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Annual Report to the Regents on Faculty Salary and Composition

Committee on the Economic Status of the Faculty (CESF)

June 2005

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.

Fred Askari, Chair (Medicine)
 Fred Beutler (Retiree)
 Alphonse Burdi (Medicine)
 Thomas Callahan (Dearborn – Management)
 Neal Clinthorne (Medicine)
 Thomas Conlin (Alumni Representative)
 Charles R. Cowley (LSA - Astronomy)
 Peter Fischbach (Medicine)
 Robert Fraser (Dearborn Library)
 Richard Gull (Flint – CAS – Philosophy; SACUA Liaison)
 Suzanne Gray (University Library)
 Linda Oswald (Business)
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Report on Faculty Salary and Composition
Committee on the Economic Status of the Faculty
June 2005

When we think about the economic status of the faculty, we would like to think about growth in support of one of the most outstanding faculties in the world. In 2005, the economic issues facing our state and nation translate chiefly into challenges rather than robust growth. The University needs to be prepared to meet these challenges to remain competitive in faculty recruitment and retention. Greater emphasis needs to be placed on the well being of the people who teach and do research if the University is to continue to thrive. We are quite proud of the growth in the University infrastructure, yet greater attention needs to be paid to the well being of the people who occupy the University buildings now and in the future. Faculty salaries need to continue to grow.

Ironically, many University of Michigan educators face the daunting challenge of funding their children's own college educations. The University continues to face challenges recruiting against academic competitors such as Duke, Vanderbilt, Cornell and the University of Chicago, which provide tuition reimbursement for faculty children. One proposal to address this issue pressing many faculty and staff members is the creation of competitive academic scholarships open to children of faculty and staff to attend the University of Michigan. Many faculty children, who happen to be some of the brightest students in the Ann Arbor area, leave to attend college at other prestigious Universities. We would propose the University of Michigan create a competition open to all University of Michigan faculty and staff for an elite number of undergraduate tuition scholarships. These could be named Presidential or Regents Scholarships, and they would stand as the first honor on the CV of the very best academic talents who show promise to be future academic leaders. In addition to being viewed as an honor akin to winning a Rhodes Scholarship, these scholarships would serve the purpose of retaining some of the brightest students in the area at the University of Michigan. These scholarships would benefit the University both in terms of workforce recruitment and retention, as well as in terms of recruiting the very best students to matriculate to the University. As a cause with two fold benefits for the University, these scholarships also could be a successful focus of fund raising for the University.

Day care costs have continued to rise, and the committee applauds the recently announced major new effort to enhance childcare services at the University of Michigan. Improvements in capacity, infant and toddler care, as well as childcare facility improvements warrant the strong support of the Regents. Access to outstanding childcare services nurtures faculty to pursue their academic and professional goals while making the greatest contributions possible to their University. Family commitments have been identified as a barrier to gender equity, and the University should work actively to mitigate this issue.

The cost of health care remains one of the largest challenges facing businesses as well as academic centers. While the rate of growth of health premiums has slowed, the lack of fiduciary planning for retiree health care looms as a challenge and vulnerability, one

magnified by the large size of this institution. Smaller Universities with smaller retiree obligations have a competitive advantage in this area compared to the University of Michigan. Perhaps no issue better exemplifies the strain on faculty economics than the rise in prescription drug co-pays, rise in health insurance co-premiums and vulnerability of retiree health care into the future. The cost shifting of these expenses to faculty represents a drop in take home pay and hence an effective salary cut for many faculty members. This challenge is even more unsettling to some retirees, as many are not in a position to seek outside employment.

While the University has traditionally had outstanding faculty benefits, members of the faculty are growing increasingly skeptical of the ability of the University to meet its moral obligation to fund retiree health care. The faculty remains disappointed that retiree health care languishes as an unfunded obligation rather than a secure and sober responsibility here at the University. We recognize that the number of faculty and staff eligible for retirement will nearly double in the next five years, so the lack of prior planning will become an increasingly heavy burden on the University and its faculty and staff. The University cannot afford further delays in beginning to fund this commitment. The University should explore ways to leverage its purchasing power for pharmaceuticals with other academic institutions that face similar challenges and have similar values. Strategic growth of the University may ease the per employee burden for future retiree health care. The ongoing policy of paying for retiree health care as it appears as a cost is fraught with peril.

Health Benefit Statement for 2005 CESF Report

The Committee commends the University on its strong health benefits program. Generally speaking, the program provides an adequate safety net, and compares favorably with programs at most of our peer institutions for both active faculty and retirees.

Nevertheless, we are concerned with several aspects of the future of the University's health benefits. Some of the concerns are the following:

1. The unfunded liability for the retiree health program is rapidly approaching one billion dollars. This suggests potential difficulties with funding over the coming years.
2. The rapid rise in health care costs and the anticipated growth in the number of retirees exacerbate prospective funding problems. There have already been changes that require participants to expend relatively larger sums as their co-pay for health care. As health care costs continue to mount, there is a strong temptation to shift costs to the participants. Proposals in this direction (e.g., deletion of coverage for spouses of retirees) have already been floated.
3. Decisions on health care benefits have sometimes been made without adequate faculty representation, or through structures that only provide an appearance of faculty participation.

In the current climate of financial stringency combined with increasing health benefit needs, it is crucial that the faculty, through its representation by CESF and SACUA, be involved in any decisions regarding changes. Only by due consideration for faculty sentiment can the

overall compensation package, of which fringe benefits are a substantial portion, be configured to best meet the goals of the University.

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. For the past seven years 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

Subsequently, Provost Cantor appointed a Faculty Compensation Guidelines Study Committee to advise her on implementing a set of guidelines for determining faculty compensation "in order to improve the quality, legitimacy and transparency of faculty salary determination." The Provost's Study Committee broadened the agenda for study beyond the annual merit program to include a review of a variety of factors affecting overall faculty compensation, including market adjustments and retention offers. The Provost's Study Committee made its report and recommendations on April 26, 2000 and was approved by the Deans.

The Provost's Study Committee reported that... "each unit could well benefit from the opportunity for an open appraisal of the effect of their systems of reward for consequences on, for example, productivity over time, equity across race and gender, compression of salaries compared to comparable units in peer institutions, market offers, retention offers, etc." The Study Committee made the following recommendations to the Provost:

1. The Provost arranges a conference of deans to share knowledge and best practices and otherwise make technical consultation available to all units. Deans and chairs should be encouraged to initiate review of their units' procedures and mechanisms, paying particular attention to the CESF guidelines of increasing non-discrimination, openness, consistency, peer review, communication, and accountability of compensation.
2. The Provost should ask each Dean to develop a system for periodic review (every 3-5 years) of the effectiveness of the school or college's compensation scheme.
3. Deans and decision-makers should be encouraged to examine their communication with individual faculty members and the unit as a whole regarding the quality, adequacy and usefulness of information on relative performance and relative compensation.
4. Central administration should study and consult with units on alternative methods of reporting the annual salary program

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

Salary and Benefits are Not the Only Issue

The motivation for working and the satisfaction derived from employment are not solely dependant on salary and benefits. CESF recommends that faculty members and administrators consider the relative importance of economic and organizational factors and of compensation variables in their review of their school's compensation structure.

The purpose 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 wishes to caution both faculty and administration that it is important not to take the numbers out of context. 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. The committee is drawing no conclusions from the data nor recommending policy changes based on the data available at this point.

Several historic compensation trends persist. 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. Women tend to be in junior faculty ranks, tend heavily to be in the non-tenure track clinical faculty and lecturers, and tend to be paid less. Dentistry is more severely affected by a gender wage gap than Medicine, for example, but both schools are affected. 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.

Many faculty from the Flint and Dearborn campuses are also earning less than this rate. We would be remiss if we did not note that a portion of the non-tenure track faculty are engaging 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.

What 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. We are still in the process of obtaining 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 data will be posted on the CESF website later this summer.

- **Composition of the Faculty by Gender.** A graph showing at 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 what was 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 is reported under the school or college where the largest appointment fraction is held. The data used is the most current information available to the committee at the time of this report.

The report will be available as a password protected web based document for UM faculty and staff and in printed form to others upon request:
<www.umich.edu/~sacua/salary/2005/cesf2005report.htm>.

Future Salary Analysis for CESF

Unpublished Salary Payments. In addition to base salary other additional salary payments may be made to faculty members. Unpublished salary payments are made for extra teaching or research effort, administrative effort, or stellar productivity. The funds for unpublished salary payments tend to be from sources other than the general fund. The Committee requested that the data on unpublished salary amounts be broken down by gender and include the non-tenure track faculty. The committee has worked closely with the administration in obtaining this data for tenure track faculty and a second report on unpublished salary payments by gender for the tenured and tenure track faculty will be posted on the CESF website later this summer.

Individuals are counted only once in each payment type for each fund category (general fund or other funds) and only once for each payment type in the total funds category. These fall into several categories: instructional appointment overload or sabbatical supplement payments, salary supplement payments, added duties or administrative differential payments, academic administrative and professional appointment payments, incentive payments, Form G and special stipends. A description of each category for unpublished salary payments will be provided in an appendix to the Unpublished Salary Payment Report.

The committee has not yet been provided with data on unpublished salary payments for the non-tenure track faculty, but we expect to receive such a report for the clinical faculty in the coming year. Nor has the committee been able to obtain the unpublished salary payments for individuals with only rank, unit, and gender specified. 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 is only presented in an aggregate form by title rank and school, the committee cannot determine if 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 may 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.

Ann Arbor Campus
Faculty Composition from 1988 to 2004

Academic Unit/Rank	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Ann Arbor Campus																	
Tenured/Tenure-Track Faculty	2,664	2,696	2,749	2,746	2,752	2,756	2,726	2,733	2,678	2,687	2,660	2,698	2,710	2,709	2,717	2,771	2,787
Clinical Instructional	64	72	69	87	100	143	191	248	333	376	449	506	527	564	602	701	919
Lecturer	357	427	520	531	634	594	600	603	597	590	609	651	687	699	717	724	620
Paid Research Faculty in Schools/Colleg	180	198	212	222	268	286	309	304	317	314	303	338	337	388	401	406	442
Paid Archivist, Curator, and Librarian Faculty in Schools/Colleges	23	26	28	27	28	26	28	27	28	29	35	31	33	33	35	35	20
Paid Supplemental (Adjunct, Visiting, A	505	487	449	475	355	351	365	419	413	430	467	478	463	480	504	491	397
Total School /College Faculty	3,793	3,906	4,027	4,088	4,137	4,156	4,219	4,334	4,366	4,426	4,523	4,702	4,757	4,873	4,976	5,128	5,185
Non-Tenure-Track as % of School /Colle	29.8%	31.0%	31.7%	32.8%	33.5%	33.7%	35.4%	36.9%	38.7%	39.3%	41.2%	42.6%	43.0%	44.4%	45.4%	46.0%	46.2%
Paid Research Faculty in Other Units	87	67	70	77	78	80	85	87	86	79	95	89	94	87	81	92	90
Paid Archivist, Curator, and Librarian Faculty in Other Units	119	115	122	125	112	117	122	129	129	140	130	137	136	151	153	137	146
Total Campus Faculty	3,999	4,088	4,219	4,290	4,327	4,353	4,426	4,550	4,581	4,645	4,748	4,928	4,987	5,111	5,210	5,357	5,421
Non-Tenure-Track as % of Total	33.4%	34.1%	34.8%	36.0%	36.4%	36.7%	38.4%	39.9%	41.5%	42.2%	44.0%	45.3%	45.7%	47.0%	47.9%	48.3%	48.6%
A. Alfred Taubman College of Architecture & Urban Planning																	
Tenured/Tenure-Track Faculty	45	40	45	47	47	44	48	45	43	42	42	39	36	44	38	44	43
Clinical Instructional	0	0	0	0	0	0	0	0	0	0	1	3	2	3	2	2	2
Lecturer	0	0	1	1	0	0	0	0	5	1	3	9	11	15	18	18	27
Paid Research Faculty	0	1	1	1	1	1	0	0	0	0	0	0	0	0	0	1	1
Paid Archivist, Curator, and Librarian F.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Supplemental (Adjunct, Visiting, A	13	12	16	11	12	12	14	17	15	19	12	10	11	11	8	7	2
Total Faculty	58	53	63	60	60	57	62	62	63	62	58	61	60	73	66	72	75
Non Tenure-Track as % of Total	22.4%	24.5%	28.6%	21.7%	21.7%	22.8%	22.6%	27.4%	31.7%	32.3%	27.6%	36.1%	40.0%	39.7%	42.4%	38.9%	42.7%
School of Art & Design																	
Tenured/Tenure-Track Faculty	34	33	34	34	34	29	29	25	26	26	29	30	31	30	31	36	42
Clinical Instructional	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0
Lecturer	2	3	3	3	2	4	4	6	9	9	8	9	16	16	4	3	2
Paid Research Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Archivist, Curator, and Librarian F.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Supplemental (Adjunct, Visiting, A	5	8	9	8	14	12	20	32	16	21	29	23	12	29	49	42	25
Total Faculty	41	44	46	45	50	45	53	63	51	56	66	62	59	76	85	82	69
Non Tenure-Track as % of Total	17.1%	25.0%	26.1%	24.4%	32.0%	35.6%	45.3%	60.3%	49.0%	53.6%	56.1%	51.6%	47.5%	60.5%	63.5%	56.1%	39.1%
Stephen M. Ross School of Business																	
Tenured/Tenure-Track Faculty	117	129	128	133	131	133	131	129	124	122	130	126	130	120	124	129	128
Clinical Instructional	0	0	0	0	0	0	0	0	0	0	0	1	1	2	2	4	5
Lecturer	8	8	8	11	15	14	15	15	22	23	19	17	18	23	22	19	20
Paid Research Faculty	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0
Paid Archivist, Curator, and Librarian F.	6	7	6	7	7	7	6	6	8	8	7	7	6	7	7	7	8
Paid Supplemental (Adjunct, Visiting, A	26	19	27	28	30	40	44	48	53	46	50	46	52	42	50	39	29
Total Faculty	157	163	170	180	184	195	197	199	208	200	207	198	208	195	206	199	190
Non Tenure-Track as % of Total	25.5%	20.9%	24.7%	26.1%	28.8%	31.8%	33.5%	35.2%	40.4%	39.0%	37.2%	36.4%	37.5%	38.5%	39.8%	35.2%	32.6%

Faculty Composition from 1988 to 2004

Academic Unit/Rank	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
School of Dentistry																	
Tenured/Tenure-Track Faculty	125	107	101	102	104	103	103	99	90	86	79	79	76	71	71	69	72
Clinical Instructional Lecturer	1	0	0	0	0	8	10	14	16	18	19	21	29	35	41	49	53
Paid Research Faculty	5	6	8	6	4	4	3	2	1	1	1	2	3	5	8	13	10
Paid Archivist, Curator, and Librarian F.	0	0	0	0	1	1	1	1	1	1	1	1	1	1	1	2	1
Paid Supplemental (Adjunct, Visiting, A)	41	33	19	33	26	60	64	59	63	69	77	83	87	107	102	109	116
Total Faculty	211	209	224	206	206	195	191	186	184	191	191	200	211	236	235	249	254
Non Tenure-Track as % of Total	40.8%	48.8%	54.9%	50.5%	49.5%	47.2%	46.1%	46.8%	51.1%	55.0%	58.6%	60.5%	64.0%	69.9%	69.8%	72.3%	71.7%
School of Education																	
Tenured/Tenure-Track Faculty	60	59	60	60	66	71	72	64	61	67	66	67	69	68	67	70	67
Clinical Instructional Lecturer	0	0	0	0	0	0	0	0	0	0	0	0	2	5	6	6	5
Paid Research Faculty	1	1	3	2	1	1	1	3	4	4	3	6	5	9	7	6	6
Paid Archivist, Curator, and Librarian F.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Supplemental (Adjunct, Visiting, A)	5	4	9	9	6	8	10	9	10	10	14	18	20	17	17	16	12
Total Faculty	76	74	83	84	87	92	94	87	89	94	91	101	103	104	103	103	97
Non Tenure-Track as % of Total	21.1%	20.3%	27.7%	28.6%	24.1%	22.8%	23.4%	26.4%	31.5%	28.7%	27.5%	33.7%	33.0%	34.6%	35.0%	32.0%	30.9%
College of Engineering																	
Tenured/Tenure-Track Faculty	308	315	319	311	312	310	310	313	312	327	325	324	322	334	334	345	347
Clinical Instructional Lecturer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Research Faculty	8	8	6	10	11	9	10	9	11	11	20	29	27	26	29	25	26
Paid Archivist, Curator, and Librarian F.	36	43	53	59	60	67	75	82	95	93	88	89	83	90	91	82	86
Paid Supplemental (Adjunct, Visiting, A)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Faculty	36	36	29	34	33	23	29	50	44	43	41	38	34	33	33	29	27
Total Faculty	388	402	407	414	416	409	424	454	462	474	474	480	466	483	487	481	486
Non Tenure-Track as % of Total	20.6%	21.6%	21.6%	24.9%	25.0%	24.2%	26.9%	31.1%	32.5%	31.0%	31.4%	32.5%	30.9%	30.8%	31.4%	28.3%	28.6%
School of Information																	
Tenured/Tenure-Track Faculty	14	16	14	16	17	17	17	17	20	25	24	25	29	27	29	31	28
Clinical Instructional Lecturer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
Paid Research Faculty	4	3	5	5	5	5	5	5	2	1	2	1	1	1	0	0	0
Paid Archivist, Curator, and Librarian F.	0	0	0	0	0	0	0	0	1	1	6	5	7	8	9	8	0
Paid Supplemental (Adjunct, Visiting, A)	6	4	6	6	2	4	5	7	7	8	8	7	8	11	9	8	9
Total Faculty	24	23	25	27	24	26	27	29	31	38	44	42	49	51	52	53	42
Non Tenure-Track as % of Total	41.7%	30.4%	44.0%	40.7%	29.2%	34.6%	37.0%	41.4%	35.5%	34.2%	45.5%	40.5%	40.8%	47.1%	44.2%	41.5%	33.3%
Division of Kinesiology																	
Tenured/Tenure-Track Faculty	24	21	22	25	23	23	21	21	21	21	18	21	20	19	17	20	21
Clinical Instructional Lecturer	0	0	0	0	0	0	0	0	0	0	2	2	2	2	2	2	2
Paid Research Faculty	10	10	9	5	7	6	7	7	9	9	9	4	2	3	2	3	12
Paid Archivist, Curator, and Librarian F.	0	0	0	0	0	1	1	2	2	1	2	2	2	3	3	2	2
Paid Supplemental (Adjunct, Visiting, A)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Faculty	16	15	13	14	11	15	15	10	14	16	14	17	10	7	13	11	1
Total Faculty	50	46	44	44	41	45	44	40	46	47	45	46	36	34	37	38	38
Non Tenure-Track as % of Total	52.0%	54.3%	50.0%	43.2%	43.9%	48.9%	52.3%	47.5%	54.3%	55.3%	60.0%	54.3%	44.4%	44.1%	54.1%	47.4%	44.7%

Faculty Composition from 1988 to 2004

Academic Unit/Rank	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
Law School																	
Tenured/Tenure-Track Faculty	54	52	50	51	52	50	50	49	48	47	47	52	52	53	54	53	54
Clinical Instructional	0	0	3	8	8	8	10	12	18	18	19	19	17	20	20	18	18
Lecturer	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Paid Research Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Archivist, Curator, and Librarian F:	10	10	10	8	9	6	7	7	5	6	9	7	8	8	7	8	6
Paid Supplemental (Adjunct, Visiting, A	13	18	18	13	11	15	11	8	18	14	13	16	18	16	20	29	15
Total Faculty	77	80	82	80	80	79	78	76	90	85	88	94	95	97	101	108	93
Non Tenure-Track as % of Total	29.9%	35.0%	39.0%	36.3%	35.0%	36.7%	35.9%	35.5%	46.7%	44.7%	46.6%	44.7%	45.3%	45.4%	46.5%	50.9%	41.9%
College of Literature, Science, and the Arts																	
Tenured/Tenure-Track Faculty	830	855	878	889	913	902	883	881	877	873	869	889	936	933	945	969	975
Clinical Instructional	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2
Lecturer	151	153	176	174	273	284	333	326	316	315	338	351	373	370	357	390	416
Paid Research Faculty	37	39	35	34	41	42	46	43	40	45	36	31	32	40	36	35	33
Paid Archivist, Curator, and Librarian F:	6	8	11	11	10	11	12	11	11	11	10	8	8	7	10	9	4
Paid Supplemental (Adjunct, Visiting, A	214	242	217	235	128	99	94	101	89	114	115	114	113	101	94	87	82
Total Faculty	1,238	1,297	1,317	1,343	1,365	1,338	1,368	1,362	1,333	1,358	1,368	1,393	1,462	1,451	1,444	1,492	1,512
Non Tenure-Track as % of Total	33.0%	34.1%	33.3%	33.8%	33.1%	32.6%	35.5%	35.3%	34.2%	35.7%	36.5%	36.2%	36.0%	35.7%	34.6%	35.1%	35.5%
Medical School																	
Tenured/Tenure-Track Faculty	775	793	826	811	798	802	806	826	808	790	789	798	790	772	783	825	834
Clinical Instructional	63	72	66	79	92	102	144	202	273	314	381	427	443	458	490	579	790
Lecturer	90	131	161	199	192	190	170	150	152	138	142	160	164	164	193	180	16
Paid Research Faculty	82	86	86	95	123	126	141	139	151	143	145	170	172	187	203	204	237
Paid Archivist, Curator, and Librarian F:	1	1	1	1	1	1	2	2	2	2	2	2	1	1	1	1	1
Paid Supplemental (Adjunct, Visiting, A	72	56	42	37	38	29	28	30	26	16	24	24	33	32	33	33	35
Total Faculty	1,083	1,139	1,182	1,222	1,244	1,250	1,291	1,349	1,412	1,403	1,483	1,581	1,594	1,615	1,702	1,822	1,913
Non Tenure-Track as % of Total	28.4%	30.4%	30.1%	33.6%	35.9%	35.8%	37.6%	38.8%	42.8%	43.7%	46.8%	49.5%	50.4%	52.2%	54.0%	54.7%	56.4%
School of Music																	
Tenured/Tenure-Track Faculty	108	106	108	106	106	110	111	118	115	119	118	121	125	126	123	121	121
Clinical Instructional	0	0	0	0	0	0	0	0	0	0	8	8	8	8	10	10	13
Lecturer	11	16	16	17	16	20	15	18	20	18	9	10	11	11	11	12	14
Paid Research Faculty	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Archivist, Curator, and Librarian F:	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0
Paid Supplemental (Adjunct, Visiting, A	28	23	22	19	20	22	18	26	29	25	33	34	41	32	28	29	11
Total Faculty	147	145	146	142	142	152	144	162	164	162	168	174	186	178	172	172	159
Non Tenure-Track as % of Total	26.5%	26.9%	26.0%	25.4%	25.4%	27.6%	22.9%	27.2%	29.9%	26.5%	29.8%	30.5%	32.8%	29.2%	28.5%	29.7%	23.9%
School of Natural Resources and Environment																	
Tenured/Tenure-Track Faculty	36	38	40	41	40	41	36	37	41	42	44	43	38	37	39	44	46
Clinical Instructional	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lecturer	1	1	1	0	0	1	0	0	0	0	0	0	0	1	1	1	1
Paid Research Faculty	3	3	2	2	3	3	6	4	4	4	4	5	4	5	6	10	10
Paid Archivist, Curator, and Librarian F:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Supplemental (Adjunct, Visiting, A	7	6	4	4	5	2	7	2	7	5	9	8	8	7	6	6	2
Total Faculty	47	48	47	47	48	47	49	43	52	51	57	56	50	50	52	61	59
Non Tenure-Track as % of Total	23.4%	20.8%	14.9%	12.8%	16.7%	12.8%	26.5%	14.0%	21.2%	17.6%	22.8%	23.2%	24.0%	26.0%	25.0%	27.9%	22.0%

Faculty Composition from 1988 to 2004

Academic Unit/Rank	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
School of Nursing																	
Tenured/Tenure-Track Faculty	68	66	66	65	63	63	60	56	55	53	51	53	52	52	47	43	44
Clinical Instructional	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2
Lecturer	30	29	31	30	31	30	33	42	46	44	41	44	45	43	55	61	73
Paid Research Faculty	1	2	3	3	4	3	2	4	5	4	6	7	9	10	11	9	9
Paid Archivist, Curator, and Librarian F:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Supplemental (Adjunct, Visiting, A	1	1	0	1	0	4	3	5	5	6	7	4	2	6	5	9	5
Total Faculty	100	98	100	99	98	100	98	107	111	107	105	108	108	111	119	124	133
Non Tenure-Track as % of Total	32.0%	32.7%	34.0%	34.3%	35.7%	37.0%	38.8%	47.7%	50.5%	50.5%	51.4%	50.9%	51.9%	53.2%	60.5%	65.3%	66.9%
College of Pharmacy																	
Tenured/Tenure-Track Faculty	33	36	40	38	41	39	36	40	39	37	38	38	40	41	40	39	39
Clinical Instructional	0	0	0	0	0	25	29	34	27	27	23	27	27	30	27	24	26
Lecturer	0	0	0	1	1	1	1	1	1	1	1	1	1	1	2	0	1
Paid Research Faculty	3	3	3	4	6	6	5	4	5	6	6	5	6	8	8	9	10
Paid Archivist, Curator, and Librarian F:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Supplemental (Adjunct, Visiting, A	18	18	20	17	19	2	4	1	1	1	4	3	3	1	1	1	0
Total Faculty	54	57	63	60	67	73	75	80	73	72	72	74	77	81	78	73	76
Non Tenure-Track as % of Total	38.9%	36.8%	36.5%	36.7%	38.8%	46.6%	52.0%	50.0%	46.6%	48.6%	47.2%	48.6%	48.1%	49.4%	48.7%	46.6%	48.7%
School of Public Health																	
Tenured/Tenure-Track Faculty	133	145	140	134	137	135	137	142	129	126	128	125	121	121	120	127	129
Clinical Instructional	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	3	2
Lecturer	11	12	13	16	13	14	13	12	6	7	4	6	3	4	3	1	2
Paid Research Faculty	18	19	23	20	31	37	34	27	18	14	12	15	17	24	24	30	31
Paid Archivist, Curator, and Librarian F:	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Supplemental (Adjunct, Visiting, A	9	3	6	7	6	9	8	9	8	9	11	8	9	10	9	9	7
Total Faculty	171	179	182	177	187	195	192	190	161	156	155	154	151	160	158	170	171
Non Tenure-Track as % of Total	22.2%	19.0%	23.1%	24.3%	26.7%	30.8%	28.6%	25.3%	19.9%	19.2%	17.4%	18.8%	19.9%	24.4%	24.1%	25.3%	24.6%
Gerald R. Ford School of Public Policy																	
Tenured/Tenure-Track Faculty	N/A	N/A	N/A	N/A	N/A	1	2	25	24	26	26	26	27	30	34	35	37
Clinical Instructional	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0
Lecturer	N/A	N/A	N/A	N/A	N/A	1	1	3	2	2	2	2	2	3	3	4	5
Paid Research Faculty	N/A	N/A	N/A	N/A	N/A	10	10	0	0	1	0	0	0	0	0	1	1
Paid Archivist, Curator, and Librarian F:	N/A	N/A	N/A	N/A	N/A	0	0	0	0	0	0	0	0	0	0	0	0
Paid Supplemental (Adjunct, Visiting, A	N/A	N/A	N/A	N/A	N/A	2	1	1	1	3	2	2	2	2	2	5	4
Total Faculty	N/A	N/A	N/A	N/A	N/A	14	14	29	27	32	30	30	31	35	39	45	47
Non Tenure-Track as % of Total	N/A	N/A	N/A	N/A	N/A	92.9%	85.7%	13.8%	11.1%	18.8%	13.3%	13.3%	12.9%	14.3%	12.8%	22.2%	21.3%

Faculty Composition from 1988 to 2004

Academic Unit/Rank	1988	1989	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004
School of Social Work																	
Tenured/Tenure-Track Faculty	53	52	54	49	51	49	49	48	47	47	46	52	50	48	48	50	52
Clinical Instructional	0	0	0	0	0	0	0	0	0	0	1	1	1	2	3	3	4
Lecturer	1	2	0	0	0	0	0	0	0	0	0	0	0	0	3	2	6
Paid Research Faculty	7	7	7	5	4	5	3	2	2	3	4	2	6	6	5	7	7
Paid Archivist, Curator, and Librarian F.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paid Supplemental (Adjunct, Visiting, A	10	7	9	15	15	17	14	25	28	37	44	41	41	48	47	40	33
Total Faculty	71	68	70	69	70	71	66	75	77	87	95	96	98	104	106	102	102
Non Tenure-Track as % of Total	25.4%	23.5%	22.9%	29.0%	27.1%	31.0%	25.8%	36.0%	39.0%	46.0%	51.6%	45.8%	49.0%	53.8%	54.7%	51.0%	49.0%

Sources:

Tenured and Tenure-Track Faculty	1988-200 Faculty and Staff Data Tables or Regular Instructional Staff Counts, HRRIS
Clinical Instructional—Ann Arbor Camp	1988-199 Human Resource Data Access database extracts 1995-200 Regular Instructional Staff Counts, HRRIS
Clinical Instructional—School /College	1988-199 Human Resource Data Access database extracts 1996-200 Faculty and Staff Data Tables, HRRIS
Lecturers—Ann Arbor Campus	1988-199 Human Resource Data Access database extracts 1994-200 Regular Instructional Staff Counts, HRRIS
Lecturers— School /College	1988-199 Human Resource Data Access database extracts 1994-199 Instructional Headcounts (by school /college), HRRIS 1997-200 Faculty and Staff Data Tables, HRRIS
Paid Research Faculty/Paid Archivist, Curator, and Librarian Faculty/	1988-199 Human Resource Data Access database extracts 1997-200 Snapshot of the Human Resource Data Access database as of November 1 of the relevant year.
Paid Supplemental—Ann Arbor Camp and School /College	2001-200 Human Resource Snapshot (HR01) data set as of November 1 of the relevant year.

Notes:

The methodology used for tenured and tenure-track, clinical instructional, and lecturer counts is consistent with the methodology used for the Faculty and Staff Data Tables. Tenured and tenure-track faculty, lecturers and clinical instructional faculty include all individuals with an appointment, either paid or unpaid, on the Ann Arbor Campus as of November 1 of the relevant year. Research, archivist, curator, librarian and supplemental faculty include individuals with both an empl status of "active" or "leave with pay" and a paid appointment on the Ann Arbor Campus as of November 1. Beginning in Fall 2001, to be consistent with the methodology used in the Faculty and Staff Data Tables, only regular appointments were considered and overload appointments were excluded. Each individual is counted only once for the Ann Arbor Campus summary in their highest-ranking instructional appointment where tenured and tenure-track faculty > lecturer > clinical instructional > research faculty > archivist, curator, and librarian faculty > supplemental faculty. For school /college data, individuals are counted in every school or college in which they have an instructional appointment as of November 1 and are counted in their highest-ranking instructional appointment. Supplemental counts for the Ann Arbor Campus differ from counts on the Instructional Staff Counts because major job class is not available for historical data.

A substantial portion of the increase in lecturers (approximately 30-40%) from 1980-81 to 2001-02 is due to changing appointing practices in the Medical School and the School of Nursing. Since 1987-88 both schools have phased out appointing individuals as instructors and replaced these positions with lectureships.

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

Ann Arbor Campus

2004-05

Developed for the Flint CESF by the SACUA Office Staff

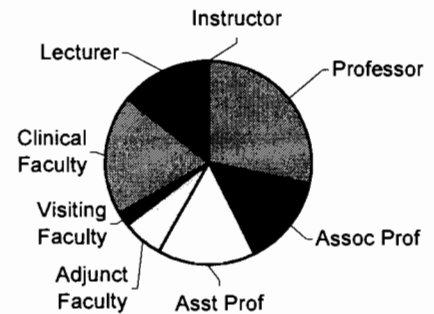
Composition of the Faculty 2004-05

Total number of faculty all ranks:	Male	Female
4,388	64%	36%

Gender by Rank

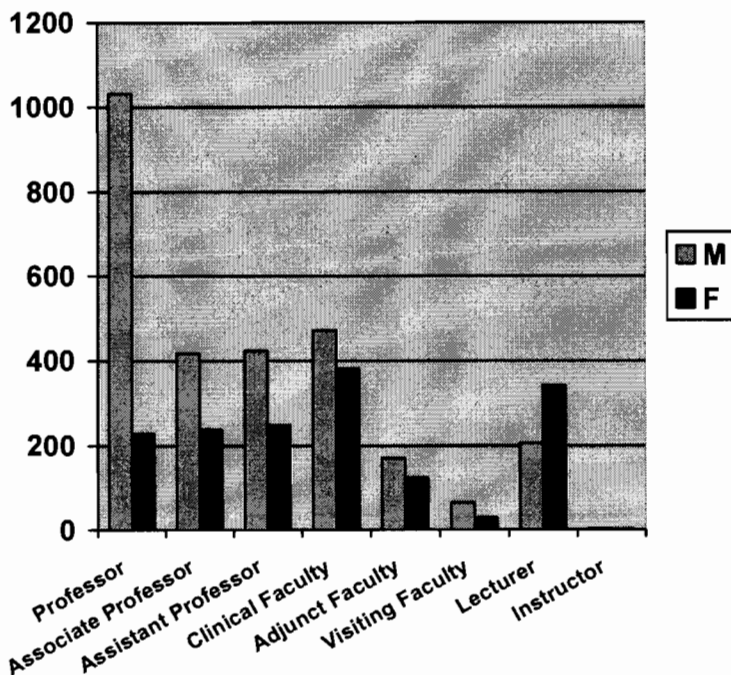
	Male	Female
Professor	82%	18%
Associate Professor	64%	36%
Assistant Professor	63%	37%
Clinical Faculty	55%	45%
Instructor	67%	33%
Lecturer	38%	62%
Adjunct Faculty	58%	42%
Visiting Faculty	69%	31%

Ann Arbor Faculty Composition 2004-05



Please see Page Two for Salary Rates by Rank

Ann Arbor Faculty Gender by Rank 2004-05



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	28.8%	Visiting Faculty	2.2%
Associate Professor	14.9%	Clinical Faculty	19.5%
Assistant Professor	15.3%	Lecturer	12.4%
Adjunct Faculty	6.7%	Instructor	0.1%

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.

Ann Arbor Campus Overview
Published Salary Rates 2004-05 by Rank

		#	Mean	Median	Minimum	Maximum
PROFESSOR	University Year	842	122,055	115,183	51,200	288,000
	Fiscal Year	421	168,202	171,565	72,258	507,285
ASSOCIATE PROFESSOR	University Year	419	81,830	78,350	41,450	166,000
	Fiscal Year	237	136,249	136,410	60,167	283,759
ASSISTANT PROFESSOR	University Year	465	68,849	62,500	30,440	158,000
	Fiscal Year	208	113,424	110,140	52,020	233,929
INSTRUCTOR	University Year	5	49,620	49,500	36,000	62,500
	Fiscal Year	1	48,001	48,001	48,001	48,001
CLINICAL PROFESSOR	University Year	6	135,480	143,250	76,377	154,000
	Fiscal Year	42	147,634	146,894	69,250	278,616
CLINICAL ASSOCIATE PROF.	University Year	3	82,411	59,062	58,172	130,000
	Fiscal Year	46	129,677	128,413	74,693	244,050
CLINICAL ASSISTANT PROF.	University Year	18	74,137	55,097	38,885	136,185
	Fiscal Year	365	115,018	111,363	45,236	225,500
CLINICAL INSTRUCTOR	University Year	1	80,993	80,993	80,993	80,993
	Fiscal Year	123	107,466	106,800	45,250	190,500
CLINICAL LECTURER	University Year	1	53,333	53,333	53,333	53,333
	Fiscal Year	178	91,186	87,195	12,240	183,350
LECTURER	University Year	127	46,488	40,974	31,000	120,000
	Fiscal Year	49	73,611	69,201	16,000	148,500
LECTURER I LSA	University Year	82	34,798	31,775	24,000	84,000
LECTURER II LSA	University Year	159	39,047	34,551	29,700	78,638
LECTURER III LSA	University Year	114	45,294	44,254	31,477	77,900
SR LECTURER LSA	University Year	15	60,426	58,518	51,168	76,313
ADJUNCT PROFESSOR	University Year	15	87,163	80,000	24,000	160,000
	Fiscal Year	10	122,879	124,778	84,000	169,667
ADJUNCT ASSOCIATE PROF.	University Year	13	69,981	66,259	33,333	128,000
	Fiscal Year	7	88,278	71,432	50,000	136,719
ADJUNCT ASSISTANT PROF.	University Year	31	47,411	39,394	20,200	159,920
	Fiscal Year	5	62,089	60,000	49,000	87,158
ADJUNCT LECTURER	University Year	69	41,684	41,000	16,667	120,000
	Fiscal Year	14	65,702	56,842	16,000	107,333
ADJUNCT CLINICAL PROF.	Fiscal Year	12	101,202	90,237	64,000	173,913
ADJUNCT CLINICAL ASSOC. PROF.	Fiscal Year	17	67,356	64,000	50,908	101,423

Ann Arbor Campus Overview
Published Salary Rates 2004-05 by Rank

	#	Mean	Median	Minimum	Maximum
ADJUNCT CLINICAL ASSIST. PROF.					
University Year	3	85,333	64,000	64,000	128,000
Fiscal Year	48	58,567	51,973	45,000	200,000
ADJUNCT CLINICAL INSTRUCTOR					
Fiscal Year	2	90,280	90,280	55,560	125,000
ADJUNCT CLINICAL LECTURER					
Fiscal Year	49	44,336	42,636	32,801	102,000
VISITING PROFESSOR I					
University Year	23	95,038	80,000	24,000	240,000
Fiscal Year	5	66,653	60,000	32,000	125,000
VISITNG PROFESSOR II					
University Year	3	66,940	48,000	32,000	120,819
VISITING ASSOC. PROF. I					
University Year	7	54,000	50,000	28,000	75,000
Fiscal Year	4	77,743	60,486	50,000	140,000
VISITING ASSOC. PROF. II					
University Year	2	96,000	96,000	82,000	110,000
Fiscal Year	3	106,291	73,130	65,743	180,000
VISITNG ASSIST. PROF. I					
University Year	21	47,721	45,900	32,000	112,000
Fiscal Year	5	95,946	78,000	45,000	172,000
VISITING ASSIST. PROF. II					
University Year	4	50,110	43,220	34,000	80,000
Fiscal Year	4	103,950	107,500	61,800	139,000
VISITNG INSTRUCTOR II					
Fiscal Year	13	94,154	90,000	90,000	110,000
VISITING LECTURER I					
Fiscal Year	1	53,664	53,664	53,664	53,664

The complete salary rate data will be posted on the CESF website later this summer.