

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

School of Social Work

2006-07

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

Composition of the Faculty 2006-07

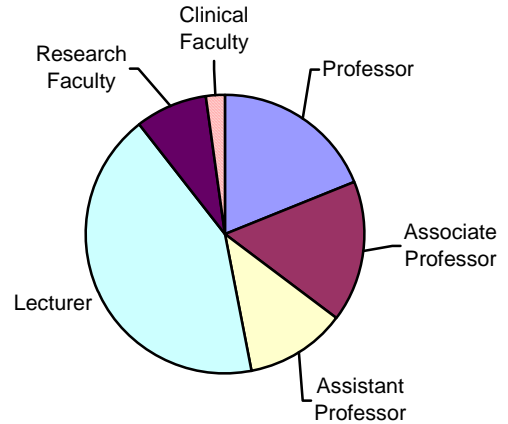
Total number of faculty all ranks: 85	Male	Female
	44%	56%

Gender by Rank

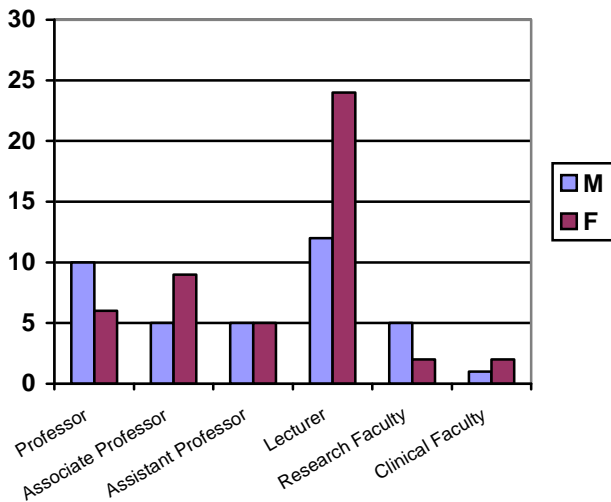
	Male	Female
Professor	62.5%	37.5%
Associate Professor	36%	64%
Assistant Professor	50%	50%
Lecturer	33%	67%
Research Faculty	71%	29%
Clinical Faculty	0%	100%

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	18.8%	Lecturer	42.4%
Associate Professor	16.5%	Research Faculty	8.2%
Assistant Professor	11.8%	Clinical Faculty	2.4%

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 Social Work
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	10	\$120,017	\$122,565	\$84,897	\$146,941
	University Yr	Female	6	\$123,508	\$121,302	\$108,049	\$141,168
	University Yr	Total	16	\$121,326	\$122,565	\$84,897	\$146,941
Associate Professor							
	University Yr	Male	5	\$96,470	\$101,207	\$80,793	\$105,150
	University Yr	Female	9	\$91,676	\$93,688	\$73,437	\$99,849
	University Yr	Total	14	\$93,388	\$93,690	\$73,437	\$105,150
Assistant Professor							
	University Yr	Male	4	\$71,782	\$69,463	\$67,846	\$80,356
	University Yr	Female	5	\$71,455	\$69,711	\$65,761	\$79,410
	University Yr	Total	9	\$71,601	\$69,711	\$65,761	\$80,356
Assistant Professor							
	Fiscal Yr	Male	1	\$65,455	\$65,455	\$65,455	\$65,455
	Fiscal Yr	Total	1	\$65,455	\$65,455	\$65,455	\$65,455
LEO Lecturer I							
	University Yr	Male	1	\$57,120	\$57,120	\$57,120	\$57,120
	University Yr	Female	4	\$42,192	\$42,656	\$40,800	\$42,656
	University Yr	Total	5	\$45,178	\$42,656	\$40,800	\$57,120
LEO Lecturer II							
	University Yr	Male	5	\$44,747	\$44,747	\$44,747	\$44,747
	University Yr	Female	4	\$44,747	\$44,747	\$44,747	\$44,747
	University Yr	Total	9	\$44,747	\$44,747	\$44,747	\$44,747
LEO Lecturer III							
	Fiscal Yr	Male	1	\$57,120	\$57,120	\$57,120	\$57,120
	Fiscal Yr	Female	1	\$50,000	\$50,000	\$50,000	\$50,000
	Fiscal Yr	Total	2	\$53,560	\$53,560	\$50,000	\$57,120
LEO Lecturer IV							
	University Yr	Female	1	\$44,747	\$44,747	\$44,747	\$44,747
	University Yr	Total	1	\$44,747	\$44,747	\$44,747	\$44,747
LEO Lecturer IV							
	Fiscal Yr	Male	1	\$59,979	\$59,979	\$59,979	\$59,979
	Fiscal Yr	Female	2	\$54,357	\$54,357	\$50,402	\$58,312
	Fiscal Yr	Total	3	\$56,231	\$58,312	\$50,402	\$59,979
LEO Intermittent Lecturer							
	University Yr	Male	2	\$42,238	\$42,238	\$41,820	\$42,656
	University Yr	Female	8	\$35,892	\$32,000	\$32,000	\$42,656
	University Yr	Total	10	\$37,161	\$36,910	\$32,000	\$42,656
LEO Adjunct Lecturer							
	University Yr	Male	2	\$41,820	\$41,820	\$41,820	\$41,820
	University Yr	Female	4	\$40,668	\$41,820	\$33,456	\$45,574
	University Yr	Total	6	\$41,052	\$41,820	\$33,456	\$45,574

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

			#	Mean	Median	Minimum	Maximum
Research Professor							
	Fiscal Yr	Male	1	\$95,200	\$95,200	\$95,200	\$95,200
	Fiscal Yr	Total	1	\$95,200	\$95,200	\$95,200	\$95,200
Research Associate Professor							
	University Yr	Female	1	\$95,234	\$95,234	\$95,234	\$95,234
	University Yr	Total	1	\$95,234	\$95,234	\$95,234	\$95,234
Assistant Research Scientist							
	Fiscal Yr	Male	4	\$71,540	\$72,935	\$62,290	\$78,000
	Fiscal Yr	Female	1	\$135,200	\$135,200	\$135,200	\$135,200
	Fiscal Yr	Total	5	\$84,272	\$77,350	\$62,290	\$135,200
Clinical Assistant Professor							
	Fiscal Yr	Female	2	\$79,399	\$79,399	\$78,000	\$80,797
	Fiscal Yr	Total	2	\$79,399	\$79,399	\$78,000	\$80,797
TOTAL			85	\$74,073	\$68,521	\$32,000	\$146,941