<b>136</b>	<b>\$117,975</b>	<b>\$116,937</b>	<b>\$45,277</b>	<b>\$207,000</b>



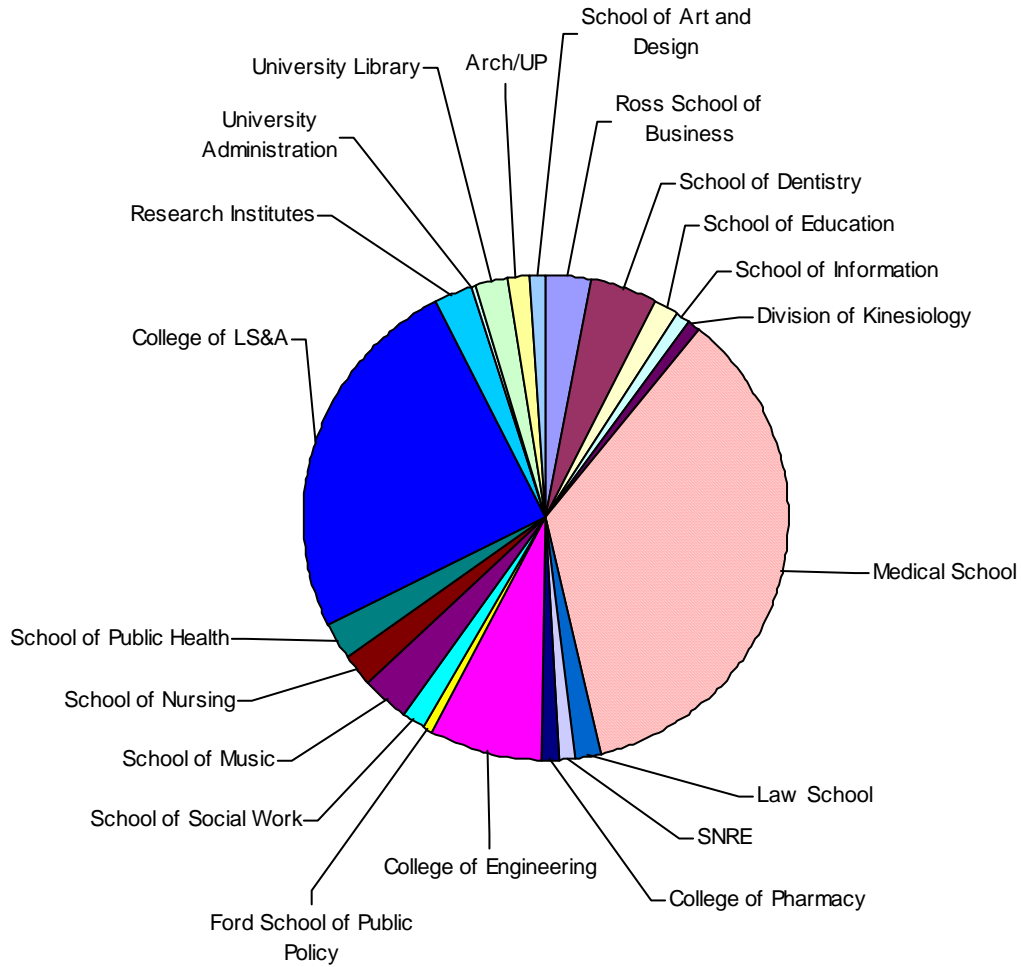
**University of Michigan Ann Arbor Campus**  
**Published Salary Rates 2006-07 by Rank**  
**(con't)**

			#	Mean	Median	Minimum	Maximum
Clinical Lecturer							
	University Yr	Male	1	\$44,210	\$44,210	\$44,210	\$44,210
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$44,210</b>	<b>\$44,210</b>	<b>\$44,210</b>	<b>\$44,210</b>
	Fiscal Yr	Male	126	\$98,823	\$87,500	\$40,000	\$185,000
	Fiscal Yr	Female	111	\$96,330	\$86,930	\$36,000	\$185,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>237</b>	<b>\$97,656</b>	<b>\$86,930</b>	<b>\$36,000</b>	<b>\$185,000</b>
Adjunct Professor							
	University Yr	Female	1	\$32,000	\$32,000	\$32,000	\$32,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$32,000</b>	<b>\$32,000</b>	<b>\$32,000</b>	<b>\$32,000</b>
Adjunct Associate Professor							
	University Yr	Male	1	\$64,312	\$64,312	\$64,312	\$64,312
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$64,312</b>	<b>\$64,312</b>	<b>\$64,312</b>	<b>\$64,312</b>
Adjunct Lecturer							
	University Yr	Female	3	\$46,228	\$37,376	\$36,879	\$64,428
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$46,228</b>	<b>\$37,376</b>	<b>\$36,879</b>	<b>\$64,428</b>
Adjunct Clinical Professor							
	Fiscal Yr	Male	11	\$115,692	\$100,000	\$73,000	\$216,535
	<b>Fiscal Yr</b>	<b>Total</b>	<b>11</b>	<b>\$115,692</b>	<b>\$100,000</b>	<b>\$73,000</b>	<b>\$216,535</b>
Adjunct Clinical Associate Professor							
	Fiscal Yr	Male	18	\$71,304	\$64,653	\$50,908	\$125,000
	Fiscal Yr	Female	2	\$65,133	\$65,133	\$60,230	\$70,035
	<b>Fiscal Yr</b>	<b>Total</b>	<b>20</b>	<b>\$70,686</b>	<b>\$64,653</b>	<b>\$50,908</b>	<b>\$125,000</b>
Adjunct Clinical Assistant Professor							
	University Yr	Male	1	\$64,000	\$64,000	\$64,000	\$64,000
	University Yr	Female	5	\$86,400	\$96,000	\$48,000	\$128,000
	<b>University Yr</b>	<b>Total</b>	<b>6</b>	<b>\$82,667</b>	<b>\$80,000</b>	<b>\$48,000</b>	<b>\$128,000</b>
	Fiscal Yr	Male	32	\$58,662	\$50,388	\$18,809	\$201,875
	Fiscal Yr	Female	16	\$55,387	\$53,270	\$45,000	\$70,699
	<b>Fiscal Yr</b>	<b>Total</b>	<b>48</b>	<b>\$57,570</b>	<b>\$50,414</b>	<b>\$18,809</b>	<b>\$201,875</b>
Adjunct Clinical Instructor							
	Fiscal Yr	Male	2	\$94,400	\$94,400	\$63,800	\$125,000
	Fiscal Yr	Female	1	\$55,560	\$55,560	\$55,560	\$55,560
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$81,453</b>	<b>\$63,800</b>	<b>\$55,560</b>	<b>\$125,000</b>
Adjunct Clinical Lecturer							
	Fiscal Yr	Male	33	\$42,384	\$42,636	\$26,500	\$56,000
	Fiscal Yr	Female	34	\$46,432	\$42,636	\$23,496	\$120,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>67</b>	<b>\$44,439</b>	<b>\$42,636</b>	<b>\$23,496</b>	<b>\$120,000</b>
Visiting Professor I							
	University Yr	Male	21	\$97,877	\$80,000	\$16,000	\$303,030
	University Yr	Female	1	\$80,000	\$80,000	\$80,000	\$80,000
	<b>University Yr</b>	<b>Total</b>	<b>22</b>	<b>\$97,065</b>	<b>\$80,000</b>	<b>\$16,000</b>	<b>\$303,030</b>
	Fiscal Yr	Male	2	\$83,806	\$83,806	\$42,612	\$125,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$83,806</b>	<b>\$83,806</b>	<b>\$42,612</b>	<b>\$125,000</b>
Visiting Associate Professor I							
	University Yr	Male	4	\$57,563	\$52,500	\$38,250	\$87,000
	University Yr	Female	2	\$45,500	\$45,500	\$31,000	\$60,000
	<b>University Yr</b>	<b>Total</b>	<b>6</b>	<b>\$53,542</b>	<b>\$52,500</b>	<b>\$31,000</b>	<b>\$87,000</b>
	Fiscal Yr	Male	2	\$97,500	\$97,500	\$35,000	\$160,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$97,500</b>	<b>\$97,500</b>	<b>\$35,000</b>	<b>\$160,000</b>

**University of Michigan Ann Arbor Campus  
Published Salary Rates 2006-07 by Rank  
(con't)**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Visiting Assistant Professor I							
	University Yr	Male	1	\$30,000	\$30,000	\$30,000	\$30,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$30,000</b>	<b>\$30,000</b>	<b>\$30,000</b>	<b>\$30,000</b>
Visiting Assistant Professor II							
	University Yr	Male	6	\$87,833	\$70,000	\$42,000	\$150,000
	University Yr	Female	3	\$51,333	\$50,000	\$50,000	\$54,000
	<b>University Yr</b>	<b>Total</b>	<b>9</b>	<b>\$75,667</b>	<b>\$55,000</b>	<b>\$42,000</b>	<b>\$150,000</b>
	Fiscal Yr	Male	1	\$88,311	\$88,311	\$88,311	\$88,311
	Fiscal Yr	Female	1	\$40,000	\$40,000	\$40,000	\$40,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$64,156</b>	<b>\$64,156</b>	<b>\$40,000</b>	<b>\$88,311</b>
Visiting Instructor I							
	University Yr	Male	1	\$31,000	\$31,000	\$31,000	\$31,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$31,000</b>	<b>\$31,000</b>	<b>\$31,000</b>	<b>\$31,000</b>
	Fiscal Yr	Male	12	\$123,000	\$126,000	\$90,000	\$126,000
	Fiscal Yr	Female	7	\$113,143	\$126,000	\$36,000	\$126,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>19</b>	<b>\$119,368</b>	<b>\$126,000</b>	<b>\$36,000</b>	<b>\$126,000</b>
Visiting Lecturer I							
	University Yr	Female	3	\$31,333	\$31,000	\$31,000	\$32,000
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$31,333</b>	<b>\$31,000</b>	<b>\$31,000</b>	<b>\$32,000</b>
Visiting Clinical Lecturer							
	Fiscal Yr	Male	4	\$104,876	\$96,549	\$56,406	\$170,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$104,876</b>	<b>\$96,549</b>	<b>\$56,406</b>	<b>\$170,000</b>
<b>TOTAL</b>			<b>5556</b>	<b>\$102,381</b>	<b>\$92,552</b>	<b>\$16,000</b>	<b>\$336,966</b>

## Faculty by Academic Unit 2006-07



Taubman College of Architecture and Urban Planning	1.4%
School of Art and Design	1.0%
Ross School of Business	3.2%
School of Dentistry	4.5%
School of Education	1.6%
College of Engineering	7.7%
School of Information	0.8%
Division of Kinesiology	0.8%
Law School	1.9%
College of Literature, Science & Arts	24.7%
Medical School	35.6%
School of Music	3.1%
School of Natural Resources and Environment	0.9%
School of Nursing	2.2%
College of Pharmacy	1.2%
School of Public Health	2.6%
Ford School of Public Policy	0.5%
School of Social Work	1.5%
Research Institutes	2.4%
University Administration	0.5%
University Library	2.3%

**University of Michigan- Committee on the Economic Status of the Faculty  
Ann Arbor Campus  
2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

**Composition of the Faculty 2006-07**

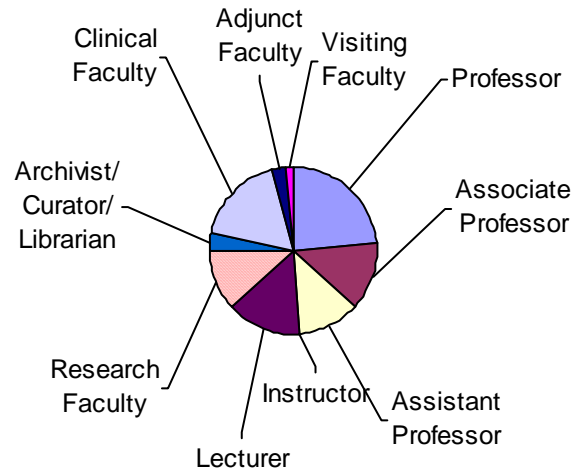
<b>Total number of faculty all ranks:</b> 5,556	<b>Male</b>	<b>Female</b>
	61%	39%

**Gender by Rank**

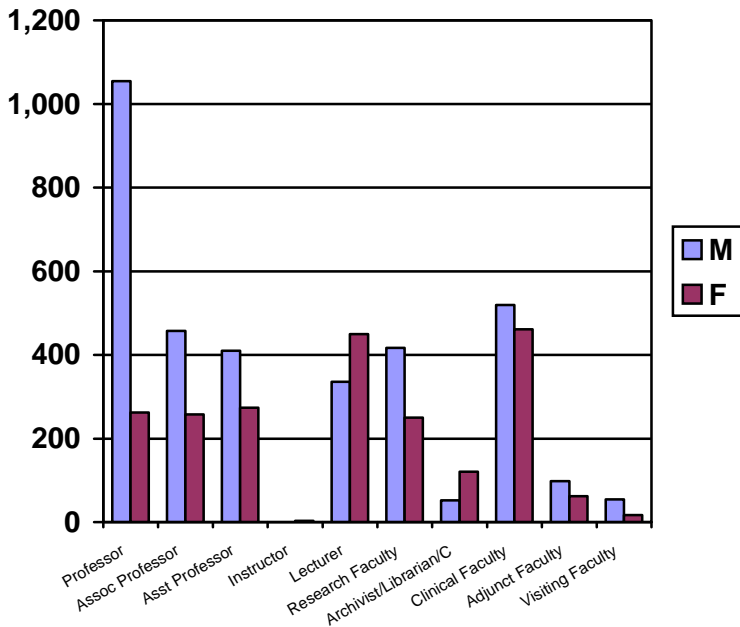
	<b>Male</b>	<b>Female</b>
Professor	80%	20%
Associate Professor	64%	36%
Assistant Professor	60%	40%
Research Faculty	63%	37%
Lecturer	43%	57%
Instructor	0%	100%
Archivist/Curator/Librarian	30%	70%
Clinical Faculty	53%	47%
Adjunct Faculty	61%	39%
Visiting Faculty	76%	24%

Please see page two for  
Published Salary Rates by Rank

**Faculty Composition**



**Ann Arbor Faculty Gender Head Count by Rank**



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

**Percentage by Faculty Category**

Professor	23%	Research Faculty	12%
Associate Professor	13%	Archivist/Curator /Librarian	3%
Assistant Professor	12%	Clinical Faculty	18%
Instructor	<1	Adjunct Faculty	3%
Lecturer	14%	Visiting Faculty	1%

**Mission Statement of CESF**

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan Ann Arbor Campus  
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	688	\$132,187	\$125,000	\$51,200	\$292,500
	University Yr	Female	195	\$122,810	\$116,000	\$71,317	\$230,000
	<b>University Yr</b>	<b>Total</b>	<b>883</b>	<b>\$130,116</b>	<b>\$122,713</b>	<b>\$51,200</b>	<b>\$292,500</b>
	Fiscal Yr	Male	367	\$178,491	\$183,500	\$78,642	\$336,966
	Fiscal Yr	Female	67	\$167,357	\$175,700	\$109,140	\$312,966
	<b>Fiscal Yr</b>	<b>Total</b>	<b>434</b>	<b>\$176,772</b>	<b>\$183,500</b>	<b>\$78,642</b>	<b>\$336,966</b>
Associate Professor	University Yr	Male	278	\$89,035	\$83,000	\$44,300	\$192,000
	University Yr	Female	190	\$82,117	\$79,420	\$50,620	\$205,000
	<b>University Yr</b>	<b>Total</b>	<b>468</b>	<b>\$86,226</b>	<b>\$82,000</b>	<b>\$44,300</b>	<b>\$205,000</b>
	Fiscal Yr	Male	179	\$148,291	\$146,610	\$61,167	\$293,899
	Fiscal Yr	Female	68	\$139,734	\$138,289	\$77,315	\$220,626
	<b>Fiscal Yr</b>	<b>Total</b>	<b>247</b>	<b>\$145,936</b>	<b>\$144,260</b>	<b>\$61,167</b>	<b>\$293,899</b>
Assistant Professor	University Yr	Male	278	\$76,566	\$70,000	\$48,500	\$170,000
	University Yr	Female	194	\$71,210	\$65,532	\$48,500	\$170,000
	<b>University Yr</b>	<b>Total</b>	<b>472</b>	<b>\$74,365</b>	<b>\$68,000</b>	<b>\$48,500</b>	<b>\$170,000</b>
	Fiscal Yr	Male	132	\$126,110	\$123,813	\$51,213	\$222,062
	Fiscal Yr	Female	80	\$120,128	\$112,410	\$81,600	\$219,159
	<b>Fiscal Yr</b>	<b>Total</b>	<b>212</b>	<b>\$123,853</b>	<b>\$117,132</b>	<b>\$51,213</b>	<b>\$222,062</b>
Instructor	University Yr	Female	2	\$105,500	\$105,500	\$84,000	\$127,000
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$105,500</b>	<b>\$105,500</b>	<b>\$84,000</b>	<b>\$127,000</b>
	Fiscal Yr	Female	1	\$55,013	\$55,013	\$55,013	\$55,013
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$55,013</b>	<b>\$55,013</b>	<b>\$55,013</b>	<b>\$55,013</b>
Lecturer	Fiscal Yr	Female	1	\$80,080	\$80,080	\$80,080	\$80,080
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$80,080</b>	<b>\$80,080</b>	<b>\$80,080</b>	<b>\$80,080</b>
LEO Lecturer I	University Yr	Male	128	\$48,889	\$38,848	\$31,000	\$266,342
	University Yr	Female	158	\$41,087	\$35,947	\$31,000	\$130,560
	<b>University Yr</b>	<b>Total</b>	<b>286</b>	<b>\$44,579</b>	<b>\$36,669</b>	<b>\$31,000</b>	<b>\$266,342</b>
LEO Lecturer II	University Yr	Male	61	\$44,657	\$39,671	\$33,833	\$95,476
	University Yr	Female	88	\$42,432	\$41,838	\$31,212	\$76,795
	<b>University Yr</b>	<b>Total</b>	<b>149</b>	<b>\$43,343</b>	<b>\$41,430</b>	<b>\$31,212</b>	<b>\$95,476</b>
	Fiscal Yr	Male	10	\$123,639	\$133,252	\$64,100	\$203,456
	Fiscal Yr	Female	5	\$79,897	\$67,121	\$67,121	\$131,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>15</b>	<b>\$109,058</b>	<b>\$93,500</b>	<b>\$64,100</b>	<b>\$203,456</b>
LEO Lecturer III	University Yr	Male	15	\$55,945	\$51,360	\$34,680	\$108,000
	University Yr	Female	22	\$47,349	\$43,800	\$34,000	\$90,000
	<b>University Yr</b>	<b>Total</b>	<b>37</b>	<b>\$50,834</b>	<b>\$46,818</b>	<b>\$34,000</b>	<b>\$108,000</b>
	Fiscal Yr	Male	7	\$86,326	\$88,750	\$55,032	\$131,508
	Fiscal Yr	Female	5	\$69,584	\$73,918	\$50,000	\$90,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>12</b>	<b>\$79,350</b>	<b>\$77,959</b>	<b>\$50,000</b>	<b>\$131,508</b>

**University of Michigan Ann Arbor Campus  
Published Salary Rates 2006-07 by Rank  
(con't)**

			#	Mean	Median	Minimum	Maximum
LEO Lecturer IV							
	University Yr	Male	51	\$53,104	\$52,117	\$32,944	\$95,281
	University Yr	Female	108	\$51,165	\$47,957	\$35,842	\$97,040
	<b>University Yr</b>	<b>Total</b>	<b>159</b>	<b>\$51,787</b>	<b>\$49,117</b>	<b>\$32,944</b>	<b>\$97,040</b>
	Fiscal Yr	Male	14	\$104,921	\$99,005	\$59,979	\$189,000
	Fiscal Yr	Female	16	\$73,479	\$71,000	\$42,416	\$118,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>30</b>	<b>\$88,152</b>	<b>\$80,509</b>	<b>\$42,416</b>	<b>\$189,000</b>
LEO Intermittent Lecturer							
	University Yr	Male	30	\$79,109	\$53,137	\$17,340	\$250,334
	University Yr	Female	33	\$56,408	\$41,820	\$16,667	\$160,000
	<b>University Yr</b>	<b>Total</b>	<b>63</b>	<b>\$67,218</b>	<b>\$51,016</b>	<b>\$16,667</b>	<b>\$250,334</b>
LEO Adjunct Assoc Professor							
	University Yr	Male	3	\$78,847	\$75,509	\$64,600	\$96,431
	University Yr	Female	2	\$73,456	\$73,456	\$60,000	\$86,912
	<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$76,690</b>	<b>\$75,509</b>	<b>\$60,000</b>	<b>\$96,431</b>
LEO Adjunct Asst Professor							
	University Yr	Male	3	\$58,502	\$61,200	\$40,000	\$74,307
	University Yr	Female	2	\$70,176	\$70,176	\$57,120	\$83,232
	<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$63,172</b>	<b>\$61,200</b>	<b>\$40,000</b>	<b>\$83,232</b>
	Fiscal Yr	Male	1	\$50,000	\$50,000	\$50,000	\$50,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>\$50,000</b>
LEO Adjunct Lecturer							
	University Yr	Male	12	\$59,922	\$48,027	\$34,000	\$131,552
	University Yr	Female	9	\$48,214	\$41,995	\$24,453	\$95,640
	<b>University Yr</b>	<b>Total</b>	<b>21</b>	<b>\$54,904</b>	<b>\$45,574</b>	<b>\$24,453</b>	<b>\$131,552</b>
	Fiscal Yr	Male	1	\$58,500	\$58,500	\$58,500	\$58,500
	Fiscal Yr	Female	1	\$66,588	\$66,588	\$66,588	\$66,588
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$62,544</b>	<b>\$62,544</b>	<b>\$58,500</b>	<b>\$66,588</b>
Research Professor							
	University Yr	Male	1	\$114,020	\$114,020	\$114,020	\$114,020
	University Yr	Female	1	\$107,058	\$107,058	\$107,058	\$107,058
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$110,539</b>	<b>\$110,539</b>	<b>\$107,058</b>	<b>\$114,020</b>
	Fiscal Yr	Male	42	\$164,095	\$155,910	\$95,200	\$329,277
	Fiscal Yr	Female	15	\$146,142	\$145,021	\$91,500	\$249,310
	<b>Fiscal Yr</b>	<b>Total</b>	<b>57</b>	<b>\$159,370</b>	<b>\$154,850</b>	<b>\$91,500</b>	<b>\$329,277</b>
Research Associate Professor							
	University Yr	Female	1	\$95,234	\$95,234	\$95,234	\$95,234
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$95,234</b>	<b>\$95,234</b>	<b>\$95,234</b>	<b>\$95,234</b>
	Fiscal Yr	Male	24	\$113,866	\$111,001	\$74,916	\$166,000
	Fiscal Yr	Female	7	\$100,108	\$97,103	\$75,093	\$117,377
	<b>Fiscal Yr</b>	<b>Total</b>	<b>31</b>	<b>\$110,760</b>	<b>\$110,000</b>	<b>\$74,916</b>	<b>\$166,000</b>
Research Assistant Professor							
	Fiscal Yr	Male	70	\$78,617	\$78,645	\$48,528	\$133,900
	Fiscal Yr	Female	47	\$77,613	\$76,454	\$48,528	\$124,848
	<b>Fiscal Yr</b>	<b>Total</b>	<b>117</b>	<b>\$78,214</b>	<b>\$78,000</b>	<b>\$48,528</b>	<b>\$133,900</b>

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			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Research Scientist	University Yr	Male	1	\$66,099	\$66,099	\$66,099	\$66,099
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$66,099</b>	<b>\$66,099</b>	<b>\$66,099</b>	<b>\$66,099</b>
	Fiscal Yr	Male	25	\$112,388	\$113,295	\$57,500	\$167,297
	Fiscal Yr	Female	7	\$102,504	\$103,750	\$76,818	\$147,439
	<b>Fiscal Yr</b>	<b>Total</b>	<b>32</b>	<b>\$110,225</b>	<b>\$109,934</b>	<b>\$57,500</b>	<b>\$167,297</b>
Associate Research Scientist	Fiscal Yr	Male	41	\$87,717	\$92,240	\$41,818	\$123,600
	Fiscal Yr	Female	10	\$95,238	\$95,136	\$55,373	\$138,070
	<b>Fiscal Yr</b>	<b>Total</b>	<b>51</b>	<b>\$89,192</b>	<b>\$92,240</b>	<b>\$41,818</b>	<b>\$138,070</b>
	Fiscal Yr	Male	85	\$72,316	\$73,000	\$33,000	\$113,485
	Fiscal Yr	Female	46	\$70,944	\$68,680	\$33,619	\$135,200
	<b>Fiscal Yr</b>	<b>Total</b>	<b>131</b>	<b>\$71,834</b>	<b>\$70,720</b>	<b>\$33,000</b>	<b>\$135,200</b>
Research Investigator	Fiscal Yr	Male	128	\$59,353	\$56,314	\$34,800	\$132,050
	Fiscal Yr	Female	116	\$59,312	\$57,111	\$35,697	\$104,500
	<b>Fiscal Yr</b>	<b>Total</b>	<b>244</b>	<b>\$59,334</b>	<b>\$56,656</b>	<b>\$34,800</b>	<b>\$132,050</b>
Archivist	Fiscal Yr	Male	3	\$86,572	\$80,550	\$68,650	\$110,517
	Fiscal Yr	Female	1	\$80,610	\$80,610	\$80,610	\$80,610
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$85,082</b>	<b>\$80,580</b>	<b>\$68,650</b>	<b>\$110,517</b>
Associate Archivist	Fiscal Yr	Male	2	\$50,415	\$50,415	\$47,530	\$53,300
	Fiscal Yr	Female	3	\$53,940	\$46,940	\$45,320	\$69,560
	<b>Fiscal Yr</b>	<b>Total</b>	<b>5</b>	<b>\$52,530</b>	<b>\$47,530</b>	<b>\$45,320</b>	<b>\$69,560</b>
Assistant Archivist	Fiscal Yr	Female	3	\$39,440	\$37,000	\$35,020	\$46,300
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$39,440</b>	<b>\$37,000</b>	<b>\$35,020</b>	<b>\$46,300</b>
Curator	University Yr	Female	1	\$100,000	\$100,000	\$100,000	\$100,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$100,000</b>	<b>\$100,000</b>	<b>\$100,000</b>	<b>\$100,000</b>
	Fiscal Yr	Male	3	\$75,344	\$80,575	\$61,000	\$84,456
	Fiscal Yr	Female	5	\$63,634	\$66,000	\$49,294	\$78,137
	<b>Fiscal Yr</b>	<b>Total</b>	<b>8</b>	<b>\$68,025</b>	<b>\$68,369</b>	<b>\$49,294</b>	<b>\$84,456</b>
Associate Curator	Fiscal Yr	Female	2	\$49,675	\$49,675	\$44,000	\$55,350
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$49,675</b>	<b>\$49,675</b>	<b>\$44,000</b>	<b>\$55,350</b>
Associate Curator Slide/Photo	Fiscal Yr	Female	1	\$60,836	\$60,836	\$60,836	\$60,836
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$60,836</b>	<b>\$60,836</b>	<b>\$60,836</b>	<b>\$60,836</b>

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			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Assistant Curator							
Fiscal Yr	Male		2	\$53,933	\$53,933	\$46,000	\$61,865
Fiscal Yr	Female		1	\$45,000	\$45,000	\$45,000	\$45,000
<b>Fiscal Yr</b>	<b>Total</b>		<b>3</b>	<b>\$50,955</b>	<b>\$46,000</b>	<b>\$45,000</b>	<b>\$61,865</b>
Librarian							
Fiscal Yr	Male		14	\$83,564	\$72,895	\$61,124	\$142,944
Fiscal Yr	Female		30	\$85,229	\$78,976	\$57,123	\$163,000
<b>Fiscal Yr</b>	<b>Total</b>		<b>44</b>	<b>\$84,699</b>	<b>\$77,133</b>	<b>\$57,123</b>	<b>\$163,000</b>
Senior Associate Librarian							
Fiscal Yr	Male		11	\$64,979	\$61,993	\$57,016	\$84,748
Fiscal Yr	Female		36	\$62,362	\$61,707	\$50,166	\$84,439
<b>Fiscal Yr</b>	<b>Total</b>		<b>47</b>	<b>\$62,975</b>	<b>\$61,950</b>	<b>\$50,166</b>	<b>\$84,748</b>
Associate Librarian							
Fiscal Yr	Male		9	\$51,148	\$51,931	\$47,431	\$56,000
Fiscal Yr	Female		26	\$53,177	\$52,621	\$47,302	\$62,129
<b>Fiscal Yr</b>	<b>Total</b>		<b>35</b>	<b>\$52,656</b>	<b>\$52,138</b>	<b>\$47,302</b>	<b>\$62,129</b>
Assistant Librarian							
Fiscal Yr	Male		8	\$44,220	\$44,140	\$41,000	\$47,486
Fiscal Yr	Female		12	\$43,436	\$41,937	\$40,500	\$51,568
<b>Fiscal Yr</b>	<b>Total</b>		<b>20</b>	<b>\$43,750</b>	<b>\$43,288</b>	<b>\$40,500</b>	<b>\$51,568</b>
Clinical Professor							
University Yr	Male		7	\$157,562	\$166,500	\$83,600	\$187,500
University Yr	Female		3	\$158,000	\$153,000	\$146,000	\$175,000
<b>University Yr</b>	<b>Total</b>		<b>10</b>	<b>\$157,693</b>	<b>\$166,500</b>	<b>\$83,600</b>	<b>\$187,500</b>
Fiscal Yr	Male		43	\$157,641	\$153,668	\$77,425	\$240,000
Fiscal Yr	Female		12	\$151,323	\$147,619	\$121,195	\$195,000
<b>Fiscal Yr</b>	<b>Total</b>		<b>55</b>	<b>\$156,263</b>	<b>\$150,000</b>	<b>\$77,425</b>	<b>\$240,000</b>
Clinical Associate Professor							
University Yr	Male		2	\$59,619	\$59,619	\$54,862	\$64,376
University Yr	Female		4	\$83,398	\$64,882	\$55,827	\$148,000
<b>University Yr</b>	<b>Total</b>		<b>6</b>	<b>\$75,472</b>	<b>\$64,191</b>	<b>\$54,862</b>	<b>\$148,000</b>
Fiscal Yr	Male		76	\$143,859	\$149,984	\$91,800	\$191,160
Fiscal Yr	Female		50	\$137,901	\$134,963	\$85,645	\$194,208
<b>Fiscal Yr</b>	<b>Total</b>		<b>126</b>	<b>\$141,495</b>	<b>\$142,388</b>	<b>\$85,645</b>	<b>\$194,208</b>
Clinical Assistant Professor							
University Yr	Male		12	\$78,584	\$59,912	\$44,814	\$145,882
University Yr	Female		10	\$82,161	\$65,656	\$44,210	\$137,500
<b>University Yr</b>	<b>Total</b>		<b>22</b>	<b>\$80,210</b>	<b>\$60,961</b>	<b>\$44,210</b>	<b>\$145,882</b>
Fiscal Yr	Male		197	\$131,207	\$130,038	\$51,500	\$300,000
Fiscal Yr	Female		189	\$116,082	\$110,000	\$45,000	\$198,000
<b>Fiscal Yr</b>	<b>Total</b>		<b>386</b>	<b>\$123,801</b>	<b>\$121,405</b>	<b>\$45,000</b>	<b>\$300,000</b>
Clinical Instructor							
University Yr	Female		1	\$86,134	\$86,134	\$86,134	\$86,134
<b>University Yr</b>	<b>Total</b>		<b>1</b>	<b>\$86,134</b>	<b>\$86,134</b>	<b>\$86,134</b>	<b>\$86,134</b>
Fiscal Yr	Male		55	\$124,416	\$133,299	\$45,277	\$207,000
Fiscal Yr	Female		81	\$113,603	\$110,250	\$70,000	\$190,500
<b>Fiscal Yr</b>	<b>Total</b>		<b>136</b>	<b>\$117,975</b>	<b>\$116,937</b>	<b>\$45,277</b>	<b>\$207,000</b>



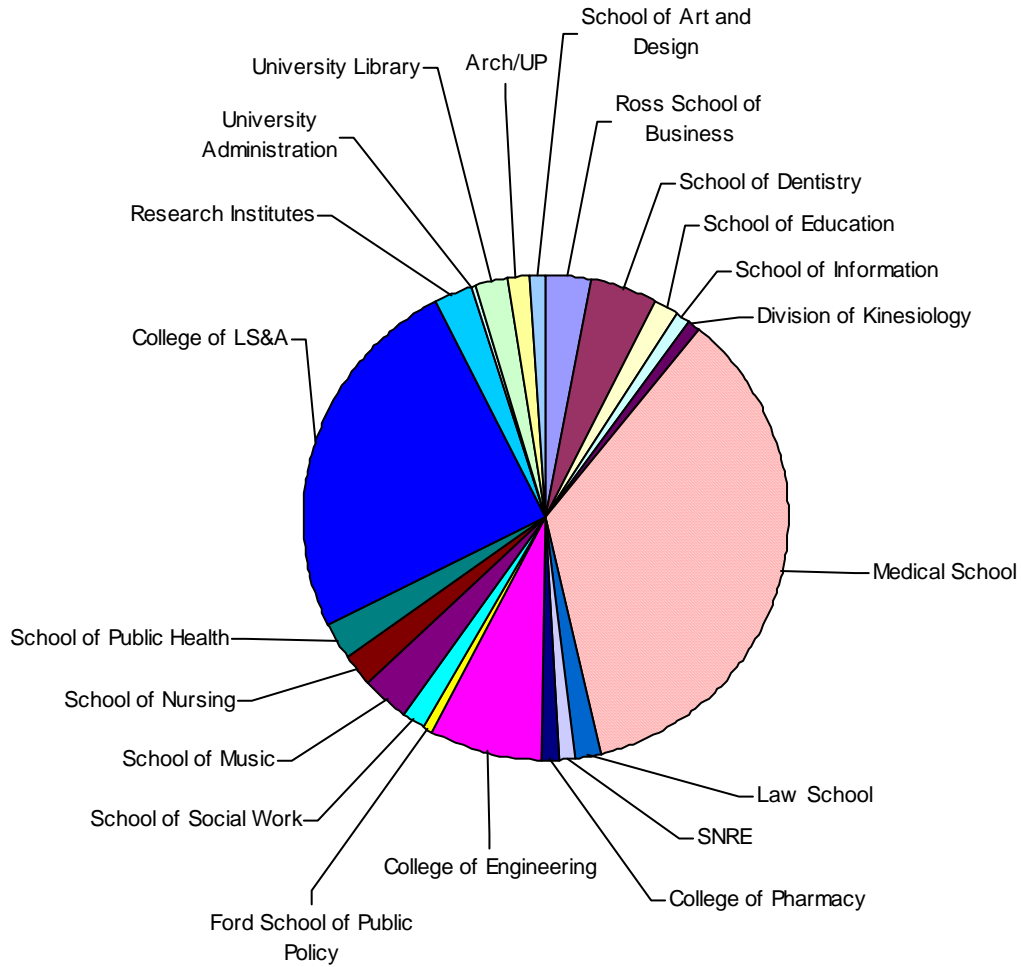
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			#	Mean	Median	Minimum	Maximum
Clinical Lecturer							
	University Yr	Male	1	\$44,210	\$44,210	\$44,210	\$44,210
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$44,210</b>	<b>\$44,210</b>	<b>\$44,210</b>	<b>\$44,210</b>
	Fiscal Yr	Male	126	\$98,823	\$87,500	\$40,000	\$185,000
	Fiscal Yr	Female	111	\$96,330	\$86,930	\$36,000	\$185,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>237</b>	<b>\$97,656</b>	<b>\$86,930</b>	<b>\$36,000</b>	<b>\$185,000</b>
Adjunct Professor							
	University Yr	Female	1	\$32,000	\$32,000	\$32,000	\$32,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$32,000</b>	<b>\$32,000</b>	<b>\$32,000</b>	<b>\$32,000</b>
Adjunct Associate Professor							
	University Yr	Male	1	\$64,312	\$64,312	\$64,312	\$64,312
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$64,312</b>	<b>\$64,312</b>	<b>\$64,312</b>	<b>\$64,312</b>
Adjunct Lecturer							
	University Yr	Female	3	\$46,228	\$37,376	\$36,879	\$64,428
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$46,228</b>	<b>\$37,376</b>	<b>\$36,879</b>	<b>\$64,428</b>
Adjunct Clinical Professor							
	Fiscal Yr	Male	11	\$115,692	\$100,000	\$73,000	\$216,535
	<b>Fiscal Yr</b>	<b>Total</b>	<b>11</b>	<b>\$115,692</b>	<b>\$100,000</b>	<b>\$73,000</b>	<b>\$216,535</b>
Adjunct Clinical Associate Professor							
	Fiscal Yr	Male	18	\$71,304	\$64,653	\$50,908	\$125,000
	Fiscal Yr	Female	2	\$65,133	\$65,133	\$60,230	\$70,035
	<b>Fiscal Yr</b>	<b>Total</b>	<b>20</b>	<b>\$70,686</b>	<b>\$64,653</b>	<b>\$50,908</b>	<b>\$125,000</b>
Adjunct Clinical Assistant Professor							
	University Yr	Male	1	\$64,000	\$64,000	\$64,000	\$64,000
	University Yr	Female	5	\$86,400	\$96,000	\$48,000	\$128,000
	<b>University Yr</b>	<b>Total</b>	<b>6</b>	<b>\$82,667</b>	<b>\$80,000</b>	<b>\$48,000</b>	<b>\$128,000</b>
	Fiscal Yr	Male	32	\$58,662	\$50,388	\$18,809	\$201,875
	Fiscal Yr	Female	16	\$55,387	\$53,270	\$45,000	\$70,699
	<b>Fiscal Yr</b>	<b>Total</b>	<b>48</b>	<b>\$57,570</b>	<b>\$50,414</b>	<b>\$18,809</b>	<b>\$201,875</b>
Adjunct Clinical Instructor							
	Fiscal Yr	Male	2	\$94,400	\$94,400	\$63,800	\$125,000
	Fiscal Yr	Female	1	\$55,560	\$55,560	\$55,560	\$55,560
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$81,453</b>	<b>\$63,800</b>	<b>\$55,560</b>	<b>\$125,000</b>
Adjunct Clinical Lecturer							
	Fiscal Yr	Male	33	\$42,384	\$42,636	\$26,500	\$56,000
	Fiscal Yr	Female	34	\$46,432	\$42,636	\$23,496	\$120,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>67</b>	<b>\$44,439</b>	<b>\$42,636</b>	<b>\$23,496</b>	<b>\$120,000</b>
Visiting Professor I							
	University Yr	Male	21	\$97,877	\$80,000	\$16,000	\$303,030
	University Yr	Female	1	\$80,000	\$80,000	\$80,000	\$80,000
	<b>University Yr</b>	<b>Total</b>	<b>22</b>	<b>\$97,065</b>	<b>\$80,000</b>	<b>\$16,000</b>	<b>\$303,030</b>
	Fiscal Yr	Male	2	\$83,806	\$83,806	\$42,612	\$125,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$83,806</b>	<b>\$83,806</b>	<b>\$42,612</b>	<b>\$125,000</b>
Visiting Associate Professor I							
	University Yr	Male	4	\$57,563	\$52,500	\$38,250	\$87,000
	University Yr	Female	2	\$45,500	\$45,500	\$31,000	\$60,000
	<b>University Yr</b>	<b>Total</b>	<b>6</b>	<b>\$53,542</b>	<b>\$52,500</b>	<b>\$31,000</b>	<b>\$87,000</b>
	Fiscal Yr	Male	2	\$97,500	\$97,500	\$35,000	\$160,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$97,500</b>	<b>\$97,500</b>	<b>\$35,000</b>	<b>\$160,000</b>

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			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Visiting Assistant Professor I							
	University Yr	Male	1	\$30,000	\$30,000	\$30,000	\$30,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$30,000</b>	<b>\$30,000</b>	<b>\$30,000</b>	<b>\$30,000</b>
Visiting Assistant Professor II							
	University Yr	Male	6	\$87,833	\$70,000	\$42,000	\$150,000
	University Yr	Female	3	\$51,333	\$50,000	\$50,000	\$54,000
	<b>University Yr</b>	<b>Total</b>	<b>9</b>	<b>\$75,667</b>	<b>\$55,000</b>	<b>\$42,000</b>	<b>\$150,000</b>
	Fiscal Yr	Male	1	\$88,311	\$88,311	\$88,311	\$88,311
	Fiscal Yr	Female	1	\$40,000	\$40,000	\$40,000	\$40,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$64,156</b>	<b>\$64,156</b>	<b>\$40,000</b>	<b>\$88,311</b>
Visiting Instructor I							
	University Yr	Male	1	\$31,000	\$31,000	\$31,000	\$31,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$31,000</b>	<b>\$31,000</b>	<b>\$31,000</b>	<b>\$31,000</b>
	Fiscal Yr	Male	12	\$123,000	\$126,000	\$90,000	\$126,000
	Fiscal Yr	Female	7	\$113,143	\$126,000	\$36,000	\$126,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>19</b>	<b>\$119,368</b>	<b>\$126,000</b>	<b>\$36,000</b>	<b>\$126,000</b>
Visiting Lecturer I							
	University Yr	Female	3	\$31,333	\$31,000	\$31,000	\$32,000
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$31,333</b>	<b>\$31,000</b>	<b>\$31,000</b>	<b>\$32,000</b>
Visiting Clinical Lecturer							
	Fiscal Yr	Male	4	\$104,876	\$96,549	\$56,406	\$170,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$104,876</b>	<b>\$96,549</b>	<b>\$56,406</b>	<b>\$170,000</b>
<b>TOTAL</b>			<b>5556</b>	<b>\$102,381</b>	<b>\$92,552</b>	<b>\$16,000</b>	<b>\$336,966</b>

## Faculty by Academic Unit 2006-07



Taubman College of Architecture and Urban Planning	1.4%
School of Art and Design	1.0%
Ross School of Business	3.2%
School of Dentistry	4.5%
School of Education	1.6%
College of Engineering	7.7%
School of Information	0.8%
Division of Kinesiology	0.8%
Law School	1.9%
College of Literature, Science & Arts	24.7%
Medical School	35.6%
School of Music	3.1%
School of Natural Resources and Environment	0.9%
School of Nursing	2.2%
College of Pharmacy	1.2%
School of Public Health	2.6%
Ford School of Public Policy	0.5%
School of Social Work	1.5%
Research Institutes	2.4%
University Administration	0.5%
University Library	2.3%

# University of Michigan- Committee on the Economic Status of the Faculty

## Archivists, Curators, & Librarians

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

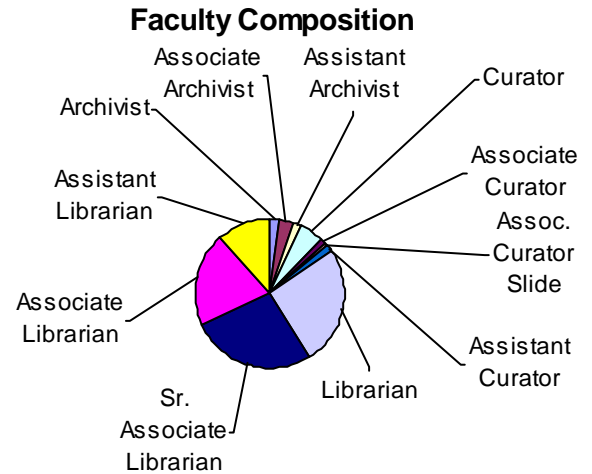
### Composition of the Faculty 2006-07

Total number of faculty all ranks: 173	Male	Female
	30%	70%

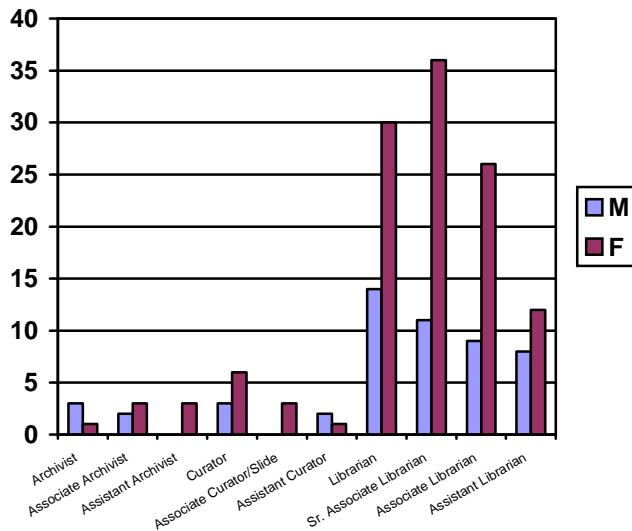
### Gender by Rank

	Male	Female
Archivist	75%	25%
Associate Archivist	40%	60%
Assistant Archivist	0%	100%
Curator	33%	67%
Assistant Curator	67%	33%
Associate Curator/Slide	0%	100%
Librarian	32%	68%
Sr. Associate Librarian	23%	77%
Associate Librarian	26%	74%
Assistant Librarian	40%	60%

Please see page two for  
Published Salary Rates by Rank



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

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CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Archivist	2.3%	Asst Curator	1.7%
Associate Archivist	2.9%	Librarian	25.4%
Assistant Archivist	1.7%	Sr. Assoc. Librarian	27.2%
Curator	5.2%	Associate Librarian	20.2%
Assoc. Curator/Slide	0.6%	Assistant Librarian	11.6%

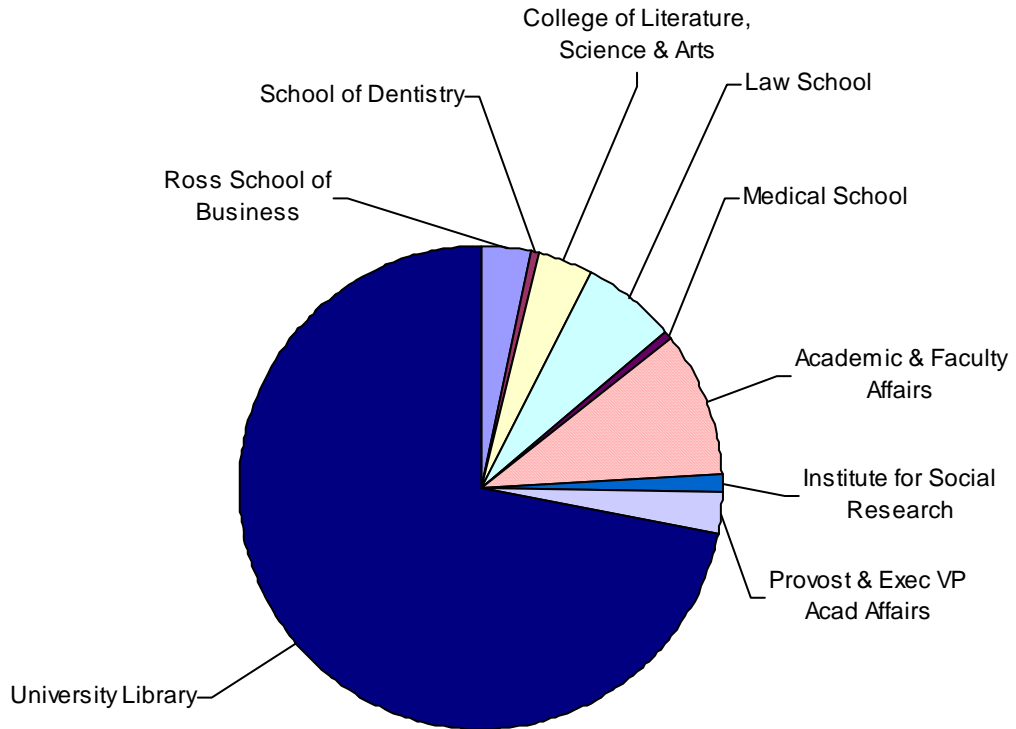
### Mission Statement of CESF

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**University of Michigan Ann Arbor Campus  
Archivists, Curators & Librarians  
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Archivist							
	Fiscal Yr	Male	3	\$86,572	\$80,550	\$68,650	\$110,517
	Fiscal Yr	Female	1	\$80,610	\$80,610	\$80,610	\$80,610
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$85,082</b>	<b>\$80,580</b>	<b>\$68,650</b>	<b>\$110,517</b>
Associate Archivist							
	Fiscal Yr	Male	2	\$50,415	\$50,415	\$47,530	\$53,300
	Fiscal Yr	Female	3	\$53,940	\$46,940	\$45,320	\$69,560
	<b>Fiscal Yr</b>	<b>Total</b>	<b>5</b>	<b>\$52,530</b>	<b>\$47,530</b>	<b>\$45,320</b>	<b>\$69,560</b>
Assistant Archivist							
	Fiscal Yr	Female	3	\$39,440	\$37,000	\$35,020	\$46,300
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$39,440</b>	<b>\$37,000</b>	<b>\$35,020</b>	<b>\$46,300</b>
Curator							
	University Yr	Female	1	\$100,000	\$100,000	\$100,000	\$100,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$100,000</b>	<b>\$100,000</b>	<b>\$100,000</b>	<b>\$100,000</b>
Curator							
	Fiscal Yr	Male	3	\$75,344	\$80,575	\$61,000	\$84,456
	Fiscal Yr	Female	5	\$63,634	\$66,000	\$49,294	\$78,137
	<b>Fiscal Yr</b>	<b>Total</b>	<b>8</b>	<b>\$68,025</b>	<b>\$68,369</b>	<b>\$49,294</b>	<b>\$84,456</b>
Associate Curator							
	Fiscal Yr	Female	2	\$49,675	\$49,675	\$44,000	\$55,350
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$49,675</b>	<b>\$49,675</b>	<b>\$44,000</b>	<b>\$55,350</b>
Associate Curator Slide/Photo							
	Fiscal Yr	Female	1	\$60,836	\$60,836	\$60,836	\$60,836
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$60,836</b>	<b>\$60,836</b>	<b>\$60,836</b>	<b>\$60,836</b>
Assistant Curator							
	Fiscal Yr	Male	2	\$53,933	\$53,933	\$46,000	\$61,865
	Fiscal Yr	Female	1	\$45,000	\$45,000	\$45,000	\$45,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$50,955</b>	<b>\$46,000</b>	<b>\$45,000</b>	<b>\$61,865</b>
Librarian							
	Fiscal Yr	Male	14	\$83,564	\$72,895	\$61,124	\$142,944
	Fiscal Yr	Female	30	\$85,229	\$78,976	\$57,123	\$163,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>44</b>	<b>\$84,699</b>	<b>\$77,133</b>	<b>\$57,123</b>	<b>\$163,000</b>
Senior Associate Librarian							
	Fiscal Yr	Male	11	\$64,979	\$61,993	\$57,016	\$84,748
	Fiscal Yr	Female	36	\$62,362	\$61,707	\$50,166	\$84,439
	<b>Fiscal Yr</b>	<b>Total</b>	<b>47</b>	<b>\$62,975</b>	<b>\$61,950</b>	<b>\$50,166</b>	<b>\$84,748</b>
Associate Librarian							
	Fiscal Yr	Male	9	\$51,148	\$51,931	\$47,431	\$56,000
	Fiscal Yr	Female	26	\$53,177	\$52,621	\$47,302	\$62,129
	<b>Fiscal Yr</b>	<b>Total</b>	<b>35</b>	<b>\$52,656</b>	<b>\$52,138</b>	<b>\$47,302</b>	<b>\$62,129</b>
Assistant Librarian							
	Fiscal Yr	Male	8	\$44,220	\$44,140	\$41,000	\$47,486
	Fiscal Yr	Female	12	\$43,436	\$41,937	\$40,500	\$51,568
	<b>Fiscal Yr</b>	<b>Total</b>	<b>20</b>	<b>\$43,750</b>	<b>\$43,288</b>	<b>\$40,500</b>	<b>\$51,568</b>
<b>TOTAL</b>			<b>173</b>	<b>\$64,064</b>	<b>\$60,193</b>	<b>\$35,020</b>	<b>\$163,000</b>

## Archivist, Curator, and Librarian Faculty by Academic Unit 2006-07



Ross School of Business	3.5%
School of Dentistry	0.6%
Law School	6.4%
College of Literature, Science & Arts	3.5%
Medical School	0.6%
Academic & Educational Affairs	9.8%
Institute for Social Research	1.2%
Provost & Exec VP Academic Affairs	12.4%
University Library	72.25%

# University of Michigan- Committee on the Economic Status of the Faculty

## Clinical Faculty

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

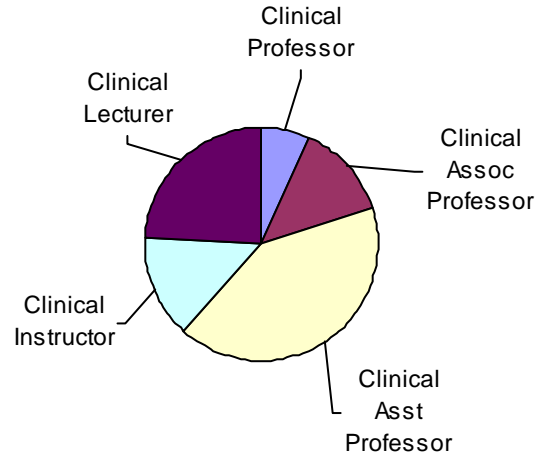
<b>Total number of faculty all ranks: 980</b>	<b>Male</b>	<b>Female</b>
	53%	47%

### Gender by Rank

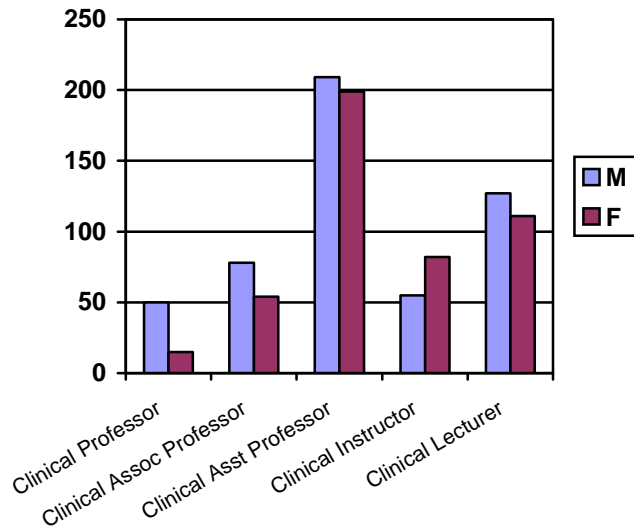
	<b>Male</b>	<b>Female</b>
Clinical Professor	77%	23%
Clinical Assoc Professor	59%	41%
Clinical Asst Professor	51%	49%
Clinical Instructor	40%	60%
Clinical Lecturer	53%	47%

Please see page two for  
**Published Salary Rates by Rank**

### Faculty Composition



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Clinical Professor	7%	Clinical Lecturer	14%
Clinical Assoc Professor	13%	Clinical Instructor	24%
Clinical Asst Professor	42%		

### Mission Statement of CESF

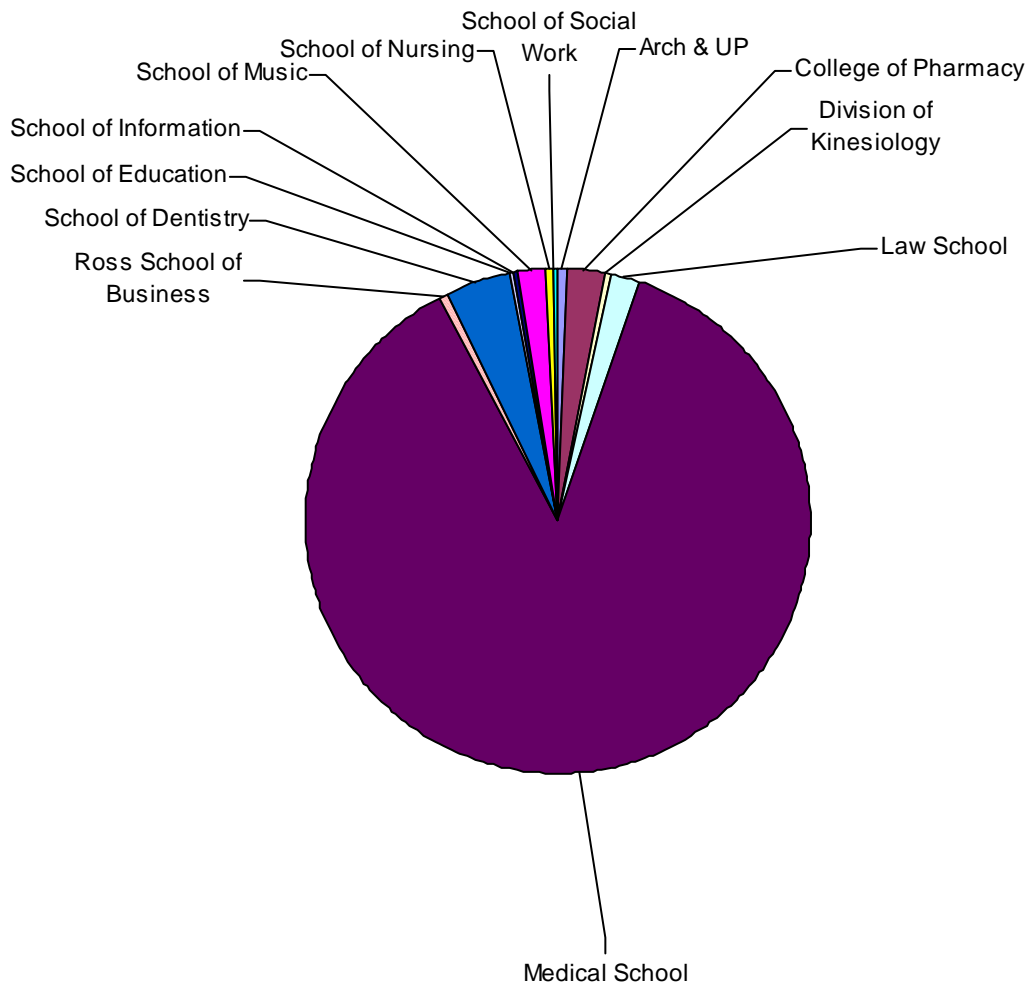
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**University of Michigan Ann Arbor Campus  
Clinical Faculty  
Published Salary Rates 2006-07 by Rank**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Clinical Professor							
University Yr	Male		7	\$157,562	\$166,500	\$83,600	\$187,500
University Yr	Female		3	\$158,000	\$153,000	\$146,000	\$175,000
<b>University Yr</b>	<b>Total</b>		<b>10</b>	<b>\$157,693</b>	<b>\$166,500</b>	<b>\$83,600</b>	<b>\$187,500</b>
Clinical Professor							
Fiscal Yr	Male		43	\$157,641	\$153,668	\$77,425	\$240,000
Fiscal Yr	Female		12	\$151,323	\$147,619	\$121,195	\$195,000
<b>Fiscal Yr</b>	<b>Total</b>		<b>55</b>	<b>\$156,263</b>	<b>\$150,000</b>	<b>\$77,425</b>	<b>\$240,000</b>
Clinical Associate Professor							
University Yr	Male		2	\$59,619	\$59,619	\$54,862	\$64,376
University Yr	Female		4	\$83,398	\$64,882	\$55,827	\$148,000
<b>University Yr</b>	<b>Total</b>		<b>6</b>	<b>\$75,472</b>	<b>\$64,191</b>	<b>\$54,862</b>	<b>\$148,000</b>
Clinical Associate Professor							
Fiscal Yr	Male		76	\$143,859	\$149,984	\$91,800	\$191,160
Fiscal Yr	Female		50	\$137,901	\$134,963	\$85,645	\$194,208
<b>Fiscal Yr</b>	<b>Total</b>		<b>126</b>	<b>\$141,495</b>	<b>\$142,388</b>	<b>\$85,645</b>	<b>\$194,208</b>
Clinical Assistant Professor							
University Yr	Male		12	\$78,584	\$59,912	\$44,814	\$145,882
University Yr	Female		10	\$82,161	\$65,656	\$44,210	\$137,500
<b>University Yr</b>	<b>Total</b>		<b>22</b>	<b>\$80,210</b>	<b>\$60,961</b>	<b>\$44,210</b>	<b>\$145,882</b>
Clinical Assistant Professor							
Fiscal Yr	Male		197	\$131,207	\$130,038	\$51,500	\$300,000
Fiscal Yr	Female		189	\$116,082	\$110,000	\$45,000	\$198,000
<b>Fiscal Yr</b>	<b>Total</b>		<b>386</b>	<b>\$123,801</b>	<b>\$121,405</b>	<b>\$45,000</b>	<b>\$300,000</b>
Clinical Instructor							
University Yr	Female		1	\$86,134	\$86,134	\$86,134	\$86,134
<b>University Yr</b>	<b>Total</b>		<b>1</b>	<b>\$86,134</b>	<b>\$86,134</b>	<b>\$86,134</b>	<b>\$86,134</b>
Clinical Instructor							
Fiscal Yr	Male		55	\$124,416	\$133,299	\$45,277	\$207,000
Fiscal Yr	Female		81	\$113,603	\$110,250	\$70,000	\$190,500
<b>Fiscal Yr</b>	<b>Total</b>		<b>136</b>	<b>\$117,975</b>	<b>\$116,937</b>	<b>\$45,277</b>	<b>\$207,000</b>
Clinical Lecturer							
University Yr	Male		1	\$44,210	\$44,210	\$44,210	\$44,210
<b>University Yr</b>	<b>Total</b>		<b>1</b>	<b>\$44,210</b>	<b>\$44,210</b>	<b>\$44,210</b>	<b>\$44,210</b>
Clinical Lecturer							
Fiscal Yr	Male		126	\$98,823	\$87,500	\$40,000	\$185,000
Fiscal Yr	Female		111	\$96,330	\$86,930	\$36,000	\$185,000
<b>Fiscal Yr</b>	<b>Total</b>		<b>237</b>	<b>\$97,656</b>	<b>\$86,930</b>	<b>\$36,000</b>	<b>\$185,000</b>
<b>TOTAL</b>			<b>980</b>	<b>\$119,718</b>	<b>\$120,000</b>	<b>\$36,000</b>	<b>\$300,000</b>



## Clinical Faculty by Academic Unit 2006-07



Taubman College of Architecture and Urban Planning	0.5%
Ross School of Business	0.7%
School of Dentistry	4.1%
School of Education	0.4%
School of Information	0.1%
Division of Kinesiology	0.2%
Law School	1.9%
Medical School	86.9%
School of Music	1.6%
School of Nursing	0.7%
College of Pharmacy	2.6%
School of Social Work	0.2%

# University of Michigan- Committee on the Economic Status of the Faculty

## Research Faculty

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

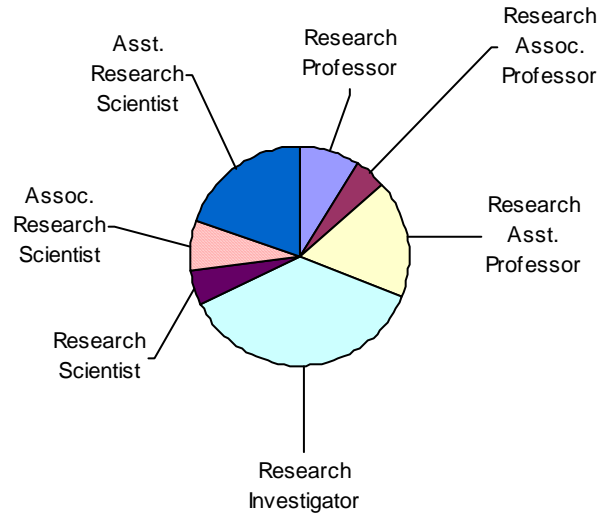
Total number of faculty all ranks: 667	Male	Female
	63%	37%

### Gender by Rank

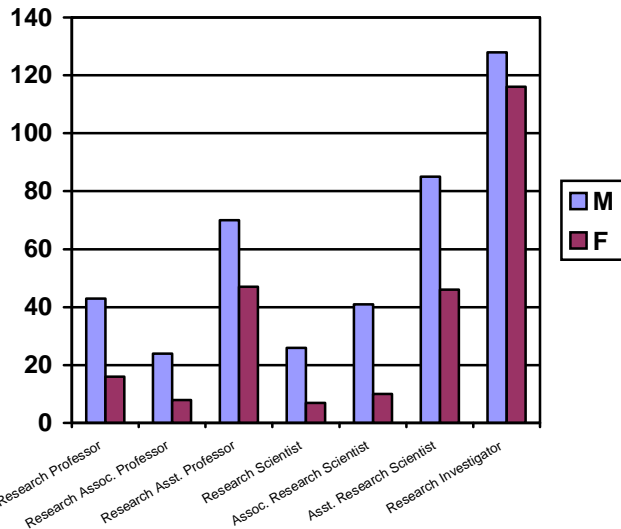
	Male	Female
Research Professor	73%	27%
Research Assoc. Professor	75%	25%
Research Asst. Professor	60%	40%
Research Scientist	79%	21%
Assoc. Research Scientist	80%	20%
Asst. Research Scientist	65%	35%
Research Investigator	52%	48%

Please see page two for  
Published Salary Rates by Rank

### Faculty Composition



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

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### Percentage by Faculty Category

Research Professor	8.9%	Research Scientist	5.0%
Research Assoc. Professor	4.8%	Assoc. Research Scientist	7.7%
Research Asst. Professor	17.5%	Asst. Research Scientist	19.6%
Research Investigator	36.6%		

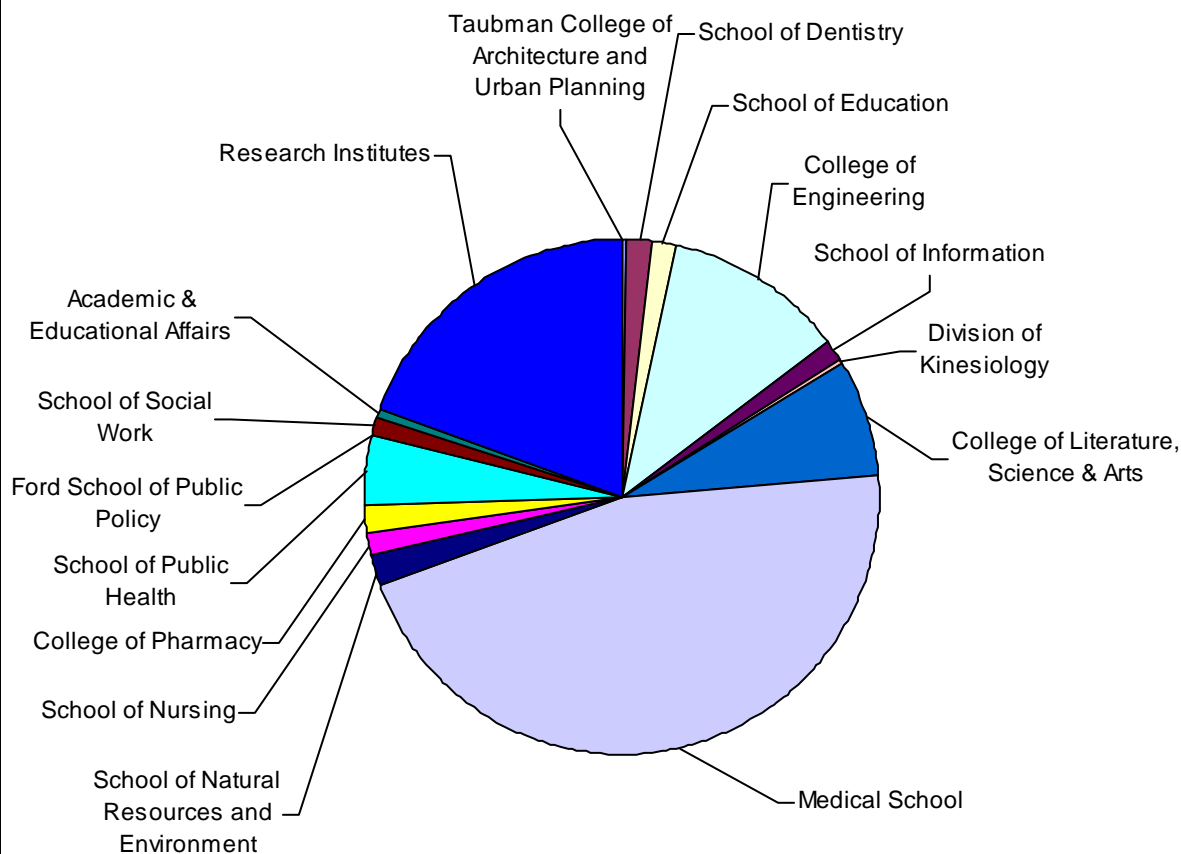
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**University of Michigan Ann Arbor Campus  
Research Faculty  
Published Salary Rates 2006-07 by Rank**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Research Professor							
University Yr	Male	1	\$114,020	\$114,020	\$114,020	\$114,020	\$114,020
University Yr	Female	1	\$107,058	\$107,058	\$107,058	\$107,058	\$107,058
<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$110,539</b>	<b>\$110,539</b>	<b>\$107,058</b>	<b>\$114,020</b>	<b>\$114,020</b>
Research Professor							
Fiscal Yr	Male	42	\$164,095	\$155,910	\$95,200	\$329,277	\$329,277
Fiscal Yr	Female	15	\$146,142	\$145,021	\$91,500	\$249,310	\$249,310
<b>Fiscal Yr</b>	<b>Total</b>	<b>57</b>	<b>\$159,370</b>	<b>\$154,850</b>	<b>\$91,500</b>	<b>\$329,277</b>	<b>\$329,277</b>
Research Associate Professor							
University Yr	Female	1	\$95,234	\$95,234	\$95,234	\$95,234	\$95,234
<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$95,234</b>	<b>\$95,234</b>	<b>\$95,234</b>	<b>\$95,234</b>	<b>\$95,234</b>
Research Associate Professor							
Fiscal Yr	Male	24	\$113,866	\$111,001	\$74,916	\$166,000	\$166,000
Fiscal Yr	Female	7	\$100,108	\$97,103	\$75,093	\$117,377	\$117,377
<b>Fiscal Yr</b>	<b>Total</b>	<b>31</b>	<b>\$110,760</b>	<b>\$110,000</b>	<b>\$74,916</b>	<b>\$166,000</b>	<b>\$166,000</b>
Research Assistant Professor							
Fiscal Yr	Male	70	\$78,617	\$78,645	\$48,528	\$133,900	\$133,900
Fiscal Yr	Female	47	\$77,613	\$76,454	\$48,528	\$124,848	\$124,848
<b>Fiscal Yr</b>	<b>Total</b>	<b>117</b>	<b>\$78,214</b>	<b>\$78,000</b>	<b>\$48,528</b>	<b>\$133,900</b>	<b>\$133,900</b>
Research Scientist							
University Yr	Male	1	\$66,099	\$66,099	\$66,099	\$66,099	\$66,099
<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$66,099</b>	<b>\$66,099</b>	<b>\$66,099</b>	<b>\$66,099</b>	<b>\$66,099</b>
Research Scientist							
Fiscal Yr	Male	25	\$112,388	\$113,295	\$57,500	\$167,297	\$167,297
Fiscal Yr	Female	7	\$102,504	\$103,750	\$76,818	\$147,439	\$147,439
<b>Fiscal Yr</b>	<b>Total</b>	<b>32</b>	<b>\$110,225</b>	<b>\$109,934</b>	<b>\$57,500</b>	<b>\$167,297</b>	<b>\$167,297</b>
Associate Research Scientist							
Fiscal Yr	Male	41	\$87,717	\$92,240	\$41,818	\$123,600	\$123,600
Fiscal Yr	Female	10	\$95,238	\$95,136	\$55,373	\$138,070	\$138,070
<b>Fiscal Yr</b>	<b>Total</b>	<b>51</b>	<b>\$89,192</b>	<b>\$92,240</b>	<b>\$41,818</b>	<b>\$138,070</b>	<b>\$138,070</b>
Assistant Research Scientist							
Fiscal Yr	Male	85	\$72,316	\$73,000	\$33,000	\$113,485	\$113,485
Fiscal Yr	Female	46	\$70,944	\$68,680	\$33,619	\$135,200	\$135,200
<b>Fiscal Yr</b>	<b>Total</b>	<b>131</b>	<b>\$71,834</b>	<b>\$70,720</b>	<b>\$33,000</b>	<b>\$135,200</b>	<b>\$135,200</b>
Research Investigator							
Fiscal Yr	Male	128	\$59,353	\$56,314	\$34,800	\$132,050	\$132,050
Fiscal Yr	Female	116	\$59,312	\$57,111	\$35,697	\$104,500	\$104,500
<b>Fiscal Yr</b>	<b>Total</b>	<b>244</b>	<b>\$59,334</b>	<b>\$56,656</b>	<b>\$34,800</b>	<b>\$132,050</b>	<b>\$132,050</b>
<b>TOTAL</b>			<b>667</b>	<b>\$80,982</b>	<b>\$71,443</b>	<b>\$33,000</b>	<b>\$329,277</b>

## Research Faculty by Academic Unit 2006-07



Taubman College of Architecture and Urban Planning	0.2%
School of Dentistry	1.8%
School of Education	1.4%
College of Engineering	11.5%
School of Information	1.4%
Division of Kinesiology	0.3%
College of Literature, Science & Arts	7.0%
Medical School	46.0%
School of Natural Resources and Environment	2.1%
School of Nursing	1.2%
College of Pharmacy	1.7%
School of Public Health	4.5%
Ford School of Public Policy	0.2%
School of Social Work	1.1%
Academic & Educational Affairs	0.2%
Research Institutes	19.5%
Vice President for Research	0.5%

**University of Michigan- Committee on the Economic Status of the Faculty  
Taubman College of Architecture and Urban Planning  
2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

**Composition of the Faculty 2006-07**

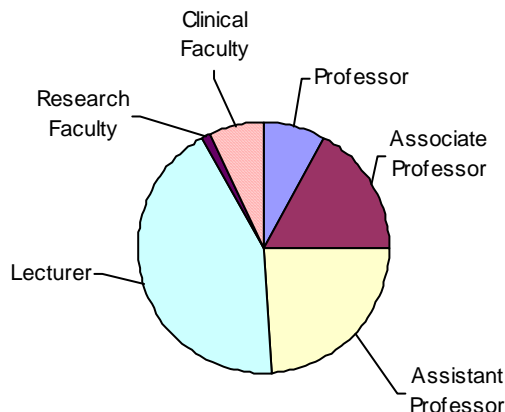
<b>Total number of faculty all ranks: 75</b>	<b>Male</b>	<b>Female</b>
	65%	35%

**Gender by Rank**

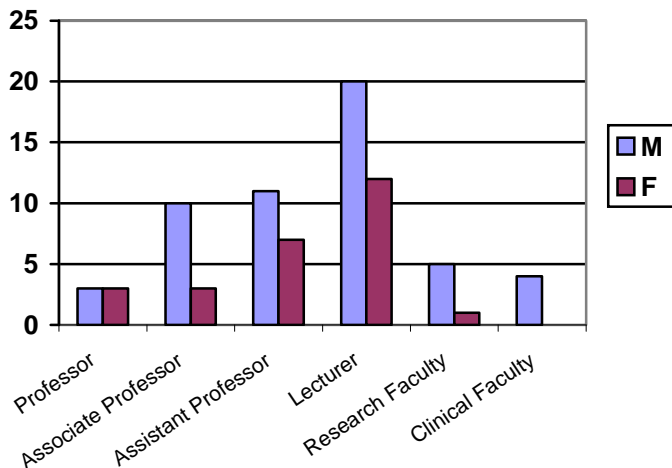
	<b>Male</b>	<b>Female</b>
Professor	50%	50%
Associate Professor	77%	23%
Assistant Professor	61%	39%
Lecturer	62.5%	37.5%
Research Faculty	0%	100%
Clinical Faculty	100%	0%

Please see page two for  
Published Salary Rates by Rank

**Faculty Composition**



**Faculty Gender Head Count by Rank**



The charts are based on data provided by Human Resource Information Services.

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CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

**Percentage by Faculty Category**

Professor	8%	Research Faculty	1%
Associate Professor	17%	Lecturer	43%
Assistant Professor	24%	Clinical Faculty	7%

**Mission Statement of CESF**

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**University of Michigan Ann Arbor Campus  
Taubman College of Architecture and Urban Planning  
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Year	Male	3	\$110,782	\$120,533	\$86,814	\$125,000
	University Year	Female	3	\$102,028	\$103,500	\$95,219	\$107,364
	<b>University Year</b>	<b>Total</b>	<b>6</b>	<b>\$106,405</b>	<b>\$105,432</b>	<b>\$86,814</b>	<b>\$125,000</b>
Associate Professor	University Year	Male	10	\$82,832	\$80,701	\$71,238	\$95,000
	University Year	Female	3	\$75,687	\$78,528	\$68,533	\$80,000
	<b>University Year</b>	<b>Total</b>	<b>13</b>	<b>\$81,183</b>	<b>\$80,000</b>	<b>\$68,533</b>	<b>\$95,000</b>
Assistant Professor	University Year	Male	11	\$62,722	\$63,085	\$56,650	\$72,100
	University Year	Female	7	\$56,365	\$55,963	\$51,093	\$67,600
	<b>University Year</b>	<b>Total</b>	<b>18</b>	<b>\$60,250</b>	<b>\$60,400</b>	<b>\$51,093</b>	<b>\$72,100</b>
LEO Lecturer I	University Year	Male	10	\$37,190	\$37,000	\$32,000	\$44,940
	University Year	Female	4	\$38,580	\$38,760	\$32,960	\$43,840
	<b>University Year</b>	<b>Total</b>	<b>14</b>	<b>\$37,587</b>	<b>\$38,000</b>	<b>\$32,000</b>	<b>\$44,940</b>
LEO Lecturer II	University Year	Male	4	\$44,698	\$43,988	\$41,923	\$48,894
	University Year	Female	4	\$46,432	\$46,345	\$36,308	\$56,732
	<b>University Year</b>	<b>Total</b>	<b>8</b>	<b>\$45,565</b>	<b>\$44,052</b>	<b>\$36,308</b>	<b>\$56,732</b>
LEO Lecturer III	University Year	Male	2	\$56,580	\$56,580	\$51,360	\$61,800
	University Year	Female	1	\$48,000	\$48,000	\$48,000	\$48,000
	<b>University Year</b>	<b>Total</b>	<b>3</b>	<b>\$53,720</b>	<b>\$51,360</b>	<b>\$48,000</b>	<b>\$61,800</b>
LEO Lecturer IV	University Year	Female	1	\$69,340	\$69,340	\$69,340	\$69,340
	<b>University Year</b>	<b>Total</b>	<b>1</b>	<b>\$69,340</b>	<b>\$69,340</b>	<b>\$69,340</b>	<b>\$69,340</b>
LEO Intermittent Lecturer	University Year	Male	3	\$38,307	\$36,000	\$32,000	\$46,920
	University Year	Female	2	\$32,176	\$32,176	\$32,000	\$32,353
	<b>University Year</b>	<b>Total</b>	<b>5</b>	<b>\$35,855</b>	<b>\$32,353</b>	<b>\$32,000</b>	<b>\$46,920</b>
LEO Adjunct Lecturer	University Year	Male	1	\$34,000	\$34,000	\$34,000	\$34,000
	<b>University Year</b>	<b>Total</b>	<b>1</b>	<b>\$34,000</b>	<b>\$34,000</b>	<b>\$34,000</b>	<b>\$34,000</b>
Research Investigator	Fiscal Year	Female	1	\$66,000	\$66,000	\$66,000	\$66,000
	<b>Fiscal Year</b>	<b>Total</b>	<b>1</b>	<b>\$66,000</b>	<b>\$66,000</b>	<b>\$66,000</b>	<b>\$66,000</b>
Clinical Professor	University Year	Male	2	\$128,467	\$128,467	\$83,600	\$173,334
	<b>University Year</b>	<b>Total</b>	<b>2</b>	<b>\$128,467</b>	<b>\$128,467</b>	<b>\$83,600</b>	<b>\$173,334</b>
Clinical Professor	Fiscal Year	Male	1	\$92,700	\$92,700	\$92,700	\$92,700
	<b>Fiscal Year</b>	<b>Total</b>	<b>1</b>	<b>\$92,700</b>	<b>\$92,700</b>	<b>\$92,700</b>	<b>\$92,700</b>
Clinical Associate Professor	University Year	Male	1	\$64,376	\$64,376	\$64,376	\$64,376
	<b>University Year</b>	<b>Total</b>	<b>1</b>	<b>\$64,376</b>	<b>\$64,376</b>	<b>\$64,376</b>	<b>\$64,376</b>
Clinical Assistant Professor	University Year	Male	1	\$60,000	\$60,000	\$60,000	\$60,000
	<b>University Year</b>	<b>Total</b>	<b>1</b>	<b>\$60,000</b>	<b>\$60,000</b>	<b>\$60,000</b>	<b>\$60,000</b>
<b>TOTAL</b>			<b>75</b>	<b>\$62,038</b>	<b>\$57,673</b>	<b>\$32,000</b>	<b>\$173,334</b>

# University of Michigan- Committee on the Economic Status of the Faculty

## School of Art and Design

2006-07

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

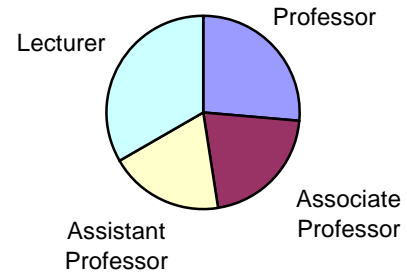
Total number of faculty all ranks: 57	Male	Female
	54%	46%

### Gender by Rank

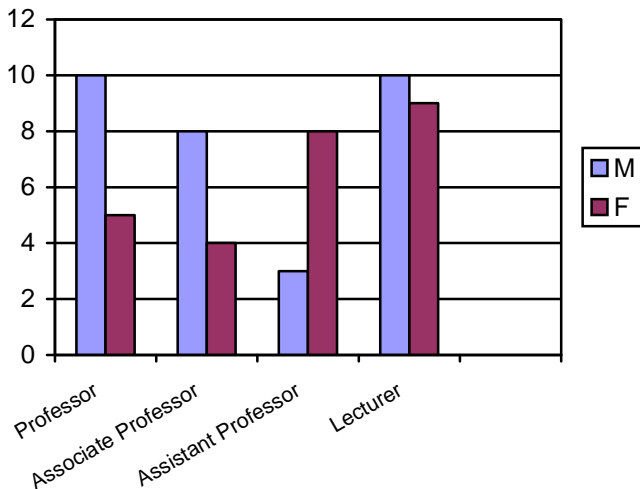
	Male	Female
Professor	67%	33%
Associate Professor	67%	33%
Assistant Professor	27%	73%
Lecturer	53%	47%

Please see page two for  
Published Salary Rates by Rank

### Faculty Composition



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

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CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	26.3%	Assistant Professor	19.3%
Associate Professor	21.0%	Lecturer	33.3%

### Mission Statement of CESF

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**University of Michigan Ann Arbor Campus  
School of Art and Design  
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	10	\$96,744	\$93,715	\$83,147	\$125,859
	University Yr	Female	4	\$96,107	\$93,767	\$85,505	\$111,392
	<b>University Yr</b>	<b>Total</b>	<b>14</b>	<b>\$96,562</b>	<b>\$93,715</b>	<b>\$83,147</b>	<b>\$125,859</b>
Professor							
	Fiscal Yr	Female	1	\$111,199	\$111,199	\$111,199	\$111,199
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$111,199</b>	<b>\$111,199</b>	<b>\$111,199</b>	<b>\$111,199</b>
Associate Professor							
	University Yr	Male	7	\$76,961	\$77,136	\$69,186	\$86,920
	University Yr	Female	4	\$76,743	\$76,263	\$73,931	\$80,516
	<b>University Yr</b>	<b>Total</b>	<b>11</b>	<b>\$76,882</b>	<b>\$77,136</b>	<b>\$69,186</b>	<b>\$86,920</b>
Associate Professor							
	Fiscal Yr	Male	1	\$126,166	\$126,166	\$126,166	\$126,166
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$126,166</b>	<b>\$126,166</b>	<b>\$126,166</b>	<b>\$126,166</b>
Assistant Professor							
	University Yr	Male	3	\$64,155	\$65,585	\$58,022	\$68,858
	University Yr	Female	8	\$63,824	\$64,830	\$57,000	\$69,861
	<b>University Yr</b>	<b>Total</b>	<b>11</b>	<b>\$63,914</b>	<b>\$65,502</b>	<b>\$57,000</b>	<b>\$69,861</b>
LEO Lecturer I							
	University Yr	Male	8	\$45,001	\$39,758	\$34,848	\$84,848
	University Yr	Female	7	\$39,052	\$38,779	\$34,848	\$44,642
	<b>University Yr</b>	<b>Total</b>	<b>15</b>	<b>\$42,225</b>	<b>\$38,779</b>	<b>\$34,848</b>	<b>\$84,848</b>
LEO Lecturer II							
	University Yr	Male	2	\$50,152	\$50,152	\$49,656	\$50,649
	University Yr	Female	2	\$52,635	\$52,635	\$45,021	\$60,249
	<b>University Yr</b>	<b>Total</b>	<b>4</b>	<b>\$51,393</b>	<b>\$50,152</b>	<b>\$45,021</b>	<b>\$60,249</b>
<b>TOTAL</b>			<b>57</b>	<b>\$69,771</b>	<b>\$69,186</b>	<b>\$34,848</b>	<b>\$126,166</b>



# University of Michigan- Committee on the Economic Status of the Faculty

## Ross School of Business

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

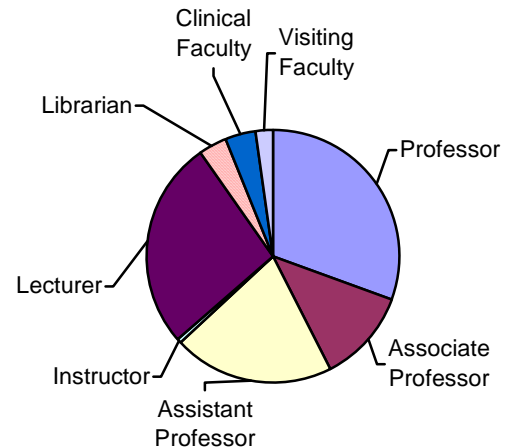
<b>Total number of faculty all ranks: 176</b>	<b>Male</b>	<b>Female</b>
	72%	28%

### Gender by Rank

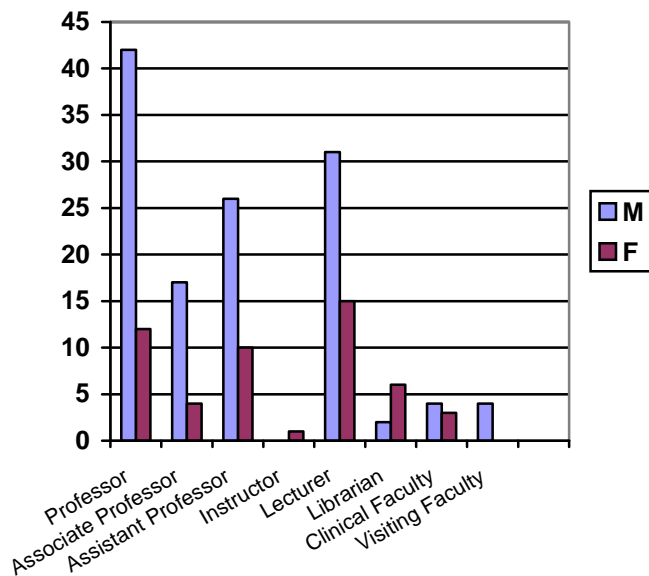
	Male	Female
Professor	78%	22%
Associate Professor	81%	19%
Assistant Professor	72%	28%
Instructor	0%	100%
Lecturer	66%	34%
Librarian	33%	67%
Clinical Faculty	57%	43%
Visiting Faculty	100%	0%

**Please see page two for  
Published Salary Rates by Rank**

### Faculty Composition



### Faculty Gender Head Count by Rank



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CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	31%	Lecturer	27%
Associate Professor	12%	Librarian	3%
Assistant Professor	20%	Clinical Faculty	4%
Instructor	>1%	Visiting Faculty	2%

### Mission Statement of CESF

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**University of Michigan Ann Arbor Campus  
Ross School of Business  
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	41	\$192,152	\$200,000	\$76,000	\$292,500
	University Yr	Female	12	\$180,683	\$171,000	\$132,000	\$230,000
	<b>University Yr</b>	<b>Total</b>	<b>53</b>	<b>\$189,556</b>	<b>\$195,000</b>	<b>\$76,000</b>	<b>\$292,500</b>
Professor	Fiscal Yr	Male	1	\$159,000	\$159,000	\$159,000	\$159,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$159,000</b>	<b>\$159,000</b>	<b>\$159,000</b>	<b>\$159,000</b>
Associate Professor	University Yr	Male	17	\$158,206	\$162,000	\$110,000	\$192,000
	University Yr	Female	4	\$144,375	\$138,750	\$95,000	\$205,000
	<b>University Yr</b>	<b>Total</b>	<b>21</b>	<b>\$155,571</b>	<b>\$159,000</b>	<b>\$95,000</b>	<b>\$205,000</b>
Assistant Professor	University Yr	Male	24	\$140,938	\$137,750	\$110,000	\$170,000
	University Yr	Female	10	\$135,650	\$130,250	\$96,000	\$170,000
	<b>University Yr</b>	<b>Total</b>	<b>34</b>	<b>\$139,382</b>	<b>\$134,000</b>	<b>\$96,000</b>	<b>\$170,000</b>
Assistant Professor	Fiscal Yr	Male	2	\$159,250	\$159,250	\$157,500	\$161,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$159,250</b>	<b>\$159,250</b>	<b>\$157,500</b>	<b>\$161,000</b>
Instructor	University Yr	Female	1	\$127,000	\$127,000	\$127,000	\$127,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$127,000</b>	<b>\$127,000</b>	<b>\$127,000</b>	<b>\$127,000</b>
LEO Lecturer I	University Yr	Male	5	\$103,000	\$85,680	\$41,818	\$180,000
	University Yr	Female	5	\$40,891	\$42,054	\$36,000	\$42,500
	<b>University Yr</b>	<b>Total</b>	<b>10</b>	<b>\$71,945</b>	<b>\$42,500</b>	<b>\$36,000</b>	<b>\$180,000</b>
LEO Lecturer II	University Yr	Female	1	\$37,850	\$37,850	\$37,850	\$37,850
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$37,850</b>	<b>\$37,850</b>	<b>\$37,850</b>	<b>\$37,850</b>
LEO Lecturer II	Fiscal Yr	Male	7	\$109,490	\$93,500	\$64,100	\$179,290
	Fiscal Yr	Female	1	\$131,000	\$131,000	\$131,000	\$131,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>8</b>	<b>\$112,178</b>	<b>\$112,250</b>	<b>\$64,100</b>	<b>\$179,290</b>
LEO Lecturer III	Fiscal Yr	Male	3	\$110,753	\$112,000	\$88,750	\$131,508
	Fiscal Yr	Female	2	\$71,000	\$71,000	\$52,000	\$90,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>5</b>	<b>\$94,852</b>	<b>\$90,000</b>	<b>\$52,000</b>	<b>\$131,508</b>
LEO Lecturer IV	Fiscal Yr	Male	9	\$116,234	\$110,000	\$71,000	\$189,000
	Fiscal Yr	Female	6	\$89,883	\$86,150	\$66,000	\$118,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>15</b>	<b>\$105,694</b>	<b>\$102,510</b>	<b>\$66,000</b>	<b>\$189,000</b>
LEO Intermittent Lecturer	University Yr	Male	7	\$130,558	\$94,000	\$53,200	\$250,334
	University Yr	Female	1	\$94,000	\$94,000	\$94,000	\$94,000
	<b>University Yr</b>	<b>Total</b>	<b>8</b>	<b>\$125,989</b>	<b>\$94,000</b>	<b>\$53,200</b>	<b>\$250,334</b>
Librarian	Fiscal Yr	Male	1	\$110,158	\$110,158	\$110,158	\$110,158
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$110,158</b>	<b>\$110,158</b>	<b>\$110,158</b>	<b>\$110,158</b>

**University of Michigan Ann Arbor Campus  
Ross School of Business  
Published Salary Rates 2006-07 by Rank  
(con't)**

			#	Mean	Median	Minimum	Maximum
Senior Associate Librarian							
	Fiscal Yr	Female	2	\$56,290	\$56,290	\$50,166	\$62,413
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$56,290</b>	<b>\$56,290</b>	<b>\$50,166</b>	<b>\$62,413</b>
Associate Librarian							
	Fiscal Yr	Male	1	\$52,401	\$52,401	\$52,401	\$52,401
	Fiscal Yr	Female	2	\$57,845	\$57,845	\$53,560	\$62,129
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$56,030</b>	<b>\$53,560</b>	<b>\$52,401</b>	<b>\$62,129</b>
Clinical Professor							
	University Yr	Male	1	\$187,500	\$187,500	\$187,500	\$187,500
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$187,500</b>	<b>\$187,500</b>	<b>\$187,500</b>	<b>\$187,500</b>
Clinical Professor							
	Fiscal Yr	Male	2	\$162,750	\$162,750	\$147,500	\$178,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$162,750</b>	<b>\$162,750</b>	<b>\$147,500</b>	<b>\$178,000</b>
Clinical Associate Professor							
	University Yr	Female	1	\$148,000	\$148,000	\$148,000	\$148,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$148,000</b>	<b>\$148,000</b>	<b>\$148,000</b>	<b>\$148,000</b>
Clinical Associate Professor							
	Fiscal Yr	Male	1	\$128,961	\$128,961	\$128,961	\$128,961
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$128,961</b>	<b>\$128,961</b>	<b>\$128,961</b>	<b>\$128,961</b>
Clinical Assistant Professor							
	University Yr	Female	2	\$128,750	\$128,750	\$120,000	\$137,500
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$128,750</b>	<b>\$128,750</b>	<b>\$120,000</b>	<b>\$137,500</b>
Visiting Professor I							
	University Yr	Male	1	\$303,030	\$303,030	\$303,030	\$303,030
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$303,030</b>	<b>\$303,030</b>	<b>\$303,030</b>	<b>\$303,030</b>
Visiting Assistant Professor II							
	University Yr	Male	2	\$145,000	\$145,000	\$140,000	\$150,000
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$145,000</b>	<b>\$145,000</b>	<b>\$140,000</b>	<b>\$150,000</b>
Visiting Assistant Professor II							
	Fiscal Yr	Male	1	\$88,311	\$88,311	\$88,311	\$88,311
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$88,311</b>	<b>\$88,311</b>	<b>\$88,311</b>	<b>\$88,311</b>
<b>TOTAL</b>			<b>176</b>	<b>\$144,880</b>	<b>\$146,000</b>	<b>\$36,000</b>	<b>\$303,030</b>

# University of Michigan- Committee on the Economic Status of the Faculty

## School of Education

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

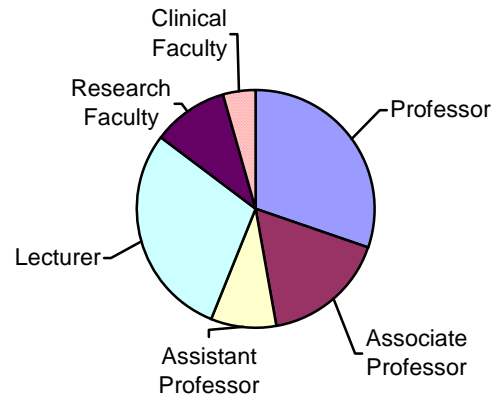
<b>Total number of faculty all ranks:</b> 89	<b>Male</b>	<b>Female</b>
	38%	62%

### Gender by Rank

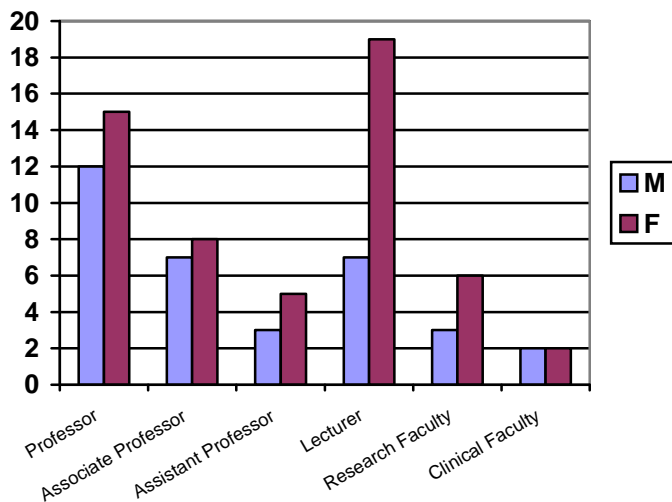
	<b>Male</b>	<b>Female</b>
Professor	44%	56%
Associate Professor	47%	53%
Assistant Professor	37.5%	62.5%
Lecturer	27%	73%
Research Faculty	33%	67%
Clinical Faculty	50%	50%

**Please see page two for  
Published Salary Rates by Rank**

### Faculty Composition



### Faculty Gender Head Count by Rank



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### Percentage by Faculty Category

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Associate Professor	17%	Research Faculty	10%
Assistant Professor	9%	Clinical Faculty	4%

### Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan Ann Arbor Campus  
School of Education  
Published Salary Rates 2006-07 by Rank**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Professor	University Yr	Male	11	\$134,290	\$135,926	\$96,895	\$169,650
	University Yr	Female	15	\$122,071	\$112,545	\$86,909	\$176,270
	<b>University Yr</b>	<b>Total</b>	<b>26</b>	<b>\$127,240</b>	<b>\$125,950</b>	<b>\$86,909</b>	<b>\$176,270</b>
Professor	Fiscal Yr	Male	1	\$196,595	\$196,595	\$196,595	\$196,595
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$196,595</b>	<b>\$196,595</b>	<b>\$196,595</b>	<b>\$196,595</b>
Associate Professor	University Yr	Male	7	\$88,944	\$83,000	\$81,250	\$108,150
	University Yr	Female	8	\$87,969	\$85,430	\$79,000	\$100,770
	<b>University Yr</b>	<b>Total</b>	<b>15</b>	<b>\$88,424</b>	<b>\$84,860</b>	<b>\$79,000</b>	<b>\$108,150</b>
Assistant Professor	University Yr	Male	3	\$61,758	\$61,020	\$60,545	\$63,710
	University Yr	Female	5	\$59,995	\$60,935	\$52,800	\$64,155
	<b>University Yr</b>	<b>Total</b>	<b>8</b>	<b>\$60,656</b>	<b>\$60,978</b>	<b>\$52,800</b>	<b>\$64,155</b>
LEO Lecturer I	University Yr	Male	4	\$37,395	\$37,661	\$32,640	\$41,616
	University Yr	Female	3	\$41,963	\$41,616	\$41,616	\$42,656
	<b>University Yr</b>	<b>Total</b>	<b>7</b>	<b>\$39,352</b>	<b>\$41,616</b>	<b>\$32,640</b>	<b>\$42,656</b>
LEO Lecturer II	Fiscal Yr	Female	4	\$67,121	\$67,121	\$67,121	\$67,121
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$67,121</b>	<b>\$67,121</b>	<b>\$67,121</b>	<b>\$67,121</b>
LEO Lecturer III	Fiscal Yr	Male	1	\$93,774	\$93,774	\$93,774	\$93,774
	Fiscal Yr	Female	1	\$73,918	\$73,918	\$73,918	\$73,918
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$83,846</b>	<b>\$83,846</b>	<b>\$73,918</b>	<b>\$93,774</b>
LEO Lecturer IV	Fiscal Yr	Female	4	\$74,924	\$78,622	\$56,980	\$85,470
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$74,924</b>	<b>\$78,622</b>	<b>\$56,980</b>	<b>\$85,470</b>
LEO Intermittent Lecturer	University Yr	Male	1	\$40,800	\$40,800	\$40,800	\$40,800
	University Yr	Female	6	\$57,348	\$47,594	\$40,000	\$84,050
	<b>University Yr</b>	<b>Total</b>	<b>7</b>	<b>\$54,984</b>	<b>\$41,616</b>	<b>\$40,000</b>	<b>\$84,050</b>
LEO Adjunct Asst Professor	University Yr	Male	1	\$40,000	\$40,000	\$40,000	\$40,000
	University Yr	Female	1	\$57,120	\$57,120	\$57,120	\$57,120
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$48,560</b>	<b>\$48,560</b>	<b>\$40,000</b>	<b>\$57,120</b>
Research Scientist	Fiscal Yr	Male	1	\$81,333	\$81,333	\$81,333	\$81,333
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$81,333</b>	<b>\$81,333</b>	<b>\$81,333</b>	<b>\$81,333</b>
Associate Research Scientist	Fiscal Yr	Female	1	\$82,400	\$82,400	\$82,400	\$82,400
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$82,400</b>	<b>\$82,400</b>	<b>\$82,400</b>	<b>\$82,400</b>

**University of Michigan Ann Arbor Campus  
School of Education  
Published Salary Rates 2006-07 by Rank  
(cont'd)**

<b>Education</b>			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Assistant Research Scientist							
	Fiscal Yr	Male	2	\$68,430	\$68,430	\$63,860	\$73,000
	Fiscal Yr	Female	5	\$68,867	\$66,512	\$54,899	\$80,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>7</b>	<b>\$68,742</b>	<b>\$66,512</b>	<b>\$54,899</b>	<b>\$80,000</b>
Clinical Professor							
	Fiscal Yr	Male	2	\$152,400	\$152,400	\$115,360	\$189,440
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$152,400</b>	<b>\$152,400</b>	<b>\$115,360</b>	<b>\$189,440</b>
Clinical Assistant Professor							
	Fiscal Yr	Female	2	\$77,120	\$77,120	\$75,445	\$78,795
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$77,120</b>	<b>\$77,120</b>	<b>\$75,445</b>	<b>\$78,795</b>
<b>TOTAL</b>			<b>89</b>	<b>\$88,919</b>	<b>\$82,400</b>	<b>\$32,640</b>	<b>\$196,595</b>

# University of Michigan- Committee on the Economic Status of the Faculty

## College of Engineering

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

Total number of faculty all ranks: 424	<b>Male</b>	<b>Female</b>
	85%	15%

### Gender by Rank

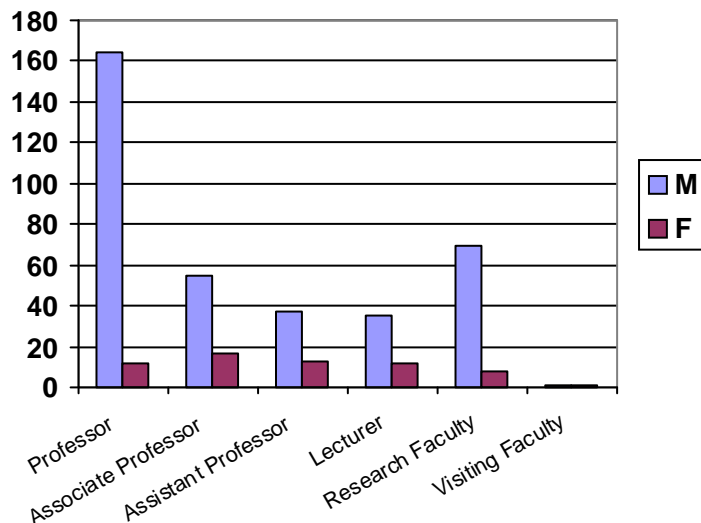
	Male	Female
Professor	93%	7%
Associate Professor	76%	24%
Assistant Professor	74%	26%
Lecturer	74%	26%
Research Faculty	90%	10%
Visiting Faculty	50%	50%

Please see page two for  
Published Salary Rates by Rank

### Faculty Composition



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	42%	Lecturer	11%
Associate Professor	17%	Research Faculty	18%
Assistant Professor	12%	Visiting Faculty	<1%

### Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan Ann Arbor Campus  
College of Engineering  
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	164	\$139,617	\$132,205	\$88,750	\$230,000
	University Yr	Female	12	\$127,007	\$125,891	\$102,520	\$160,976
	<b>University Yr</b>	<b>Total</b>	<b>176</b>	<b>\$138,757</b>	<b>\$132,090</b>	<b>\$88,750</b>	<b>\$230,000</b>
Associate Professor	University Yr	Male	55	\$101,869	\$100,625	\$83,775	\$128,200
	University Yr	Female	17	\$100,561	\$102,202	\$88,283	\$114,644
	<b>University Yr</b>	<b>Total</b>	<b>72</b>	<b>\$101,560</b>	<b>\$101,493</b>	<b>\$83,775</b>	<b>\$128,200</b>
Assistant Professor	University Yr	Male	37	\$84,087	\$83,909	\$75,000	\$92,650
	University Yr	Female	13	\$84,691	\$83,275	\$81,000	\$90,000
	<b>University Yr</b>	<b>Total</b>	<b>50</b>	<b>\$84,244</b>	<b>\$83,605</b>	<b>\$75,000</b>	<b>\$92,650</b>
LEO Lecturer I	University Yr	Male	3	\$68,914	\$77,112	\$41,000	\$88,630
	University Yr	Female	2	\$44,060	\$44,060	\$31,000	\$57,120
	<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$58,972</b>	<b>\$57,120</b>	<b>\$31,000</b>	<b>\$88,630</b>
LEO Lecturer II	University Yr	Male	4	\$62,891	\$68,416	\$44,156	\$70,577
	<b>University Yr</b>	<b>Total</b>	<b>4</b>	<b>\$62,891</b>	<b>\$68,416</b>	<b>\$44,156</b>	<b>\$70,577</b>
LEO Lecturer III	University Yr	Male	3	\$43,059	\$42,500	\$41,500	\$45,177
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$43,059</b>	<b>\$42,500</b>	<b>\$41,500</b>	<b>\$45,177</b>
LEO Lecturer III	Fiscal Yr	Female	1	\$82,000	\$82,000	\$82,000	\$82,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$82,000</b>	<b>\$82,000</b>	<b>\$82,000</b>	<b>\$82,000</b>
LEO Lecturer IV	University Yr	Male	11	\$63,568	\$57,005	\$42,363	\$95,281
	University Yr	Female	7	\$60,417	\$47,472	\$43,326	\$97,040
	<b>University Yr</b>	<b>Total</b>	<b>18</b>	<b>\$62,343</b>	<b>\$50,207</b>	<b>\$42,363</b>	<b>\$97,040</b>
LEO Lecturer IV	Fiscal Yr	Male	1	\$125,310	\$125,310	\$125,310	\$125,310
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$125,310</b>	<b>\$125,310</b>	<b>\$125,310</b>	<b>\$125,310</b>
LEO Intermittent Lecturer	University Yr	Male	6	\$61,040	\$52,500	\$17,340	\$112,150
	University Yr	Female	1	\$16,667	\$16,667	\$16,667	\$16,667
	<b>University Yr</b>	<b>Total</b>	<b>7</b>	<b>\$54,701</b>	<b>\$52,500</b>	<b>\$16,667</b>	<b>\$112,150</b>
LEO Adjunct Assoc Professor	University Yr	Male	1	\$64,600	\$64,600	\$64,600	\$64,600
	University Yr	Female	1	\$60,000	\$60,000	\$60,000	\$60,000
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$62,300</b>	<b>\$62,300</b>	<b>\$60,000</b>	<b>\$64,600</b>
LEO Adjunct Asst Professor	University Yr	Male	2	\$67,754	\$67,754	\$61,200	\$74,307
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$67,754</b>	<b>\$67,754</b>	<b>\$61,200</b>	<b>\$74,307</b>
LEO Adjunct Asst Professor	Fiscal Yr	Male	1	\$50,000	\$50,000	\$50,000	\$50,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>\$50,000</b>
LEO Adjunct Lecturer	University Yr	Male	3	\$49,482	\$48,055	\$44,633	\$55,757
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$49,482</b>	<b>\$48,055</b>	<b>\$44,633</b>	<b>\$55,757</b>



**University of Michigan Ann Arbor Campus  
College of Engineering  
Published Salary Rates 2005-06 by Rank  
(con't)**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Research Professor							
Fiscal Yr	Male		7	\$155,012	\$148,750	\$108,223	\$252,000
Fiscal Yr	Female		1	\$157,492	\$157,492	\$157,492	\$157,492
<b>Fiscal Yr</b>	<b>Total</b>		<b>8</b>	<b>\$155,322</b>	<b>\$149,521</b>	<b>\$108,223</b>	<b>\$252,000</b>
Research Associate Professor							
Fiscal Yr	Male		1	\$122,845	\$122,845	\$122,845	\$122,845
<b>Fiscal Yr</b>	<b>Total</b>		<b>1</b>	<b>\$122,845</b>	<b>\$122,845</b>	<b>\$122,845</b>	<b>\$122,845</b>
Research Scientist							
Fiscal Yr	Male		11	\$115,362	\$113,295	\$70,886	\$167,297
Fiscal Yr	Female		1	\$103,750	\$103,750	\$103,750	\$103,750
<b>Fiscal Yr</b>	<b>Total</b>		<b>12</b>	<b>\$114,394</b>	<b>\$111,902</b>	<b>\$70,886</b>	<b>\$167,297</b>
Associate Research Scientist							
Fiscal Yr	Male		17	\$96,445	\$97,945	\$78,000	\$119,584
Fiscal Yr	Female		2	\$91,123	\$91,123	\$90,395	\$91,850
<b>Fiscal Yr</b>	<b>Total</b>		<b>19</b>	<b>\$95,885</b>	<b>\$97,600</b>	<b>\$78,000</b>	<b>\$119,584</b>
Assistant Research Scientist							
Fiscal Yr	Male		27	\$77,949	\$80,273	\$61,800	\$97,716
Fiscal Yr	Female		4	\$68,770	\$69,040	\$65,000	\$71,999
<b>Fiscal Yr</b>	<b>Total</b>		<b>31</b>	<b>\$76,765</b>	<b>\$77,807</b>	<b>\$61,800</b>	<b>\$97,716</b>
Research Investigator							
Fiscal Yr	Male		6	\$65,734	\$67,219	\$48,725	\$77,813
<b>Fiscal Yr</b>	<b>Total</b>		<b>6</b>	<b>\$65,734</b>	<b>\$67,219</b>	<b>\$48,725</b>	<b>\$77,813</b>
Visiting Professor I							
University Yr	Male		1	\$60,000	\$60,000	\$60,000	\$60,000
<b>University Yr</b>	<b>Total</b>		<b>1</b>	<b>\$60,000</b>	<b>\$60,000</b>	<b>\$60,000</b>	<b>\$60,000</b>
Visiting Assistant Professor II							
Fiscal Yr	Female		1	\$40,000	\$40,000	\$40,000	\$40,000
<b>Fiscal Yr</b>	<b>Total</b>		<b>1</b>	<b>\$40,000</b>	<b>\$40,000</b>	<b>\$40,000</b>	<b>\$40,000</b>
<b>TOTAL</b>			<b>424</b>	<b>\$109,025</b>	<b>\$104,951</b>	<b>\$16,667</b>	<b>\$252,000</b>

# University of Michigan- Committee on the Economic Status of the Faculty

## Division of Kinesiology

**2006-07**

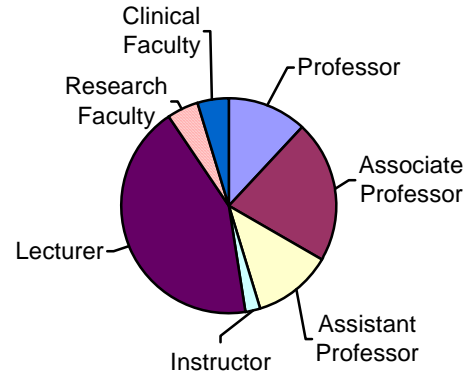
February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

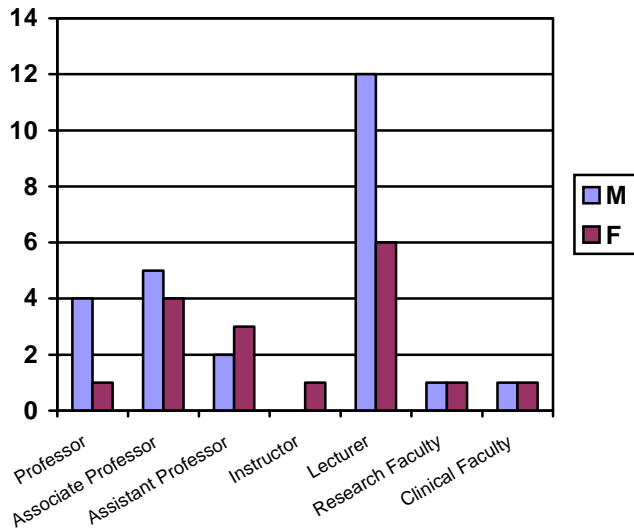
Total number of faculty all ranks: 42	Male	Female
	60%	40%
Gender by Rank		
	Male	Female
Professor	80%	20%
Associate Professor	56%	44%
Assistant Professor	40%	60%
Instructor	0%	100%
Lecturer	67%	33%
Research Faculty	50%	50%
Clinical Faculty	50%	50%

Please see page two for  
Published Salary Rates by Rank

### Faculty Composition



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

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CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	11.9%	Lecturer	42.9%
Associate Professor	21.4%	Research Faculty	4.8%
Assistant Professor	11.9%	Clinical Faculty	4.8%
Instructor	2.4%		

### Mission Statement of CESF

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**University of Michigan Ann Arbor Campus  
Division of Kinesiology  
Published Salary Rates 2006-07 by Rank**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Professor							
University Yr	Male	4	\$109,346	\$107,659	\$94,000	\$128,064	
University Yr	Female	1	\$108,072	\$108,072	\$108,072	\$108,072	
<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$109,091</b>	<b>\$108,072</b>	<b>\$94,000</b>	<b>\$128,064</b>	
Associate Professor							
University Yr	Male	4	\$84,574	\$83,991	\$80,432	\$89,880	
University Yr	Female	4	\$83,637	\$81,500	\$80,550	\$91,000	
<b>University Yr</b>	<b>Total</b>	<b>8</b>	<b>\$84,106</b>	<b>\$82,283</b>	<b>\$80,432</b>	<b>\$91,000</b>	
Associate Professor							
Fiscal Yr	Male	1	\$107,283	\$107,283	\$107,283	\$107,283	
<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$107,283</b>	<b>\$107,283</b>	<b>\$107,283</b>	<b>\$107,283</b>	
Assistant Professor							
University Yr	Male	2	\$67,000	\$67,000	\$66,000	\$68,000	
University Yr	Female	3	\$70,333	\$72,000	\$65,000	\$74,000	
<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$69,000</b>	<b>\$68,000</b>	<b>\$65,000</b>	<b>\$74,000</b>	
Instructor							
Fiscal Yr	Female	1	\$55,013	\$55,013	\$55,013	\$55,013	
<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$55,013</b>	<b>\$55,013</b>	<b>\$55,013</b>	<b>\$55,013</b>	
LEO Lecturer I							
University Yr	Male	7	\$37,131	\$32,640	\$31,620	\$64,000	
University Yr	Female	4	\$59,810	\$47,810	\$31,620	\$112,000	
<b>University Yr</b>	<b>Total</b>	<b>11</b>	<b>\$45,378</b>	<b>\$32,640</b>	<b>\$31,620</b>	<b>\$112,000</b>	
LEO Lecturer II							
University Yr	Male	2	\$42,074	\$42,074	\$39,862	\$44,285	
University Yr	Female	2	\$44,966	\$44,966	\$44,529	\$45,402	
<b>University Yr</b>	<b>Total</b>	<b>4</b>	<b>\$43,520</b>	<b>\$44,407</b>	<b>\$39,862</b>	<b>\$45,402</b>	
LEO Lecturer III							
University Yr	Male	3	\$52,667	\$54,000	\$50,000	\$54,000	
<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$52,667</b>	<b>\$54,000</b>	<b>\$50,000</b>	<b>\$54,000</b>	
Assistant Research Scientist							
Fiscal Yr	Male	1	\$97,114	\$97,114	\$97,114	\$97,114	
<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$97,114</b>	<b>\$97,114</b>	<b>\$97,114</b>	<b>\$97,114</b>	
Research Investigator							
Fiscal Yr	Female	1	\$60,000	\$60,000	\$60,000	\$60,000	
<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$60,000</b>	<b>\$60,000</b>	<b>\$60,000</b>	<b>\$60,000</b>	
Clinical Assistant Professor							
University Yr	Male	1	\$63,500	\$63,500	\$63,500	\$63,500	
University Yr	Female	1	\$69,391	\$69,391	\$69,391	\$69,391	
<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$66,446</b>	<b>\$66,446</b>	<b>\$63,500</b>	<b>\$69,391</b>	
<b>TOTAL</b>			<b>42</b>	<b>\$67,782</b>	<b>\$65,500</b>	<b>\$31,620</b>	<b>\$128,064</b>

# University of Michigan- Committee on the Economic Status of the Faculty

## Law School

2006-07

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

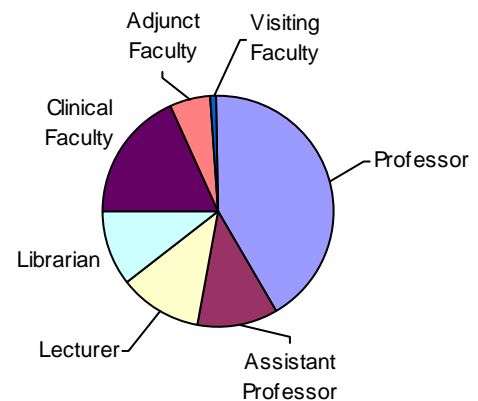
Total number of faculty all ranks: 103	Male	Female
	62%	38%

### Gender by Rank

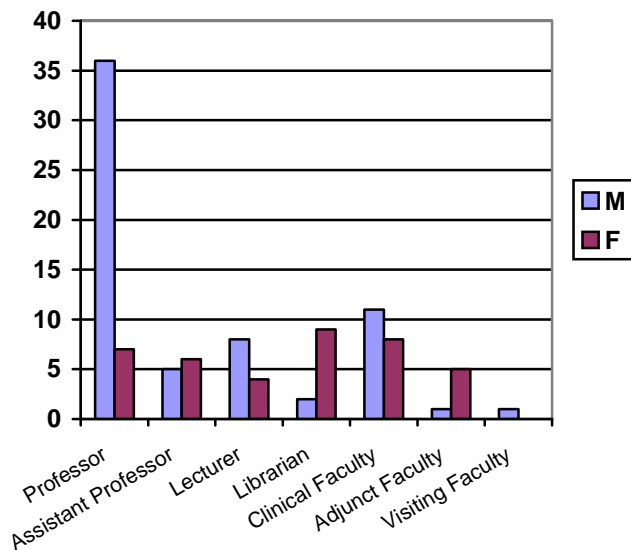
	Male	Female
Professor	84%	16%
Assistant Professor	45%	55%
Lecturer	67%	33%
Librarian	18%	82%
Clinical Faculty	58%	42%
Adjunct Faculty	17%	83%
Visiting Faculty	100%	0%

Please see page two for  
Published Salary Rates by Rank

### Faculty Composition



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	42%	Clinical Faculty	18%
Assistant Professor	11%	Adjunct Faculty	6%
Lecturer	12%	Visiting Faculty	1%
Librarian	11%		

### Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan Ann Arbor Campus  
Law School  
Published Salary Rates 2006-07 by Rank**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Professor							
	University Yr	Male	36	\$204,194	\$207,000	\$165,000	\$239,500
	University Yr	Female	7	\$191,571	\$203,500	\$146,000	\$228,500
	<b>University Yr</b>	<b>Total</b>	<b>43</b>	<b>\$202,140</b>	<b>\$206,000</b>	<b>\$146,000</b>	<b>\$239,500</b>
Assistant Professor							
	University Yr	Male	5	\$142,700	\$141,500	\$140,000	\$146,000
	University Yr	Female	6	\$143,583	\$143,750	\$140,000	\$148,000
	<b>University Yr</b>	<b>Total</b>	<b>11</b>	<b>\$143,182</b>	<b>\$143,000</b>	<b>\$140,000</b>	<b>\$148,000</b>
LEO Lecturer I							
	University Yr	Male	3	\$156,525	\$120,000	\$83,232	\$266,342
	University Yr	Female	3	\$110,106	\$116,525	\$83,232	\$130,560
	<b>University Yr</b>	<b>Total</b>	<b>6</b>	<b>\$133,315</b>	<b>\$118,262</b>	<b>\$83,232</b>	<b>\$266,342</b>
LEO Lecturer II							
	Fiscal Yr	Male	3	\$156,654	\$133,333	\$133,171	\$203,456
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$156,654</b>	<b>\$133,333</b>	<b>\$133,171</b>	<b>\$203,456</b>
LEO Intermittent Lecturer							
	University Yr	Male	2	\$166,464	\$166,464	\$133,171	\$199,757
	University Yr	Female	1	\$160,000	\$160,000	\$160,000	\$160,000
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$164,309</b>	<b>\$160,000</b>	<b>\$133,171</b>	<b>\$199,757</b>
Librarian							
	Fiscal Yr	Female	5	\$103,683	\$97,013	\$76,314	\$163,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>5</b>	<b>\$103,683</b>	<b>\$97,013</b>	<b>\$76,314</b>	<b>\$163,000</b>
Senior Associate Librarian							
	Fiscal Yr	Male	2	\$76,667	\$76,667	\$68,585	\$84,748
	Fiscal Yr	Female	2	\$65,863	\$65,863	\$65,863	\$65,863
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$71,265</b>	<b>\$67,224</b>	<b>\$65,863</b>	<b>\$84,748</b>
Associate Librarian							
	Fiscal Yr	Female	2	\$58,000	\$58,000	\$58,000	\$58,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$58,000</b>	<b>\$58,000</b>	<b>\$58,000</b>	<b>\$58,000</b>

**University of Michigan Ann Arbor Campus  
Law School  
Published Salary Rates 2006-07 by Rank  
(con't)**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Clinical Professor							
	University Yr	Male	4	\$164,625	\$166,500	\$157,000	\$168,500
	University Yr	Female	3	\$158,000	\$153,000	\$146,000	\$175,000
	<b>University Yr</b>	<b>Total</b>	<b>7</b>	<b>\$161,786</b>	<b>\$166,500</b>	<b>\$146,000</b>	<b>\$175,000</b>
Clinical Assistant Professor							
	University Yr	Male	3	\$116,167	\$115,000	\$108,500	\$125,000
	University Yr	Female	2	\$120,750	\$120,750	\$118,500	\$123,000
	<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$118,000</b>	<b>\$118,500</b>	<b>\$108,500</b>	<b>\$125,000</b>
Clinical Assistant Professor							
	Fiscal Yr	Male	4	\$66,813	\$65,625	\$59,500	\$76,500
	Fiscal Yr	Female	3	\$62,333	\$63,500	\$59,500	\$64,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>7</b>	<b>\$64,893</b>	<b>\$64,000</b>	<b>\$59,500</b>	<b>\$76,500</b>
Adjunct Clinical Assistant Professor							
	University Yr	Male	1	\$64,000	\$64,000	\$64,000	\$64,000
	University Yr	Female	5	\$86,400	\$96,000	\$48,000	\$128,000
	<b>University Yr</b>	<b>Total</b>	<b>6</b>	<b>\$82,667</b>	<b>\$80,000</b>	<b>\$48,000</b>	<b>\$128,000</b>
Visiting Professor I							
	University Yr	Male	1	\$170,000	\$170,000	\$170,000	\$170,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$170,000</b>	<b>\$170,000</b>	<b>\$170,000</b>	<b>\$170,000</b>
<b>TOTAL</b>			<b>103</b>	<b>\$153,320</b>	<b>\$160,000</b>	<b>\$48,000</b>	<b>\$266,342</b>

# University of Michigan- Committee on the Economic Status of the Faculty

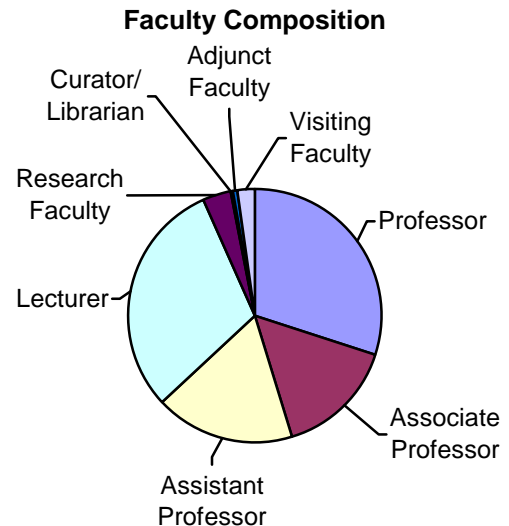
## College of Literature, Science, and the Arts (LSA)

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

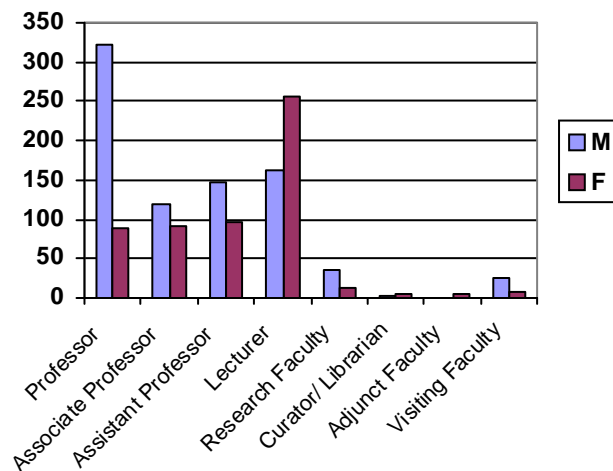
### Composition of the Faculty 2006-07

Total number of faculty all ranks: 1,370	Male	Female
	59%	41%
Gender by Rank		
	Male	Female
Professor	78%	22%
Associate Professor	56%	44%
Assistant Professor	60%	40%
Lecturer	39%	61%
Research Faculty	74%	26%
Curator/Librarian	33%	67%
Adjunct Faculty	20%	80%
Visiting Faculty	78%	22%



Please see page two for  
Published Salary Rates by Rank

### Faculty Gender Head County by Rank



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	29.9%	Research Faculty	3.4%
Associate Professor	15.3%	Curator/Librarian	0.44%
Assistant Professor	17.9%	Adjunct Faculty	0.36%
Lecturer	30.4%	Visiting Faculty	2.33%

### Mission Statement of CESF

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**University of Michigan Ann Arbor Campus  
College of Literature, Science, and the Arts (LSA)  
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	308	\$117,451	\$111,092	\$51,200	\$250,000
	University Yr	Female	87	\$115,273	\$109,400	\$74,387	\$198,364
	<b>University Yr</b>	<b>Total</b>	<b>395</b>	<b>\$116,971</b>	<b>\$110,363</b>	<b>\$51,200</b>	<b>\$250,000</b>
Professor	Fiscal Yr	Male	13	\$167,407	\$176,600	\$84,600	\$242,300
	Fiscal Yr	Female	2	\$156,513	\$156,513	\$133,500	\$179,525
	<b>Fiscal Yr</b>	<b>Total</b>	<b>15</b>	<b>\$165,954</b>	<b>\$176,600</b>	<b>\$84,600</b>	<b>\$242,300</b>
Associate Professor	University Yr	Male	118	\$78,663	\$76,792	\$53,522	\$144,000
	University Yr	Female	91	\$74,946	\$73,568	\$56,250	\$129,757
	<b>University Yr</b>	<b>Total</b>	<b>209</b>	<b>\$77,045</b>	<b>\$75,000</b>	<b>\$53,522</b>	<b>\$144,000</b>
Associate Professor	Fiscal Yr	Female	1	\$122,429	\$122,429	\$122,429	\$122,429
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$122,429</b>	<b>\$122,429</b>	<b>\$122,429</b>	<b>\$122,429</b>
Assistant Professor	University Yr	Male	148	\$65,219	\$64,871	\$48,500	\$112,000
	University Yr	Female	97	\$61,961	\$60,000	\$48,500	\$99,000
	<b>University Yr</b>	<b>Total</b>	<b>245</b>	<b>\$63,929</b>	<b>\$62,598</b>	<b>\$48,500</b>	<b>\$112,000</b>
LEO Lecturer I	University Yr	Male	75	\$41,042	\$35,947	\$31,000	\$109,090
	University Yr	Female	97	\$38,399	\$32,773	\$31,000	\$120,000
	<b>University Yr</b>	<b>Total</b>	<b>172</b>	<b>\$39,552</b>	<b>\$33,293</b>	<b>\$31,000</b>	<b>\$120,000</b>
LEO Lecturer II	University Yr	Male	39	\$40,402	\$37,744	\$34,679	\$59,153
	University Yr	Female	50	\$38,578	\$36,522	\$34,637	\$55,989
	<b>University Yr</b>	<b>Total</b>	<b>89</b>	<b>\$39,377</b>	<b>\$37,572</b>	<b>\$34,637</b>	<b>\$59,153</b>
LEO Lecturer III	University Yr	Male	3	\$48,980	\$48,103	\$46,818	\$52,020
	University Yr	Female	11	\$41,070	\$36,815	\$34,000	\$67,895
	<b>University Yr</b>	<b>Total</b>	<b>14</b>	<b>\$42,765</b>	<b>\$39,867</b>	<b>\$34,000</b>	<b>\$67,895</b>
LEO Lecturer IV	University Yr	Male	34	\$52,179	\$53,304	\$36,258	\$80,789
	University Yr	Female	85	\$49,751	\$47,753	\$36,258	\$77,315
	<b>University Yr</b>	<b>Total</b>	<b>119</b>	<b>\$50,445</b>	<b>\$49,351</b>	<b>\$36,258</b>	<b>\$80,789</b>
LEO Intermittent Lecturer	University Yr	Male	5	\$46,810	\$51,000	\$32,408	\$63,566
	University Yr	Female	6	\$45,175	\$46,928	\$31,000	\$63,711
	<b>University Yr</b>	<b>Total</b>	<b>11</b>	<b>\$45,918</b>	<b>\$51,000</b>	<b>\$31,000</b>	<b>\$63,711</b>



**University of Michigan Ann Arbor Campus  
College of Literature, Science, and the Arts (LSA)  
Published Salary Rates 2006-07 by Rank  
(con't)**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
	University Yr	Male	2	\$85,970	\$85,970	\$75,509	\$96,431
	University Yr	Female	1	\$86,912	\$86,912	\$86,912	\$86,912
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$86,284</b>	<b>\$86,912</b>	<b>\$75,509</b>	<b>\$96,431</b>
LEO Adjunct Asst Professor							
	University Yr	Female	1	\$83,232	\$83,232	\$83,232	\$83,232
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$83,232</b>	<b>\$83,232</b>	<b>\$83,232</b>	<b>\$83,232</b>
LEO Adjunct Lecturer							
	University Yr	Male	4	\$78,806	\$70,658	\$42,355	\$131,552
	University Yr	Female	4	\$52,814	\$45,581	\$24,453	\$95,640
	<b>University Yr</b>	<b>Total</b>	<b>8</b>	<b>\$65,810</b>	<b>\$52,402</b>	<b>\$24,453</b>	<b>\$131,552</b>
Research Scientist							
	Fiscal Yr	Male	5	\$85,801	\$78,134	\$57,500	\$130,150
	Fiscal Yr	Female	2	\$79,269	\$79,269	\$76,818	\$81,719
	<b>Fiscal Yr</b>	<b>Total</b>	<b>7</b>	<b>\$83,935</b>	<b>\$78,134</b>	<b>\$57,500</b>	<b>\$130,150</b>
Associate Research Scientist							
	Fiscal Yr	Male	11	\$65,410	\$63,947	\$41,818	\$92,240
	Fiscal Yr	Female	1	\$68,161	\$68,161	\$68,161	\$68,161
	<b>Fiscal Yr</b>	<b>Total</b>	<b>12</b>	<b>\$65,639</b>	<b>\$63,952</b>	<b>\$41,818</b>	<b>\$92,240</b>
Assistant Research Scientist							
	Fiscal Yr	Male	18	\$53,357	\$52,375	\$33,000	\$69,000
	Fiscal Yr	Female	5	\$48,674	\$41,796	\$33,619	\$83,556
	<b>Fiscal Yr</b>	<b>Total</b>	<b>23</b>	<b>\$52,339</b>	<b>\$51,500</b>	<b>\$33,000</b>	<b>\$83,556</b>
Research Investigator							
	Fiscal Yr	Male	1	\$34,800	\$34,800	\$34,800	\$34,800
	Fiscal Yr	Female	4	\$45,848	\$45,750	\$40,000	\$51,892
	<b>Fiscal Yr</b>	<b>Total</b>	<b>5</b>	<b>\$43,638</b>	<b>\$41,500</b>	<b>\$34,800</b>	<b>\$51,892</b>
Curator							
	University Yr	Female	1	\$100,000	\$100,000	\$100,000	\$100,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$100,000</b>	<b>\$100,000</b>	<b>\$100,000</b>	<b>\$100,000</b>
Curator							
	Fiscal Yr	Male	2	\$82,516	\$82,516	\$80,575	\$84,456
	Fiscal Yr	Female	1	\$70,737	\$70,737	\$70,737	\$70,737
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$78,589</b>	<b>\$80,575</b>	<b>\$70,737</b>	<b>\$84,456</b>
Associate Curator							
	Fiscal Yr	Female	1	\$55,350	\$55,350	\$55,350	\$55,350
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$55,350</b>	<b>\$55,350</b>	<b>\$55,350</b>	<b>\$55,350</b>
Assistant Librarian							
	Fiscal Yr	Female	1	\$40,883	\$40,883	\$40,883	\$40,883
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$40,883</b>	<b>\$40,883</b>	<b>\$40,883</b>	<b>\$40,883</b>

**University of Michigan Ann Arbor Campus  
College of Literature, Science, and the Arts (LSA)  
Published Salary Rates 2006-07 by Rank  
(con't)**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Adjunct Professor							
	University Yr	Female	1	\$32,000	\$32,000	\$32,000	\$32,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$32,000</b>	<b>\$32,000</b>	<b>\$32,000</b>	<b>\$32,000</b>
Adjunct Associate Professor							
	University Yr	Male	1	\$64,312	\$64,312	\$64,312	\$64,312
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$64,312</b>	<b>\$64,312</b>	<b>\$64,312</b>	<b>\$64,312</b>
Adjunct Lecturer							
	University Yr	Female	3	\$46,228	\$37,376	\$36,879	\$64,428
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$46,228</b>	<b>\$37,376</b>	<b>\$36,879</b>	<b>\$64,428</b>
Visiting Professor I							
	University Yr	Male	17	\$86,332	\$80,000	\$16,000	\$142,000
	University Yr	Female	1	\$80,000	\$80,000	\$80,000	\$80,000
	<b>University Yr</b>	<b>Total</b>	<b>18</b>	<b>\$85,980</b>	<b>\$80,000</b>	<b>\$16,000</b>	<b>\$142,000</b>
Visiting Associate Professor I							
	University Yr	Male	4	\$57,563	\$52,500	\$38,250	\$87,000
	University Yr	Female	2	\$45,500	\$45,500	\$31,000	\$60,000
	<b>University Yr</b>	<b>Total</b>	<b>6</b>	<b>\$53,542</b>	<b>\$52,500</b>	<b>\$31,000</b>	<b>\$87,000</b>
Visiting Assistant Professor I							
	University Yr	Male	1	\$30,000	\$30,000	\$30,000	\$30,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$30,000</b>	<b>\$30,000</b>	<b>\$30,000</b>	<b>\$30,000</b>
Visiting Assistant Professor II							
	University Yr	Male	3	\$52,333	\$55,000	\$42,000	\$60,000
	University Yr	Female	2	\$52,000	\$52,000	\$50,000	\$54,000
	<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$52,200</b>	<b>\$54,000</b>	<b>\$42,000</b>	<b>\$60,000</b>
Visiting Lecturer I							
	University Yr	Female	2	\$31,000	\$31,000	\$31,000	\$31,000
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$31,000</b>	<b>\$31,000</b>	<b>\$31,000</b>	<b>\$31,000</b>
<b>TOTAL</b>			<b>1372</b>	<b>\$76,202</b>	<b>\$68,622</b>	<b>\$16,000</b>	<b>\$250,000</b>

# University of Michigan- Committee on the Economic Status of the Faculty

## Medical School

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

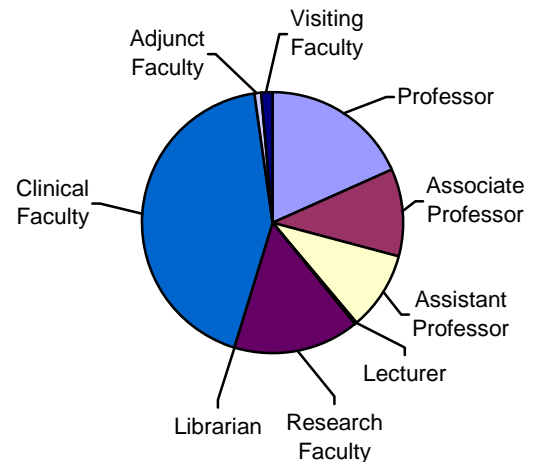
<b>Total number of faculty all ranks:</b> 1,976	<b>Male</b>	<b>Female</b>
	64%	36%

### Gender by Rank

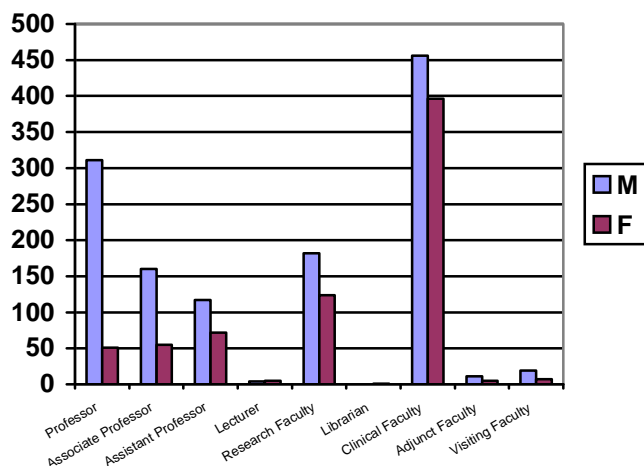
	<b>Male</b>	<b>Female</b>
Professor	86%	14%
Associate Professor	74%	26%
Assistant Professor	62%	38%
Lecturer	44%	56%
Research Faculty	59%	41%
Librarian	0%	100%
Clinical Faculty	54%	46%
Adjunct Faculty	69%	31%
Visiting Faculty	73%	27%

**Please see page two for  
Published Salary Rates by Rank**

### Faculty Composition



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	18.3%	Librarian	<0.1%
Associate Professor	10.9%	Clinical Faculty	43.1%
Assistant Professor	9.6%	Adjunct Faculty	<1%
Lecturer	0.5%	Visiting Faculty	1.3%
Research Faculty	15.5%		

### Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan Ann Arbor Campus  
Medical School  
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	Fiscal Yr	Male	311	\$179,792	\$183,500	\$78,642	\$336,966
	Fiscal Yr	Female	51	\$171,354	\$183,500	\$109,140	\$312,966
	<b>Fiscal Yr</b>	<b>Total</b>	<b>362</b>	<b>\$178,603</b>	<b>\$183,500</b>	<b>\$78,642</b>	<b>\$336,966</b>
Associate Professor							
	Fiscal Yr	Male	160	\$151,698	\$151,064	\$61,167	\$293,899
	Fiscal Yr	Female	55	\$146,945	\$148,030	\$77,315	\$220,626
	<b>Fiscal Yr</b>	<b>Total</b>	<b>215</b>	<b>\$150,482</b>	<b>\$150,000</b>	<b>\$61,167</b>	<b>\$293,899</b>
Assistant Professor							
	Fiscal Yr	Male	117	\$129,905	\$126,145	\$65,564	\$222,062
	Fiscal Yr	Female	72	\$123,486	\$116,265	\$81,600	\$219,159
	<b>Fiscal Yr</b>	<b>Total</b>	<b>189</b>	<b>\$127,460</b>	<b>\$123,543</b>	<b>\$65,564</b>	<b>\$222,062</b>
Lecturer							
	Fiscal Yr	Female	1	\$80,080	\$80,080	\$80,080	\$80,080
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$80,080</b>	<b>\$80,080</b>	<b>\$80,080</b>	<b>\$80,080</b>
LEO Lecturer III							
	Fiscal Yr	Male	2	\$60,564	\$60,564	\$55,032	\$66,095
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$60,564</b>	<b>\$60,564</b>	<b>\$55,032</b>	<b>\$66,095</b>
LEO Lecturer IV							
	Fiscal Yr	Male	2	\$84,149	\$84,149	\$75,727	\$92,571
	Fiscal Yr	Female	4	\$56,990	\$59,964	\$42,416	\$65,616
	<b>Fiscal Yr</b>	<b>Total</b>	<b>6</b>	<b>\$66,043</b>	<b>\$63,708</b>	<b>\$42,416</b>	<b>\$92,571</b>
Research Professor							
	Fiscal Yr	Male	11	\$142,115	\$123,769	\$95,668	\$329,277
	Fiscal Yr	Female	8	\$123,136	\$108,571	\$91,500	\$249,310
	<b>Fiscal Yr</b>	<b>Total</b>	<b>19</b>	<b>\$134,124</b>	<b>\$120,000</b>	<b>\$91,500</b>	<b>\$329,277</b>
Research Associate Professor							
	Fiscal Yr	Male	10	\$102,131	\$98,761	\$74,916	\$145,000
	Fiscal Yr	Female	2	\$86,052	\$86,052	\$75,093	\$97,010
	<b>Fiscal Yr</b>	<b>Total</b>	<b>12</b>	<b>\$99,451</b>	<b>\$97,397</b>	<b>\$74,916</b>	<b>\$145,000</b>
Research Assistant Professor							
	Fiscal Yr	Male	62	\$76,477	\$77,131	\$48,528	\$99,750
	Fiscal Yr	Female	38	\$75,529	\$73,482	\$48,528	\$112,058
	<b>Fiscal Yr</b>	<b>Total</b>	<b>100</b>	<b>\$76,117</b>	<b>\$75,808</b>	<b>\$48,528</b>	<b>\$112,058</b>
Research Investigator							
	Fiscal Yr	Male	99	\$58,693	\$56,238	\$36,051	\$96,000
	Fiscal Yr	Female	76	\$57,366	\$56,029	\$35,697	\$92,288
	<b>Fiscal Yr</b>	<b>Total</b>	<b>175</b>	<b>\$58,117</b>	<b>\$56,238</b>	<b>\$35,697</b>	<b>\$96,000</b>
Associate Librarian							
	Fiscal Yr	Female	1	\$52,162	\$52,162	\$52,162	\$52,162
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$52,162</b>	<b>\$52,162</b>	<b>\$52,162</b>	<b>\$52,162</b>

**University of Michigan Ann Arbor Campus  
Medical School  
Published Salary Rates 2006-07 by Rank  
(con't)**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Clinical Professor</b>							
Fiscal Yr	Male	34	\$158,320	\$156,969	\$77,425	\$225,600	
Fiscal Yr	Female	12	\$151,323	\$147,619	\$121,195	\$195,000	
<b>Fiscal Yr</b>	<b>Total</b>	<b>46</b>	<b>\$156,495</b>	<b>\$150,000</b>	<b>\$77,425</b>	<b>\$225,600</b>	
<b>Clinical Associate Professor</b>							
Fiscal Yr	Male	67	\$147,877	\$152,936	\$91,800	\$191,160	
Fiscal Yr	Female	38	\$148,501	\$145,811	\$87,440	\$194,208	
<b>Fiscal Yr</b>	<b>Total</b>	<b>105</b>	<b>\$148,103</b>	<b>\$152,261</b>	<b>\$87,440</b>	<b>\$194,208</b>	
<b>Clinical Assistant Professor</b>							
Fiscal Yr	Male	177	\$135,965	\$138,746	\$51,500	\$300,000	
Fiscal Yr	Female	164	\$121,088	\$120,043	\$45,000	\$198,000	
<b>Fiscal Yr</b>	<b>Total</b>	<b>341</b>	<b>\$128,811</b>	<b>\$128,750</b>	<b>\$45,000</b>	<b>\$300,000</b>	
<b>Clinical Instructor</b>							
Fiscal Yr	Male	55	\$124,416	\$133,299	\$45,277	\$207,000	
Fiscal Yr	Female	81	\$113,603	\$110,250	\$70,000	\$190,500	
<b>Fiscal Yr</b>	<b>Total</b>	<b>136</b>	<b>\$117,975</b>	<b>\$116,937</b>	<b>\$45,277</b>	<b>\$207,000</b>	
<b>Clinical Lecturer</b>							
Fiscal Yr	Male	123	\$99,673	\$90,000	\$40,000	\$185,000	
Fiscal Yr	Female	101	\$99,888	\$91,140	\$51,012	\$185,000	
<b>Fiscal Yr</b>	<b>Total</b>	<b>224</b>	<b>\$99,770</b>	<b>\$90,000</b>	<b>\$40,000</b>	<b>\$185,000</b>	
<b>Adjunct Clinical Professor</b>							
Fiscal Yr	Male	3	\$125,318	\$102,041	\$100,000	\$173,913	
<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$125,318</b>	<b>\$102,041</b>	<b>\$100,000</b>	<b>\$173,913</b>	
<b>Adjunct Clinical Associate Professor</b>							
Fiscal Yr	Male	1	\$125,000	\$125,000	\$125,000	\$125,000	
Fiscal Yr	Female	2	\$65,133	\$65,133	\$60,230	\$70,035	
<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$85,088</b>	<b>\$70,035</b>	<b>\$60,230</b>	<b>\$125,000</b>	
<b>Adjunct Clinical Assistant Professor</b>							
Fiscal Yr	Male	5	\$99,531	\$73,320	\$70,000	\$201,875	
<b>Fiscal Yr</b>	<b>Total</b>	<b>5</b>	<b>\$99,531</b>	<b>\$73,320</b>	<b>\$70,000</b>	<b>\$201,875</b>	
<b>Adjunct Clinical Instructor</b>							
Fiscal Yr	Male	2	\$94,400	\$94,400	\$63,800	\$125,000	
Fiscal Yr	Female	1	\$55,560	\$55,560	\$55,560	\$55,560	
<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$81,453</b>	<b>\$63,800</b>	<b>\$55,560</b>	<b>\$125,000</b>	
<b>Adjunct Clinical Lecturer</b>							
Fiscal Yr	Female	2	\$105,570	\$105,570	\$91,140	\$120,000	
<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$105,570</b>	<b>\$105,570</b>	<b>\$91,140</b>	<b>\$120,000</b>	

**University of Michigan Ann Arbor Campus  
Medical School  
Published Salary Rates 2006-07 by Rank  
(con't)**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Visiting Professor I							
	Fiscal Yr	Male	2	\$83,806	\$83,806	\$42,612	\$125,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$83,806</b>	<b>\$83,806</b>	<b>\$42,612</b>	<b>\$125,000</b>
Visiting Associate Professor I							
	Fiscal Yr	Male	1	\$35,000	\$35,000	\$35,000	\$35,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$35,000</b>	<b>\$35,000</b>	<b>\$35,000</b>	<b>\$35,000</b>
Visiting Instructor I							
	Fiscal Yr	Male	12	\$123,000	\$126,000	\$90,000	\$126,000
	Fiscal Yr	Female	7	\$113,143	\$126,000	\$36,000	\$126,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>19</b>	<b>\$119,368</b>	<b>\$126,000</b>	<b>\$36,000</b>	<b>\$126,000</b>
Visiting Clinical Lecturer							
	Fiscal Yr	Male	4	\$104,876	\$96,549	\$56,406	\$170,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$104,876</b>	<b>\$96,549</b>	<b>\$56,406</b>	<b>\$170,000</b>
<b>TOTAL</b>			<b>1976</b>	<b>\$127,942</b>	<b>\$127,436</b>	<b>\$35,000</b>	<b>\$336,966</b>

# University of Michigan- Committee on the Economic Status of the Faculty

## School of Music

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

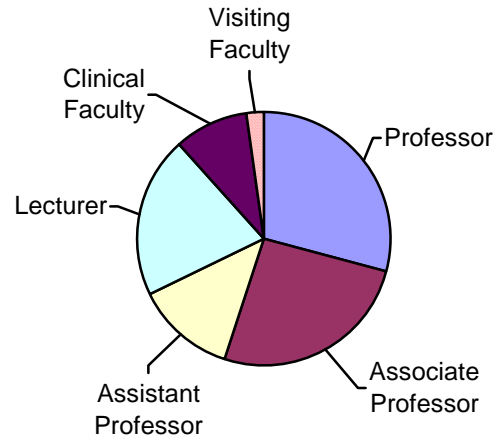
Total number of faculty all ranks: 162	Male	Female
	64%	36%

### Gender by Rank

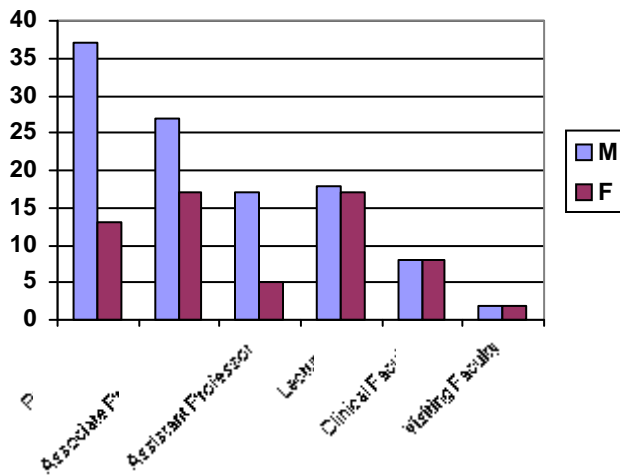
	Male	Female
Professor	74%	26%
Associate Professor	61%	39%
Assistant Professor	77%	23%
Lecturer	51%	49%
Clinical Faculty	50%	50%
Visiting Faculty	50%	50%

Please see page two for  
Published Salary Rates by Rank

### Faculty Composition



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	29.2%	Lecturer	20.5%
Associate Professor	25.7%	Clinical Faculty	9.4%
Assistant Professor	12.9%	Visiting Faculty	2.3%

### Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan Ann Arbor Campus  
School of Music  
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	36	\$102,641	\$100,013	\$70,393	\$170,000
	University Yr	Female	13	\$106,489	\$92,500	\$71,317	\$208,802
	<b>University Yr</b>	<b>Total</b>	<b>49</b>	<b>\$103,662</b>	<b>\$98,251</b>	<b>\$70,393</b>	<b>\$208,802</b>
Professor	Fiscal Yr	Male	1	\$87,781	\$87,781	\$87,781	\$87,781
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$87,781</b>	<b>\$87,781</b>	<b>\$87,781</b>	<b>\$87,781</b>
Associate Professor	University Yr	Male	27	\$70,229	\$66,885	\$58,255	\$97,265
	University Yr	Female	17	\$73,552	\$69,870	\$61,279	\$98,872
	<b>University Yr</b>	<b>Total</b>	<b>44</b>	<b>\$71,513</b>	<b>\$68,944</b>	<b>\$58,255</b>	<b>\$98,872</b>
Assistant Professor	University Yr	Male	15	\$58,636	\$56,394	\$54,741	\$72,234
	University Yr	Female	5	\$56,112	\$55,776	\$52,250	\$60,252
	<b>University Yr</b>	<b>Total</b>	<b>20</b>	<b>\$58,005</b>	<b>\$56,201</b>	<b>\$52,250</b>	<b>\$72,234</b>
Assistant Professor	Fiscal Yr	Male	2	\$52,614	\$52,614	\$51,213	\$54,015
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$52,614</b>	<b>\$52,614</b>	<b>\$51,213</b>	<b>\$54,015</b>
LEO Lecturer I	University Yr	Male	6	\$75,139	\$80,000	\$40,000	\$89,892
	University Yr	Female	7	\$42,715	\$35,374	\$31,000	\$88,128
	<b>University Yr</b>	<b>Total</b>	<b>13</b>	<b>\$57,680</b>	<b>\$40,000</b>	<b>\$31,000</b>	<b>\$89,892</b>
LEO Lecturer II	University Yr	Male	5	\$61,973	\$68,365	\$33,833	\$95,476
	University Yr	Female	5	\$51,275	\$52,387	\$31,212	\$68,365
	<b>University Yr</b>	<b>Total</b>	<b>10</b>	<b>\$56,624</b>	<b>\$58,208</b>	<b>\$31,212</b>	<b>\$95,476</b>
LEO Lecturer III	University Yr	Male	2	\$59,445	\$59,445	\$34,680	\$84,211
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$59,445</b>	<b>\$59,445</b>	<b>\$34,680</b>	<b>\$84,211</b>
LEO Lecturer IV	University Yr	Male	5	\$35,527	\$34,947	\$32,944	\$38,968
	University Yr	Female	2	\$38,921	\$38,921	\$35,842	\$42,000
	<b>University Yr</b>	<b>Total</b>	<b>7</b>	<b>\$36,497</b>	<b>\$35,842</b>	<b>\$32,944</b>	<b>\$42,000</b>
LEO Intermittent Lecturer	University Yr	Female	3	\$94,076	\$79,520	\$75,208	\$127,500
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$94,076</b>	<b>\$79,520</b>	<b>\$75,208</b>	<b>\$127,500</b>



**University of Michigan Ann Arbor Campus  
School of Music  
Published Salary Rates 2006-07 by Rank  
(con't)**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Clinical Associate Professor							
University Yr	Male		1	\$54,862	\$54,862	\$54,862	\$54,862
University Yr	Female		3	\$61,864	\$64,006	\$55,827	\$65,758
<b>University Yr</b>	<b>Total</b>		<b>4</b>	<b>\$60,113</b>	<b>\$59,917</b>	<b>\$54,862</b>	<b>\$65,758</b>
Clinical Assistant Professor							
University Yr	Male		6	\$54,187	\$54,959	\$44,814	\$59,823
University Yr	Female		5	\$50,644	\$49,059	\$44,210	\$61,921
<b>University Yr</b>	<b>Total</b>		<b>11</b>	<b>\$52,576</b>	<b>\$52,250</b>	<b>\$44,210</b>	<b>\$61,921</b>
Clinical Lecturer							
University Yr	Male		1	\$44,210	\$44,210	\$44,210	\$44,210
<b>University Yr</b>	<b>Total</b>		<b>1</b>	<b>\$44,210</b>	<b>\$44,210</b>	<b>\$44,210</b>	<b>\$44,210</b>
Visiting Assistant Professor II							
University Yr	Male		1	\$80,000	\$80,000	\$80,000	\$80,000
University Yr	Female		1	\$50,000	\$50,000	\$50,000	\$50,000
<b>University Yr</b>	<b>Total</b>		<b>2</b>	<b>\$65,000</b>	<b>\$65,000</b>	<b>\$50,000</b>	<b>\$80,000</b>
Visiting Instructor I							
University Yr	Male		1	\$31,000	\$31,000	\$31,000	\$31,000
<b>University Yr</b>	<b>Total</b>		<b>1</b>	<b>\$31,000</b>	<b>\$31,000</b>	<b>\$31,000</b>	<b>\$31,000</b>
Visiting Lecturer I							
University Yr	Female		1	\$32,000	\$32,000	\$32,000	\$32,000
<b>University Yr</b>	<b>Total</b>		<b>1</b>	<b>\$32,000</b>	<b>\$32,000</b>	<b>\$32,000</b>	<b>\$32,000</b>
<b>TOTAL</b>			<b>171</b>	<b>\$73,730</b>	<b>\$68,996</b>	<b>\$31,000</b>	<b>\$208,802</b>

# University of Michigan- Committee on the Economic Status of the Faculty

## School of Nursing

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

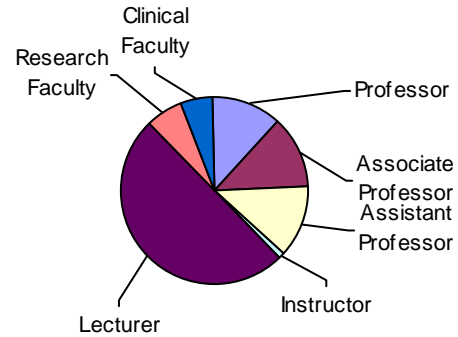
Total number of faculty all ranks: 122	Male	Female
	5%	95%

### Gender by Rank

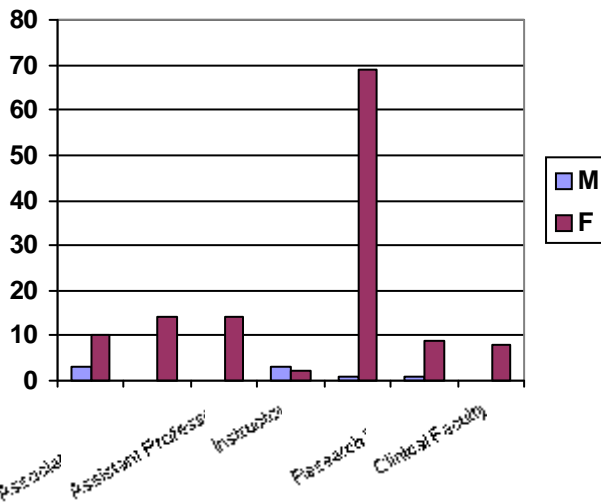
	Male	Female
Professor	20%	77%
Associate Professor	0%	100%
Assistant Professor	0%	100%
Instructor	0%	100%
Lecturer	3%	99%
Research Faculty	12.5%	87.5%
Clinical Faculty	0%	100%

Please see page two for  
Published Salary Rates by Rank

### Faculty Composition



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	12.3%	Lecturer	50%
Associate Professor	12.3%	Research Faculty	7%
Assistant Professor	12.3%	Clinical Faculty	6%
Instructor	<1.0%		

### Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan Ann Arbor Campus  
School of Nursing  
Published Salary Rates 2006-7 by Rank**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Professor	University Yr	Male	3	\$101,524	\$105,284	\$90,827	\$108,462
	University Yr	Female	7	\$112,317	\$109,679	\$101,442	\$125,855
	<b>University Yr</b>	<b>Total</b>	<b>10</b>	<b>\$109,079</b>	<b>\$107,720</b>	<b>\$90,827</b>	<b>\$125,855</b>
Professor	Fiscal Yr	Female	5	\$154,320	\$139,359	\$122,784	\$235,465
	<b>Fiscal Yr</b>	<b>Total</b>	<b>5</b>	<b>\$154,320</b>	<b>\$139,359</b>	<b>\$122,784</b>	<b>\$235,465</b>
Associate Professor	University Yr	Female	13	\$88,519	\$84,861	\$74,974	\$109,248
	<b>University Yr</b>	<b>Total</b>	<b>13</b>	<b>\$88,519</b>	<b>\$84,861</b>	<b>\$74,974</b>	<b>\$109,248</b>
Associate Professor	Fiscal Yr	Female	2	\$114,353	\$114,353	\$112,595	\$116,111
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$114,353</b>	<b>\$114,353</b>	<b>\$112,595</b>	<b>\$116,111</b>
Assistant Professor	University Yr	Female	14	\$68,901	\$67,990	\$64,890	\$79,500
	<b>University Yr</b>	<b>Total</b>	<b>14</b>	<b>\$68,901</b>	<b>\$67,990</b>	<b>\$64,890</b>	<b>\$79,500</b>
Assistant Professor	Fiscal Yr	Female	1	\$85,533	\$85,533	\$85,533	\$85,533
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$85,533</b>	<b>\$85,533</b>	<b>\$85,533</b>	<b>\$85,533</b>
Instructor	University Yr	Female	1	\$84,000	\$84,000	\$84,000	\$84,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$84,000</b>	<b>\$84,000</b>	<b>\$84,000</b>	<b>\$84,000</b>
LEO Lecturer I	University Yr	Male	2	\$37,417	\$37,417	\$35,333	\$39,500
	University Yr	Female	20	\$39,080	\$40,433	\$35,333	\$41,257
	<b>University Yr</b>	<b>Total</b>	<b>22</b>	<b>\$38,929</b>	<b>\$40,290</b>	<b>\$35,333</b>	<b>\$41,257</b>
LEO Lecturer II	University Yr	Female	20	\$47,549	\$45,726	\$40,612	\$76,795
	<b>University Yr</b>	<b>Total</b>	<b>20</b>	<b>\$47,549</b>	<b>\$45,726</b>	<b>\$40,612</b>	<b>\$76,795</b>
LEO Lecturer III	University Yr	Female	7	\$48,315	\$48,047	\$41,157	\$61,918
	<b>University Yr</b>	<b>Total</b>	<b>7</b>	<b>\$48,315</b>	<b>\$48,047</b>	<b>\$41,157</b>	<b>\$61,918</b>
LEO Lecturer IV	University Yr	Female	9	\$50,996	\$49,626	\$43,874	\$71,205
	<b>University Yr</b>	<b>Total</b>	<b>9</b>	<b>\$50,996</b>	<b>\$49,626</b>	<b>\$43,874</b>	<b>\$71,205</b>
LEO Intermittent Lecturer	University Yr	Female	3	\$41,425	\$41,425	\$41,425	\$41,425
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$41,425</b>	<b>\$41,425</b>	<b>\$41,425</b>	<b>\$41,425</b>

**University of Michigan Ann Arbor Campus  
School of Nursing  
Published Salary Rates 2006-7 by Rank  
(con't)**

			#	Mean	Median	Minimum	Maximum
Research Assistant Professor							
	Fiscal Yr	Female	1	\$59,555	\$59,555	\$59,555	\$59,555
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$59,555</b>	<b>\$59,555</b>	<b>\$59,555</b>	<b>\$59,555</b>
Associate Research Scientist							
	Fiscal Yr	Male	1	\$91,307	\$91,307	\$91,307	\$91,307
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$91,307</b>	<b>\$91,307</b>	<b>\$91,307</b>	<b>\$91,307</b>
Assistant Research Scientist							
	Fiscal Yr	Female	4	\$62,246	\$60,974	\$47,277	\$79,761
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$62,246</b>	<b>\$60,974</b>	<b>\$47,277</b>	<b>\$79,761</b>
Research Investigator							
	Fiscal Yr	Female	2	\$70,974	\$70,974	\$59,160	\$82,788
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$70,974</b>	<b>\$70,974</b>	<b>\$59,160</b>	<b>\$82,788</b>
Clinical Instructor							
	University Yr	Female	1	\$86,134	\$86,134	\$86,134	\$86,134
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$86,134</b>	<b>\$86,134</b>	<b>\$86,134</b>	<b>\$86,134</b>
Clinical Lecturer							
	Fiscal Yr	Female	6	\$66,818	\$66,475	\$60,047	\$74,004
	<b>Fiscal Yr</b>	<b>Total</b>	<b>6</b>	<b>\$66,818</b>	<b>\$66,475</b>	<b>\$60,047</b>	<b>\$74,004</b>
<b>TOTAL</b>			<b>122</b>	<b>\$66,670</b>	<b>\$59,647</b>	<b>\$35,333</b>	<b>\$235,465</b>

# University of Michigan- Committee on the Economic Status of the Faculty

## College of Pharmacy

2006-07

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

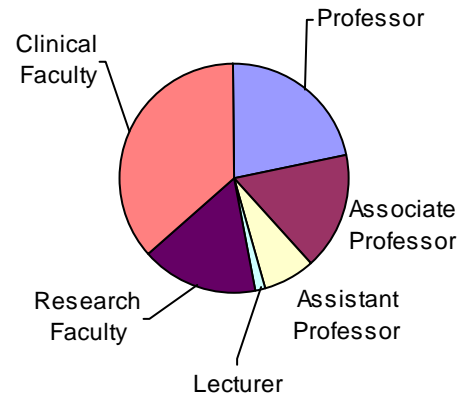
Total number of faculty all ranks: 68	Male	Female
	53%	47%

### Gender by Rank

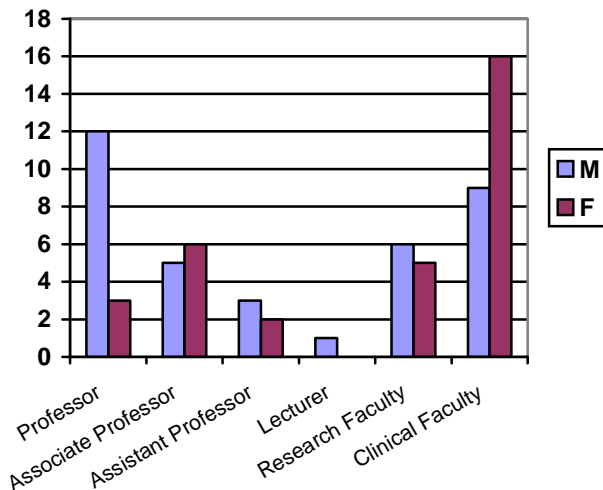
	Male	Female
Professor	80%	20%
Associate Professor	45%	55%
Assistant Professor	60%	40%
Lecturer	100%	0%
Research Faculty	55%	45%
Clinical Faculty	36%	64%

Please see page two for  
Published Salary Rates by Rank

### Faculty Composition



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	22%	Lecturer	1%
Associate Professor	16%	Research Faculty	16%
Assistant Professor	7%	Clinical Faculty	37%

### Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan Ann Arbor Campus  
College of Pharmacy  
Published Salary Rates 2006-07 by Rank**

Pharmacy			#	Mean	Median	Minimum	Maximum
Professor	Fiscal Yr	Male	12	\$168,630	\$167,003	\$118,574	\$266,045
	Fiscal Yr	Female	3	\$133,055	\$134,233	\$111,453	\$153,479
	<b>Fiscal Yr</b>	<b>Total</b>	<b>15</b>	<b>\$161,515</b>	<b>\$153,479</b>	<b>\$111,453</b>	<b>\$266,045</b>
Associate Professor	Fiscal Yr	Male	5	\$106,363	\$105,326	\$101,793	\$110,143
	Fiscal Yr	Female	6	\$106,270	\$101,275	\$95,234	\$133,524
	<b>Fiscal Yr</b>	<b>Total</b>	<b>11</b>	<b>\$106,312</b>	<b>\$105,282</b>	<b>\$95,234</b>	<b>\$133,524</b>
Assistant Professor	Fiscal Yr	Male	3	\$88,617	\$88,725	\$85,000	\$92,127
	Fiscal Yr	Female	2	\$86,863	\$86,863	\$85,000	\$88,725
	<b>Fiscal Yr</b>	<b>Total</b>	<b>5</b>	<b>\$87,915</b>	<b>\$88,725</b>	<b>\$85,000</b>	<b>\$92,127</b>
LEO Lecturer IV	Fiscal Yr	Male	1	\$69,198	\$69,198	\$69,198	\$69,198
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$69,198</b>	<b>\$69,198</b>	<b>\$69,198</b>	<b>\$69,198</b>
Research Scientist	Fiscal Yr	Male	1	\$109,358	\$109,358	\$109,358	\$109,358
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$109,358</b>	<b>\$109,358</b>	<b>\$109,358</b>	<b>\$109,358</b>
Associate Research Scientist	Fiscal Yr	Male	1	\$72,973	\$72,973	\$72,973	\$72,973
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$72,973</b>	<b>\$72,973</b>	<b>\$72,973</b>	<b>\$72,973</b>
Assistant Research Scientist Assistant Research Scientist	Fiscal Yr	Male	3	\$63,417	\$55,125	\$55,125	\$80,000
	Fiscal Yr	Female	4	\$60,851	\$64,067	\$50,000	\$65,270
	<b>Fiscal Yr</b>	<b>Total</b>	<b>7</b>	<b>\$61,951</b>	<b>\$63,000</b>	<b>\$50,000</b>	<b>\$80,000</b>
Research Investigator	Fiscal Yr	Male	1	\$57,750	\$57,750	\$57,750	\$57,750
	Fiscal Yr	Female	1	\$49,613	\$49,613	\$49,613	\$49,613
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$53,682</b>	<b>\$53,682</b>	<b>\$49,613</b>	<b>\$57,750</b>
Clinical Associate Professor	Fiscal Yr	Male	4	\$118,036	\$112,243	\$102,057	\$145,601
	Fiscal Yr	Female	7	\$106,880	\$105,786	\$95,436	\$115,285
	<b>Fiscal Yr</b>	<b>Total</b>	<b>11</b>	<b>\$110,937</b>	<b>\$107,094</b>	<b>\$95,436</b>	<b>\$145,601</b>
Clinical Assistant Professor	Fiscal Yr	Male	5	\$97,623	\$95,907	\$93,784	\$103,284
	Fiscal Yr	Female	9	\$93,984	\$93,784	\$91,872	\$99,379
	<b>Fiscal Yr</b>	<b>Total</b>	<b>14</b>	<b>\$95,284</b>	<b>\$94,012</b>	<b>\$91,872</b>	<b>\$103,284</b>
<b>TOTAL</b>			<b>68</b>	<b>\$108,508</b>	<b>\$101,871</b>	<b>\$49,613</b>	<b>\$266,045</b>

# University of Michigan- Committee on the Economic Status of the Faculty

## Gerald R. Ford School of Public Policy

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

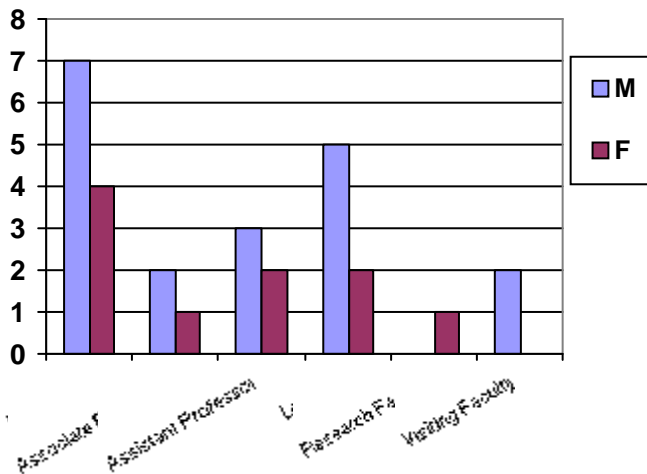
Total number of faculty all ranks: 29	Male	Female
	66%	34%
Gender by Rank		
	Male	Female
Professor	64%	36%
Associate Professor	67%	33%
Assistant Professor	60%	40%
Lecturer	71%	29%
Research Faculty	0%	100%
Visiting Faculty	100%	0%

### Faculty Composition



Please see page two for  
Published Salary Rates by Rank

### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	38%	Lecturer	24%
Associate Professor	10%	Research Faculty	3%
Assistant Professor	17%	Visiting Faculty	7%

### Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan Ann Arbor Campus  
Gerald R. Ford School of Public Policy  
Published Salary Rates 2006-07 by Rank**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Professor							
University Yr	Male	7	\$161,115	\$147,000	\$110,621	\$244,424	
University Yr	Female	4	\$133,113	\$138,050	\$107,000	\$149,350	
<b>University Yr</b>	<b>Total</b>	<b>11</b>	<b>\$150,932</b>	<b>\$140,800</b>	<b>\$107,000</b>	<b>\$244,424</b>	
Associate Professor							
University Yr	Male	1	\$90,100	\$90,100	\$90,100	\$90,100	
University Yr	Female	1	\$87,100	\$87,100	\$87,100	\$87,100	
<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$88,600</b>	<b>\$88,600</b>	<b>\$87,100</b>	<b>\$90,100</b>	
Associate Professor							
Fiscal Yr	Male	1	\$162,867	\$162,867	\$162,867	\$162,867	
<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$162,867</b>	<b>\$162,867</b>	<b>\$162,867</b>	<b>\$162,867</b>	
Assistant Professor							
University Yr	Male	3	\$99,867	\$95,000	\$89,600	\$115,000	
University Yr	Female	2	\$89,500	\$89,500	\$80,000	\$99,000	
<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$95,720</b>	<b>\$95,000</b>	<b>\$80,000</b>	<b>\$115,000</b>	
LEO Lecturer III							
University Yr	Male	1	\$108,000	\$108,000	\$108,000	\$108,000	
University Yr	Female	1	\$90,000	\$90,000	\$90,000	\$90,000	
<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$99,000</b>	<b>\$99,000</b>	<b>\$90,000</b>	<b>\$108,000</b>	
LEO Lecturer IV							
University Yr	Male	1	\$57,335	\$57,335	\$57,335	\$57,335	
University Yr	Female	1	\$57,335	\$57,335	\$57,335	\$57,335	
<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$57,335</b>	<b>\$57,335</b>	<b>\$57,335</b>	<b>\$57,335</b>	
LEO Intermittent Lecturer							
University Yr	Male	2	\$87,980	\$87,980	\$83,232	\$92,727	
<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$87,980</b>	<b>\$87,980</b>	<b>\$83,232</b>	<b>\$92,727</b>	
LEO Adjunct Lecturer							
University Yr	Male	1	\$89,760	\$89,760	\$89,760	\$89,760	
<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$89,760</b>	<b>\$89,760</b>	<b>\$89,760</b>	<b>\$89,760</b>	
Research Investigator							
Fiscal Yr	Female	1	\$81,800	\$81,800	\$81,800	\$81,800	
<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$81,800</b>	<b>\$81,800</b>	<b>\$81,800</b>	<b>\$81,800</b>	
Visiting Professor I							
University Yr	Male	1	\$54,752	\$54,752	\$54,752	\$54,752	
<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$54,752</b>	<b>\$54,752</b>	<b>\$54,752</b>	<b>\$54,752</b>	
Visiting Assoc Professor I							
Fiscal Yr	Male	1	\$160,000	\$160,000	\$160,000	\$160,000	
<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$160,000</b>	<b>\$160,000</b>	<b>\$160,000</b>	<b>\$160,000</b>	
<b>TOTAL</b>			<b>29</b>	<b>\$115,650</b>	<b>\$107,000</b>	<b>\$54,752</b>	<b>\$244,424</b>



# University of Michigan- Committee on the Economic Status of the Faculty

## School of Public Health

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

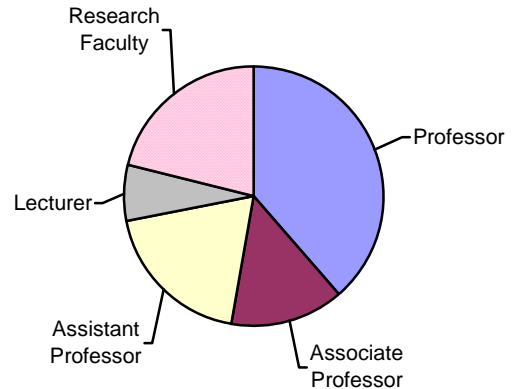
Total number of faculty all ranks: 142	Male	Female
	57%	43%

### Gender by Rank

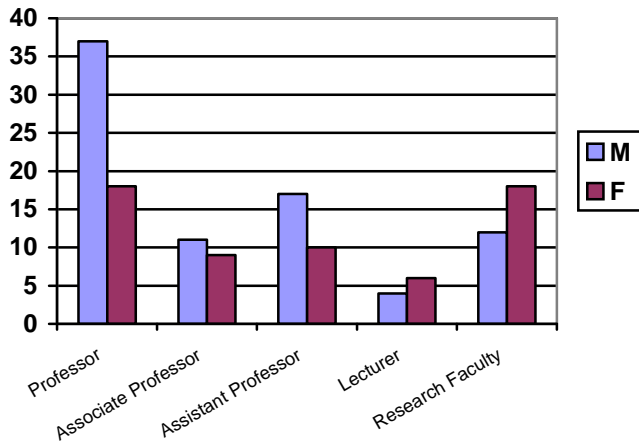
	Male	Female
Professor	67%	33%
Associate Professor	55%	45%
Assistant Professor	63%	37%
Lecturer	40%	60%
Research Faculty	40%	60%

Please see page two for  
Published Salary Rates by Rank

### Faculty Composition



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

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CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	39%	Lecturer	7%
Associate Professor	14%	Research Faculty	21%
Assistant Professor	19%		

### Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan Ann Arbor Campus  
School of Public Health  
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	37	\$129,742	\$125,621	\$72,750	\$183,472
	University Yr	Female	18	\$119,576	\$116,050	\$77,625	\$185,000
	<b>University Yr</b>	<b>Total</b>	<b>55</b>	<b>\$126,415</b>	<b>\$121,773</b>	<b>\$72,750</b>	<b>\$185,000</b>
Associate Professor	University Yr	Male	10	\$91,816	\$99,369	\$44,300	\$107,000
	University Yr	Female	9	\$89,030	\$87,913	\$73,950	\$104,775
	<b>University Yr</b>	<b>Total</b>	<b>19</b>	<b>\$90,496</b>	<b>\$94,675</b>	<b>\$44,300</b>	<b>\$107,000</b>
Associate Professor	Fiscal Yr	Male	1	\$181,867	\$181,867	\$181,867	\$181,867
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$181,867</b>	<b>\$181,867</b>	<b>\$181,867</b>	<b>\$181,867</b>
Assistant Professor	University Yr	Male	17	\$75,596	\$76,700	\$64,500	\$86,000
	University Yr	Female	10	\$69,353	\$68,550	\$64,075	\$78,000
	<b>University Yr</b>	<b>Total</b>	<b>27</b>	<b>\$73,283</b>	<b>\$74,700</b>	<b>\$64,075</b>	<b>\$86,000</b>
LEO Lecturer I	University Yr	Male	1	\$60,000	\$60,000	\$60,000	\$60,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$60,000</b>	<b>\$60,000</b>	<b>\$60,000</b>	<b>\$60,000</b>
LEO Lecturer III	University Yr	Female	2	\$56,850	\$56,850	\$43,600	\$70,100
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$56,850</b>	<b>\$56,850</b>	<b>\$43,600</b>	<b>\$70,100</b>
LEO Lecturer IV	University Yr	Female	1	\$83,350	\$83,350	\$83,350	\$83,350
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$83,350</b>	<b>\$83,350</b>	<b>\$83,350</b>	<b>\$83,350</b>
LEO Intermittent Lecturer	University Yr	Male	2	\$55,000	\$55,000	\$50,000	\$60,000
	University Yr	Female	1	\$60,000	\$60,000	\$60,000	\$60,000
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$56,667</b>	<b>\$60,000</b>	<b>\$50,000</b>	<b>\$60,000</b>
LEO Adjunct Lecturer	University Yr	Female	1	\$60,000	\$60,000	\$60,000	\$60,000
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$60,000</b>	<b>\$60,000</b>	<b>\$60,000</b>	<b>\$60,000</b>
LEO Adjunct Lecturer	Fiscal Yr	Male	1	\$58,500	\$58,500	\$58,500	\$58,500
	Fiscal Yr	Female	1	\$66,588	\$66,588	\$66,588	\$66,588
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$62,544</b>	<b>\$62,544</b>	<b>\$58,500</b>	<b>\$66,588</b>

**University of Michigan Ann Arbor Campus  
School of Public Health  
Published Salary Rates 2006-07 by Rank  
(con't)**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Research Associate Professor							
	Fiscal Yr	Male	1	\$103,300	\$103,300	\$103,300	\$103,300
	Fiscal Yr	Female	2	\$110,588	\$110,588	\$109,500	\$111,675
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$108,158</b>	<b>\$109,500</b>	<b>\$103,300</b>	<b>\$111,675</b>
Research Assistant Professor							
	Fiscal Yr	Male	1	\$82,100	\$82,100	\$82,100	\$82,100
	Fiscal Yr	Female	2	\$80,500	\$80,500	\$80,000	\$81,000
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$81,033</b>	<b>\$81,000</b>	<b>\$80,000</b>	<b>\$82,100</b>
Research Scientist							
	Fiscal Yr	Female	1	\$86,315	\$86,315	\$86,315	\$86,315
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$86,315</b>	<b>\$86,315</b>	<b>\$86,315</b>	<b>\$86,315</b>
Associate Research Scientist							
	Fiscal Yr	Male	2	\$75,150	\$75,150	\$59,475	\$90,825
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$75,150</b>	<b>\$75,150</b>	<b>\$59,475</b>	<b>\$90,825</b>
Assistant Research Scientist							
	Fiscal Yr	Male	6	\$70,388	\$69,750	\$67,700	\$75,875
	Fiscal Yr	Female	6	\$76,469	\$77,419	\$64,500	\$84,300
	<b>Fiscal Yr</b>	<b>Total</b>	<b>12</b>	<b>\$73,428</b>	<b>\$70,663</b>	<b>\$64,500</b>	<b>\$84,300</b>
Research Investigator							
	Fiscal Yr	Male	2	\$98,300	\$98,300	\$64,550	\$132,050
	Fiscal Yr	Female	7	\$71,836	\$66,500	\$61,500	\$86,550
	<b>Fiscal Yr</b>	<b>Total</b>	<b>9</b>	<b>\$77,717</b>	<b>\$66,500</b>	<b>\$61,500</b>	<b>\$132,050</b>
<b>TOTAL</b>			<b>142</b>	<b>\$97,392</b>	<b>\$87,332</b>	<b>\$43,600</b>	<b>\$185,000</b>

# University of Michigan- Committee on the Economic Status of the Faculty

## School of Natural Resources & Environment

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

<b>Total number of faculty all ranks: 50</b>	<b>Male</b>	<b>Female</b>
	62%	38%

### Gender by Rank

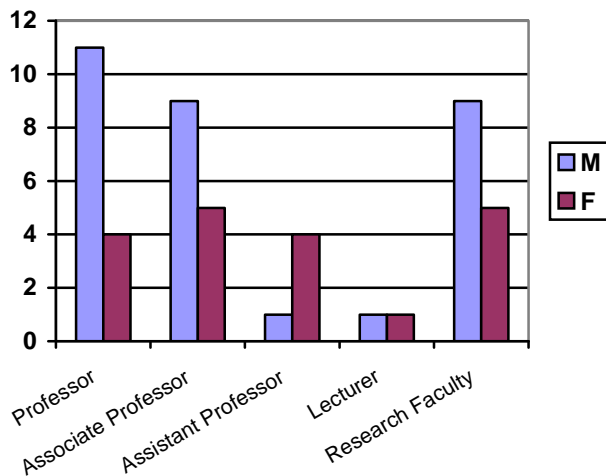
	Male	Female
Professor	73%	27%
Associate Professor	64%	36%
Assistant Professor	20%	80%
Lecturer	50%	50%
Research Faculty	64%	36%

**Please see page two for  
Published Salary Rates by Rank**

### Faculty Composition



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	30%	Lecturer	4%
Associate Professor	28%	Research Faculty	28%
Assistant Professor	10%		

### Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan Ann Arbor Campus  
School of Natural Resources & Environment  
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	11	\$110,455	\$113,197	\$93,628	\$128,154
	University Yr	Female	4	\$110,331	\$113,556	\$92,161	\$122,052
	<b>University Yr</b>	<b>Total</b>	<b>15</b>	<b>\$110,422</b>	<b>\$113,197</b>	<b>\$92,161</b>	<b>\$128,154</b>
Associate Professor							
	University Yr	Male	9	\$80,551	\$80,155	\$71,922	\$99,507
	University Yr	Female	5	\$74,267	\$72,807	\$70,281	\$83,348
	<b>University Yr</b>	<b>Total</b>	<b>14</b>	<b>\$78,307</b>	<b>\$75,246</b>	<b>\$70,281</b>	<b>\$99,507</b>
Assistant Professor							
	University Yr	Male	1	\$64,455	\$64,455	\$64,455	\$64,455
	University Yr	Female	4	\$62,361	\$61,842	\$61,065	\$64,695
	<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$62,780</b>	<b>\$62,100</b>	<b>\$61,065</b>	<b>\$64,695</b>
LEO Lecturer I							
	University Yr	Male	1	\$100,000	\$100,000	\$100,000	\$100,000
	University Yr	Female	1	\$65,560	\$65,560	\$65,560	\$65,560
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$82,780</b>	<b>\$82,780</b>	<b>\$65,560</b>	<b>\$100,000</b>
Research Scientist							
	Fiscal Yr	Male	1	\$93,933	\$93,933	\$93,933	\$93,933
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$93,933</b>	<b>\$93,933</b>	<b>\$93,933</b>	<b>\$93,933</b>
Associate Research Scientist							
	Fiscal Yr	Male	1	\$79,064	\$79,064	\$79,064	\$79,064
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$79,064</b>	<b>\$79,064</b>	<b>\$79,064</b>	<b>\$79,064</b>
Assistant Research Scientist							
	Fiscal Yr	Male	2	\$81,762	\$81,762	\$77,948	\$85,576
	Fiscal Yr	Female	2	\$65,356	\$65,356	\$64,387	\$66,324
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$73,559</b>	<b>\$72,136</b>	<b>\$64,387</b>	<b>\$85,576</b>
Research Investigator							
	Fiscal Yr	Male	5	\$47,043	\$47,476	\$40,000	\$60,000
	Fiscal Yr	Female	3	\$57,788	\$55,955	\$48,450	\$68,959
	<b>Fiscal Yr</b>	<b>Total</b>	<b>8</b>	<b>\$51,073</b>	<b>\$48,096</b>	<b>\$40,000</b>	<b>\$68,959</b>
<b>TOTAL</b>			<b>50</b>	<b>\$82,158</b>	<b>\$78,506</b>	<b>\$40,000</b>	<b>\$128,154</b>

# University of Michigan- Committee on the Economic Status of the Faculty

## School of Social Work

**2006-07**

February 2007 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2006-07

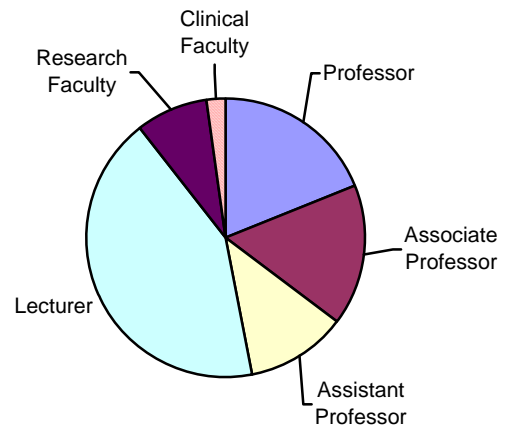
<b>Total number of faculty all ranks:</b> 85	<b>Male</b>	<b>Female</b>
	44%	56%

### Gender by Rank

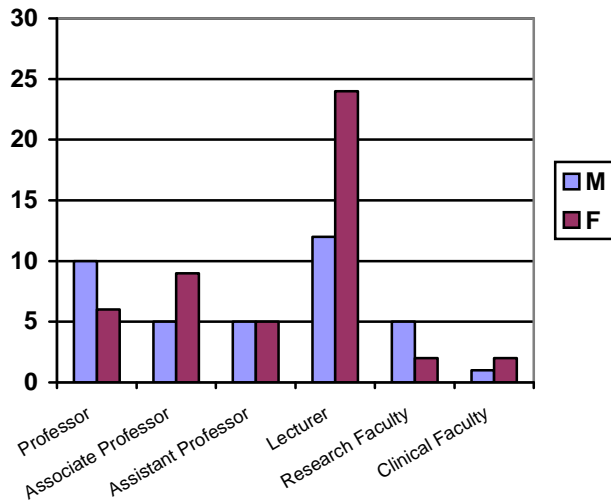
	<b>Male</b>	<b>Female</b>
Professor	62.5%	37.5%
Associate Professor	36%	64%
Assistant Professor	50%	50%
Lecturer	33%	67%
Research Faculty	71%	29%
Clinical Faculty	0%	100%

Please see page two for  
**Published Salary Rates by Rank**

### Faculty Composition



### Faculty Gender Head Count by Rank



The charts are based on data provided by Human Resource Information Services.

The Committee on the Economic Status of the Faculty wishes to thank the central administration and the schools and colleges for their assistance in providing this information.

CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

In keeping with the guidelines established by the Provost's Faculty Compensation Guidelines Study Committee and the Deans the goal of this report is to increase the openness and transparency of the salary setting process.

### Percentage by Faculty Category

Professor	18.8%	Lecturer	42.4%
Associate Professor	16.5%	Research Faculty	8.2%
Assistant Professor	11.8%	Clinical Faculty	2.4%

### Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) was formed by the President in 1944 in order to report to the Board of Regents, the Senate Assembly, and the President on all matters concerning the economic status of the faculty. CESF investigates, analyzes, and monitors faculty salary, fringe benefits, extra payments and competitiveness with other universities. CESF strives to facilitate a more transparent compensation system throughout the university in order to assist in the recruitment and retention of faculty.

**University of Michigan Ann Arbor Campus  
School of Social Work  
Published Salary Rates 2006-07 by Rank**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Professor							
University Yr	Male	10	\$120,017	\$122,565	\$84,897	\$146,941	
University Yr	Female	6	\$123,508	\$121,302	\$108,049	\$141,168	
<b>University Yr</b>	<b>Total</b>	<b>16</b>	<b>\$121,326</b>	<b>\$122,565</b>	<b>\$84,897</b>	<b>\$146,941</b>	
Associate Professor							
University Yr	Male	5	\$96,470	\$101,207	\$80,793	\$105,150	
University Yr	Female	9	\$91,676	\$93,688	\$73,437	\$99,849	
<b>University Yr</b>	<b>Total</b>	<b>14</b>	<b>\$93,388</b>	<b>\$93,690</b>	<b>\$73,437</b>	<b>\$105,150</b>	
Assistant Professor							
University Yr	Male	4	\$71,782	\$69,463	\$67,846	\$80,356	
University Yr	Female	5	\$71,455	\$69,711	\$65,761	\$79,410	
<b>University Yr</b>	<b>Total</b>	<b>9</b>	<b>\$71,601</b>	<b>\$69,711</b>	<b>\$65,761</b>	<b>\$80,356</b>	
Assistant Professor							
Fiscal Yr	Male	1	\$65,455	\$65,455	\$65,455	\$65,455	
<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$65,455</b>	<b>\$65,455</b>	<b>\$65,455</b>	<b>\$65,455</b>	
LEO Lecturer I							
University Yr	Male	1	\$57,120	\$57,120	\$57,120	\$57,120	
University Yr	Female	4	\$42,192	\$42,656	\$40,800	\$42,656	
<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$45,178</b>	<b>\$42,656</b>	<b>\$40,800</b>	<b>\$57,120</b>	
LEO Lecturer II							
University Yr	Male	5	\$44,747	\$44,747	\$44,747	\$44,747	
University Yr	Female	4	\$44,747	\$44,747	\$44,747	\$44,747	
<b>University Yr</b>	<b>Total</b>	<b>9</b>	<b>\$44,747</b>	<b>\$44,747</b>	<b>\$44,747</b>	<b>\$44,747</b>	
LEO Lecturer III							
Fiscal Yr	Male	1	\$57,120	\$57,120	\$57,120	\$57,120	
Fiscal Yr	Female	1	\$50,000	\$50,000	\$50,000	\$50,000	
<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$53,560</b>	<b>\$53,560</b>	<b>\$50,000</b>	<b>\$57,120</b>	
LEO Lecturer IV							
University Yr	Female	1	\$44,747	\$44,747	\$44,747	\$44,747	
<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$44,747</b>	<b>\$44,747</b>	<b>\$44,747</b>	<b>\$44,747</b>	
LEO Lecturer IV							
Fiscal Yr	Male	1	\$59,979	\$59,979	\$59,979	\$59,979	
Fiscal Yr	Female	2	\$54,357	\$54,357	\$50,402	\$58,312	
<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$56,231</b>	<b>\$58,312</b>	<b>\$50,402</b>	<b>\$59,979</b>	
LEO Intermittent Lecturer							
University Yr	Male	2	\$42,238	\$42,238	\$41,820	\$42,656	
University Yr	Female	8	\$35,892	\$32,000	\$32,000	\$42,656	
<b>University Yr</b>	<b>Total</b>	<b>10</b>	<b>\$37,161</b>	<b>\$36,910</b>	<b>\$32,000</b>	<b>\$42,656</b>	
LEO Adjunct Lecturer							
University Yr	Male	2	\$41,820	\$41,820	\$41,820	\$41,820	
University Yr	Female	4	\$40,668	\$41,820	\$33,456	\$45,574	
<b>University Yr</b>	<b>Total</b>	<b>6</b>	<b>\$41,052</b>	<b>\$41,820</b>	<b>\$33,456</b>	<b>\$45,574</b>	

**University of Michigan Ann Arbor Campus  
School of Social Work  
Published Salary Rates 2006-07 by Rank  
(con't)**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Research Professor							
	Fiscal Yr	Male	1	\$95,200	\$95,200	\$95,200	\$95,200
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$95,200</b>	<b>\$95,200</b>	<b>\$95,200</b>	<b>\$95,200</b>
Research Associate Professor							
	University Yr	Female	1	\$95,234	\$95,234	\$95,234	\$95,234
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$95,234</b>	<b>\$95,234</b>	<b>\$95,234</b>	<b>\$95,234</b>
Assistant Research Scientist							
	Fiscal Yr	Male	4	\$71,540	\$72,935	\$62,290	\$78,000
	Fiscal Yr	Female	1	\$135,200	\$135,200	\$135,200	\$135,200
	<b>Fiscal Yr</b>	<b>Total</b>	<b>5</b>	<b>\$84,272</b>	<b>\$77,350</b>	<b>\$62,290</b>	<b>\$135,200</b>
Clinical Assistant Professor							
	Fiscal Yr	Female	2	\$79,399	\$79,399	\$78,000	\$80,797
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$79,399</b>	<b>\$79,399</b>	<b>\$78,000</b>	<b>\$80,797</b>
<b>TOTAL</b>			<b>85</b>	<b>\$74,073</b>	<b>\$68,521</b>	<b>\$32,000</b>	<b>\$146,941</b>