

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

School of Public Health

2006-07

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

Composition of the Faculty 2006-07

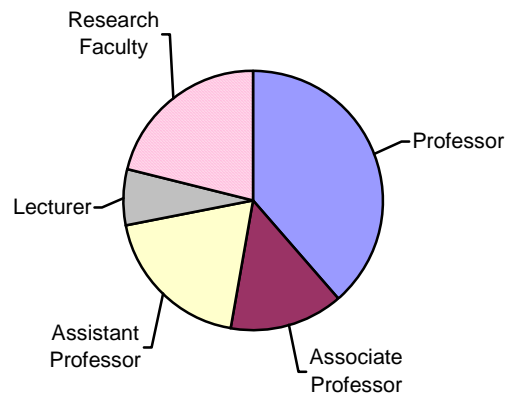
Total number of faculty all ranks: 142	Male	Female
	57%	43%

Gender by Rank

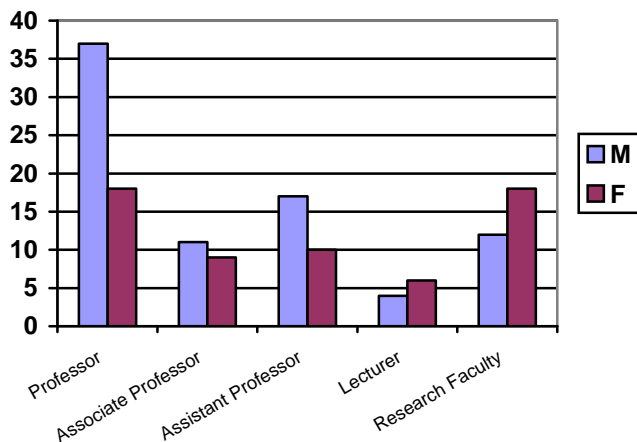
	Male	Female
Professor	67%	33%
Associate Professor	55%	45%
Assistant Professor	63%	37%
Lecturer	40%	60%
Research Faculty	40%	60%

Please see page two for
Published Salary Rates by Rank

Faculty Composition



Faculty Gender Head County 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	39%	Lecturer	7%
Associate Professor	14%	Research Faculty	21%
Assistant Professor	19%		

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 Public Health
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	37	\$129,742	\$125,621	\$72,750	\$183,472
	University Yr	Female	18	\$119,576	\$116,050	\$77,625	\$185,000
	University Yr	Total	55	\$126,415	\$121,773	\$72,750	\$185,000
Associate Professor							
	University Yr	Male	10	\$91,816	\$99,369	\$44,300	\$107,000
	University Yr	Female	9	\$89,030	\$87,913	\$73,950	\$104,775
	University Yr	Total	19	\$90,496	\$94,675	\$44,300	\$107,000
Associate Professor							
	Fiscal Yr	Male	1	\$181,867	\$181,867	\$181,867	\$181,867
	Fiscal Yr	Total	1	\$181,867	\$181,867	\$181,867	\$181,867
Assistant Professor							
	University Yr	Male	17	\$75,596	\$76,700	\$64,500	\$86,000
	University Yr	Female	10	\$69,353	\$68,550	\$64,075	\$78,000
	University Yr	Total	27	\$73,283	\$74,700	\$64,075	\$86,000
LEO Lecturer I							
	University Yr	Male	1	\$60,000	\$60,000	\$60,000	\$60,000
	University Yr	Total	1	\$60,000	\$60,000	\$60,000	\$60,000
LEO Lecturer III							
	University Yr	Female	2	\$56,850	\$56,850	\$43,600	\$70,100
	University Yr	Total	2	\$56,850	\$56,850	\$43,600	\$70,100
LEO Lecturer IV							
	University Yr	Female	1	\$83,350	\$83,350	\$83,350	\$83,350
	University Yr	Total	1	\$83,350	\$83,350	\$83,350	\$83,350
LEO Intermittent Lecturer							
	University Yr	Male	2	\$55,000	\$55,000	\$50,000	\$60,000
	University Yr	Female	1	\$60,000	\$60,000	\$60,000	\$60,000
	University Yr	Total	3	\$56,667	\$60,000	\$50,000	\$60,000
LEO Adjunct Lecturer							
	University Yr	Female	1	\$60,000	\$60,000	\$60,000	\$60,000
	University Yr	Total	1	\$60,000	\$60,000	\$60,000	\$60,000
LEO Adjunct Lecturer							
	Fiscal Yr	Male	1	\$58,500	\$58,500	\$58,500	\$58,500
	Fiscal Yr	Female	1	\$66,588	\$66,588	\$66,588	\$66,588
	Fiscal Yr	Total	2	\$62,544	\$62,544	\$58,500	\$66,588

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

			#	Mean	Median	Minimum	Maximum
Research Associate Professor							
	Fiscal Yr	Male	1	\$103,300	\$103,300	\$103,300	\$103,300
	Fiscal Yr	Female	2	\$110,588	\$110,588	\$109,500	\$111,675
	Fiscal Yr	Total	3	\$108,158	\$109,500	\$103,300	\$111,675
Research Assistant Professor							
	Fiscal Yr	Male	1	\$82,100	\$82,100	\$82,100	\$82,100
	Fiscal Yr	Female	2	\$80,500	\$80,500	\$80,000	\$81,000
	Fiscal Yr	Total	3	\$81,033	\$81,000	\$80,000	\$82,100
Research Scientist							
	Fiscal Yr	Female	1	\$86,315	\$86,315	\$86,315	\$86,315
	Fiscal Yr	Total	1	\$86,315	\$86,315	\$86,315	\$86,315
Associate Research Scientist							
	Fiscal Yr	Male	2	\$75,150	\$75,150	\$59,475	\$90,825
	Fiscal Yr	Total	2	\$75,150	\$75,150	\$59,475	\$90,825
Assistant Research Scientist							
	Fiscal Yr	Male	6	\$70,388	\$69,750	\$67,700	\$75,875
	Fiscal Yr	Female	6	\$76,469	\$77,419	\$64,500	\$84,300
	Fiscal Yr	Total	12	\$73,428	\$70,663	\$64,500	\$84,300
Research Investigator							
	Fiscal Yr	Male	2	\$98,300	\$98,300	\$64,550	\$132,050
	Fiscal Yr	Female	7	\$71,836	\$66,500	\$61,500	\$86,550
	Fiscal Yr	Total	9	\$77,717	\$66,500	\$61,500	\$132,050
TOTAL			142	\$97,392	\$87,332	\$43,600	\$185,000