

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

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

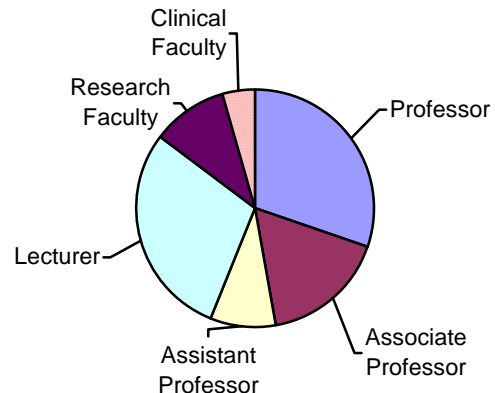
Total number of faculty all ranks: 89	Male	Female
	38%	62%

Gender by Rank

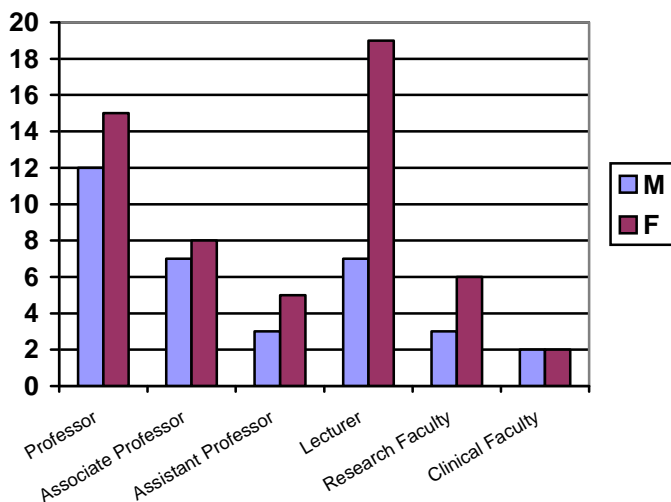
	Male	Female
Professor	44%	56%
Associate Professor	47%	53%
Assistant Professor	37.5%	62.5%
Lecturer	27%	73%
Research Faculty	33%	67%
Clinical Faculty	50%	50%

**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	30%	Lecturer	29%
Associate Professor	17%	Research Faculty	10%
Assistant Professor	9%	Clinical Faculty	4%

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 Ann Arbor Campus
School of Education
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	11	\$134,290	\$135,926	\$96,895	\$169,650
	University Yr	Female	15	\$122,071	\$112,545	\$86,909	\$176,270
	University Yr	Total	26	\$127,240	\$125,950	\$86,909	\$176,270
Professor	Fiscal Yr	Male	1	\$196,595	\$196,595	\$196,595	\$196,595
	Fiscal Yr	Total	1	\$196,595	\$196,595	\$196,595	\$196,595
Associate Professor	University Yr	Male	7	\$88,944	\$83,000	\$81,250	\$108,150
	University Yr	Female	8	\$87,969	\$85,430	\$79,000	\$100,770
	University Yr	Total	15	\$88,424	\$84,860	\$79,000	\$108,150
Assistant Professor	University Yr	Male	3	\$61,758	\$61,020	\$60,545	\$63,710
	University Yr	Female	5	\$59,995	\$60,935	\$52,800	\$64,155
	University Yr	Total	8	\$60,656	\$60,978	\$52,800	\$64,155
LEO Lecturer I	University Yr	Male	4	\$37,395	\$37,661	\$32,640	\$41,616
	University Yr	Female	3	\$41,963	\$41,616	\$41,616	\$42,656
	University Yr	Total	7	\$39,352	\$41,616	\$32,640	\$42,656
LEO Lecturer II	Fiscal Yr	Female	4	\$67,121	\$67,121	\$67,121	\$67,121
	Fiscal Yr	Total	4	\$67,121	\$67,121	\$67,121	\$67,121
LEO Lecturer III	Fiscal Yr	Male	1	\$93,774	\$93,774	\$93,774	\$93,774
	Fiscal Yr	Female	1	\$73,918	\$73,918	\$73,918	\$73,918
	Fiscal Yr	Total	2	\$83,846	\$83,846	\$73,918	\$93,774
LEO Lecturer IV	Fiscal Yr	Female	4	\$74,924	\$78,622	\$56,980	\$85,470
	Fiscal Yr	Total	4	\$74,924	\$78,622	\$56,980	\$85,470
LEO Intermittent Lecturer	University Yr	Male	1	\$40,800	\$40,800	\$40,800	\$40,800
	University Yr	Female	6	\$57,348	\$47,594	\$40,000	\$84,050
	University Yr	Total	7	\$54,984	\$41,616	\$40,000	\$84,050
LEO Adjunct Asst Professor	University Yr	Male	1	\$40,000	\$40,000	\$40,000	\$40,000
	University Yr	Female	1	\$57,120	\$57,120	\$57,120	\$57,120
	University Yr	Total	2	\$48,560	\$48,560	\$40,000	\$57,120
Research Scientist	Fiscal Yr	Male	1	\$81,333	\$81,333	\$81,333	\$81,333
	Fiscal Yr	Total	1	\$81,333	\$81,333	\$81,333	\$81,333
Associate Research Scientist	Fiscal Yr	Female	1	\$82,400	\$82,400	\$82,400	\$82,400
	Fiscal Yr	Total	1	\$82,400	\$82,400	\$82,400	\$82,400

**University of Michigan Ann Arbor Campus
School of Education
Published Salary Rates 2006-07 by Rank
(cont'd)**

Education			#	Mean	Median	Minimum	Maximum
Assistant Research Scientist							
	Fiscal Yr	Male	2	\$68,430	\$68,430	\$63,860	\$73,000
	Fiscal Yr	Female	5	\$68,867	\$66,512	\$54,899	\$80,000
	Fiscal Yr	Total	7	\$68,742	\$66,512	\$54,899	\$80,000
Clinical Professor							
	Fiscal Yr	Male	2	\$152,400	\$152,400	\$115,360	\$189,440
	Fiscal Yr	Total	2	\$152,400	\$152,400	\$115,360	\$189,440
Clinical Assistant Professor							
	Fiscal Yr	Female	2	\$77,120	\$77,120	\$75,445	\$78,795
	Fiscal Yr	Total	2	\$77,120	\$77,120	\$75,445	\$78,795
TOTAL			89	\$88,919	\$82,400	\$32,640	\$196,595