

EXH	MOTION
	SECTION
	ACTION APPROVED BY THE REGENTS
NOTE:	JUN 16 2005

The University of Michigan-Flint

The Committee on the Economic Status of the Faculty

Annual Report to the Regents

June 2005

Committee Chair: Vince Prygoski (Thompson Library)

Regular Members: Shan Parker (School of Health Professions and Studies)
Beverly Schumer (School of Education and Human Services)
Stephen Turner (Computer Science, Engineering and Physics)
Ted Williams (School of Management)

Special Advisor: Fawn Skarsten (Office of Institutional Analysis)

The University of Michigan-Flint

Regents Communication

Item for Information

Subject: Committee on the Economic Status of the Faculty

Executive Summary

As in past years, the Committee has focused on four issues:

- a) The effect inflation has had on UM-Flint faculty salaries,
- b) Salary compression within faculty ranks,
- c) UM-Flint faculty salaries in comparison to salaries at peer institutions
- d) The faculty at the University of Michigan-Flint were the only faculty at a public university in Michigan to not receive a salary increase in the year 2003-2004.

Not surprisingly, the lack of salary increase in 2003-04 has had three, predictable effects:

- a) the effect of inflation on UM-Flint faculty salaries has worsened since then,
- b) the effect of salary compression with faculty ranks has worsened since then,
- c) UM-Flint faculty salaries, relative to salaries at peer institutions, are worse.

Date: May 18, 2005

Submitted by: Vince Prygoski, Chair

Introduction

The committee again would like to thank Chancellor Mestas for permitting Fawn Skarsten of Institutional Analysis to contribute her extremely valuable assistance to the committee. The committee is very grateful for the continuing concern about faculty salary issues shown by Chancellor Mestas.

UM-Flint faculty salaries were compared with data from American Association of University Professors (AAUP) and College and University Professional Association (CUPA). The Committee with guidance of the Office of Institutional Analysis developed a state and national peer institutions comparison list and used various other CUPA and AAUP pre-set comparison groups in its review of the data. The Committee reviewed discipline-specific data, did not make comprehensive discipline based comparisons, focusing instead on the comparisons by rank included in this report. However, the Committee did note, with concern, several disciplinary clusters in which *some* UM-Flint faculty salaries fared poorly when compared to CUPA All Public averages: ERS – Natural Resources; Area, Ethnic, Cultural and Gender Studies; Computer Science; Education; Foreign Language; Biology; Mathematics; Chemistry; Psychology; Economics; Political Science; Physical Therapy; and History. The Committee does not have sufficient information for informed judgments about these deviations, but recommends that responsible parties carefully review them and take corrective action where appropriate.

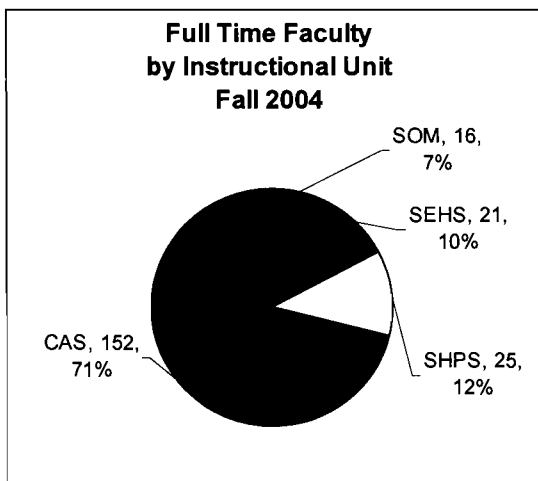


Figure 1

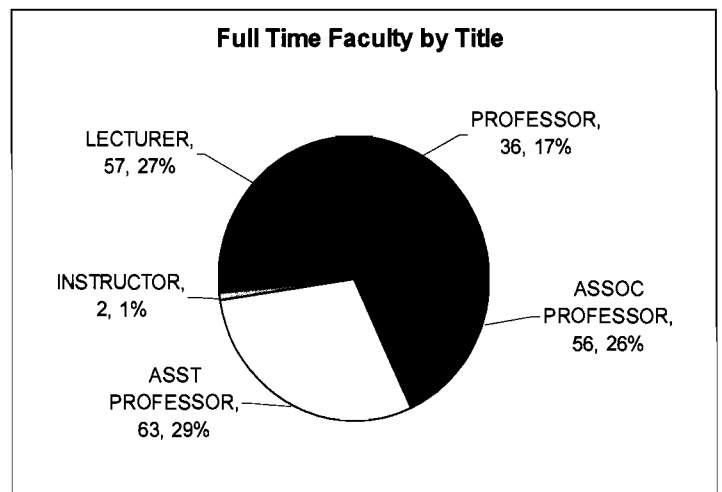


Figure 2

CAS = College of Arts and Sciences
 SOM = School of Management
 SHPS = School of Health Professions and Studies
 (Nursing, Physical Therapy, Medical Technology, Radiation Therapy, Health Care)
 SEHS = School of Education and Human Services (Education and Social Work)

As can be seen in figures 1 & 2, the College of Arts and Sciences (CAS) is the major academic unit on the Flint campus. CAS is composed of the traditional liberal arts departments and programs, plus programs in computer science and engineering. The other three instructional units are essentially professional degree programs with both undergraduate and graduate

programs. Due to the continuing growth in graduate programs, it becomes increasingly important to attract and retain high quality faculty members through competitive salaries. With the recent assignment of UM-Flint Librarians as members of the faculty, the Committee examined salaries of this discipline by comparisons with starting salaries at public libraries within Genesee County as well as peer institutions. The Committee's work this year builds upon the previous three years' reports in an effort to present a clear picture of economic status of the faculty.

How Have UM-Flint Faculty Salaries Performed Relative to Inflation?

Table I
Average Faculty Salary Increases from 1994 to 2004

Year	Change	Rank				Professor		Associate		Assistant		Lecturer	
		Prof	Assoc	Asst	Lect	Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real
1993		56.6	46.0	40.9	30.3								
1994	3.95%	57.3	47.2	41.4	30.6	1.2%	-2.7%	2.6%	-1.3%	1.2%	-2.7%	1.0%	-3.0%
1995	2.72%	59.2	47.7	40.0	31.2	3.3%	0.6%	1.1%	-1.7%	-3.4%	-6.1%	2.0%	-0.8%
1996	2.71%	61.4	48.6	39.1	32.6	3.7%	1.0%	1.9%	-0.8%	-2.3%	-5.0%	4.5%	1.8%
1997	1.99%	61.9	50.9	41.7	31.9	0.8%	-1.2%	4.7%	2.7%	6.6%	4.7%	-2.1%	-4.1%
1998	1.70%	61.4	52.4	43.7	42.3	-0.8%	-2.5%	2.9%	1.2%	4.8%	3.1%	32.6%	30.9%
1999	3.78%	64.9	54.4	42.9	43.7	5.7%	1.9%	3.8%	0.0%	-1.8%	-5.6%	3.3%	-0.5%
2000	3.53%	69.0	55.8	45.7	33.3	6.3%	2.8%	2.6%	-1.0%	6.5%	3.0%	-23.8%	-27.3%
2001	1.73%	72.3	57.4	48.1	35.9	4.8%	3.1%	2.9%	1.1%	5.3%	3.5%	7.8%	6.1%
2002	3.52%	72.4	60.1	50.2	35.8	0.1%	-3.4%	4.7%	1.2%	4.4%	0.8%	-0.3%	-3.8%
2003	0.55%	71.5	61.1	50.5	41.8	-1.2%	-1.8%	1.7%	1.1%	0.6%	0.0%	16.8%	16.2%
2004	2.40%	72.8	59.9	52.3	43.9	1.8%	-0.6%	-2.0%	-4.4%	3.6%	1.2%	5.0%	2.6%
1994-2004	27.49%	15.5	12.7	10.9	13.3	27.1%	-0.4%	26.9%	-0.6%	26.3%	-1.2%	43.5%	16.0%

Table I shows the nominal and real percentage increases in average faculty salary for each of the eleven years ending in 2004 and cumulatively for the period from 1994 to 2004. Salary changes are shown for each faculty rank: professors, associate professors, assistant professors and lecturers. The year-to-year real increases are calculated by subtracting the increase in the annual February-to-February Consumer Price Index (CPI) for the Detroit-Ann Arbor-Flint area from nominal compensation increases. Cumulative real changes for 1994 to 2004 result from subtracting the ten-year CPI increase from the nominal ten-year salary increases.

Real income of the average professor salary, then, decreased by .4% from 1994 through 2004. Other professorial ranks suffered similar losses – from 1994 to 2004, average real salaries decreased by .6% for Associate Professors and by 1.2% for Assistant Professors. Lecturer was the sole rank with real growth in average salary from 1994 to 2004, undoubtedly a result of the recently implemented collective bargaining agreement.

Is There Evidence of Significant Salary Compression within Ranks?

In past years, this Committee has focused on the salary compression within the ranks at the University of Michigan, Flint. During the ten years prior to this past year, faculty salaries

generally had slightly exceeded increases in the CPI. Also, compensation increases for assistant professors and lecturers have exceeded compensation increases for associate professors, which in turn, have consistently exceeded compensation increases for continuing professors. The effect of this trend has been a continuing compression of salaries across faculty ranks. However, since no faculty received salary increases in 2003, the salary compression problems that existed on campus have only worsened.

How Do UM-Flint Faculty Salaries Compare to Peer Institutions?

The Committee followed the peer institution rationale articulated in the previous three years' reports. Expanding the comparisons lists the committee maximized the use of additional data available in this year's CUPA Faculty Survey. The Committee reviewed information available from both AAUP and CUPA.

AAUP Comparisons

AAUP Peers were defined as those institutions listed as Category IIA in the AAUP data set (see Tables II and III). These institutions are characterized by diverse post-baccalaureate programs, but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which the number of doctoral-level degrees granted is fewer than thirty or in which fewer than three unrelated disciplines are offered. In addition, these institutions must grant a minimum of thirty post-baccalaureate degrees and either grant degrees in three or more post-baccalaureate programs or, alternatively, have an interdisciplinary program at the post-baccalaureate level. Not all the public Category IIA schools in a particular state were listed in the AAUP database so that information was not available. In addition to using the national average for Category IIA institutions, we selected nearby regions of the country for comparisons.

Peer Institution Comparisons

Table II
Michigan Peer (Category IIA) Institution Ranked Faculty Salaries (in \$1,000s)

Assistant Professor		Associate Professor		Full Professor	
Institution		Institution		Institution	
UM-Dearborn	61.9	UM-Dearborn	65.2	Oakland University	82.8
Oakland University	55.7	Oakland University	64.5	Central Michigan Univ.	81.6
UM-Flint	52.3	Central Michigan	63.7	UM-Dearborn	81.4
Ferris State University	52.2	Grand Valley State	60.1	Grand Valley State Univ.	78.6
Central Michigan Univ.	51.8	Ferris State University	60.1	Ferris State University	73.3
Grand Valley State Univ.	47.5	UM-Flint	59.9	UM-Flint	72.8
Northern Michigan Univ.	45.8	Northern Michigan	55.5	Northern Michigan Univ.	71.3
AVERAGE:	52.5		61.3		77.4

Table II shows that, among our category IIA Michigan peer institutions, UM-Flint has gained (up 2) in its relative position at the Assistant Professor level, reflecting new hires at higher rates, and slipped (down 2) at the Associate and Full Professor levels. Both are the second lowest.

Table III

National and Regional Comparisons

Institution	Lecturer		Assistant Professor		Associate Professor		Full Professor	
UM-Flint	43.9		52.3		59.9		72.8	
		% difference from UMF*		% difference from UMF*		% difference from UMF*		% difference from UMF*
National Category IIA Public Universities	42.7	-2.7%	51.2	-2.1%	61.0	.2%	76.7	5.4%
North Central East	37.8	-13.9%	49.7	-5.0%	59.2	-1.2%	73.6	1.1%

* Percent differences from UM-Flint average salaries were calculated by subtracting UM-Flint average salary from the national or regional average and then expressing this difference as a percentage of the UM-Flint average salary. Negative percent differences indicate the regional or national comparative was lower than UM-F.

Table III shows UM-Flint faculty, average salaries and those for category IIA public universities both nationally and regionally. Average salaries of faculty at UM-Flint were slightly above the national averages at the Assistant and Associate Professor levels, but below average at the Full Professor level. Average salaries for lecturers at UM-Flint are also above national level. With the exception of full professor salaries, UM-Flint had across the board higher average salaries compared to the north-central east region, which includes UM-Flint.

AAUP UM Campus Trend Comparisons Figures 3-5 show recent average faculty salaries, by rank and campus, for the three campuses of the University of Michigan. Each contains raw data from the annual AAUP faculty salary survey, as well as trend lines for each rank and campus.

As would be expected when contrasting a Research I university with two Master's I institutions, UMAA compensation levels dominate those at UMD and UMF.

Comparisons between UMD and UMF are more relevant and pertinent. The Committee notes with concern, two facets of those comparisons. First, UMD average salaries dominate UMF rates at each rank. The disciplinary mixes of the UMD and UMF faculties might account for some of those significant disparities, but the Committee did not review the detailed data required to explore those possible differences. In view of the significant differences between average UMD and UMF average salaries at each rank, the Committee plans to explore and explain those differences.

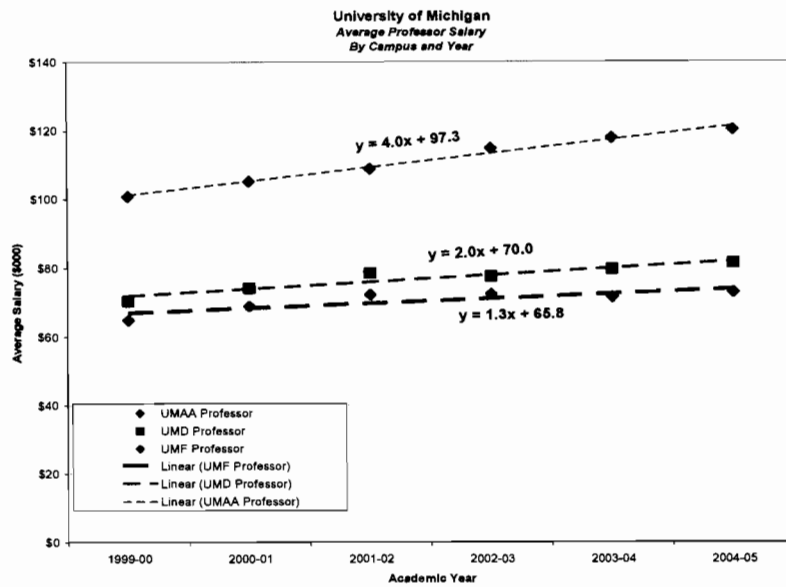


Figure 3

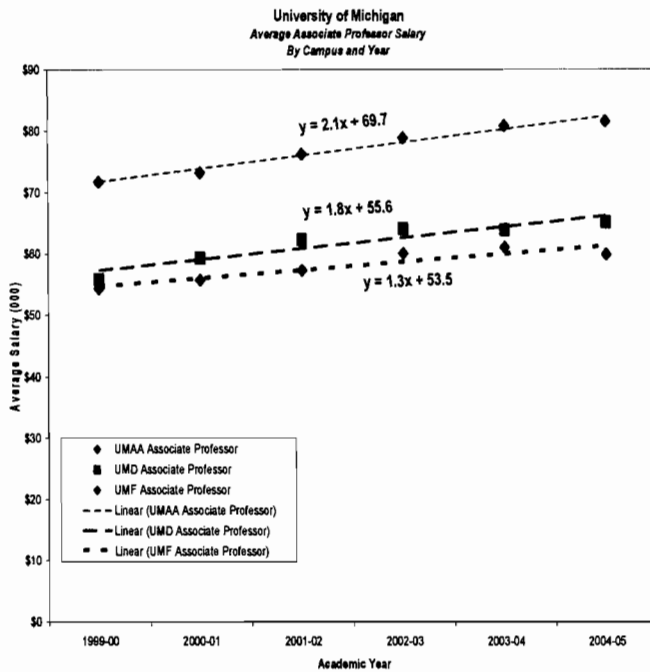


Figure 4

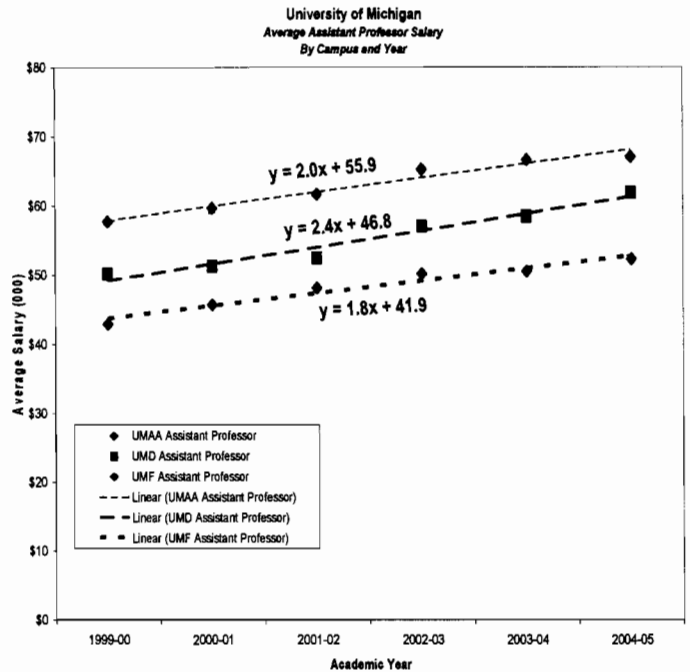


Figure 5

Secondly – and of more immediate concern – UMD average salary trends dominate UMF trends at each rank. Indeed, over the last six years, UMF faculty salaries in every rank increased at the slowest rates on any University of Michigan campus. Of course, each campus has suffered the same unfortunate cuts in state assistance during this period. However, UMAA and UMD have managed to direct proportionally more resources to faculty compensation than has UMF. The Committee notes, with concern, the adverse impacts of UMF’s inability to keep pace in this

critical area. Moreover, the Committee recommends that this deficiency be addressed to bring the UMF trends into parity with those of UMAA and UMD.

CUPA Comparisons

The CUPA On Demand feature was utilized to review various comparison groups. Groups reviewed were: All Institutions, All Public, Masters, Masters- Public, AAUP IIA Michigan Peers and a CESF peer list (see Table IV). The CESF peer list was developed after review of institutional characteristics and other institutional peer lists.

Table IV
Peers Comparisons

Comparison group (4-diget)	N	Overall	Professor	Associate Professor	Assistant Professor
UM-Flint	156	\$ 59,718	\$ 72,779	\$ 59,851	\$ 52,430
All Institutions	77,789	\$ 61,368	\$ 80,285	\$ 60,671	\$ 51,497
All Public	47,852	\$ 62,465	\$ 81,989	\$ 61,664	\$ 52,350
All Masters	34,764	\$ 58,030	\$ 72,866	\$ 58,132	\$ 49,753
Public Masters	21,631	\$ 57,267	\$ 72,382	\$ 57,495	\$ 49,276
AAUP IIA- MI	13,354	\$ 60,744	\$ 77,004	\$ 60,623	\$ 51,903
CESF Peer List	2,859	\$ 59,857	\$ 72,261	\$ 59,817	\$ 51,373

The results shown in Table IV show that UM-Flint has maintained its position for the Assistant Professor rank, reflecting new hires at higher rates. However the Associate Professor and Professor ranks lag behind in half of the comparison groups. Overall only two of the six comparison groups had average salaries lower than UM-Flint's.

Library Faculty Salaries

The Committee compared UM-Flint librarian salary ranges to salary ranges from local and regional surveys. Minimum and maximum salary for librarians at UM-Flint are well below average:

U of M Flint salaries	\$35,796-53,598
Average salary for librarians in Flint (from salaryexpert.com)	\$44,274 (7 of 9 librarians at UMF make less)
Midwest area salary range, 2004 (from ALA survey)	\$45,000-57,539

In 2004, if UM Flint had hired a new librarian, her or his salary should have been \$37,257 adjusted for consumer price index. *Several experienced librarians on the Flint campus currently earn less.*

CESF Recommendations for 2004-2005

The Committee identifies seven recommendations, two of which are in need of immediate action and five of which are in need of long-term attention.

Recommendations Requiring Immediate Action:

1. A one-time salary equity adjustment of 2-3% to compensate for the lack of a salary increase in 2003-2004, which continues to leave us behind peer institutions.
2. An additional faculty salary increase for 2005-2006 comparable to salary increases received by faculty at our peer institutions (which tend to be between 3-5%) to meet this year's inflation.

Recommendations Requiring Long-term Attention:

3. Continue support to the Committee from Chancellor Mestas through the Office of Institutional Analysis.
4. Continue the recent trend of openness in the budget process including salary planning. Openness in the budget process, however, should lead to substantive salary remediation as a high priority in future budget allocations.
5. Begin to address faculty salary compression. Salary compression cannot easily be corrected. Annual faculty raises in excess of new-hire starting salaries would eliminate the root cause of the compression, but would not correct the current state of salary compression. If the university cannot compensate sixth-year assistant or associate professors appreciably more than first-year faculty in those ranks, then at least the salary promotion increments to associate and full professor should be substantially higher than current levels.
6. Develop a system of multi-year cycles of merit evaluation, tied to salary increments, for lecturers, associate, assistant and full professors.
7. When full professors with high salaries retire, instructional units should use some of the salary line funds to improve the economic status of the faculty and not just provide for new program development. Some of these funds should go to offering competitive starting salaries to recruit top-rate faculty as well as toward salary equity adjustments for current faculty.
8. Consider a tuition waiver for faculty and staff family members similar to what is offered at other public universities in Michigan.

University of Michigan- Committee on the Economic Status of the Faculty Overview for Flint Campus

2004-05

Developed for the Flint CESF by the SACUA Office Staff

Composition of the Faculty 2004-05

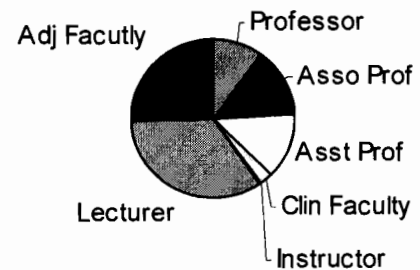
Total number of faculty all ranks: 393	Male 50%	Female 50%
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Gender by Rank

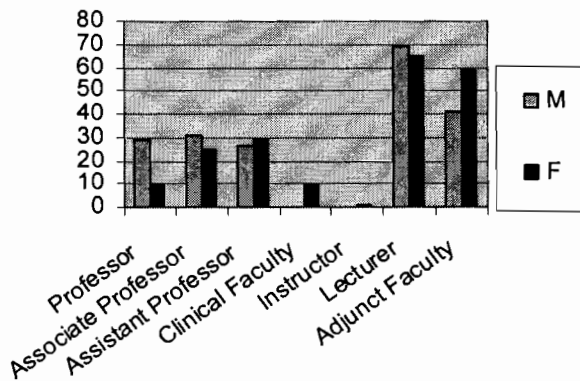
	Male	Female
Professor	76%	24%
Associate Professor	55%	45%
Assistant Professor	47%	53%
Clinical Faculty	0%	100%
Instructor	0%	100%
Lecturer	51%	49%
Adjunct Faculty	41%	59%

Please see Page Two for Salary Rates by Rank

Composition of the Faculty
2004-05 Flint Campus
Overview



Gender by Rank
Flint Campus 2004-05
Overview



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	10%	Instructor	0%
Associate Professor	14%	Lecturer	34%
Assistant Professor	14%	Adjunct Faculty	25%
Clinical Faculty	2%	Total	100%

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.

Flint - Overview

Page 2

Published Salary Rates 2004-05 by Rank

Rank	#	Mean	Median	Minimum	Maximum
Professor					
University Year	36	73,182	69,428	58,987	111,500
Fiscal Year	2	88,979	88,979	78,743	99,215
Assoc Professor					
University Year	53	59,669	55,155	48,410	88,580
Fiscal Year	3	83,061	87,442	72,977	88,763
Asst Professor					
University Year	55	51,073	47,000	42,840	83,368
Fiscal Year	1	70,980	70,980	70,980	70,980
Clinical Assoc Professor					
Fiscal Year	1	69,561	69,561	69,561	69,561
Clinical Asst Professor					
University Year	3	51,657	51,015	48,754	55,202
Fiscal Year	4	82,733	66,072	56,650	142,140
Clinical Instructor					
Fiscal Year	1	50,470	50,470	50,470	50,470
Instructor					
Fiscal Year	1	62,000	62,000	62,000	62,000
Librarian					
Fiscal Year	1	66,123	66,123	66,123	66,123
Sr Assoc Librarian					
Fiscal Year	2	43,979	43,979	43,662	44,296
Assoc Librarian					
Fiscal Year	4	39,262	39,412	35,796	42,428
Asst Librarian					
Fiscal Year	1	36,256	36,256	36,256	36,256
Lecturer					
University Year	131	31,628	24,720	23,000	75,373
Fiscal Year	3	44,327	40,000	33,000	59,982
Adjunct Professor					
University Year	3	32,767	36,157	23,690	38,453
Adjunct Assoc Professor					
University Year	1	35,600	35,600	35,600	35,600
Adjunct Asst Professor					
University Year	3	26,093	23,690	23,690	30,900
Adjunct Lecturer					
University Year	86	34,633	30,054	20,000	160,000
Fiscal Year	1	15,000	15,000	15,000	15,000
Adjunct Instructor					
University Year	6	26,567	26,219	23,690	31,362

**University of Michigan- Committee on the Economic Status of the Faculty
Flint Campus
College of Arts and Sciences**

2004-05

Developed for the Flint CESF by the SACUA Office Staff

Composition of the Faculty 2004-05

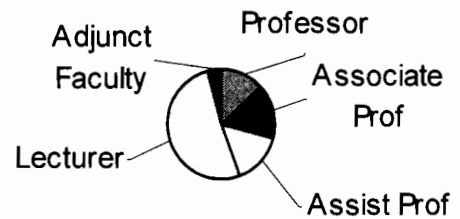
Total number of faculty all ranks: 238	Male	Female
	59%	41%

Gender by Rank

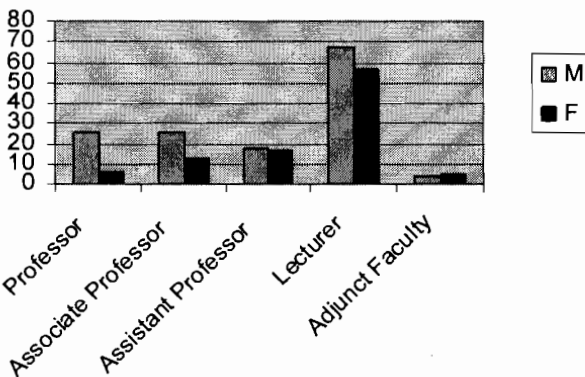
	Male	Female
Professor	81%	19%
Associate Professor	66%	34%
Assistant Professor	51%	49%
Lecturer	54%	46%
Adjunct Faculty	44%	56%

Please see Page Two for Salary Rates by Rank

Composition of the Faculty
2004-05 Flint Campus
College of Arts and Sciences



Gender by Rank
Flint Campus 2004-05
College of Arts and Sciences



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	13%	Lecturer	52%
Associate Professor	16%	Adjunct Faculty	4%
Assistant Professor	15%	Total	100%

Mission Statement of CESF

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Flint - College of Arts and Sciences

Page 2

Published Salary Rates 2004-05 by Rank

Rank	#	Mean	Median	Minimum	Maximum
Professor					
University Year	31	69,354	68,892	58,987	83,617
Associate Professor					
University Year	38	56,841	54,392	48,410	77,209
Assistant Professor					
University Year	35	48,805	47,000	42,840	65,112
Lecturer					
University Year	123	30,318	24,720	23,000	58,000
Fiscal Year	2	36,500	36,500	33,000	40,000
Adjunct Lecturer					
University Year	6	25,303	24,205	20,000	35,000
Adjunct Asst Professor					
University Year	3	26,093	23,690	23,690	30,900

**University of Michigan- Committee on the Economic Status of the Faculty
Flint Campus
School of Education and Human Services**

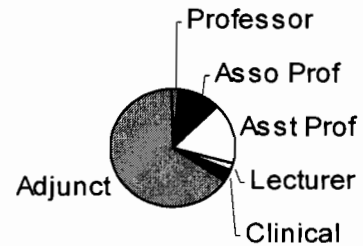
2004-05

Developed for the Flint CESF by the SACUA Office Staff

Composition of the Faculty 2004-05

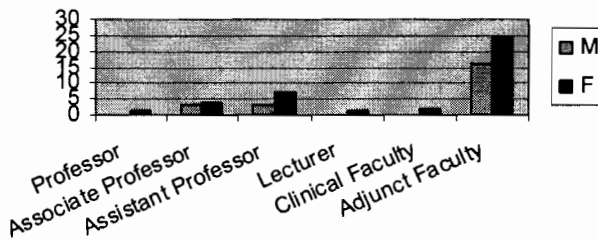
Total number of faculty all ranks: 61	Male	Female
	37%	63%
Gender by Rank		
	Male	Female
Professor	0%	100%
Associate Professor	43%	57%
Assistant Professor	30%	70%
Lecturer	0%	100%
Clinical Faculty	0%	100%
Adjunct Faculty	40%	60%

**Composition of the Faculty
2004-05 Flint Campus
FLINT_SCHEDU_HMN_SVS**



Please see Page Two for Salary Rates by Rank

**Gender by Rank
Flint Campus 2004-05
FLINT_SCHEDU_HMN_SVS**



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Percentage by Faculty Category

Professor	2%	Clinical Faculty	3%
Asso Professor	11%	Adjunct Faculty	64%
Asst Professor	18%	Total	100%
Lecturer	2%		

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Flint - School of Education and Human Services

Page 2

Published Salary Rates 2004-05 by Rank

Rank	#	Mean	Median	Minimum	Maximum
Professor					
University Year	1	78,803	78,803	78,803	78,803
Associate Professor					
University Year	7	54,078	51,539	50,350	62,213
Assistant Professor					
University Year	11	45,891	45,818	44,779	47,000
Lecturer					
University Year	1	45,500	45,500	45,500	45,500
Clinical Asst Prof					
Fiscal Year	1	56,650	56,650	56,650	56,650
Clinical Instructor					
Fiscal Year	1	50,470	50,470	50,470	50,470
Adjunct Professor					
University Year	1	23,690	23,690	23,690	23,690
Adjunct Lecturer					
University Year	38	28,771	23,690	23,000	160,000

**University of Michigan- Committee on the Economic Status of the Faculty
Flint Campus
School of Health Professions and Studies**

2004-05

Developed for the Flint CESF by the SACUA Office Staff

Composition of the Faculty 2004-05

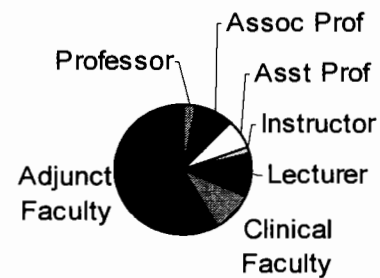
Total number of faculty all ranks: 67	Male	Female
	22%	78%

Gender by Rank

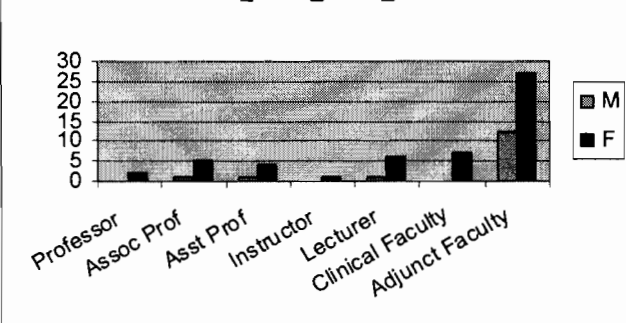
	Male	Female
Professor	0%	100%
Assoc Professor	17%	83%
Asst Professor	20%	80%
Instructor	0%	100%
Lecturer	14%	86%
Clinical Faculty	0%	100%
Adjunct Faculty	31%	69%

Please see Page Two for Salary Rates by Rank

**Composition of the Faculty
2004-05 Flint Campus
FLINT_HLTH_PROF_STUD**



**Gender by Rank
Flint Campus 2004-05
FLINT_HLTH_PROF_STUD**



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	3.0%	Lecturer	10.4%
Assoc Professor	9.0%	Clinical Faculty	10.4%
Asst Professor	7.5%	Adjunct Faculty	58.2%
Instructor	1.5%	Total	100%

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.

Flint - School of Health Professions and Studies

Page 2

Published Salary Rates 2004-05 by Rank

Rank	#	Mean	Median	Minimum	Maximum
Professor					
Fiscal Year	2	88,979	88,979	78,743	99,215
Assoc Professor					
University Year	3	63,878	67,544	55,168	68,921
Fiscal Year	3	83,061	87,442	72,977	88,763
Asst Professor					
University Year	4	50,628	49,910	47,470	55,220
Fiscal Year	1	70,980	70,980	70,980	70,980
Instructor					
Fiscal Year	1	62,000	62,000	62,000	62,000
Lecturer					
University Year	6	46,797	45,224	44,590	53,148
Fiscal Year	1	59,982	59,982	59,982	59,982
Clinical Assoc Prof					
Fiscal Year	1	69,561	69,561	69,561	69,561
Clinical Asst Prof					
University Year	3	51,657	51,015	48,754	55,202
Fiscal Year	3	91,428	66,106	66,037	142,140
Adjunct Professor					
University Year	2	37,305	37,305	36,157	38,453
Adjunct Instructor					
University Year	6	26,567	26,219	23,690	31,362
Adjunct Lecturer					
University Year	30	43,287	45,254	23,690	62,015
Fiscal Year	1	15,000	15,000	15,000	15,000

**University of Michigan- Committee on the Economic Status of the Faculty
Flint Campus
School of Management**

2004-05

Developed for the Flint CESF by the SACUA Office Staff

Composition of the Faculty 2004-05

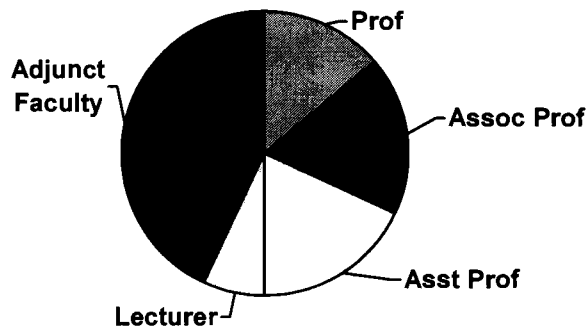
Total number of faculty all ranks: 28	Male	Female
	71%	29%

Gender by Rank

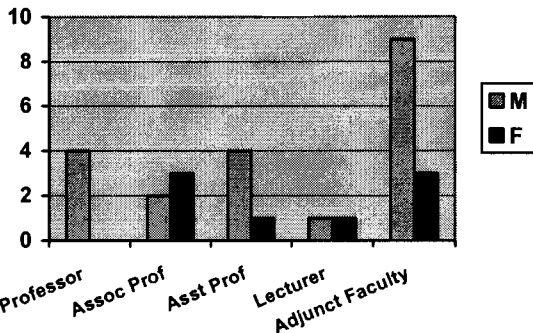
	Male	Female
Professor	100%	0%
Associate Professor	40%	60%
Assistant Professor	80%	20%
Lecturer	50%	50%
Adjunct Faculty	75%	25%

Please see Page Two for Salary Rates by Rank

**Composition of the Faculty
2004-05 Flint Campus School of Management**



**Gender by Rank
Flint Campus 2004-05
School of Management**



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	14%	Lecturer	7%
Associate Professor	18%	Adjunct Faculty	43%
Assistant Professor	18%	Total	100%

Mission Statement of CESF

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Flint - School of Management

Page 2

Published Salary Rates 2004-05 by Rank

Rank	#	Mean	Median	Minimum	Maximum
Professor					
University Year	4	101,438	100,676	92,900	111,500
Assoc Professor					
University Year	5	86,468	86,623	84,257	88,580
Asst Professor					
University Year	5	78,701	79,825	68,670	83,368
Lecturer					
University Year	2	66,687	66,687	58,000	75,373
Adjunct Assoc Prof					
University Year	1	35,600	35,600	35,600	35,600
Adjunct Lecturer					
University Year	11	36,898	37,080	32,000	42,400