

THE UNIVERSITY OF MICHIGAN-DEARBORN

Committee on the Economic Status of the Faculty

Received by the Regents

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ANNUAL REPORT TO THE REGENTS

Approved by the UM-Dearborn Faculty Senate

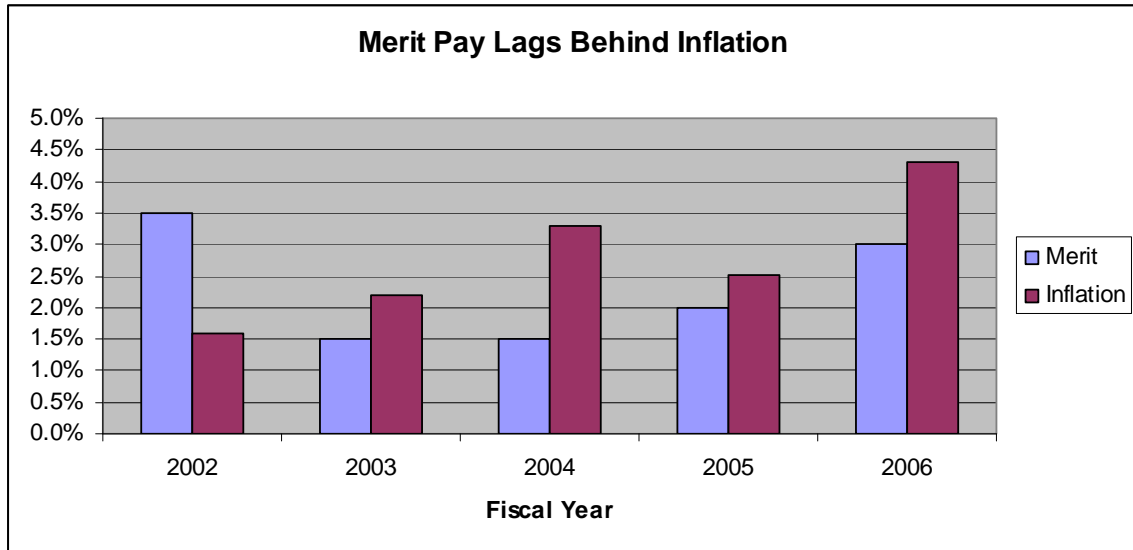
9 April 2007

Janet Elkins, Library
Marlene E. Gordon, CASL
Ghassan Kridli, Engineering
Paul Lin, CASL
William Linn, CASL
Lee Redding, Management
Les Thornton, Education

THE IMPORTANCE OF THE MERIT PAY SYSTEM AT UM-D

State cutbacks to university education in recent years have resulted in tight budgets at the University of Michigan – Dearborn and the other 14 state universities. From Fiscal Year 2001 through Fiscal Year 2006, the state allocation to the University of Michigan – Dearborn has declined from \$28.4 million to \$24.9 million³. Given a 15.3% increase in the consumer price index, this is a drop in real terms of 23% in only five years. What was once the primary means of support to the University of Michigan – Dearborn has therefore been slashed. Administrators have faced difficult decisions in dealing with this externally generated problem. Necessarily, the cost has been borne by almost every part of the campus. Students have faced tuition increases several percentage points above the inflation rate. Class sizes have increased, representing a cost both to faculty and students. Faculty has experienced merit pay below inflation and below comparable institutions. Faculty has also experienced a reduction both in the rate of pay for summer teaching and in the number of summer teaching opportunities.

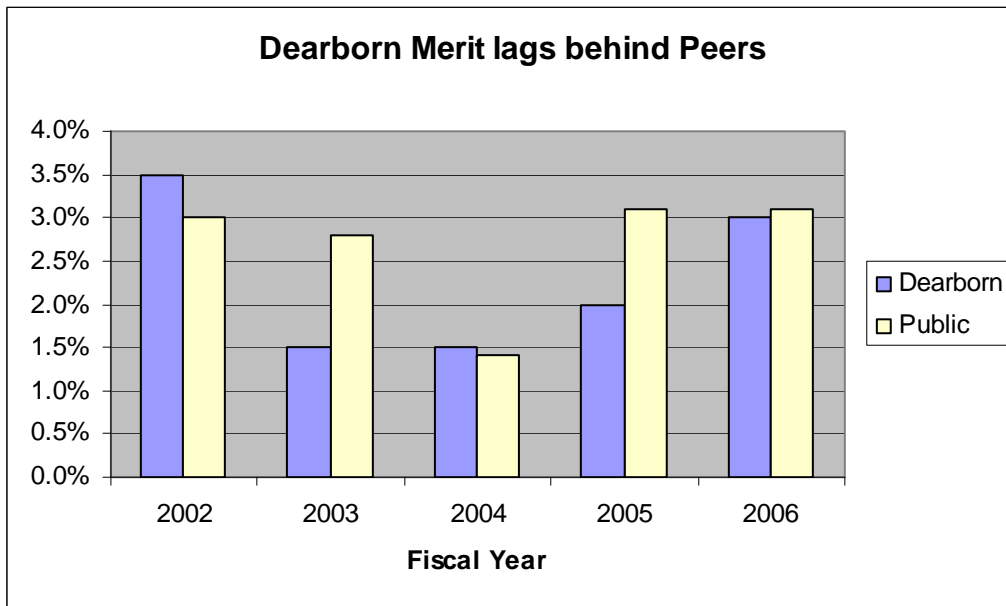
The following table, taken from the 2006 UM-D financial report, compares the merit pay program at UM-D with the inflation rate as measured by the consumer price index:



CUPA data for all public institutions also shows that merit pay at Dearborn has also lagged behind other institutions. The following chart compares the merit program

³ Source: 2006 Financial Report of the University of Michigan - Dearborn

at UM-D with the median average increase in pay reported by public universities reporting data to CUPA⁴:



The Committee realizes that the administration has faced a series of difficult budget years. We appreciate both that the cause of the budget problems comes from outside the University and the dedication that the administration has shown in an effort to meet the budgetary restrictions and we appreciate their real concern for the cost to the students, staff, and faculty at Dearborn. Indeed, faced with a short-term reduction in state allocation, below-inflation increases in salaries are a sensible management strategy to get the university through one or two difficult years.

Unfortunately, it now appears that the state budget difficulties are not temporary. A combination of tax cuts and a poor economy have produced a drop in state revenues that does not appear likely to reverse for several years. A reversal of the 23% cut in state funding mentioned earlier appears very unlikely. The university must therefore embark on the course of which principles to adhere to in continuing difficult times.

The Committee on the Economic Status of the Faculty urges the administration to commit to a strong merit pay system. Specifically

The Committee on the Economic Status of the Faculty urges the administration to commit to the principle that beginning in 2008; each year's merit program will be at least 3.5%.

⁴ Note that this is the entire CUPA data set and not the peer institution list often used to compare the levels of UM-D salaries to similar Midwestern institutions. Since the reporting institutions vary from year to year, reporting the percentage change for a specific peer group is problematic.

Recent years of low merit pay systems have weakened the role of merit pay in encouraging the faculty effort necessary to build on the University of Michigan – Dearborn’s mission of academic excellence with metropolitan focus.

- At least one unit has reacted to the low merit pay systems by effectively suspending a merit pay system and giving across-the-board small increases.
- The relatively small pools have meant that achievements such as journal publications and teaching excellence have not received rewards commensurate with the effort required.
- Low merit pay increases offset by periodic equity adjustments lead to pay that does not have a transparent relationship to meritorious service.

The Committee urges the commitment to at least 3.5% as a means to ensure that a modest pool will be available each year to reward faculty achievement. 3.5% is a modest level both compared to historic increases in prices and historic increases in salaries in the United States. Indeed, the fact that 3.5% will seem to some like a large amount to commit to is demonstration of the state of the current merit program.

An administration commitment to fund a 3.5% minimum requires a responsive commitment from individual units to use these funds in a transparent way to encourage faculty to achieve University goals. Faculty and deans in each unit should ensure that their units have an appropriate merit pay system. Faculty with concerns about their system should resolve these concerns with the governing faculty, executive committee, and administration within their units. The Faculty Senate, while not responsible for advising on affairs within an individual unit, should stand ready in a facilitator’s role if requested by the central administration or faculty.

Again, the Committee on the Economic Status of the Faculty realizes that recent cuts in the real pay of faculty have been occasioned by external pressures. We appreciate the dedication of the administration to make difficult choices in challenging times. The Committee further realizes that (particularly in difficult budget times) a recommendation to commit more funds to one cause is implicitly a recommendation to incur an opportunity cost elsewhere. The Committee believes, however, that a 3.5% minimum as concerns the merit program for faculty base pay is crucial. Since an increase in state funding may not be forthcoming and other sources of funds (research and gift income combined with enrollment growth) may be insufficient in some years, achieving the 3.5% principle may require costs which unfortunately will be borne by faculty, staff, and students at Dearborn. We believe the maintenance of a proper incentive system provides important benefits to the campus which makes these costs worth paying.

A second issue requiring attention is the salary situation of librarians and curators. Librarians and curators are a vital part of the faculty. Further, as faculty, the CESF is responsible for evaluating whether these faculty members are being treated fairly. Unfortunately, the CUPA data typically supplied to the CESF for its report includes no information on library faculty. For curators, Dearborn faculty has a mean pay below the peer group but a median pay above the peer group. Given the small sample size and the

wide variation in job responsibilities, it is difficult to draw conclusions from this. It is not always clear to the CESF how these faculty members are treated in terms of the merit pay or equity adjustment programs. Therefore,

The Committee on the Economic Status of the Faculty requests that the Provost report to the Faculty Senate concerning how salary decisions are made for librarians and curators.

The Committee will use this report to devise a strategy to better incorporate these faculty members into the 2008 report.

Respectfully Submitted,

CESF

The Committee thanks Provost Martin, Vice Chancellor Gassel, Linda Carr, SACUA staff, Renee Moton, and Judy Kennard for help and support in assembling the data for this report.

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- Committee on the Economic Status of the Faculty

Dearborn Campus

2006-07

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

Composition of the Faculty 2006-07

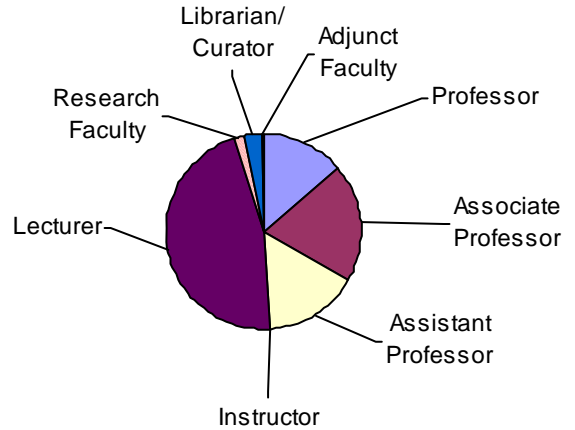
Total number of faculty all ranks: 504	Male 63%	Female 37%
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Gender by Rank

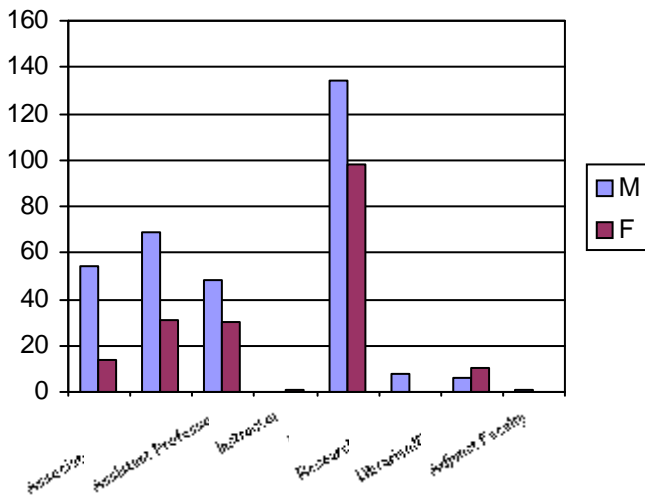
	Male	Female
Professor	79%	21%
Associate Professor	69%	31%
Assistant Professor	62%	38%
Instructor	0%	100%
Lecturer	58%	42%
Research Faculty	100%	0%
Librarian/Curator	37.5%	62.5%
Adjunct Faculty	100%	0%

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	13.5%	Lecturer	46.0%
Associate Professor	19.8%	Research Faculty	1.6%
Assistant Professor	15.5%	Librarian/Curator	3.2%
Instructor	<1%	Adjunct Faculty	<1%

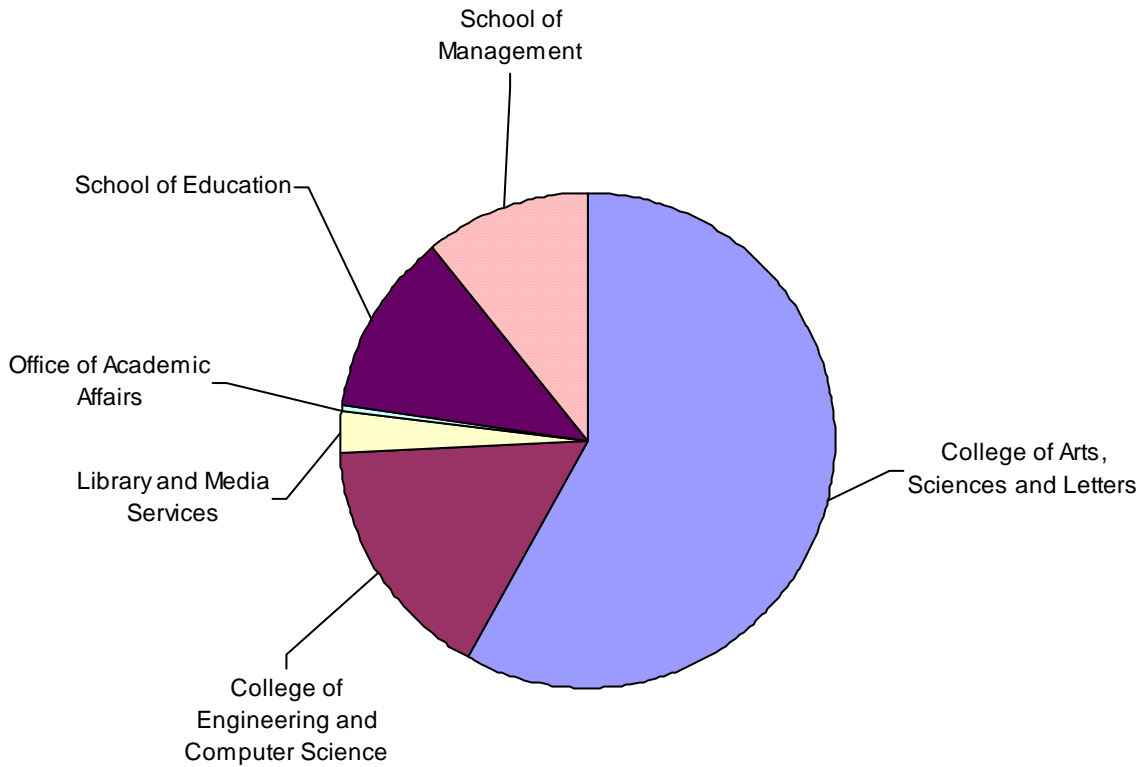
**University of Michigan
Dearborn Campus
Published Salary Rates 2006-07 by Rank**

Dearborn - all campus			#	Mean	Median	Minimum	Maximum
Professor							
University Yr	Male	48	\$90,239	\$85,966	\$67,475	\$161,193	
University Yr	Female	14	\$77,669	\$76,157	\$64,494	\$104,986	
University Yr	Total	62	\$87,400	\$83,246	\$64,494	\$161,193	
Professor							
Fiscal Yr	Male	6	\$154,909	\$163,500	\$109,005	\$176,770	
Fiscal Yr	Total	6	\$154,909	\$163,500	\$109,005	\$176,770	
Associate Professor							
University Yr	Male	69	\$73,536	\$67,344	\$53,305	\$144,755	
University Yr	Female	30	\$69,555	\$61,304	\$55,532	\$140,208	
University Yr	Total	99	\$72,329	\$64,834	\$53,305	\$144,755	
Associate Professor							
Fiscal Yr	Female	1	\$78,662	\$78,662	\$78,662	\$78,662	
Fiscal Yr	Total	1	\$78,662	\$78,662	\$78,662	\$78,662	
Assistant Professor							
University Yr	Male	48	\$66,618	\$57,119	\$49,644	\$101,872	
University Yr	Female	30	\$64,541	\$53,703	\$50,000	\$105,000	
University Yr	Total	78	\$65,819	\$54,801	\$49,644	\$105,000	
Instructor							
University Yr	Female	1	\$49,550	\$49,550	\$49,550	\$49,550	
University Yr	Total	1	\$49,550	\$49,550	\$49,550	\$49,550	
LEO Lecturer I							
University Yr	Male	59	\$30,956	\$26,265	\$25,500	\$120,000	
University Yr	Female	42	\$26,067	\$25,750	\$25,000	\$32,000	
University Yr	Total	101	\$28,923	\$26,265	\$25,000	\$120,000	
LEO Lecturer II							
University Yr	Male	54	\$29,002	\$27,966	\$26,661	\$48,492	
University Yr	Female	34	\$28,857	\$27,955	\$26,265	\$45,076	
University Yr	Total	88	\$28,946	\$27,966	\$26,265	\$48,492	
LEO Lecturer III							
University Yr	Male	6	\$43,969	\$38,118	\$32,085	\$61,244	
University Yr	Female	6	\$41,839	\$39,110	\$32,085	\$61,800	
University Yr	Total	12	\$42,904	\$39,055	\$32,085	\$61,800	
LEO Lecturer IV							
University Yr	Male	8	\$42,767	\$43,362	\$35,062	\$49,847	
University Yr	Female	13	\$44,135	\$40,335	\$36,670	\$74,200	
University Yr	Total	21	\$43,614	\$41,372	\$35,062	\$74,200	
LEO Intermittent Lecturer							
University Yr	Male	4	\$26,513	\$26,201	\$25,500	\$28,152	
University Yr	Female	2	\$27,306	\$27,306	\$26,660	\$27,952	
University Yr	Total	6	\$26,777	\$26,462	\$25,500	\$28,152	
LEO Adjunct Lecturer							
University Yr	Male	3	\$25,461	\$25,500	\$25,000	\$25,884	
University Yr	Female	1	\$27,152	\$27,152	\$27,152	\$27,152	
University Yr	Total	4	\$25,884	\$25,692	\$25,000	\$27,152	

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

			#	Mean	Median	Minimum	Maximum
Assistant Research Scientist							
	Fiscal Yr	Male	3	\$49,625	\$50,000	\$46,375	\$52,500
	Fiscal Yr	Total	3	\$49,625	\$50,000	\$46,375	\$52,500
Research Investigator							
	Fiscal Yr	Male	5	\$40,856	\$40,000	\$19,200	\$63,000
	Fiscal Yr	Total	5	\$40,856	\$40,000	\$19,200	\$63,000
Curator Coll/Exh-Dearborn							
	Fiscal Yr	Male	1	\$54,497	\$54,497	\$54,497	\$54,497
	Fiscal Yr	Total	1	\$54,497	\$54,497	\$54,497	\$54,497
Senior Associate Curator Slide/Photo							
	Fiscal Yr	Female	1	\$40,277	\$40,277	\$40,277	\$40,277
	Fiscal Yr	Total	1	\$40,277	\$40,277	\$40,277	\$40,277
Assistant Curator							
	Fiscal Yr	Male	1	\$45,287	\$45,287	\$45,287	\$45,287
	Fiscal Yr	Total	1	\$45,287	\$45,287	\$45,287	\$45,287
Director Mardigian Library							
	Fiscal Yr	Male	1	\$118,869	\$118,869	\$118,869	\$118,869
	Fiscal Yr	Total	1	\$118,869	\$118,869	\$118,869	\$118,869
Librarian							
	Fiscal Yr	Male	1	\$62,075	\$62,075	\$62,075	\$62,075
	Fiscal Yr	Female	4	\$59,093	\$57,721	\$50,652	\$70,279
	Fiscal Yr	Total	5	\$59,689	\$59,359	\$50,652	\$70,279
Senior Associate Librarian							
	Fiscal Yr	Female	2	\$50,308	\$50,308	\$49,976	\$50,639
	Fiscal Yr	Total	2	\$50,308	\$50,308	\$49,976	\$50,639
Associate Librarian							
	Fiscal Yr	Male	2	\$41,993	\$41,993	\$41,675	\$42,311
	Fiscal Yr	Female	3	\$43,907	\$43,316	\$42,904	\$45,501
	Fiscal Yr	Total	5	\$43,141	\$42,904	\$41,675	\$45,501
Adjunct Clinical Professor							
	Fiscal Yr	Male	1	\$100,000	\$100,000	\$100,000	\$100,000
	Fiscal Yr	Total	1	\$100,000	\$100,000	\$100,000	\$100,000
TOTAL			504	\$54,090	\$51,397	\$19,200	\$176,770

Dearborn Faculty by Academic Unit 2006-07



College of Arts, Sciences and Letters	57.9%
College of Engineering and Computer Science	16.3%
Library and Media Services	2.8%
Office of Academic Affairs	0.2%
School of Education	11.9%
School of Management	10.9%

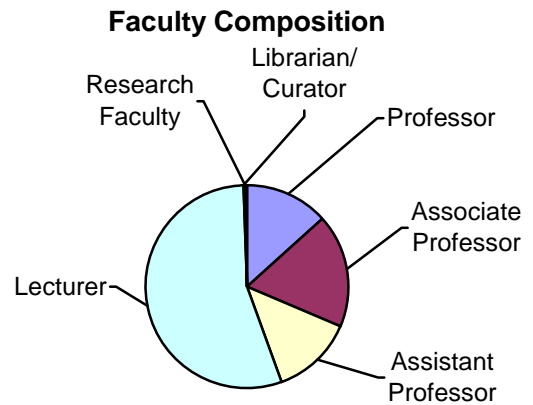
University of Michigan- Committee on the Economic Status of the Faculty

Dearborn College of Arts, Sciences and Letters

2006-07

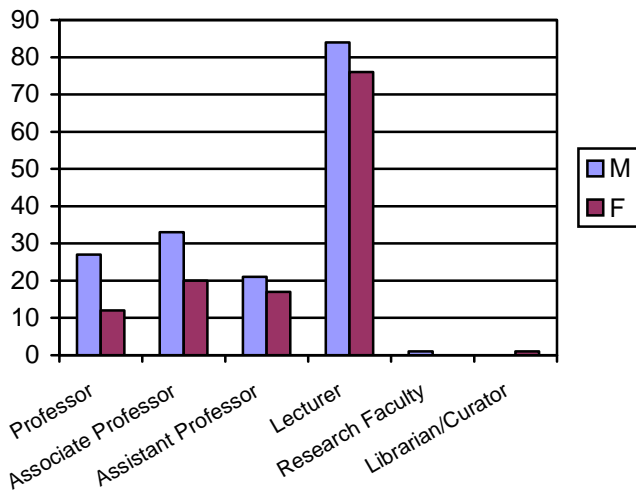
February 2007 Report on Instructional Faculty
Developed for the CESF by the SACUA Office Staff

Composition of the Faculty 2006-07		
Total number of faculty all ranks: 292	Male	Female
	57%	43%
Gender by Rank		
	Male	Female
Professor	69%	31%
Associate Professor	62%	38%
Assistant Professor	55%	45%
Lecturer	52.5%	47.5%
Research Faculty	100%	0%
Librarian/Curator	0%	100%



**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			
Professor	13.4%	Lecturer	54.8%
Associate Professor	18.2%	Research Faculty	0.3%
Assistant Professor	13.0%	Librarian/Curator	0.3%

**University of Michigan -- Dearborn College of Arts, Sciences and Letters
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	27	\$81,218	\$80,156	\$67,475	\$100,484
	University Yr	Female	12	\$75,252	\$73,656	\$64,494	\$83,221
	University Yr	Total	39	\$79,382	\$78,813	\$64,494	\$100,484
Associate Professor	University Yr	Male	33	\$60,870	\$59,578	\$53,305	\$76,953
	University Yr	Female	19	\$64,147	\$60,913	\$55,532	\$100,366
	University Yr	Total	52	\$62,067	\$60,085	\$53,305	\$100,366
Associate Professor	Fiscal Yr	Female	1	\$78,662	\$78,662	\$78,662	\$78,662
	Fiscal Yr	Total	1	\$78,662	\$78,662	\$78,662	\$78,662
Assistant Professor	University Yr	Male	21	\$53,237	\$52,903	\$49,644	\$63,000
	University Yr	Female	17	\$53,103	\$52,458	\$50,674	\$58,000
	University Yr	Total	38	\$53,177	\$52,479	\$49,644	\$63,000
LEO Lecturer I	University Yr	Male	34	\$26,671	\$26,201	\$25,500	\$38,872
	University Yr	Female	27	\$26,077	\$25,750	\$25,000	\$32,000
	University Yr	Total	61	\$26,408	\$25,750	\$25,000	\$38,872
LEO Lecturer II	University Yr	Male	34	\$28,074	\$27,966	\$26,661	\$33,912
	University Yr	Female	29	\$28,415	\$27,955	\$26,661	\$33,063
	University Yr	Total	63	\$28,231	\$27,966	\$26,661	\$33,912
LEO Lecturer III	University Yr	Male	4	\$35,440	\$34,837	\$32,085	\$40,000
	University Yr	Female	5	\$37,847	\$38,110	\$32,085	\$46,845
	University Yr	Total	9	\$36,777	\$36,236	\$32,085	\$46,845
LEO Lecturer IV	University Yr	Male	8	\$42,767	\$43,362	\$35,062	\$49,847
	University Yr	Female	12	\$41,630	\$40,154	\$36,670	\$50,686
	University Yr	Total	20	\$42,084	\$40,920	\$35,062	\$50,686
LEO Intermittent Lecturer	University Yr	Male	2	\$25,818	\$25,818	\$25,500	\$26,136
	University Yr	Female	2	\$27,306	\$27,306	\$26,660	\$27,952
	University Yr	Total	4	\$26,562	\$26,398	\$25,500	\$27,952
LEO Adjunct Lecturer	University Yr	Male	2	\$25,442	\$25,442	\$25,000	\$25,884
	University Yr	Female	1	\$27,152	\$27,152	\$27,152	\$27,152
	University Yr	Total	3	\$26,012	\$25,884	\$25,000	\$27,152
Research Investigator	Fiscal Yr	Male	1	\$40,000	\$40,000	\$40,000	\$40,000
	Fiscal Yr	Total	1	\$40,000	\$40,000	\$40,000	\$40,000
Sr Associate Curator Slide/Photo	Fiscal Yr	Female	1	\$40,277	\$40,277	\$40,277	\$40,277
	Fiscal Yr	Total	1	\$40,277	\$40,277	\$40,277	\$40,277
TOTAL			292	\$45,375	\$40,000	\$25,000	\$100,484

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

**Dearborn School of Management
2006-07**

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

Composition of the Faculty 2006-07

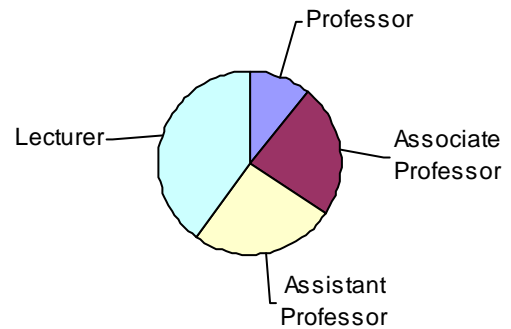
Total number of faculty all ranks: 55	Male	Female
	71%	29%

Gender by Rank

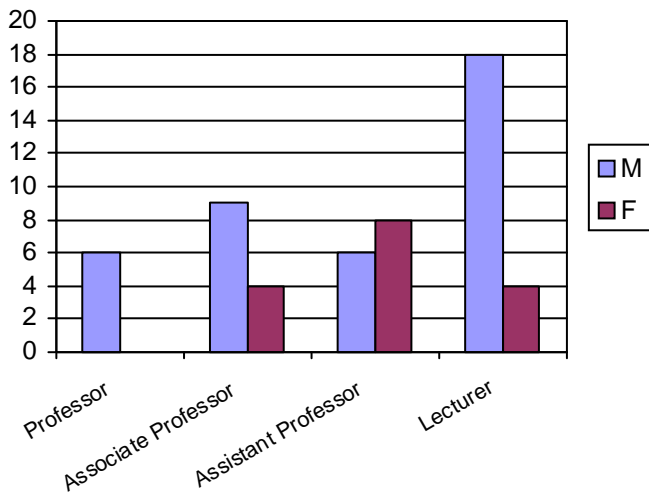
	Male	Female
Professor	100%	0%
Associate Professor	69%	31%
Assistant Professor	43%	57%
Lecturer	82%	18%

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.

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Percentage by Faculty Category

Professor	10.9%	Assistant Professor	25.4%
Associate Professor	23.6%	Lecturer	40.0%

**University of Michigan
Dearborn School of Management
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	6	\$127,080	\$123,878	\$112,147	\$161,193
	University Yr	Total	6	\$127,080	\$123,878	\$112,147	\$161,193
Associate Professor							
	University Yr	Male	9	\$107,610	\$112,709	\$80,083	\$144,755
	University Yr	Female	4	\$108,675	\$106,014	\$82,465	\$140,208
	University Yr	Total	13	\$107,938	\$112,028	\$80,083	\$144,755
Assistant Professor							
	University Yr	Male	6	\$96,018	\$98,803	\$79,702	\$101,872
	University Yr	Female	8	\$96,266	\$95,772	\$89,214	\$105,000
	University Yr	Total	14	\$96,160	\$97,500	\$79,702	\$105,000
LEO Lecturer I							
	University Yr	Male	9	\$46,725	\$32,000	\$25,750	\$120,000
	University Yr	Total	9	\$46,725	\$32,000	\$25,750	\$120,000
LEO Lecturer II							
	University Yr	Male	7	\$32,298	\$28,765	\$27,966	\$48,492
	University Yr	Female	2	\$37,864	\$37,864	\$30,652	\$45,076
	University Yr	Total	9	\$33,535	\$29,696	\$27,966	\$48,492
LEO Lecturer III							
	University Yr	Male	2	\$61,027	\$61,027	\$60,809	\$61,244
	University Yr	Female	1	\$61,800	\$61,800	\$61,800	\$61,800
	University Yr	Total	3	\$61,284	\$61,244	\$60,809	\$61,800
LEO Lecturer IV							
	University Yr	Female	1	\$74,200	\$74,200	\$74,200	\$74,200
	University Yr	Total	1	\$74,200	\$74,200	\$74,200	\$74,200
TOTAL			55	\$81,678	\$91,895	\$25,750	\$161,193

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

Dearborn College of Engineering and Computer Science

2006-07

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

Composition of the Faculty 2006-07

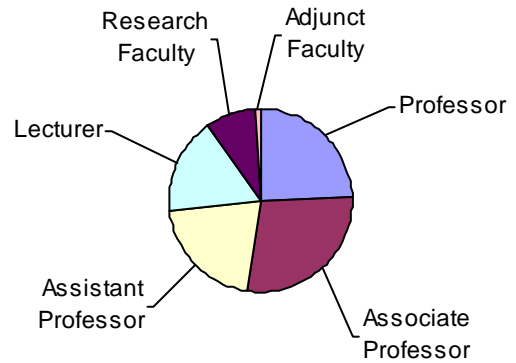
Total number of faculty all ranks: 82	Male	Female
	96%	4%

Gender by Rank

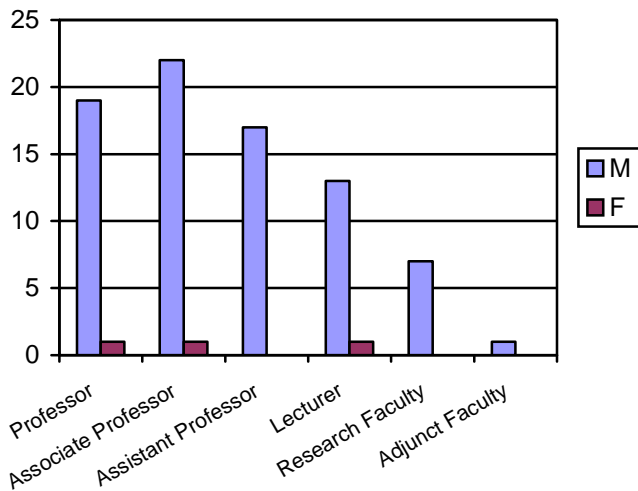
	Male	Female
Professor	95%	5%
Associate Professor	96%	4%
Assistant Professor	100%	0%
Lecturer	93%	7%
Research Faculty	100%	0%
Adjunct Faculty	100%	0%

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

Faculty Composition



Faculty Gender Head Count by Rank



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Percentage by Faculty Category

Professor	24.4%	Lecturer	17.1%
Associate Professor	28.1%	Research Faculty	8.5%
Assistant Professor	20.7%	Adjunct Faculty	1.2%

**University of Michigan
Dearborn College of Engineering and Computer Science
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	13	\$90,865	\$88,363	\$76,891	\$117,418
	University Yr	Female	1	\$104,986	\$104,986	\$104,986	\$104,986
	University Yr	Total	14	\$91,874	\$88,715	\$76,891	\$117,418
Professor							
	Fiscal Yr	Male	6	\$154,909	\$163,500	\$109,005	\$176,770
	Fiscal Yr	Total	6	\$154,909	\$163,500	\$109,005	\$176,770
Associate Professor							
	University Yr	Male	22	\$81,074	\$81,277	\$70,141	\$90,949
	University Yr	Female	1	\$74,725	\$74,725	\$74,725	\$74,725
	University Yr	Total	23	\$80,798	\$81,256	\$70,141	\$90,949
Assistant Professor							
	University Yr	Male	17	\$76,159	\$76,029	\$56,090	\$86,093
	University Yr	Total	17	\$76,159	\$76,029	\$56,090	\$86,093
LEO Lecturer I							
	University Yr	Male	6	\$39,792	\$39,207	\$28,152	\$54,052
	University Yr	Female	1	\$28,152	\$28,152	\$28,152	\$28,152
	University Yr	Total	7	\$38,129	\$29,412	\$28,152	\$54,052
LEO Lecturer II							
	University Yr	Male	6	\$32,113	\$31,322	\$26,784	\$39,713
	University Yr	Total	6	\$32,113	\$31,322	\$26,784	\$39,713
LEO Intermittent Lecturer							
	University Yr	Male	1	\$28,152	\$28,152	\$28,152	\$28,152
	University Yr	Total	1	\$28,152	\$28,152	\$28,152	\$28,152
Asst Research Scientist							
	Fiscal Yr	Male	3	\$49,625	\$50,000	\$46,375	\$52,500
	Fiscal Yr	Total	3	\$49,625	\$50,000	\$46,375	\$52,500
Research Investigator							
	Fiscal Yr	Male	4	\$41,070	\$41,040	\$19,200	\$63,000
	Fiscal Yr	Total	4	\$41,070	\$41,040	\$19,200	\$63,000
Adjunct Clinical Professor							
	Fiscal Yr	Male	1	\$100,000	\$100,000	\$100,000	\$100,000
	Fiscal Yr	Total	1	\$100,000	\$100,000	\$100,000	\$100,000
TOTAL			82	\$76,459	\$77,592	\$19,200	\$176,770

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

**Dearborn 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

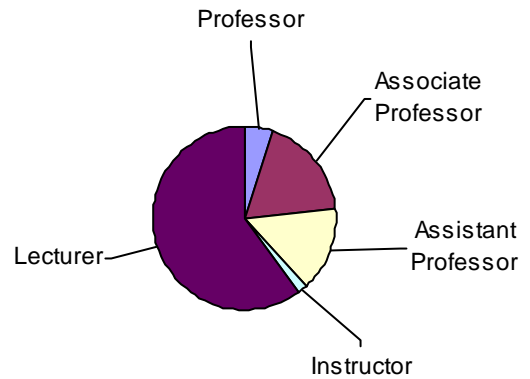
Total number of faculty all ranks: 60	Male	Female
	50%	50%

Gender by Rank

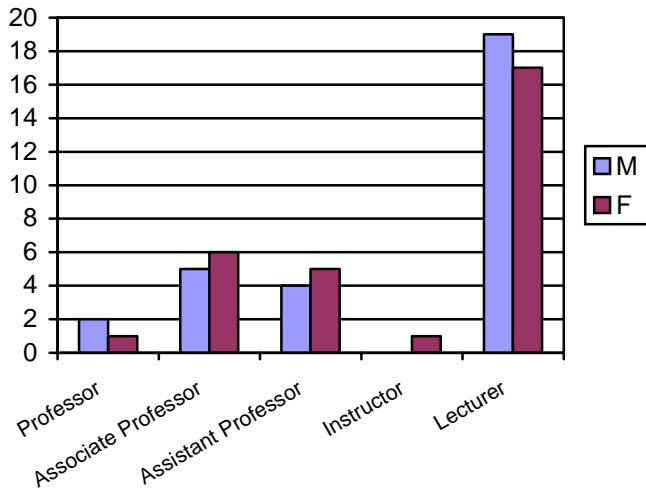
	Male	Female
Professor	67%	33%
Associate Professor	45%	55%
Assistant Professor	44%	56%
Instructor	0%	100%
Lecturer	53%	47%

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

Professor	5%	Instructor	2%
Associate Professor	18%	Lecturer	60%
Assistant Professor	15%		

**University of Michigan
Dearborn School of Education
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	2	\$97,424	\$97,424	\$83,270	\$111,577
	University Yr	Female	1	\$79,363	\$79,363	\$79,363	\$79,363
	University Yr	Total	3	\$91,403	\$83,270	\$79,363	\$111,577
Associate Professor							
	University Yr	Male	5	\$62,625	\$62,490	\$57,652	\$67,344
	University Yr	Female	6	\$59,736	\$59,506	\$56,649	\$64,015
	University Yr	Total	11	\$61,049	\$60,521	\$56,649	\$67,344
Assistant Professor							
	University Yr	Male	4	\$52,216	\$51,991	\$51,550	\$53,331
	University Yr	Female	5	\$52,669	\$53,339	\$50,000	\$54,643
	University Yr	Total	9	\$52,467	\$52,431	\$50,000	\$54,643
Instructor							
	University Yr	Female	1	\$49,550	\$49,550	\$49,550	\$49,550
	University Yr	Total	1	\$49,550	\$49,550	\$49,550	\$49,550
LEO Lecturer I							
	University Yr	Male	10	\$26,034	\$26,265	\$25,500	\$26,265
	University Yr	Female	14	\$25,899	\$25,750	\$25,500	\$26,265
	University Yr	Total	24	\$25,955	\$26,008	\$25,500	\$26,265
LEO Lecturer II							
	University Yr	Male	7	\$27,545	\$27,540	\$27,540	\$27,553
	University Yr	Female	3	\$27,123	\$27,553	\$26,265	\$27,553
	University Yr	Total	10	\$27,419	\$27,546	\$26,265	\$27,553
LEO Intermittent Lecturer							
	University Yr	Male	1	\$26,265	\$26,265	\$26,265	\$26,265
	University Yr	Total	1	\$26,265	\$26,265	\$26,265	\$26,265
LEO Adjunct Lecturer							
	University Yr	Male	1	\$25,500	\$25,500	\$25,500	\$25,500
	University Yr	Total	1	\$25,500	\$25,500	\$25,500	\$25,500
TOTAL			60	\$40,273	\$27,540	\$25,500	\$111,577