

THE UNIVERSITY OF MICHIGAN-DEARBORN

Committee on the Economic Status of the Faculty

ANNUAL REPORT TO THE REGENTS



Approved by the Faculty Senate
14 June 2004

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Report on Faculty Salary and Composition
Committee on the Economic Status of the Faculty
June 2004

The report of the Committee on the Economic Status of the Faculty (CESF) includes an overview of faculty composition and compensation for each of the colleges and schools on the Dearborn campus. In this report, the committee focuses on four areas: salary compensation, salary compression, equity, and benefits. Appendix A contains a comparison of data between all three campuses produced by the SACUA office in response to a request of the Regents.

SALARY COMPARISON: Market Equity

An important element of salary equity is market equity comparing salaries at UM-Dearborn with salaries at equivalent institutions. The committee has based comparisons for the 2003-2004 on the *National Faculty Salary Survey: Multi-Discipline Report 2003-2004* produced by the College and University Professional Association for Human Resources (CUPA) (Appendix B).

Universities used for comparison are:

- Central Michigan University
- Ferris State University
- Grand Valley State University
- Northern Michigan University
- Oakland University
- University of Michigan-Flint
- Wayne State University
- Southern Illinois University-Edwardsville
- University of Missouri-Rolla
- University of Wisconsin-Milwaukee
- Wright State University-Dayton

Not all universities in Michigan (or in the region) participate, so the choice of comparable institutions is constrained. The CUPA survey has an important advantage of providing salary information by rank and by discipline category. CUPA discipline categories are usually, but not always the same as the disciplines within departments and colleges here at UM-Dearborn. The CUPA survey reports the mean salary for the survey school ("A. Focus Salary") and reports the average, median, minimum, and maximum (B. Comparison Group) based on reported average salaries by academic rank. Although we hope that most of the data provided by the CUPA survey is accurate, the CESF suspects that there are inaccuracies in the reporting of the quartile statistics. For example, there are several instances in which two or all three of the 25th, 50th, and 75th percentile measures are equal; while it is theoretically possible that such events could occur, we do not

believe such results are likely for the reported sample sizes. Such occurrences in the CUPA data led us to abandon efforts to compare UM-D salaries to the 75th percentile salary figures, a level that UM-D salaries should meet or exceed.

Tables 1 to 5 show the numbers of discipline categories for which UM-Dearborn average salaries in the respective CUPA discipline categories are below average, at average, or above average of the other comparison universities. “Below average” means that the average for the discipline category at UM-D is more than two percent below the average salary for the discipline category for the comparison universities. “Average” means that the average UM-D salary for the discipline category is within 2% of the CUPA average for the category. “Above Average” means that the average for the discipline category at UM-D is more than two percent above the average of the discipline category for the comparison universities. It should be noted that some UM-D discipline categories are not included in the counts because the number of faculty reported in those comparison group discipline categories did not meet the threshold at which CUPA generates comparison statistics.

College of Arts, Sciences, and Letters (CASL)

Table 1 shows the salary comparison in the CUPA discipline categories in CASL.

TABLE 1
College of Arts, Sciences, and Letters (CASL)
Average Salaries by Disciplines Relative to Comparable CUPA Averages

	Below Average Below 98%	Average 98-102%	Above Average Above 102%
Full Professor	10	2	2
Associate Professor	12	2	5
Assistant Professor	4	4	4

Two important insights emerge from a comparison of the salaries in CASL compared to salaries in comparable institutions. First, market inequity worsens as faculty move up through the ranks. The number of discipline areas with salaries above, below, and at the market average is similar at the assistant professor level (four in each category or 33% in each category). At the associate professor level, significantly more discipline areas have salaries below the market (12 of 19 or 63%). At the full professor level, the situation is worst. Ten of fourteen or 71% of discipline areas have average salaries below the market. Apparently we are able to hire new faculty at relatively competitive salaries, but are unable to support those faculty with appropriate salary increments as they move up through the ranks.

A second important point is to note cases where UM-Dearborn salaries are significantly below those in the comparison group. Especially noteworthy is the economics discipline, whose salaries are ten to fifteen percent below the comparison group. Importantly, this inadequacy holds across ranks and so is unlikely to be a result of unique salary issues related to a single individual. In the other discipline areas, seven are ten percent or more below average.

School of Education Salaries (SOE)

Table 2 offers the salary comparison in the CUPA discipline categories in the SOE. Note that the numbers in the table are counts of faculty categories, not faculty members.

TABLE 2
School of Education
Average Salaries by Disciplines Relative to Comparable CUPA Averages

	Below Average Below 98%	Average 98-102%	Above Average Above 102%
Full Professor	1	0	1
Associate Professor	3	1	1
Assistant Professor	0	3	1

While the number of CUPA discipline categories for which the School of Education salaries can be compared is small, the data suggest that salaries at the Associate Professor level are somewhat low compared to the salaries at the peer institutions included in the comparison group.

School of Management Salaries (SOM)

TABLE 3
School of Management
Average Salaries by Disciplines Relative to Comparable CUPA Averages

	Below Average Below 98%	Average 98-102%	Above Average Above 102%
Full Professor	0	0	2
Associate Professor	1	1	3
Assistant Professor	0	1	3

Most of the salaries for the disciplines in the School of Management are either at average or above in all ranks. In only one discipline category is the average salary below the average salary of the comparison group.

College of Engineering and Computer Science (CECS)

TABLE 4
College of Engineering and Computer Sciences
Average Salaries by Disciplines Relative to Comparable CUPA Averages

	Below Average Below 98%	Average 98-102%	Above Average Above 102%
Full Professor	2	2	0
Associate Professor	3	1	0
Assistant Professor	0	2	2

An important observation from the table is that the salary inequity is significant at CECS as faculty move up through the ranks. At the Professor level, in (2 of 4 or 50%) of the discipline areas faculty salaries were below average. By discipline, Industrial and Manufacturing Engineering faculty salaries were 13% less than other comparable institutions. At the Associate Professor level, the situation is still worse. Three of four or 75% of discipline areas have faculty salaries below average. One of the symptoms of this trend is that the faculty salaries at both Professor and Associate Professor levels have not been sustained at the competitive level as they have moved up the ranks. Salaries at the Assistant Professor level in CECS discipline areas were highly competitive with two in each category (or 50% in each category) being paid above average and the remaining average salaries. A primary reason for this trend is the need to attract junior faculty at salaries that are comparable to the market.

Librarians and Curators

The report supplied by the SACUA office contains salaries for these groups for the first time. Salary comparisons were received from CUPA. However, it was determined that the data was questionable and comparisons were not generated for this group. Data was unavailable for curators. It is anticipated that the committee will review the list of comparable institutions for next year so the comparison can also be generated for these two groups.

Research Scientists

Statistics were not requested for this group for the 2003-2004 period, but will be included in next year's report.

Lecturers

Statistics were not generated for this group. It is also hoped that this group of faculty can be compared to other institutions. Since the Lecturer's Employment Organization represents this group, the committee may be unable to make salary recommendations.

SALARY COMPRESSION

The ratios of salaries of professors to associate professors and assistant professors as well as the ratio of salaries of associate professors to assistant professors in the schools and colleges at UM-D were calculated. These ratios were compared with the corresponding ratios reported by the American Association of University Professors (AAUP) in the March-April 2004 edition of *Academe*. Based on these comparisons, it appears that salary compression persists at UM-D.

AAUP reports that, over the last several decades, professor salaries average about 68% higher than assistant professors salaries and 40% higher than associate professor salaries. In addition, the report noted that associate professor salaries average about 20% higher than assistant professor salaries. At UMD, none of the schools and colleges reaches this level. Overall, the average full professor salary is 23% higher than the average associate professor salary and 36% higher than the average assistant professor salary. The average associate professor salary is 11% higher than assistant professors.

College of Arts, Sciences, and Letters

Professor average salary is 28 % higher than Associate Professor average salary
Professor average salary is 54% higher than Assistant Professor average salary
Associate Professor average salary is 20% higher than Assistant Professor average salary

School of Education

Professor average salary is 30% higher than Associate Professor average salary
Professor average salary is 55% higher than Assistant Professor average salary
Associate Professor average salary is 19% higher than Assistant Professor average salary

School of Management

Professor average salary is 28% higher than Associate Professor average salary
Professor average salary is 29% higher than Assistant Professor average salary
Associate Professor average salary is 1% higher than Assistant Professor average salary

College of Engineering and Computer Science

Professor average salary is 14% higher than Associate Professor average salary
Professor average salary is 21% higher than Assistant Professor average salary
Associate Professor average salary is 6% higher than Assistant Professor average salary

BENEFITS

In 2003, the Faculty and Staff Senates appointed a benefits committee. The CESF has reviewed a draft of their interim report and would like to excerpt some of its findings in our annual report.

How does the University compare with other state-assisted universities within Michigan? The Michigan CUPA report for 2002 provides a different perspective. Of reporting public universities in Michigan, only one reported paying less for employee benefits than the University of Michigan. The range was 27.5% (Eastern Michigan) to 48% (Northern Michigan) with the University of Michigan paying out 30% of the total wages as benefits. Half of the universities reported 40% or above. The highest monthly contribution for Health Care benefits by the University of Michigan was \$489, more only than Lake Superior State at \$298. The highest paid by any public university in Michigan was by Michigan Technical at \$1,118. The average was \$676. The University of Michigan matches its employees' 5% contribution toward retirement with 10% of the employee's salary. Two other universities reported identical University contributions. All others were higher, topping out at Oakland University's 14% and Northern Michigan's 12.5% of the first \$20,000 and 17.5% of the salary above that figure. The University of Michigan was near the top of the list in paying retiree health care premiums with \$479 monthly, exceeded only by Michigan State at \$574.

The Benefits Committee also conducted a survey of the faculty and staff. Some of its findings are:

Asked whether the changes in health care payments was going to affect their planned date of retirement, 40% of the reporting faculty said "no" but 55% said that they now planned to delay their retirement. A fourth of the staff expected no change in their plans, but over two-thirds now expected to delay their retirement.

Almost 80% of the faculty and over 90% of the staff thought that there should have been some “grand-parenting” date for the changes.

The CESF looks forward to reading the Benefits Committee’s final report.

The committee would also like to address an important issue from last year’s Ann Arbor CESF report. As indicated in the report, retiree health care is paid from operating funds and represents basically an unfunded commitment by the university. Last year, this commitment stood at nearly one billion dollars. The committee also notes the rapid rise in the cost of health care, which limits the funds available for faculty salary increases and equity. Changes have already occurred which have shifted some costs of health care to the faculty and increased prescription drug co-payments. As a result, faculty members have seen a decrease in take home pay, which effectively represents a salary cut for many faculty members.

Recommendations

1. The committee recommends to the administration that if equity funds are available, funds should be made available to Associate and Full Professors, as well as being used to address any other significant equity issues for faculty.
2. The committee recommends that when salary ratios between Full Professors, Associate Professors, and Assistant Professors differ significantly from the national averages, this should trigger a salary review.
3. The committee would like to review complete salary and wage payments. This would include, instructional appointment overload or sabbatical supplement, salary supplement, added duties and administrative differential, academic administrative and professional appointments, incentive payments, and Form G and special stipends. The Ann Arbor CESF has requested and received this data for main campus.

Next Steps

The committee would like to work with administration in order to generate an appropriate list or lists of comparable institutions for all faculty classifications on campus.

Acknowledgements

The committee would like to acknowledge the following individuals for their assistance in preparing this report: Mary Mandeville and Jane Leu from SACUA, Robert Gassel, Director of Financial Services and Budget, Judy Kennard, Financial Analyst, and Deborah Skoll, Secretary, Faculty Senate Office.

We would also like to express our appreciation to Daniel Little, Chancellor, and Robert Simpson, Provost for their significant efforts in addressing equity issues.

APPENDIX A

Overview for Dearborn Campus
College of Arts, Sciences, and Letters
College of Engineering and Computer Science
School of Education
School of Management
Librarians, Curators, and Archivists

**University of Michigan- Committee on the Economic Status of the Faculty
Overview for Dearborn Campus 2003-04**

Links for explanations are shown at the end of the document

Developed for the Dearborn CESF by the SACUA Office Staff

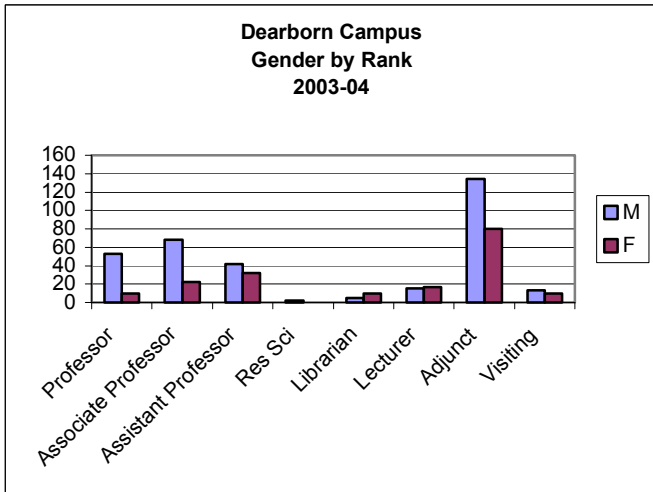
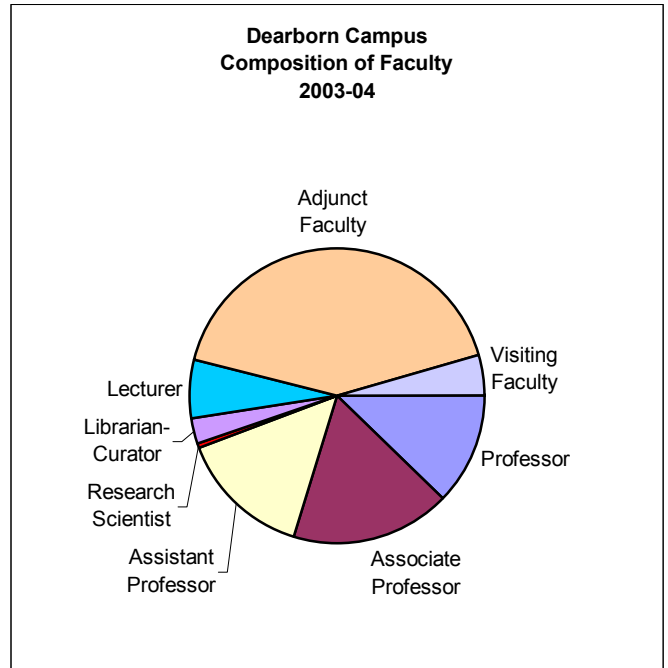
Composition of the Faculty 2003-04

Total number of faculty all ranks: 513	Male	Female
	65%	35%

Gender by Rank

	Male	Female
Professor	84%	16%
Associate Professor	76%	24%
Assistant Professor	57%	43%
Research Scientist	100%	0%
Librarian/Curator	33%	67%
Lecturer	47%	53%
Adjunct Faculty	63%	37%
Visiting Faculty	57%	43%

Please see Page Two for Salary Rates by Rank



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

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

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

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

Percentage by Faculty Category

Professor	12%	Librarian/Curator	3%
Associate Professor	18%	Lecturer	6%
Assistant Professor	14%	Adjunct Faculty	42%
Research Scientist	<1%	Visiting Faculty	4%

66% of Adjunct Faculty have appointments of <50%

Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) shall concern itself with budgetary matters as they pertain to the economic status of the faculty or otherwise affect the ability of the faculty to fulfill its responsibilities. The committee shall work with the Faculty Senate and/or Faculty Senate Council to ensure that the Chancellor's University Budget Committee is aware of faculty needs and concerns. The committee shall present an Annual Report to the Faculty Senate for consideration.

Dearborn Campus Academic Year 2003-04

	# of	Mean	Median	Minimum	Maximum
PROFESSOR					
University Year	55	79,171	77,279	61,778	117,408
Fiscal Year	8	136,265	142,984	105,527	163,776
ASSOC PROFESSOR					
University Year	86	64,397	60,410	50,637	102,698
Fiscal Year	4	73,355	70,988	68,046	83,397
ASST PROFESSOR					
University Year	73	58,144	50,000	42,405	98,000
Fiscal Year	1	67,556	67,556	67,556	67,556
RESEARCH SCIENTIST					
University Year	2	49,000	49,000	38,000	60,000
LIBRARIAN Fiscal Year	2	56,370	56,370	46,835	65,905
SR ASSOC LIBRARIAN					
Fiscal Year	4	49,784	49,317	47,488	53,015
ASSOC LIBRARIAN					
Fiscal Year	2	42,676	42,676	42,670	42,682
ASST LIBRARIAN					
Fiscal Year	4	36,332	36,380	35,576	36,993
CURATOR					
Fiscal Year	1	51,106	51,106	51,106	51,106
SR ASSOCIATE CURATOR Slides/Photo					
Fiscal Year	1	37,912	37,912	37,912	37,912
ASSISTANT CURATOR					
Fiscal Year	1	41,878	41,878	41,878	41,878
LECTURER					
University Year	32	40,170	36,920	29,850	75,000
ADJUNCT CLINICAL PROFESSOR					
Fiscal Year	1	74,075	74,075	74,075	74,075
ADJUNCT PROFESSOR					
University Year	1	30,400	30,400	30,400	30,400
ADJUNCT ASSOC PROFESSOR					
University Year	2	19,680	19,680	19,680	19,680
ADJUNCT ASST PROFESSOR					
University Year	10	35,304	38,200	17,600	50,000
ADJUNCT LECTURER					
University Year	199	22,032	19,680	11,000	64,000
Fiscal Year	1	9,000	9,000	9,000	9,000
VISITING ASSOC PROFESSOR					
University Year	1	63,000	63,000	63,000	63,000
VISITING ASST PROFESSOR I					
University Year	2	35,731	35,731	19,680	51,782
VISITING ASST PROFESSOR II					
University Year	1	60,000	60,000	60,000	60,000
VISITING LECTURER					
University Year	19	28,964	24,000	19,680	65,000

Notes to the Salary Information

(Click on the term for a detailed explanation)

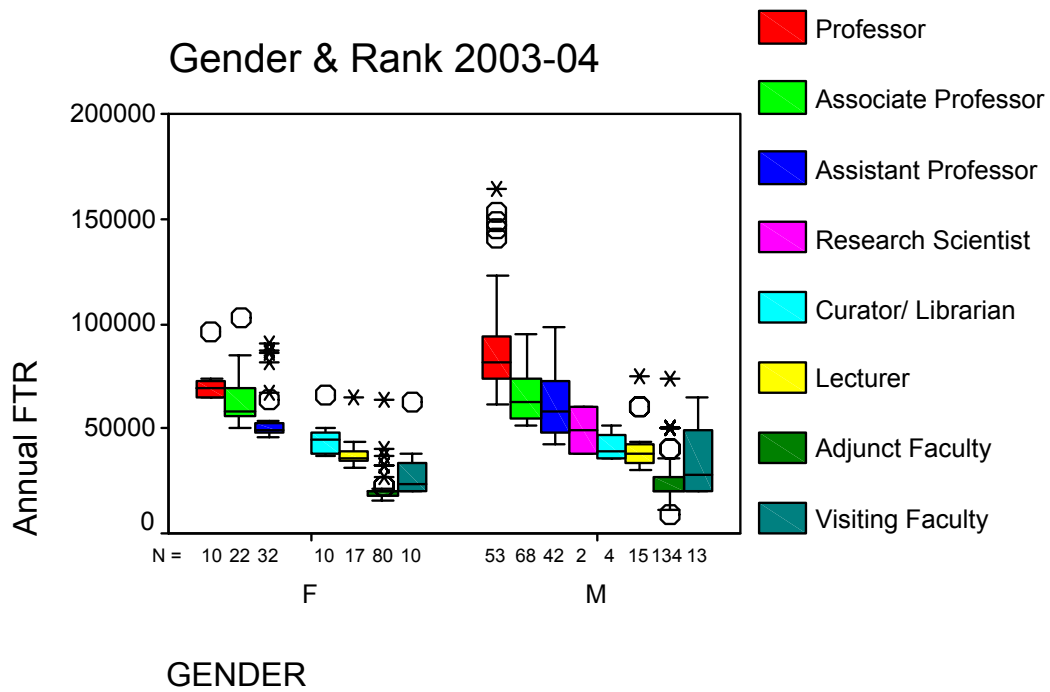
1. The published salary rates reflect a 100% appointment
2. U Year refers to an employment period of 8 months
3. Fiscal Year refers to an employment period of 12 months

Comparison of Published Salary Rate, 2003-04 by Gender and Rank-Understanding the Boxgraph

Dearborn Campus

Salary Rate by

Gender & Rank 2003-04



Next Steps

To be determined by the Dearborn CESF.

**University of Michigan- Committee on the Economic Status of the Faculty
Dearborn
College of Arts, Sciences, & Letters
2003-04**

Links for explanations are shown at the end of the document

Developed for the Dearborn CESF by the SACUA Office Staff

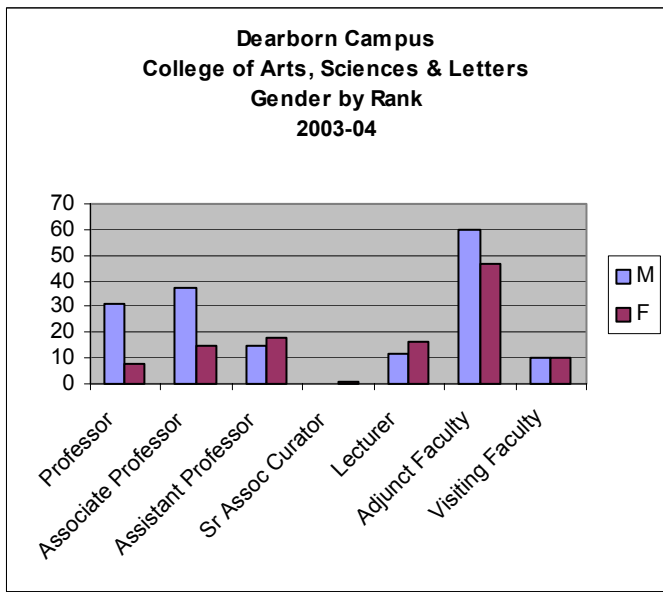
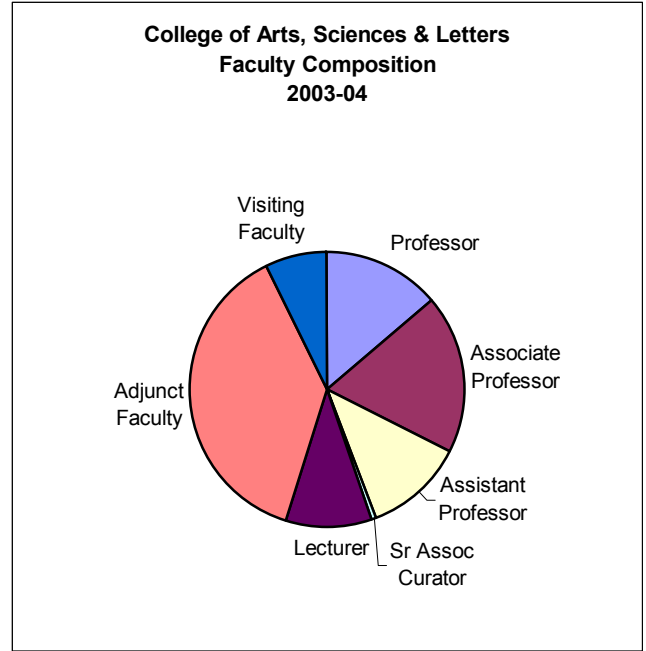
Composition of the Faculty 2003-04

Total number of faculty all ranks: 280	Male	Female
	59%	41%

Gender by Rank

	Male	Female
Professor	79%	21%
Associate Professor	71%	29%
Assistant Professor	45%	55%
Sr. Associate Curator	0%	100%
Lecturer	43%	57%
Adjunct Faculty	56%	44%
Visiting Faculty	50%	50%

Please see Page Two for Salary Rates by Rank



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

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

Percentage by Faculty Category

Professor	14%	Lecturer	10%
Associate Professor	19%	Adjunct Faculty	38%
Assistant Professor	12%	Visiting Faculty	7%
Sr. Associate Curator	<1%		

50% of Adjunct Faculty have appointments of <50%

Mission Statement of CESF

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Published Salary Rates 2002-03 by rank (Please see notes below)

College of Arts, Sciences and Letters

Academic Year 2003-04

	# of	Mean	Median	Minimum	Maximum
PROFESSOR					
University Year	36	74,033	72,187	61,778	93,897
Fiscal Year	3	113,008	110,946	105,527	122,550
ASSOC PROFESSOR					
University Year	48	57,720	56,508	50,637	71,976
Fiscal Year	4	73,355	70,988	68,046	83,397
ASST PROFESSOR					
University Year	32	48,026	48,000	42,405	53,569
Fiscal Year	1	67,556	67,556	67,556	67,556
SR ASSOCIATE CURATOR Slides/Photo					
Fiscal Year	1	37,912	37,912	37,912	37,912
LECTURER					
University Year	28	36,595	35,461	29,850	44,073
ADJUNCT ASSOC PROFESSOR					
University Year	2	19,680	19,680	19,680	19,680
VISITING ASSOC PROF I					
University Year	1	63,000	63,000	63,000	63,000
ADJUNCT ASST PROFESSOR					
University Year	3	19,680	19,680	19,680	19,680
VISITING ASST PROFESSOR I					
University Year	2	35,731	35,731	19,680	51,782
ADJUNCT LECTURER					
University Year	102	19,818	19,680	19,524	24,000
VISITING LECTURER II					
University Year	17	25,782	23,600	19,680	49,200

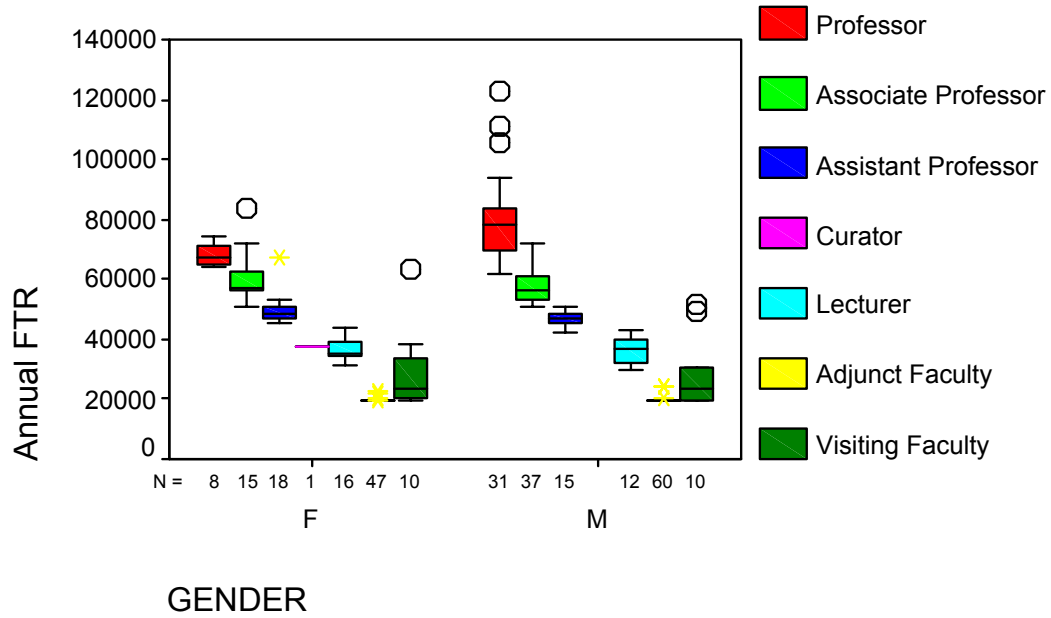
Notes to the Salary Information

1. The published salary rates reflect a 100% appointment
2. U Year refers to an employment period of 8 months
3. Fiscal Year refers to an employment period of 12 months

College of Arts, Sciences & Letters

Salary Rate by Gender & Rank

2003-04



Next Steps

To be determined by the Dearborn CESF

**University of Michigan- Committee on the Economic Status of the Faculty
Dearborn
College of Engineering and Computer Science**

Links for explanations are shown at the end of the document

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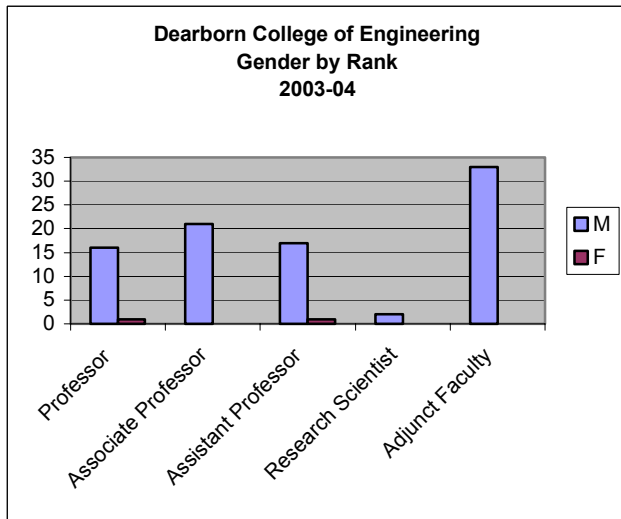
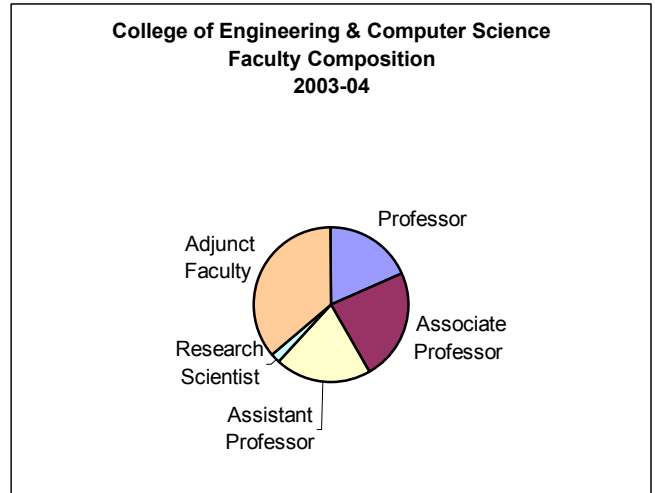
Composition of the Faculty 2003-04

Total number of faculty all ranks: 91	Male 98%	Female 2%
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Gender by Rank

	Male	Female
Professor	94%	6%
Associate Professor	100%	0%
Assistant Professor	94%	6%
Assistant Research Scientist	100%	0%
Adjunct Faculty	100%	0%

Please see Page Two for Salary Rates by Rank



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

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Percentage by Faculty Category

Professor	19%	Assistant Research Scientist	2%
Associate Professor	23%	Adjunct Faculty	36%
Assistant Professor	20%		

94% of Adjunct Faculty have appointments of <50%

Mission Statement of CESF

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Published Salary Rates 2003-04 by rank

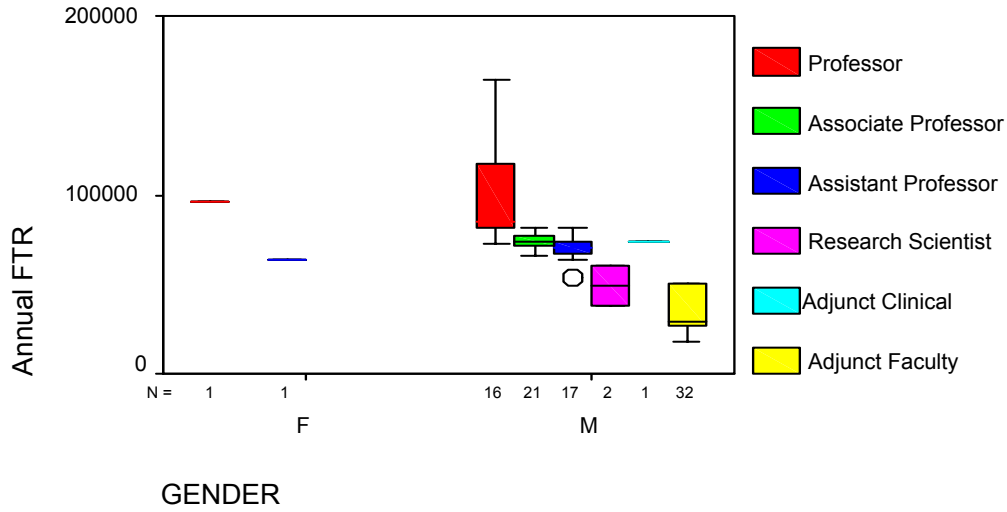
College of Engineering & Computer Science

Academic Year 2003-04

	# of faculty	Mean	Median	Minimum	Maximum
PROFESSOR					
University Year	13	84,560	84,333	72,540	95,725
Fiscal Year	4	151,519	150,676	140,948	163,776
ASSOC PROFESSOR					
University Year	21	74,355	74,239	66,333	81,581
ASST PROFESSOR					
University Year	18	70,094	70,000	54,015	82,044
ASST RES SCIENTIST					
Fiscal Year	2	49,000	49,000	38,000	60,000
ADJUNCT CLINICAL PROFESSOR					
Fiscal Year	1	74,075	74,075	74,075	74,075
ADJUNCT PROFESSOR					
University Year	1	30,400	30,400	30,400	30,400
ADJUNCT ASST PROFESSOR					
University Year	6	46,067	50,000	26,400	50,000
ADJUNCT LECTURER					
University Year	25	32,008	28,000	17,600	50,000

Dearborn College of Engineering Salary Rate by Gender and Rank

2003-04



Next Steps

To be determined by the Dearborn CEF.

**University of Michigan- Committee on the Economic Status of the Faculty
Dearborn
School of Education
2003-04**

Links for explanations are shown at the end of the document

Developed for the Dearborn CESF by the SACUA Office Staff

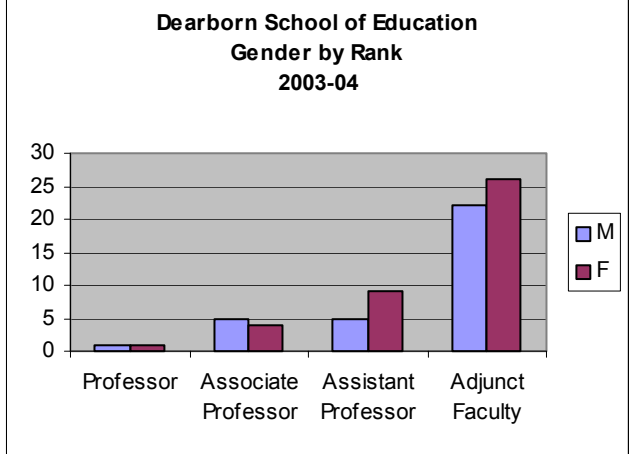
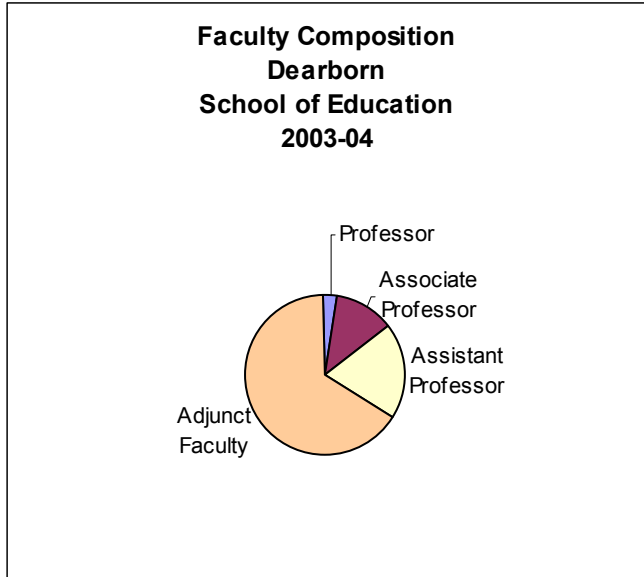
Composition of the Faculty 2003-04

Total number of faculty all ranks: 73	Male	Female
	45%	55%

Gender by Rank

	Male	Female
Professor	50%	50%
Associate Professor	56%	44%
Assistant Professor	36%	64%
Adjunct Faculty	46%	54%

Please see Page Two for Salary Rates by Rank



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Associate Professor	12%	Adjunct Faculty	66%

90% of Adjunct Faculty have appointments of <50%

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Dearborn Campus-School of Education

Page 2

Published Salary Rates 2003-04 by rank (Please see Notes below)

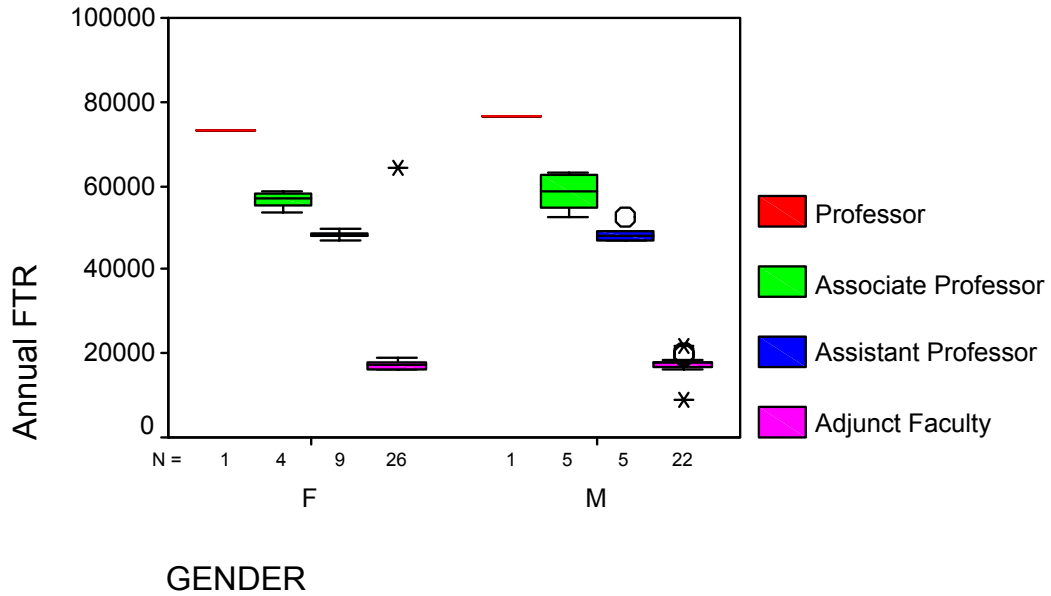
School of Education

Academic Year 2003-04

	# of	Mean	Median	Minimum	Maximum
PROFESSOR					
University Year	2	74,967	74,967	73,156	76,777
ASSOCIATE PROFESSOR					
University Year	9	57,591	57,540	52,440	63,259
ASSISTANT PROFESSOR					
University Year	14	48,360	48,000	46,834	52,617
ADJUNCT LECTURER					
University Year	47	18,544	18,000	16,000	64,000
Fiscal Year	1	9,000	9,000	9,000	9,000

Dearborn School of Education Salary Rate by Gender and Rank

2003-04



Next Steps

To be determined by the Dearborn CESF

**University of Michigan- Committee on the Economic Status of the Faculty
Overview for
Dearborn
School of Management**

May 2004

Links for explanations are shown at the end of the document

Developed for the Dearborn CESF by the SACUA Office Staff

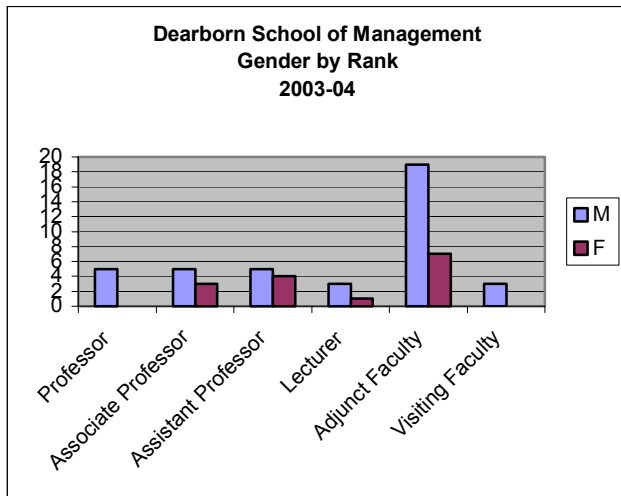
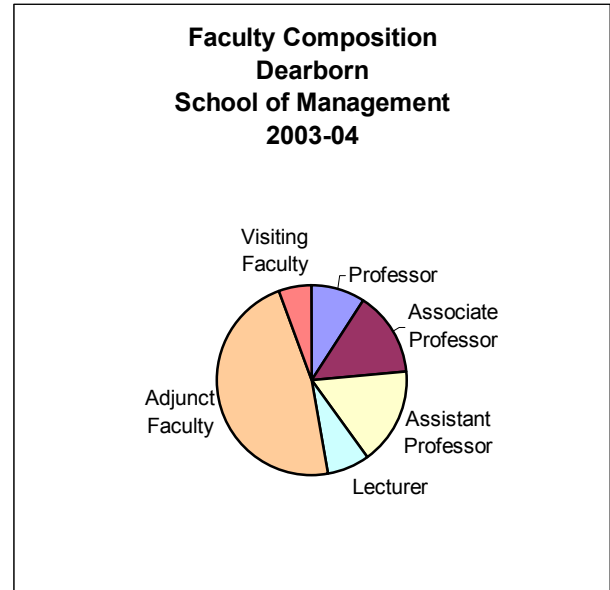
Composition of the Faculty 2003-04

Total number of faculty all ranks: 55	Male 73%	Female 27%
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Gender by Rank

	Male	Female
Professor	100%	0%
Associate Professor	62%	38%
Assistant Professor	56%	44%
Lecturer	75%	25%
Adjunct Faculty	73%	27%
Visiting Faculty	100%	0%

Please see Page Two for Salary Rates 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	9%	Lecturer	7%
Associate Professor	15%	Adjunct Faculty	47%
Assistant Professor	16%	Visiting Faculty	5%
58% of Adjunct Faculty have appointments of <50%			

Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) shall concern itself with budgetary matters as they pertain to the economic status of the faculty or otherwise affect the ability of the faculty to fulfill its responsibilities. The committee shall work with the Faculty Senate and/or Faculty Senate Council to ensure that the Chancellor's University Budget Committee is aware of faculty needs and concerns. The committee shall present an Annual Report to the Faculty Senate for consideration.

Notes to the Salary Information

1. The published salary rates reflect a 100% appointment
2. U Year refers to an employment period of 8 months
3. Fiscal Year refers to an employment period of 12 months

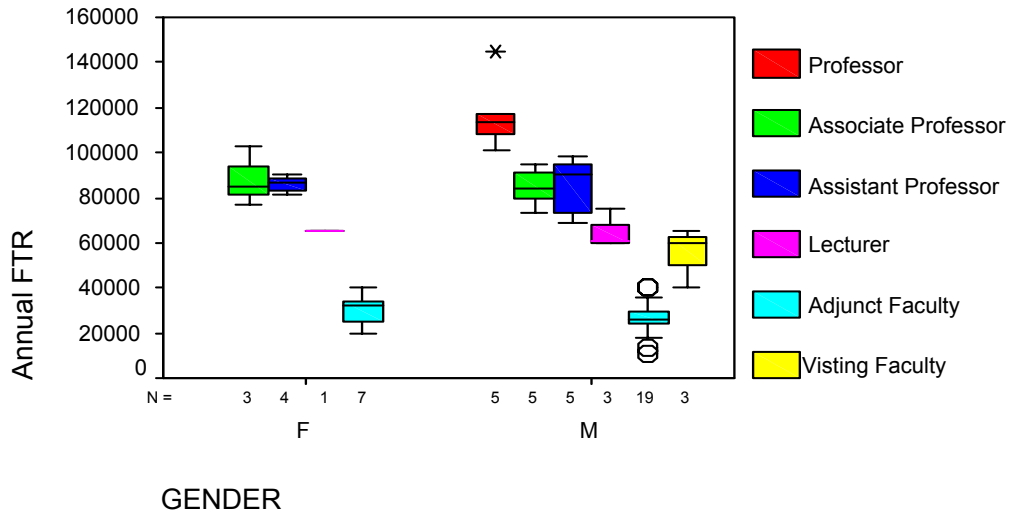
Published Salary Rates 2003-04 by rank (Please see Notes on previous page)

School of Management
Academic Year 2003-04

	# of faculty	Mean	Median	Minimum	Maximum
PROFESSOR					
University Year	4	110,002	110,787	101,025	117,408
Fiscal Year	1	145,019	145,019	145,019	145,019
ASSOCIATE PROFESSOR					
University Year	8	85,976	84,744	73,419	102,698
ASSISTANT PROFESSOR					
University Year	9	85,436	86,860	69,261	98,000
LECTURER					
University Year	4	65,192	62,884	60,000	75,000
ADJUNCT ASSISTANT PROFESSOR					
University Year	1	17,600	17,600	17,600	17,600
VISITING ASSISTANT PROF II					
University Year	1	60,000	60,000	60,000	60,000
ADJUNCT LECTURER					
University Year	25	27,643	26,400	11,000	40,000
VISITING LECTURER II					
University Year	2	52,500	52,500	40,000	65,000

Dearborn School of Management Salary Rate by Gender and Rank

2003-04



Next Steps

To be determined by the Dearborn CESF.

**University of Michigan- Committee on the Economic Status of the Faculty
Dearborn
Librarians, Curators and Archivists**

Links for explanations are shown at the end of the document

Developed for the Dearborn CESF by the SACUA Office Staff

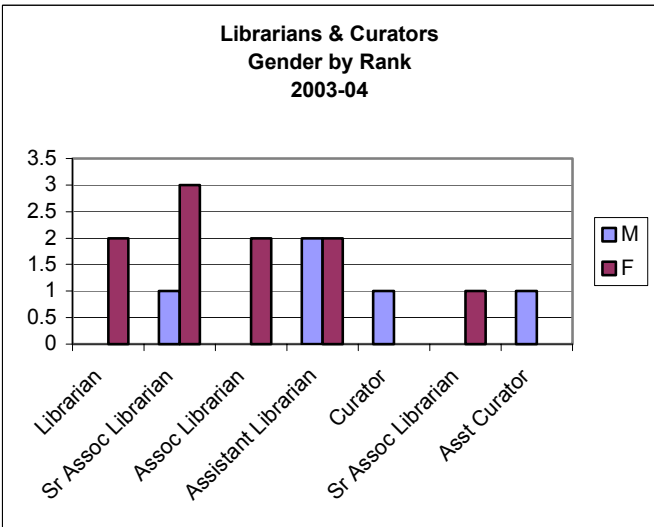
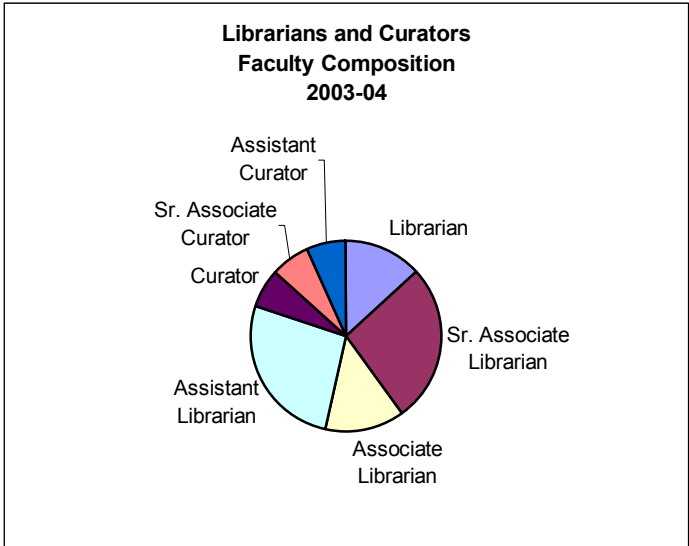
Composition of the Faculty 2003-04

Total number of faculty all ranks: 15	Male 33%	Female 67%
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Gender by Rank

	Male	Female
Librarian	0%	100%
Sr. Associate Librarian	25%	75%
Associate Librarian	0	100%
Assistant Librarian	50%	50%
Curator	50%	0%
Sr. Associate Curator	0%	100%
Assistant Curator	100%	0%

Please see Page Two for Salary Rates 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

Librarian	13%	Curator	7%
Sr. Associate Librarian	27%	Sr. Associate Curator	7%
Associate Librarian	13%	Assistant Curator	7%
Assistant Librarian	27%		

Mission Statement of CESF

The Committee on the Economic Status of the Faculty (CESF) shall concern itself with budgetary matters as they pertain to the economic status of the faculty or otherwise affect the ability of the faculty to fulfill its responsibilities. The committee shall work with the Faculty Senate and/or Faculty Senate Council to ensure that the Chancellor's University Budget Committee is aware of faculty needs and concerns. The committee shall present an Annual Report to the Faculty Senate for consideration.

Notes to the Salary Information

1. The published salary rates reflect a 100% appointment
2. U Year refers to an employment period of 8 months
3. Fiscal Year refers to an employment period of 12 months

Dearborn Campus-Librarians and Curators 2003-04

Page 2

Published Salary Rates 2003-04 by rank (Please see Notes on previous page)

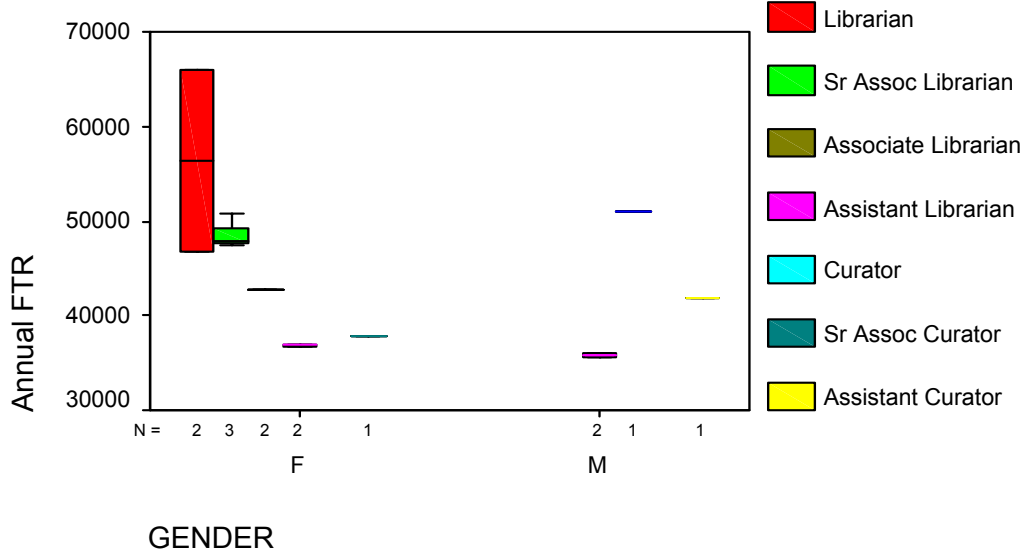
Librarians and Curators

Academic Year 2003-04

	# of faculty	Mean	Median	Minimum	Maximum
LIBRARIAN					
Fiscal Year	2	56,370	56,370	46,835	65,905
SR ASSOC LIBRARIAN					
Fiscal Year	4	49,784	49,317	47,488	53,015
ASSOC LIBRARIAN					
Fiscal Year	2	42,676	42,676	42,670	42,682
ASST LIBRARIAN					
Fiscal Year	4	36,332	36,380	35,576	36,993
CURATOR					
Fiscal Year	1	51,106	51,106	51,106	51,106
SR ASSOCIATE CURATOR					
Fiscal Year	1	37,912	37,912	37,912	37,912
ASSISTANT CURATOR					
Fiscal Year	1	41,878	41,878	41,878	41,878

Dearborn Librarians & Curators Salary Rate by Gender and Rank

2003-04



Next Steps

To be determined by the Dearborn CESF.

APPENDIX B

National Faculty Salary Survey: Multi-Discipline Report 2003-2004 (CUPA)

National Faculty Salary Survey: Multi-Discipline Report 2003-04

Focus Institution: University of Michigan-Dearborn

Comparison Group: Michigan Dearborn Group

Year: 2003-04

Statistics: Weighted

Key

N - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 4.

☺ More than 150% of the group median

☹ Less than 75% of the group median

Code/Title	A. Focus Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)					A's Avg. as % of B's		Add'l Percentiles		
	N	Average	Average	Median	Minimum	Maximum	N	Average	Median	25	50	75
[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS												
09.01 Communication & Media Studies												
Professor			71,977	67,402	63,398	90,064	31			64,662	67,402	75,923
Associate Professor	3	52,851	56,910	58,059	45,869	62,706	37	92.9	91.0	52,612	58,059	61,757
Assistant Professor	3	45,532	46,219	46,086	40,731	49,744	42	98.5	98.8	45,084	46,086	47,255
New Assistant Professor			46,246	47,000	40,731	54,000	5			41,366	47,000	50,750
Instructor												
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES												
11.01 General												
Professor	2	96,155	95,675	96,155	84,600	99,950	21	100.5	100	94,778	96,155	99,950
Associate Professor	6	74,224	75,849	75,576	68,230	83,001	32	97.9	98.2	72,803	75,576	76,927
Assistant Professor	6	74,387	68,332	69,597	58,907	74,429	31	108.9	106.9	65,914	69,597	74,387
New Assistant Professor												
Instructor			46,709	43,462	36,260	60,565	8			43,462	43,462	51,500
[13.] EDUCATION												
13.01 General												
Professor			77,118	77,741	65,786	98,903	30			65,786	77,741	79,777
Associate Professor	1	52,440	59,690	59,920	49,915	83,420	30	87.9	87.5	52,229	59,920	59,920
Assistant Professor	2	47,908	48,519	49,532	43,436	56,056	38	98.7	96.7	44,315	49,532	49,532
New Assistant Professor												
Instructor												
13.02 Bilingual, Multilingual & Multicultural												
Professor												
Associate Professor	1	54,858										
Assistant Professor												
New Assistant Professor												
Instructor												
13.03 Curriculum & Instruction												
Professor												
Associate Professor												
Assistant Professor	2	47,923										
New Assistant Professor												
Instructor												
13.04 Ed Administration & Supervision												
Professor			86,036	86,595	69,111	95,574	17			81,305	86,595	95,574
Associate Professor	3	66,014	63,835	66,014	54,006	72,684	14	103.4	100	57,391	66,014	72,684
Assistant Professor			51,790	50,904	48,284	63,726	20			48,284	50,904	54,138
New Assistant Professor												
Instructor												
13.10 Special Ed & Teaching												
Professor												
Associate Professor	2	57,731	58,166	57,731	51,273	64,789	13	99.3	100	54,718	57,731	62,330
Assistant Professor	1	48,000	47,381	48,000	39,267	52,231	13	101.3	100	43,541	48,000	52,231
New Assistant Professor	1	48,000										
Instructor												
13.12 Teacher Ed & Prof Dev, Levels & Methods												
Professor	1	73,156	70,004	71,171	58,312	73,156	19	104.5	102.8	71,171	71,171	71,171
Associate Professor	2	55,618	56,791	55,760	55,458	58,096	15	97.9	99.7	55,618	55,760	58,096
Assistant Professor	2	48,313	46,325	48,419	42,801	48,959	31	104.3	99.8	42,801	48,419	48,419
New Assistant Professor												
Instructor												
13.13 Teacher Ed & Prof Dev, Subjects												
Professor	1	76,777	80,084	75,958	64,629	90,698	15	95.9	101.1	71,381	75,958	90,698

National Faculty Salary Survey: Multi-Discipline Report 2003-04

Focus Institution: University of Michigan-Dearborn

Comparison Group: Michigan Dearborn Group

Year: 2003-04

Statistics: Weighted

Key

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☺ More than 150% of the group median

☹ Less than 75% of the group median

Code/Title	A. Focus Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)					A's Avg. as % of B's		Add'l Percentiles		
	N	Average	Average	Median	Minimum	Maximum	N	Average	Median	25	50	75
Associate Professor	1	62,604	64,710	61,265	53,037	72,676	28	96.7	102.2	58,119	61,265	72,676
Assistant Professor	9	48,694	49,481	48,842	46,008	53,163	35	98.4	99.7	48,694	48,842	53,163
New Assistant Professor	2	47,500										
Instructor												
[14.] ENGINEERING												
14.10 Electrical, Electronics & Communications												
Professor	4	93,237	96,808	98,902	83,761	103,011	40	96.3	94.3	94,861	98,902	99,900
Associate Professor	7	76,025	76,796	76,025	67,932	81,227	25	99	100	74,599	76,025	79,657
Assistant Professor	3	74,810	70,581	71,813	54,387	74,810	27	106	104.2	71,743	71,813	72,601
New Assistant Professor	1	80,886	72,482	79,000	50,004	80,886	6	111.6	102.4	62,751	79,000	79,472
Instructor												
14.19 Mechanical												
Professor	7	96,801	98,825	96,801	82,760	105,328	29	98	100	95,495	96,801	105,328
Associate Professor	4	71,912	75,353	73,640	67,941	84,282	29	95.4	97.7	72,376	73,640	76,474
Assistant Professor	8	65,800	65,425	65,800	56,606	69,527	23	100.6	100	64,923	65,800	69,527
New Assistant Professor	2	69,000	64,602	68,000	55,008	69,000	5	106.8	101.5	58,504	68,000	69,000
Instructor												
14.35 Industrial												
Professor	6	84,952	96,967	84,952	84,811	124,603	13	87.6	100	84,952	84,952	114,158
Associate Professor	4	74,076	76,321	75,107	70,308	79,806	12	97.1	98.6	74,076	75,107	79,806
Assistant Professor	3	69,043	69,535	69,043	62,703	78,976	6	99.3	100	66,976	69,043	71,526
New Assistant Professor	2	70,000										
Instructor												
[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS												
16.01 Linguistic, Comp & Rel Studies & Svcs												
Professor			70,594	70,046	62,168	81,301	27			65,213	70,046	75,009
Associate Professor	1	51,633	53,933	53,842	49,328	63,885	19	95.7	95.9	53,292	53,842	54,395
Assistant Professor			45,140	44,766	38,655	48,171	33			44,258	44,766	47,487
New Assistant Professor			44,429	43,500	42,000	46,500	7			43,000	43,500	46,500
Instructor												
16.05 Germanic												
Professor	1	64,598										
Associate Professor	1	48,993										
Assistant Professor												
New Assistant Professor												
Instructor												
16.09 Romance												
Professor	1	71,107	70,256	72,462	50,973	78,997	11	101.2	98.1	61,461	72,462	78,997
Associate Professor	1	53,065	54,463	54,907	46,427	62,879	19	97.4	96.6	51,772	54,907	62,879
Assistant Professor	2	45,214	46,530	45,214	42,709	50,036	13	97.2	100	44,023	45,214	50,036
New Assistant Professor												
Instructor												
16.11 Middle/Near Eastern & Semitic												
Professor												
Associate Professor												
Assistant Professor	1	48,000										
New Assistant Professor	1	48,000										
Instructor												
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS												
23.01 General												
Professor	1	60,414	71,556	66,866	60,414	82,693	113	84.4	90.4	66,062	66,866	81,453
Associate Professor	5	58,952	55,635	54,354	49,068	60,011	93	106	108.5	53,156	54,354	59,918
Assistant Professor	2	45,503	45,003	43,309	41,450	53,548	86	101.1	105.1	43,085	43,309	46,086

National Faculty Salary Survey: Multi-Discipline Report 2003-04

Focus Institution: University of Michigan-Dearborn

Comparison Group: Michigan Dearborn Group

Year: 2003-04

Statistics: Weighted

Key

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Code/Title	A. Focus Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)					A's Avg. as % of B's		Add'l Percentiles		
	N	Average	Average	Median	Minimum	Maximum	N	Average	Median	25	50	75
New Assistant Professor	1	46,000	45,140	45,100	39,500	60,000	19	101.9	102	42,105	45,100	46,625
Instructor			30,434	29,142	28,865	41,823	34			28,865	29,142	30,556
23.04 Composition												
Professor												
Associate Professor	1	50,557										
Assistant Professor	2	46,810										
New Assistant Professor	1	48,000										
Instructor												
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES												
26.01 General												
Professor	1	93,897	80,138	78,082	71,100	94,943	56	117.2	120.3	74,288	78,082	83,852
Associate Professor	6	57,484	58,978	58,832	50,402	67,806	81	97.5	97.7	55,905	58,832	60,968
Assistant Professor	2	50,000	49,328	49,492	43,534	60,147	57	101.4	101	44,911	49,492	54,594
New Assistant Professor	2	50,000	49,546	50,000	44,100	60,000	13	100.9	100	44,200	50,000	54,750
Instructor												
[27.] MATHEMATICS AND STATISTICS												
27.01 Mathematics												
Professor	6	75,752	77,446	77,716	61,835	85,512	111	97.8	97.5	73,058	77,716	81,688
Associate Professor	5	61,385	60,450	61,385	53,320	70,895	85	101.5	100	56,596	61,385	62,382
Assistant Professor	2	47,357	50,737	48,091	44,150	60,521	71	93.3	98.5	47,545	48,091	53,894
New Assistant Professor	1	49,000	49,313	45,750	42,507	60,500	12	99.4	107.1	44,250	45,750	55,750
Instructor			37,682	34,676	31,626	44,600	8			32,669	34,676	44,600
27.05 Statistics												
Professor	1	67,686	69,671	71,333	61,550	76,131	6	97.2	94.9	61,550	71,333	76,131
Associate Professor	2	56,280	61,496	59,500	56,280	70,000	6	91.5	94.6	56,280	59,500	68,061
Assistant Professor												
New Assistant Professor												
Instructor												
27.99 Other												
Professor	1	88,199										
Associate Professor	1	68,720										
Assistant Professor	2	49,727										
New Assistant Professor												
Instructor												
[38.] PHILOSOPHY AND RELIGIOUS STUDIES												
38.01 Philosophy												
Professor	1	64,371	74,187	76,359	64,371	80,787	28	86.8	84.3	69,086	76,359	79,815
Associate Professor	3	56,006	54,367	56,006	47,905	61,446	21	103	100	52,025	56,006	56,912
Assistant Professor			44,701	45,341	37,953	51,663	25			42,168	45,341	48,142
New Assistant Professor												
Instructor												
[40.] PHYSICAL SCIENCES												
40.05 Chemistry												
Professor	1	112,297	85,248	79,119	57,766	112,297	54	131.7	141.9	77,249	79,119	111,820
Associate Professor	5	58,373	63,975	58,537	45,844	85,428	53	91.2	99.7	56,047	58,537	76,703
Assistant Professor	3	50,819	52,241	52,117	42,547	62,526	56	97.3	97.5	45,400	52,117	57,568
New Assistant Professor			47,263	43,000	41,500	71,000	8			43,000	43,000	46,800
Instructor												
40.06 Geological & Earth Sci/Geosciences												
Professor			79,446	77,832	64,559	90,732	12			77,311	77,832	83,114
Associate Professor	1	67,542	63,001	63,230	53,085	71,797	19	107.2	106.8	61,080	63,230	63,230
Assistant Professor			48,475	47,756	46,583	54,664	20			46,583	47,756	47,756
New Assistant Professor												

National Faculty Salary Survey: Multi-Discipline Report 2003-04

Focus Institution: University of Michigan-Dearborn

Comparison Group: Michigan Dearborn Group

Year: 2003-04

Statistics: Weighted

Key

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☹ Less than 75% of the group median

Code/Title	A. Focus Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)					A's Avg. as % of B's		Add'l Percentiles		
	N	Average	Average	Median	Minimum	Maximum	N	Average	Median	25	50	75
Instructor												
40.08 Physics												
Professor	4	76,419	81,430	79,994	60,084	97,127	48	93.8	95.5	69,440	79,994	97,127
Associate Professor	1	60,198	63,563	60,540	49,899	75,782	32	94.7	99.4	59,251	60,540	66,730
Assistant Professor			52,706	55,624	44,849	60,054	28			45,794	55,624	59,754
New Assistant Professor												
Instructor												
[42.] PSYCHOLOGY												
42.01 General												
Professor	6	69,543	78,218	76,892	68,610	92,327	66	88.9	90.4	72,154	76,892	85,239
Associate Professor	5	56,104	60,694	59,221	41,662	74,116	78	92.4	94.7	55,195	59,221	68,379
Assistant Professor	2	50,414	51,446	50,180	43,584	61,229	60	98	100.5	49,395	50,180	51,228
New Assistant Professor			48,681	48,834	40,000	57,500	10			42,903	48,834	52,375
Instructor												
[45.] SOCIAL SCIENCES												
45.01 General												
Professor												
Associate Professor												
Assistant Professor	1	51,782										
New Assistant Professor												
Instructor												
45.02 Anthropology												
Professor	2	87,177	78,993	77,398	69,470	87,177	13	110.4	112.6	73,002	77,398	84,921
Associate Professor	1	53,020	61,747	58,180	52,988	80,319	20	85.9	91.1	55,579	58,180	62,545
Assistant Professor			46,828	46,636	40,765	51,862	14			45,338	46,636	48,142
New Assistant Professor												
Instructor												
45.06 Economics												
Professor	4	73,900	86,283	86,133	68,530	102,196	39	85.6	85.8	75,905	86,133	95,470
Associate Professor	2	63,204	70,108	68,188	63,204	75,396	19	90.2	92.7	66,118	68,188	74,706
Assistant Professor	1	53,569	61,911	60,995	48,722	71,874	33	86.5	87.8	58,087	60,995	68,547
New Assistant Professor												
Instructor												
45.10 Political Science & Government												
Professor	3	75,829	77,435	80,546	59,754	87,602	37	97.9	94.1	74,039	80,546	80,778
Associate Professor	1	50,952	57,720	58,759	50,647	64,539	39	88.3	86.7	51,269	58,759	62,926
Assistant Professor	3	46,962	45,909	43,619	41,873	55,270	32	102.3	107.7	42,843	43,619	46,962
New Assistant Professor	1	50,000	45,194	45,375	40,050	50,000	8	110.6	110.2	44,344	45,375	45,844
Instructor			37,335	32,975	32,162	48,000	8			32,365	32,975	43,716
45.11 Sociology												
Professor	3	73,829	76,289	76,293	64,662	92,351	35	96.8	96.8	73,829	76,293	77,480
Associate Professor	3	65,528	60,351	58,655	47,199	75,139	42	108.6	111.7	53,301	58,655	68,028
Assistant Professor	1	48,660	46,375	46,016	40,382	52,794	35	104.9	105.7	43,700	46,016	46,869
New Assistant Professor			45,344	46,625	42,300	49,000	9			43,150	46,625	46,625
Instructor												
[50.] VISUAL AND PERFORMING ARTS												
50.07 Fine & Studio Art												
Professor	1	67,493	68,614	68,126	60,246	74,724	43	98.4	99.1	67,774	68,126	70,971
Associate Professor	1	56,364	54,602	55,767	47,000	58,190	50	103.2	101.1	51,423	55,767	58,125
Assistant Professor	2	48,000	45,956	46,150	40,543	48,788	42	104.4	104	42,777	46,150	48,185
New Assistant Professor	2	48,000	45,595	45,417	41,000	49,629	8	105.3	105.7	42,833	45,417	49,222
Instructor												
50.09 Music												

National Faculty Salary Survey: Multi-Discipline Report 2003-04

Focus Institution: University of Michigan-Dearborn

Comparison Group: Michigan Dearborn Group

Year: 2003-04

Statistics: Weighted

Key

N - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 4.

☺ More than 150% of the group median

☹ Less than 75% of the group median

Code/Title	A. Focus Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)					A's Avg. as % of B's		Add'l Percentiles		
	N	Average	Average	Median	Minimum	Maximum	N	Average	Median	25	50	75
Professor			71,062	72,672	58,792	82,617	38			66,769	72,672	72,672
Associate Professor	1	53,283	53,903	55,446	49,395	59,780	63	98.8	96.1	52,342	55,446	55,941
Assistant Professor			45,657	45,666	38,977	54,577	41			43,832	45,666	48,631
New Assistant Professor			44,786	44,833	36,000	49,250	7			44,500	44,833	49,250
Instructor												
[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES												
52.02 Admin, Mgt & Operations												
Professor	2	106,325	90,894	91,724	76,943	120,101	48	117	115.9	86,374	91,724	92,366
Associate Professor	3	76,686	77,953	77,703	71,839	92,925	32	98.4	98.7	71,839	77,703	80,466
Assistant Professor			72,730	76,881	56,351	89,324	30			67,440	76,881	77,564
New Assistant Professor			62,533	60,133	45,265	82,008	10			45,265	60,133	80,667
Instructor												
52.03 Accounting & Related Svcs												
Professor	2	115,374	103,277	106,858	77,699	124,630	36	111.7	108	101,861	106,858	107,217
Associate Professor	1	97,111	85,535	81,043	72,828	97,111	16	113.5	119.8	79,924	81,043	91,862
Assistant Professor	1	90,000	84,123	86,118	51,933	97,195	9	107	104.5	81,408	86,118	93,420
New Assistant Professor												
Instructor			56,190	47,153	40,671	100,000	8			41,398	47,153	73,337
52.06 Managerial Economics												
Professor												
Associate Professor												
Assistant Professor	1	73,034										
New Assistant Professor												
Instructor												
52.08 Finance & Financial Mgt Svcs												
Professor			98,110	98,258	74,332	111,523	14			97,562	98,258	103,702
Associate Professor	2	90,005	93,932	93,172	64,014	105,505	18	95.8	96.6	90,005	93,172	105,505
Assistant Professor	2	87,926	88,629	90,156	82,992	93,226	14	99.2	97.5	83,112	90,156	91,515
New Assistant Professor	1	90,000	86,508	90,500	76,000	94,050	6	104	99.4	76,000	90,500	92,513
Instructor												
52.10 Human Resources Mgt & Svcs												
Professor	1	101,025										
Associate Professor												
Assistant Professor	1	69,261										
New Assistant Professor												
Instructor												
52.12 Mgt Information Sys & Svcs												
Professor			100,699	101,182	91,761	110,447	14			96,468	101,182	103,498
Associate Professor	1	102,698	88,192	88,181	79,623	102,698	14	116.4	116.5	82,775	88,181	92,861
Assistant Professor	3	93,184	82,377	83,628	73,394	93,184	19	113.1	111.4	73,394	83,628	85,379
New Assistant Professor	2	92,430										
Instructor												
52.14 Marketing												
Professor			96,073	101,045	76,891	111,814	29			83,981	101,045	101,584
Associate Professor	2	87,521	82,342	85,578	61,443	87,521	22	106.3	102.3	83,996	85,578	87,361
Assistant Professor	1	81,226	77,546	74,696	72,256	89,001	13	104.7	108.7	72,256	74,696	84,562
New Assistant Professor												
Instructor												
[54.] HISTORY GENERAL												
54.01 History												
Professor	5	74,779	76,684	73,773	60,847	89,659	57	97.5	101.4	72,321	73,773	83,447
Associate Professor	2	53,242	55,585	54,717	50,233	63,416	41	95.8	97.3	53,213	54,717	55,561
Assistant Professor	3	46,830	45,585	45,937	41,857	48,954	58	102.7	101.9	41,882	45,937	48,924

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	N	Average	Average	Median	Minimum	Maximum	N	Average	Median	25	50	75
New Assistant Professor			43,974	43,000	41,115	48,000	16			41,400	43,000	47,000
Instructor												

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