

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

School of Music

2006-07

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

Composition of the Faculty 2006-07

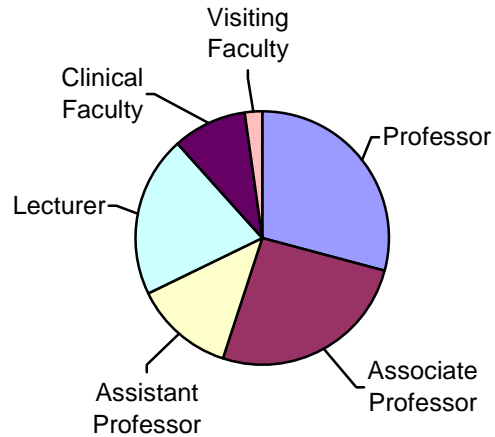
Total number of faculty all ranks: 162	Male	Female
	64%	36%

Gender by Rank

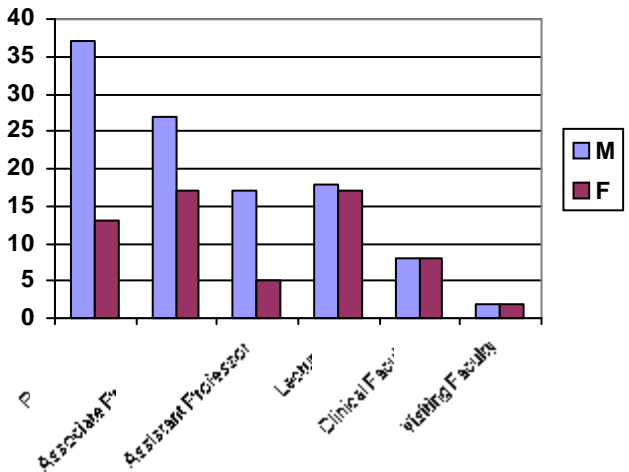
	Male	Female
Professor	74%	26%
Associate Professor	61%	39%
Assistant Professor	77%	23%
Lecturer	51%	49%
Clinical Faculty	50%	50%
Visiting Faculty	50%	50%

**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	29.2%	Lecturer	20.5%
Associate Professor	25.7%	Clinical Faculty	9.4%
Assistant Professor	12.9%	Visiting Faculty	2.3%

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 Music
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	36	\$102,641	\$100,013	\$70,393	\$170,000
	University Yr	Female	13	\$106,489	\$92,500	\$71,317	\$208,802
	University Yr	Total	49	\$103,662	\$98,251	\$70,393	\$208,802
Professor	Fiscal Yr	Male	1	\$87,781	\$87,781	\$87,781	\$87,781
	Fiscal Yr	Total	1	\$87,781	\$87,781	\$87,781	\$87,781
Associate Professor	University Yr	Male	27	\$70,229	\$66,885	\$58,255	\$97,265
	University Yr	Female	17	\$73,552	\$69,870	\$61,279	\$98,872
	University Yr	Total	44	\$71,513	\$68,944	\$58,255	\$98,872
Assistant Professor	University Yr	Male	15	\$58,636	\$56,394	\$54,741	\$72,234
	University Yr	Female	5	\$56,112	\$55,776	\$52,250	\$60,252
	University Yr	Total	20	\$58,005	\$56,201	\$52,250	\$72,234
Assistant Professor	Fiscal Yr	Male	2	\$52,614	\$52,614	\$51,213	\$54,015
	Fiscal Yr	Total	2	\$52,614	\$52,614	\$51,213	\$54,015
LEO Lecturer I	University Yr	Male	6	\$75,139	\$80,000	\$40,000	\$89,892
	University Yr	Female	7	\$42,715	\$35,374	\$31,000	\$88,128
	University Yr	Total	13	\$57,680	\$40,000	\$31,000	\$89,892
LEO Lecturer II	University Yr	Male	5	\$61,973	\$68,365	\$33,833	\$95,476
	University Yr	Female	5	\$51,275	\$52,387	\$31,212	\$68,365
	University Yr	Total	10	\$56,624	\$58,208	\$31,212	\$95,476
LEO Lecturer III	University Yr	Male	2	\$59,445	\$59,445	\$34,680	\$84,211
	University Yr	Total	2	\$59,445	\$59,445	\$34,680	\$84,211
LEO Lecturer IV	University Yr	Male	5	\$35,527	\$34,947	\$32,944	\$38,968
	University Yr	Female	2	\$38,921	\$38,921	\$35,842	\$42,000
	University Yr	Total	7	\$36,497	\$35,842	\$32,944	\$42,000
LEO Intermittent Lecturer	University Yr	Female	3	\$94,076	\$79,520	\$75,208	\$127,500
	University Yr	Total	3	\$94,076	\$79,520	\$75,208	\$127,500

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

			#	Mean	Median	Minimum	Maximum
Clinical Associate Professor							
University Yr	Male		1	\$54,862	\$54,862	\$54,862	\$54,862
University Yr	Female		3	\$61,864	\$64,006	\$55,827	\$65,758
University Yr	Total		4	\$60,113	\$59,917	\$54,862	\$65,758
Clinical Assistant Professor							
University Yr	Male		6	\$54,187	\$54,959	\$44,814	\$59,823
University Yr	Female		5	\$50,644	\$49,059	\$44,210	\$61,921
University Yr	Total		11	\$52,576	\$52,250	\$44,210	\$61,921
Clinical Lecturer							
University Yr	Male		1	\$44,210	\$44,210	\$44,210	\$44,210
University Yr	Total		1	\$44,210	\$44,210	\$44,210	\$44,210
Visiting Assistant Professor II							
University Yr	Male		1	\$80,000	\$80,000	\$80,000	\$80,000
University Yr	Female		1	\$50,000	\$50,000	\$50,000	\$50,000
University Yr	Total		2	\$65,000	\$65,000	\$50,000	\$80,000
Visiting Instructor I							
University Yr	Male		1	\$31,000	\$31,000	\$31,000	\$31,000
University Yr	Total		1	\$31,000	\$31,000	\$31,000	\$31,000
Visiting Lecturer I							
University Yr	Female		1	\$32,000	\$32,000	\$32,000	\$32,000
University Yr	Total		1	\$32,000	\$32,000	\$32,000	\$32,000
TOTAL			171	\$73,730	\$68,996	\$31,000	\$208,802