

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

Flint School of Education and Human Services 2006-07

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

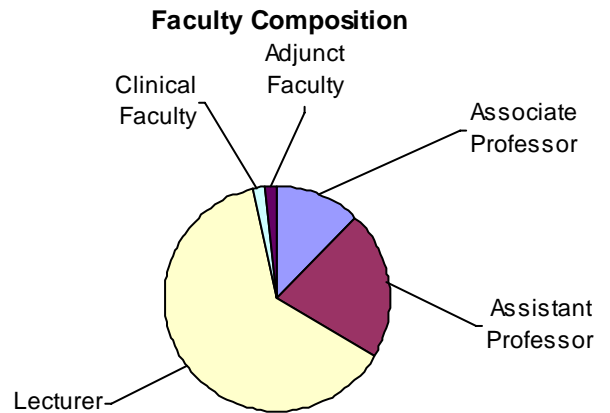
Composition of the Faculty 2006-07

Total number of faculty all ranks: 57	Male	Female
	35%	65%

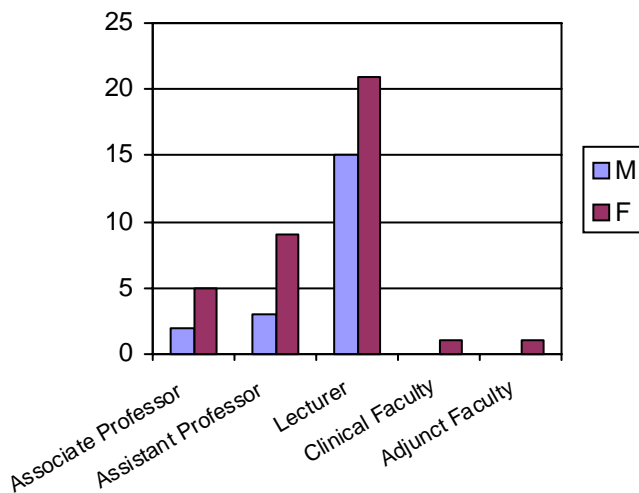
Gender by Rank

	Male	Female
Associate Professor	29%	71%
Assistant Professor	25%	75%
Lecturer	42%	58%
Clinical Faculty	0%	100%
Adjunct Faculty	0%	100%

**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

Associate Professor	12.3%	Lecturer	63.2%
Assistant Professor	21.0%	Clinical Faculty	1.8%
		Adjunct Faculty	1.8%

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 School of Education and Human Services
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Associate Professor							
	University Yr	Male	2	\$64,879	\$64,879	\$63,117	\$66,642
	University Yr	Female	5	\$55,445	\$55,209	\$53,934	\$56,609
	University Yr	Total	7	\$58,141	\$56,583	\$53,934	\$66,642
Assistant Professor							
	University Yr	Male	3	\$47,946	\$48,094	\$47,144	\$48,600
	University Yr	Female	9	\$48,197	\$48,801	\$45,500	\$50,400
	University Yr	Total	12	\$48,134	\$48,435	\$45,500	\$50,400
LEO Lecturer I							
	University Yr	Male	8	\$24,873	\$25,133	\$23,500	\$25,417
	University Yr	Female	13	\$26,099	\$24,401	\$23,500	\$48,801
	University Yr	Total	21	\$25,632	\$24,933	\$23,500	\$48,801
LEO Lecturer II							
	University Yr	Male	6	\$25,156	\$25,133	\$25,133	\$25,275
	University Yr	Female	7	\$28,228	\$25,133	\$25,133	\$40,000
	University Yr	Total	13	\$26,810	\$25,133	\$25,133	\$40,000
LEO Lecturer III							
	University Yr	Male	1	\$29,870	\$29,870	\$29,870	\$29,870
	University Yr	Total	1	\$29,870	\$29,870	\$29,870	\$29,870
LEO Intermittent Lecturer							
	University Yr	Female	1	\$25,472	\$25,472	\$25,472	\$25,472
	University Yr	Total	1	\$25,472	\$25,472	\$25,472	\$25,472
Clinical Instructor							
	Fiscal Yr	Female	1	\$53,544	\$53,544	\$53,544	\$53,544
	Fiscal Yr	Total	1	\$53,544	\$53,544	\$53,544	\$53,544
Adjunct Lecturer							
	University Yr	Female	1	\$23,690	\$23,690	\$23,690	\$23,690
	University Yr	Total	1	\$23,690	\$23,690	\$23,690	\$23,690
TOTAL			57	\$35,157	\$25,133	\$23,500	\$66,642