

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

School of Nursing

2006-07

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

Composition of the Faculty 2006-07

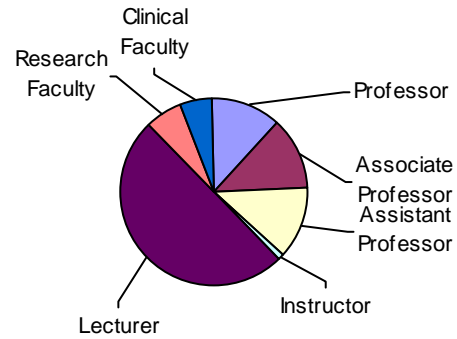
Total number of faculty all ranks: 122	Male	Female
	5%	95%

Gender by Rank

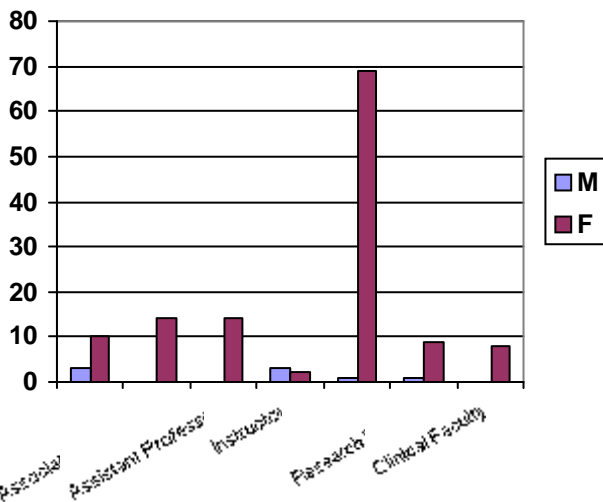
	Male	Female
Professor	20%	77%
Associate Professor	0%	100%
Assistant Professor	0%	100%
Instructor	0%	100%
Lecturer	3%	99%
Research Faculty	12.5%	87.5%
Clinical Faculty	0%	100%

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	12.3%	Lecturer	50%
Associate Professor	12.3%	Research Faculty	7%
Assistant Professor	12.3%	Clinical Faculty	6%
Instructor	<1.0%		

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 Nursing
Published Salary Rates 2006-7 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	3	\$101,524	\$105,284	\$90,827	\$108,462
	University Yr	Female	7	\$112,317	\$109,679	\$101,442	\$125,855
	University Yr	Total	10	\$109,079	\$107,720	\$90,827	\$125,855
Professor	Fiscal Yr	Female	5	\$154,320	\$139,359	\$122,784	\$235,465
	Fiscal Yr	Total	5	\$154,320	\$139,359	\$122,784	\$235,465
Associate Professor	University Yr	Female	13	\$88,519	\$84,861	\$74,974	\$109,248
	University Yr	Total	13	\$88,519	\$84,861	\$74,974	\$109,248
Associate Professor	Fiscal Yr	Female	2	\$114,353	\$114,353	\$112,595	\$116,111
	Fiscal Yr	Total	2	\$114,353	\$114,353	\$112,595	\$116,111
Assistant Professor	University Yr	Female	14	\$68,901	\$67,990	\$64,890	\$79,500
	University Yr	Total	14	\$68,901	\$67,990	\$64,890	\$79,500
Assistant Professor	Fiscal Yr	Female	1	\$85,533	\$85,533	\$85,533	\$85,533
	Fiscal Yr	Total	1	\$85,533	\$85,533	\$85,533	\$85,533
Instructor	University Yr	Female	1	\$84,000	\$84,000	\$84,000	\$84,000
	University Yr	Total	1	\$84,000	\$84,000	\$84,000	\$84,000
LEO Lecturer I	University Yr	Male	2	\$37,417	\$37,417	\$35,333	\$39,500
	University Yr	Female	20	\$39,080	\$40,433	\$35,333	\$41,257
	University Yr	Total	22	\$38,929	\$40,290	\$35,333	\$41,257
LEO Lecturer II	University Yr	Female	20	\$47,549	\$45,726	\$40,612	\$76,795
	University Yr	Total	20	\$47,549	\$45,726	\$40,612	\$76,795
LEO Lecturer III	University Yr	Female	7	\$48,315	\$48,047	\$41,157	\$61,918
	University Yr	Total	7	\$48,315	\$48,047	\$41,157	\$61,918
LEO Lecturer IV	University Yr	Female	9	\$50,996	\$49,626	\$43,874	\$71,205
	University Yr	Total	9	\$50,996	\$49,626	\$43,874	\$71,205
LEO Intermittent Lecturer	University Yr	Female	3	\$41,425	\$41,425	\$41,425	\$41,425
	University Yr	Total	3	\$41,425	\$41,425	\$41,425	\$41,425

**University of Michigan Ann Arbor Campus
School of Nursing
Published Salary Rates 2006-7 by Rank
(con't)**

			#	Mean	Median	Minimum	Maximum
Research Assistant Professor							
	Fiscal Yr	Female	1	\$59,555	\$59,555	\$59,555	\$59,555
	Fiscal Yr	Total	1	\$59,555	\$59,555	\$59,555	\$59,555
Associate Research Scientist							
	Fiscal Yr	Male	1	\$91,307	\$91,307	\$91,307	\$91,307
	Fiscal Yr	Total	1	\$91,307	\$91,307	\$91,307	\$91,307
Assistant Research Scientist							
	Fiscal Yr	Female	4	\$62,246	\$60,974	\$47,277	\$79,761
	Fiscal Yr	Total	4	\$62,246	\$60,974	\$47,277	\$79,761
Research Investigator							
	Fiscal Yr	Female	2	\$70,974	\$70,974	\$59,160	\$82,788
	Fiscal Yr	Total	2	\$70,974	\$70,974	\$59,160	\$82,788
Clinical Instructor							
	University Yr	Female	1	\$86,134	\$86,134	\$86,134	\$86,134
	University Yr	Total	1	\$86,134	\$86,134	\$86,134	\$86,134
Clinical Lecturer							
	Fiscal Yr	Female	6	\$66,818	\$66,475	\$60,047	\$74,004
	Fiscal Yr	Total	6	\$66,818	\$66,475	\$60,047	\$74,004
TOTAL			122	\$66,670	\$59,647	\$35,333	\$235,465