

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

Medical School

2006-07

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

Composition of the Faculty 2006-07

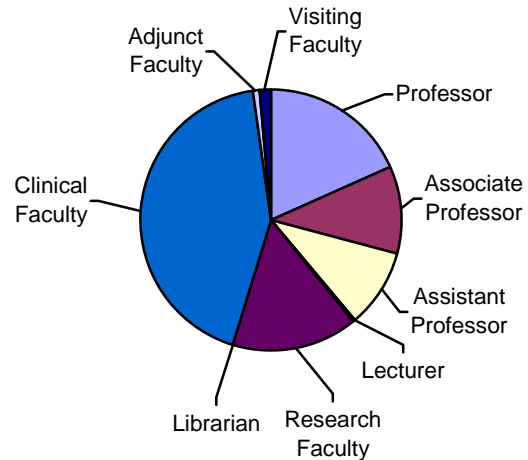
Total number of faculty all ranks: 1,976	Male	Female
	64%	36%

Gender by Rank

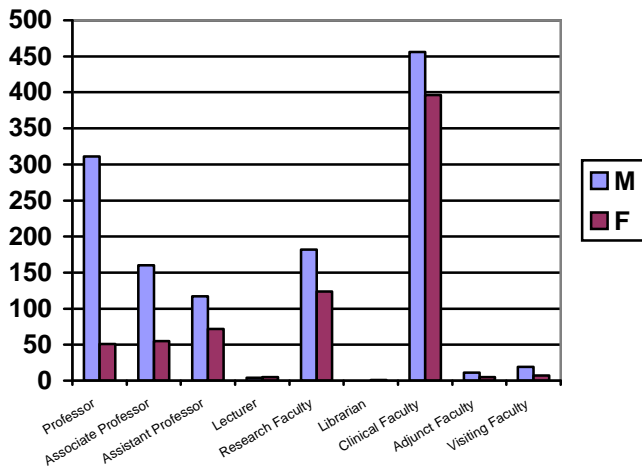
	Male	Female
Professor	86%	14%
Associate Professor	74%	26%
Assistant Professor	62%	38%
Lecturer	44%	56%
Research Faculty	59%	41%
Librarian	0%	100%
Clinical Faculty	54%	46%
Adjunct Faculty	69%	31%
Visiting Faculty	73%	27%

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	18.3%	Librarian	<0.1%
Associate Professor	10.9%	Clinical Faculty	43.1%
Assistant Professor	9.6%	Adjunct Faculty	<1%
Lecturer	0.5%	Visiting Faculty	1.3%
Research Faculty	15.5%		

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
Medical School
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	Fiscal Yr	Male	311	\$179,792	\$183,500	\$78,642	\$336,966
	Fiscal Yr	Female	51	\$171,354	\$183,500	\$109,140	\$312,966
	Fiscal Yr	Total	362	\$178,603	\$183,500	\$78,642	\$336,966
Associate Professor							
	Fiscal Yr	Male	160	\$151,698	\$151,064	\$61,167	\$293,899
	Fiscal Yr	Female	55	\$146,945	\$148,030	\$77,315	\$220,626
	Fiscal Yr	Total	215	\$150,482	\$150,000	\$61,167	\$293,899
Assistant Professor							
	Fiscal Yr	Male	117	\$129,905	\$126,145	\$65,564	\$222,062
	Fiscal Yr	Female	72	\$123,486	\$116,265	\$81,600	\$219,159
	Fiscal Yr	Total	189	\$127,460	\$123,543	\$65,564	\$222,062
Lecturer							
	Fiscal Yr	Female	1	\$80,080	\$80,080	\$80,080	\$80,080
	Fiscal Yr	Total	1	\$80,080	\$80,080	\$80,080	\$80,080
LEO Lecturer III							
	Fiscal Yr	Male	2	\$60,564	\$60,564	\$55,032	\$66,095
	Fiscal Yr	Total	2	\$60,564	\$60,564	\$55,032	\$66,095
LEO Lecturer IV							
	Fiscal Yr	Male	2	\$84,149	\$84,149	\$75,727	\$92,571
	Fiscal Yr	Female	4	\$56,990	\$59,964	\$42,416	\$65,616
	Fiscal Yr	Total	6	\$66,043	\$63,708	\$42,416	\$92,571
Research Professor							
	Fiscal Yr	Male	11	\$142,115	\$123,769	\$95,668	\$329,277
	Fiscal Yr	Female	8	\$123,136	\$108,571	\$91,500	\$249,310
	Fiscal Yr	Total	19	\$134,124	\$120,000	\$91,500	\$329,277
Research Associate Professor							
	Fiscal Yr	Male	10	\$102,131	\$98,761	\$74,916	\$145,000
	Fiscal Yr	Female	2	\$86,052	\$86,052	\$75,093	\$97,010
	Fiscal Yr	Total	12	\$99,451	\$97,397	\$74,916	\$145,000
Research Assistant Professor							
	Fiscal Yr	Male	62	\$76,477	\$77,131	\$48,528	\$99,750
	Fiscal Yr	Female	38	\$75,529	\$73,482	\$48,528	\$112,058
	Fiscal Yr	Total	100	\$76,117	\$75,808	\$48,528	\$112,058
Research Investigator							
	Fiscal Yr	Male	99	\$58,693	\$56,238	\$36,051	\$96,000
	Fiscal Yr	Female	76	\$57,366	\$56,029	\$35,697	\$92,288
	Fiscal Yr	Total	175	\$58,117	\$56,238	\$35,697	\$96,000
Associate Librarian							
	Fiscal Yr	Female	1	\$52,162	\$52,162	\$52,162	\$52,162
	Fiscal Yr	Total	1	\$52,162	\$52,162	\$52,162	\$52,162

**University of Michigan Ann Arbor Campus
Medical School
Published Salary Rates 2006-07 by Rank
(con't)**

			#	Mean	Median	Minimum	Maximum
Clinical Professor							
	Fiscal Yr	Male	34	\$158,320	\$156,969	\$77,425	\$225,600
	Fiscal Yr	Female	12	\$151,323	\$147,619	\$121,195	\$195,000
	Fiscal Yr	Total	46	\$156,495	\$150,000	\$77,425	\$225,600
Clinical Associate Professor							
	Fiscal Yr	Male	67	\$147,877	\$152,936	\$91,800	\$191,160
	Fiscal Yr	Female	38	\$148,501	\$145,811	\$87,440	\$194,208
	Fiscal Yr	Total	105	\$148,103	\$152,261	\$87,440	\$194,208
Clinical Assistant Professor							
	Fiscal Yr	Male	177	\$135,965	\$138,746	\$51,500	\$300,000
	Fiscal Yr	Female	164	\$121,088	\$120,043	\$45,000	\$198,000
	Fiscal Yr	Total	341	\$128,811	\$128,750	\$45,000	\$300,000
Clinical Instructor							
	Fiscal Yr	Male	55	\$124,416	\$133,299	\$45,277	\$207,000
	Fiscal Yr	Female	81	\$113,603	\$110,250	\$70,000	\$190,500
	Fiscal Yr	Total	136	\$117,975	\$116,937	\$45,277	\$207,000
Clinical Lecturer							
	Fiscal Yr	Male	123	\$99,673	\$90,000	\$40,000	\$185,000
	Fiscal Yr	Female	101	\$99,888	\$91,140	\$51,012	\$185,000
	Fiscal Yr	Total	224	\$99,770	\$90,000	\$40,000	\$185,000
Adjunct Clinical Professor							
	Fiscal Yr	Male	3	\$125,318	\$102,041	\$100,000	\$173,913
	Fiscal Yr	Total	3	\$125,318	\$102,041	\$100,000	\$173,913
Adjunct Clinical Associate Professor							
	Fiscal Yr	Male	1	\$125,000	\$125,000	\$125,000	\$125,000
	Fiscal Yr	Female	2	\$65,133	\$65,133	\$60,230	\$70,035
	Fiscal Yr	Total	3	\$85,088	\$70,035	\$60,230	\$125,000
Adjunct Clinical Assistant Professor							
	Fiscal Yr	Male	5	\$99,531	\$73,320	\$70,000	\$201,875
	Fiscal Yr	Total	5	\$99,531	\$73,320	\$70,000	\$201,875
Adjunct Clinical Instructor							
	Fiscal Yr	Male	2	\$94,400	\$94,400	\$63,800	\$125,000
	Fiscal Yr	Female	1	\$55,560	\$55,560	\$55,560	\$55,560
	Fiscal Yr	Total	3	\$81,453	\$63,800	\$55,560	\$125,000
Adjunct Clinical Lecturer							
	Fiscal Yr	Female	2	\$105,570	\$105,570	\$91,140	\$120,000
	Fiscal Yr	Total	2	\$105,570	\$105,570	\$91,140	\$120,000

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

			#	Mean	Median	Minimum	Maximum
Visiting Professor I							
	Fiscal Yr	Male	2	\$83,806	\$83,806	\$42,612	\$125,000
	Fiscal Yr	Total	2	\$83,806	\$83,806	\$42,612	\$125,000
Visiting Associate Professor I							
	Fiscal Yr	Male	1	\$35,000	\$35,000	\$35,000	\$35,000
	Fiscal Yr	Total	1	\$35,000	\$35,000	\$35,000	\$35,000
Visiting Instructor I							
	Fiscal Yr	Male	12	\$123,000	\$126,000	\$90,000	\$126,000
	Fiscal Yr	Female	7	\$113,143	\$126,000	\$36,000	\$126,000
	Fiscal Yr	Total	19	\$119,368	\$126,000	\$36,000	\$126,000
Visiting Clinical Lecturer							
	Fiscal Yr	Male	4	\$104,876	\$96,549	\$56,406	\$170,000
	Fiscal Yr	Total	4	\$104,876	\$96,549	\$56,406	\$170,000
TOTAL			1976	\$127,942	\$127,436	\$35,000	\$336,966