

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

Annual Report to the Regents

June 2004

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The University of Michigan-Flint

Regents Communication

Item for Information

Subject: Committee on the Economic Status of the Faculty

Executive Summary

In past years, the Committee has focused on three 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

This year, the Committee has chosen to focus on one issue:

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 has had three, predictable effects:

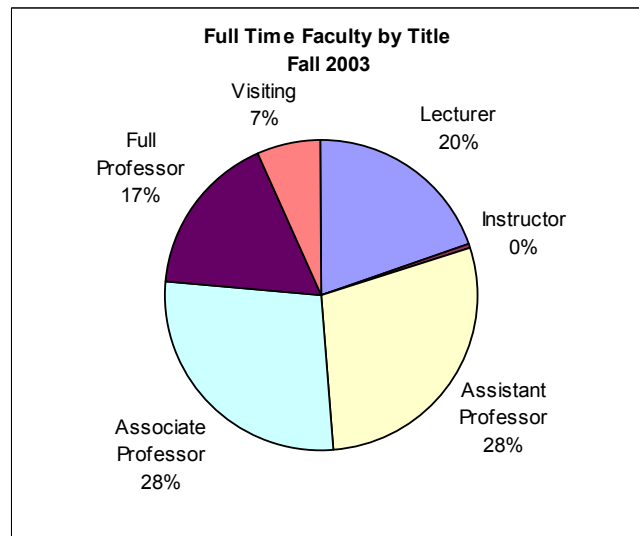
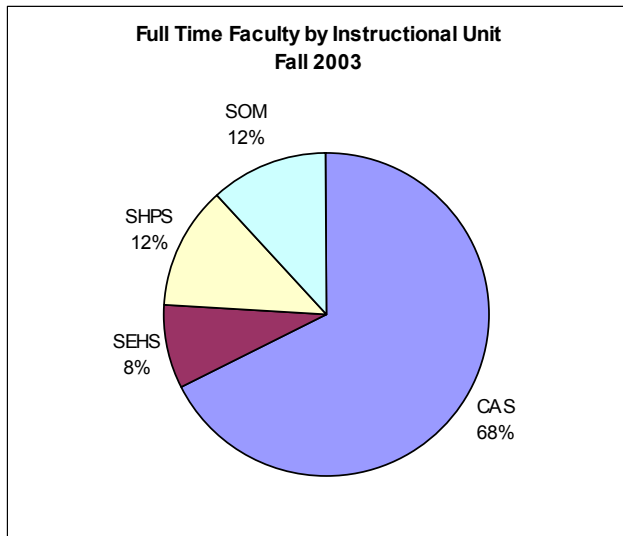
- a) the effect of inflation on UM-Flint faculty salaries has worsened since last year,
- b) the effect of salary compression with faculty ranks has worsened since last year,
- c) UM-Flint faculty salaries, relative to salaries at peer institutions, are worse.

Date: May 18, 2004

Submitted by: Jami L. Anderson, 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. In the absence of discipline-specific comparative data, the Committee followed the advice of the Office of Institutional Analysis and used AAUP data to compare UM-Flint faculty salaries with those of our state and national peer institutions.



- 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)

Note: at UM-Flint Lecturers are usually Masters-level instructors, rarely PhD's

As can be seen in the above charts, 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 (several Masters degrees plus the new Doctorate in Physical Therapy degree). CAS currently has graduate programs in Biology, Liberal Studies, and Public Administration (other Masters degree programs are under development). 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 built 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

Continuing Faculty Compensation Increases from 1994 to 2003

		Percent Compensation Increases							
Year	CPI Change	Professors		Associate Professors		Assistant Professors		Lecturers	
		Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real
1994	3.95	2.10	-1.85	2.60	-1.35	3.10	-0.85	2.70	-1.25
1995	2.72	2.50	-0.22	3.10	0.38	3.20	0.48	3.30	0.58
1996	2.71	3.80	1.09	3.90	1.19	5.30	2.59	5.20	2.49
1997	1.99	3.80	1.81	4.70	2.71	4.80	2.81	6.20	4.21
1998	1.70	2.70	1.00	3.30	1.60	3.90	2.20	4.30	2.60
1999	3.78	4.60	0.82	6.50	2.72	5.10	1.32	6.10	2.32
2000	3.53	4.50	0.97	5.10	1.57	7.00	3.47	5.30	1.77
2001	1.73	3.80	2.07	4.50	2.77	6.10	4.37	5.20	3.47
2002	3.52	2.80	-0.72	3.30	-0.22	4.30	0.78	6.20	2.68
<b>2003</b>	<b>0.55</b>	<b>0.29</b>	<b>-0.26</b>	<b>1.49</b>	<b>0.94</b>	<b>0.82</b>	<b>0.27</b>	<b>0.41</b>	<b>-0.14</b>
<b>1994-2003</b>	<b>29.42</b>	<b>35.46</b>	<b>4.74</b>	<b>45.76</b>	<b>14.63</b>	<b>53.07</b>	<b>19.60</b>	<b>54.94</b>	<b>20.24</b>

Table I shows the nominal and real percentage increases in continuing faculty compensation for each of the ten years ending in 2003 and cumulatively for the period from 1994 to 2003. The 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. Compensation changes are shown for each class of faculty: professors, associate professors, assistant professors and lecturers.

Table I shows that the 2003 increases for all faculty ranks were small, as was the level of inflation (the change in CPI). It should be noted that actual nominal salary increases for all faculty ranks in the 2003-2004 academic year were zero percent; there were no increases. The small nominal changes reported in Table 1 results from a change the mix of faculty members in each rank.

## 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 the past year, the salary compression problems which did exist on campus have only worsened.

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

The Committee followed the peer institution rationale articulated in the previous three years' reports. 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	58.5	UM-Dearborn	64.0	Oakland University	80.8
Oakland University	55.2	Oakland University	63.2	UM-Dearborn	79.6
Central Michigan Univ.	51.8	Central Michigan	61.2	Central Michigan Univ.	78.8
Ferris State University	50.7	<b>UM-Flint</b>	<b>61.1</b>	Grand Valley State Univ.	78.1
<b>UM-Flint</b>	<b>50.5</b>	Grand Valley State	60.4	<b>UM-Flint</b>	<b>71.5</b>
Grand Valley State Univ.	47.5	Ferris State Univ.	59.5	Northern Michigan Univ.	70.5
Lake Superior State Univ.	N/A*	Lake Superior State Univ.	N/A*	Lake Superior State Univ.	N/A*
Northern Michigan Univ.	45.0	Northern Michigan	55.5	Ferris State University	69.6
AVERAGE:	51.3		60.7		75.6

Table II shows that, among our category IIA Michigan peer institutions, UM-Flint has slipped (down 2) in its relative position at the Assistant Professor level and maintained at the Associate and Full Professor levels.

Table III  
National and Regional Comparisons

Institution	Lecturer		Assistant Professor		Associate Professor		Full Professor	
<b>UM-Flint</b>	<b>41.8</b>		<b>50.5</b>		<b>61.1</b>		<b>71.5</b>	
Category IIA Public Universities		<b>% difference from UMF*</b>		<b>% difference from UMF*</b>		<b>% difference from UMF*</b>		<b>% difference from UMF*</b>
National	43.1	<b>3.1%</b>	49.8	<b>-1.4%</b>	59.4	<b>-2.8%</b>	74.8	<b>4.6%</b>
North Central East	38.4	<b>- 8.1%</b>	48.4	<b>-4.2%</b>	57.8	<b>-5.4%</b>	71.3	<b>- .3%</b>

\* 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 below national level. With the exception of lecturer salaries, UM-Flint had across the board higher average salaries compared to the north-central east region which includes UM-Flint.

## Library Faculty Salaries

The Committee compared UM-Flint librarian salary ranges to salary ranges at local libraries within Genesee County as well as peer institutions. Salary ranges for librarians at Flint are well below average:

### Peer Institutions:

University of Michigan-Dearborn	\$36,500-\$46,187
Saginaw Valley State	\$36,000-\$43,623
Central Michigan University	\$34,600-\$61,300
Northern Michigan University	\$33,686-\$60,637
Grand Valley State	\$33,400-\$55,100
Oakland University	\$32,180-\$42,270
Ferris State University	\$32,000-\$50,000
<b>University of Michigan-Flint</b>	<b>\$30,870-\$36,468</b>
Eastern Michigan University	\$28,482-\$37,482

### Local Libraries:

Genesee District Library	\$44,307 (starting salary)
Flint Public Library	\$36,387
Mott Community College	\$34,909-\$52,363
Kettering University	\$33,974-\$42,468 (start range)
<b>University of Michigan-Flint</b>	<b>\$30,870-\$36,468</b>

## **CESF Recommendations for 2003-2004**

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.
2. An additional faculty salary increase for 2004-2005 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 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.