

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

Flint College of Arts and Science

2006-07

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

Composition of the Faculty 2006-07

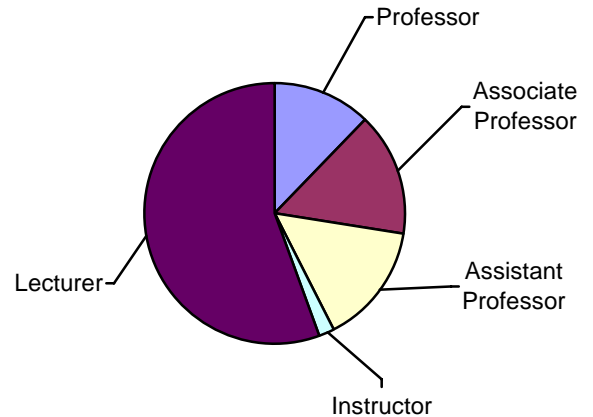
Total number of faculty all ranks: 254	Male	Female
	57%	43%

Gender by Rank

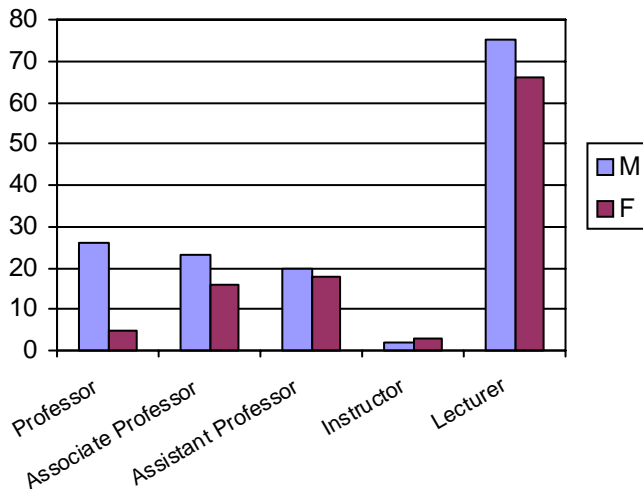
	Male	Female
Professor	84%	16%
Associate Professor	59%	41%
Assistant Professor	53%	47%
Instructor	40%	60%
Lecturer	53%	47%

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	12.2%	Instructor	2.0%
Associate Professor	15.4%	Lecturer	55.5%
Assistant Professor	15.0%		

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
Flint College of Arts and Science
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	26	\$73,973	\$73,813	\$63,188	\$88,502
	University Yr	Female	5	\$73,901	\$71,088	\$66,199	\$89,571
	University Yr	Total	31	\$73,962	\$73,087	\$63,188	\$89,571
Associate Professor							
	University Yr	Male	23	\$61,317	\$60,648	\$40,000	\$82,706
	University Yr	Female	16	\$60,753	\$59,348	\$50,860	\$85,115
	University Yr	Total	39	\$61,085	\$59,466	\$40,000	\$85,115
Assistant Professor							
	University Yr	Male	20	\$51,871	\$49,863	\$46,350	\$68,000
	University Yr	Female	18	\$50,494	\$49,971	\$46,350	\$64,715
	University Yr	Total	38	\$51,219	\$49,863	\$46,350	\$68,000
Instructor							
	University Yr	Male	2	\$53,660	\$53,660	\$45,320	\$62,000
	University Yr	Female	3	\$46,632	\$47,895	\$44,000	\$48,000
	University Yr	Total	5	\$49,443	\$47,895	\$44,000	\$62,000
LEO Lecturer I							
	University Yr	Male	39	\$27,736	\$25,133	\$23,500	\$48,000
	University Yr	Female	27	\$25,249	\$24,401	\$23,500	\$36,071
	University Yr	Total	66	\$26,719	\$24,401	\$23,500	\$48,000
LEO Lecturer II							
	University Yr	Male	21	\$29,915	\$26,353	\$26,353	\$69,120
	University Yr	Female	16	\$30,680	\$27,098	\$24,401	\$55,620
	University Yr	Total	37	\$30,246	\$26,353	\$24,401	\$69,120
LEO Lecturer III							
	University Yr	Male	7	\$43,144	\$44,290	\$33,875	\$54,590
	University Yr	Female	8	\$39,573	\$40,815	\$33,500	\$45,000
	University Yr	Total	15	\$41,240	\$41,524	\$33,500	\$54,590
LEO Lecturer IV							
	University Yr	Male	5	\$48,339	\$47,822	\$40,635	\$56,837
	University Yr	Female	13	\$46,492	\$44,339	\$39,537	\$62,660
	University Yr	Total	18	\$47,005	\$44,823	\$39,537	\$62,660
LEO Intermittent Lecturer							
	University Yr	Male	2	\$32,694	\$32,694	\$24,401	\$40,988
	University Yr	Female	1	\$24,000	\$24,000	\$24,000	\$24,000
	University Yr	Total	3	\$29,796	\$24,401	\$24,000	\$40,988
LEO Adjunct Lecturer							
	University Yr	Male	1	\$24,401	\$24,401	\$24,401	\$24,401
	University Yr	Female	1	\$24,401	\$24,401	\$24,401	\$24,401
	University Yr	Total	2	\$24,401	\$24,401	\$24,401	\$24,401
TOTAL			254	\$44,701	\$44,766	\$23,500	\$89,571