

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

Dearborn Campus

2006-07

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

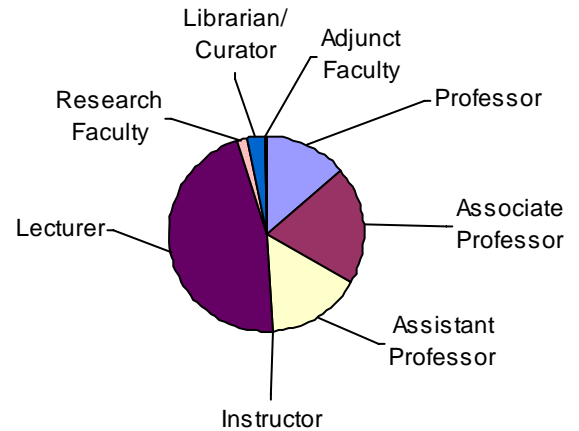
Composition of the Faculty 2006-07

Total number of faculty all ranks: 504	Male	Female
	63%	37%

Gender by Rank

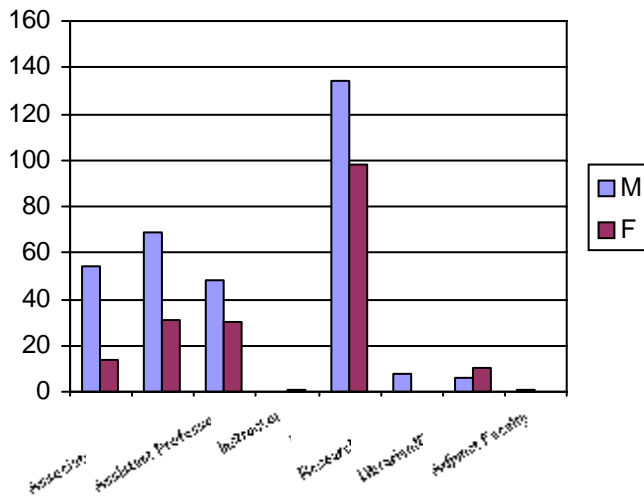
	Male	Female
Professor	79%	21%
Associate Professor	69%	31%
Assistant Professor	62%	38%
Instructor	0%	100%
Lecturer	58%	42%
Research Faculty	100%	0%
Librarian/Curator	37.5%	62.5%
Adjunct Faculty	100%	0%

Faculty Composition



Please see page two for
Published Salary Rates by Rank

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	13.5%	Lecturer	46.0%
Associate Professor	19.8%	Research Faculty	1.6%
Assistant Professor	15.5%	Librarian/Curator	3.2%
Instructor	<1%	Adjunct Faculty	<1%

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.

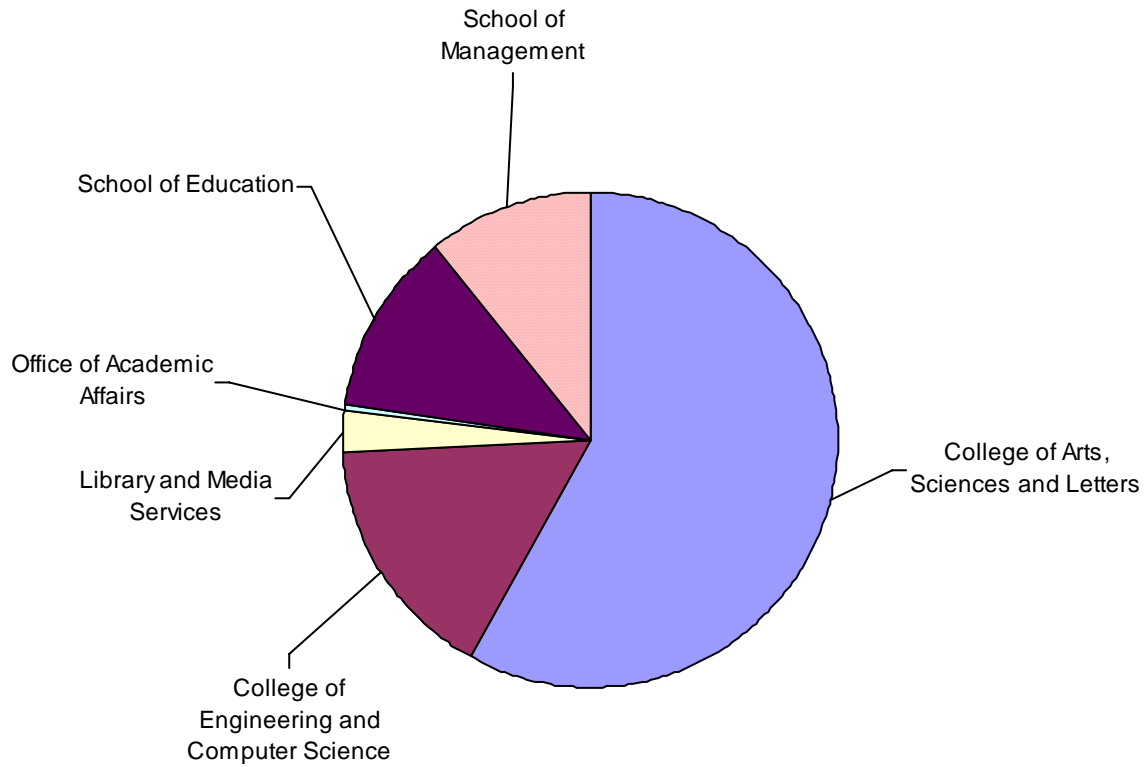
**University of Michigan
Dearborn Campus
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Dearborn - all campus							
Professor							
	University Yr	Male	48	\$90,239	\$85,966	\$67,475	\$161,193
	University Yr	Female	14	\$77,669	\$76,157	\$64,494	\$104,986
	University Yr	Total	62	\$87,400	\$83,246	\$64,494	\$161,193
Professor							
	Fiscal Yr	Male	6	\$154,909	\$163,500	\$109,005	\$176,770
	Fiscal Yr	Total	6	\$154,909	\$163,500	\$109,005	\$176,770
Associate Professor							
	University Yr	Male	69	\$73,536	\$67,344	\$53,305	\$144,755
	University Yr	Female	30	\$69,555	\$61,304	\$55,532	\$140,208
	University Yr	Total	99	\$72,329	\$64,834	\$53,305	\$144,755
Associate Professor							
	Fiscal Yr	Female	1	\$78,662	\$78,662	\$78,662	\$78,662
	Fiscal Yr	Total	1	\$78,662	\$78,662	\$78,662	\$78,662
Assistant Professor							
	University Yr	Male	48	\$66,618	\$57,119	\$49,644	\$101,872
	University Yr	Female	30	\$64,541	\$53,703	\$50,000	\$105,000
	University Yr	Total	78	\$65,819	\$54,801	\$49,644	\$105,000
Instructor							
	University Yr	Female	1	\$49,550	\$49,550	\$49,550	\$49,550
	University Yr	Total	1	\$49,550	\$49,550	\$49,550	\$49,550
LEO Lecturer I							
	University Yr	Male	59	\$30,956	\$26,265	\$25,500	\$120,000
	University Yr	Female	42	\$26,067	\$25,750	\$25,000	\$32,000
	University Yr	Total	101	\$28,923	\$26,265	\$25,000	\$120,000
LEO Lecturer II							
	University Yr	Male	54	\$29,002	\$27,966	\$26,661	\$48,492
	University Yr	Female	34	\$28,857	\$27,955	\$26,265	\$45,076
	University Yr	Total	88	\$28,946	\$27,966	\$26,265	\$48,492
LEO Lecturer III							
	University Yr	Male	6	\$43,969	\$38,118	\$32,085	\$61,244
	University Yr	Female	6	\$41,839	\$39,110	\$32,085	\$61,800
	University Yr	Total	12	\$42,904	\$39,055	\$32,085	\$61,800
LEO Lecturer IV							
	University Yr	Male	8	\$42,767	\$43,362	\$35,062	\$49,847
	University Yr	Female	13	\$44,135	\$40,335	\$36,670	\$74,200
	University Yr	Total	21	\$43,614	\$41,372	\$35,062	\$74,200
LEO Intermittent Lecturer							
	University Yr	Male	4	\$26,513	\$26,201	\$25,500	\$28,152
	University Yr	Female	2	\$27,306	\$27,306	\$26,660	\$27,952
	University Yr	Total	6	\$26,777	\$26,462	\$25,500	\$28,152
LEO Adjunct Lecturer							
	University Yr	Male	3	\$25,461	\$25,500	\$25,000	\$25,884
	University Yr	Female	1	\$27,152	\$27,152	\$27,152	\$27,152
	University Yr	Total	4	\$25,884	\$25,692	\$25,000	\$27,152

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

			#	Mean	Median	Minimum	Maximum
Assistant Research Scientist							
	Fiscal Yr	Male	3	\$49,625	\$50,000	\$46,375	\$52,500
	Fiscal Yr	Total	3	\$49,625	\$50,000	\$46,375	\$52,500
Research Investigator							
	Fiscal Yr	Male	5	\$40,856	\$40,000	\$19,200	\$63,000
	Fiscal Yr	Total	5	\$40,856	\$40,000	\$19,200	\$63,000
Curator Coll/Exh-Dearborn							
	Fiscal Yr	Male	1	\$54,497	\$54,497	\$54,497	\$54,497
	Fiscal Yr	Total	1	\$54,497	\$54,497	\$54,497	\$54,497
Senior Associate Curator Slide/Photo							
	Fiscal Yr	Female	1	\$40,277	\$40,277	\$40,277	\$40,277
	Fiscal Yr	Total	1	\$40,277	\$40,277	\$40,277	\$40,277
Assistant Curator							
	Fiscal Yr	Male	1	\$45,287	\$45,287	\$45,287	\$45,287
	Fiscal Yr	Total	1	\$45,287	\$45,287	\$45,287	\$45,287
Director Mardigian Library							
	Fiscal Yr	Male	1	\$118,869	\$118,869	\$118,869	\$118,869
	Fiscal Yr	Total	1	\$118,869	\$118,869	\$118,869	\$118,869
Librarian							
	Fiscal Yr	Male	1	\$62,075	\$62,075	\$62,075	\$62,075
	Fiscal Yr	Female	4	\$59,093	\$57,721	\$50,652	\$70,279
	Fiscal Yr	Total	5	\$59,689	\$59,359	\$50,652	\$70,279
Senior Associate Librarian							
	Fiscal Yr	Female	2	\$50,308	\$50,308	\$49,976	\$50,639
	Fiscal Yr	Total	2	\$50,308	\$50,308	\$49,976	\$50,639
Associate Librarian							
	Fiscal Yr	Male	2	\$41,993	\$41,993	\$41,675	\$42,311
	Fiscal Yr	Female	3	\$43,907	\$43,316	\$42,904	\$45,501
	Fiscal Yr	Total	5	\$43,141	\$42,904	\$41,675	\$45,501
Adjunct Clinical Professor							
	Fiscal Yr	Male	1	\$100,000	\$100,000	\$100,000	\$100,000
	Fiscal Yr	Total	1	\$100,000	\$100,000	\$100,000	\$100,000
TOTAL			504	\$54,090	\$51,397	\$19,200	\$176,770

Dearborn Faculty by Academic Unit 2006-07



College of Arts, Sciences and Letters	57.9%
College of Engineering and Computer Science	16.3%
Library and Media Services	2.8%
Office of Academic Affairs	0.2%
School of Education	11.9%
School of Management	10.9%