

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

Flint Campus

2006-07

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

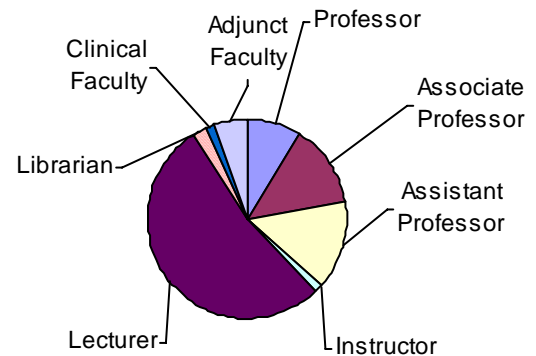
Composition of the Faculty 2006-07

Total number of faculty all ranks: 439	Male	Female
	48%	52%

Gender by Rank

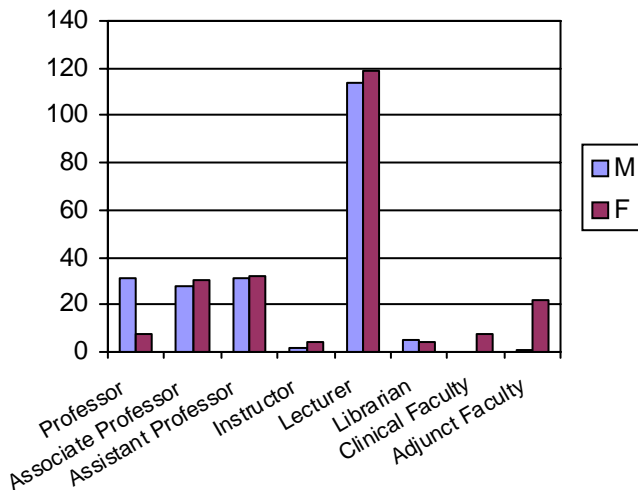
	Male	Female
Professor	79%	21%
Associate Professor	48%	52%
Assistant Professor	49%	51%
Instructor	33%	67%
Lecturer	49%	51%
Librarian	56%	44%
Clinical Faculty	0%	100%
Adjunct Faculty	4%	96%

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	8.9%	Lecturer	53.1%
Associate Professor	13.2%	Librarian	2.1%
Assistant Professor	14.4%	Clinical Faculty	1.8%
Instructor	1.4%	Adjunct Faculty	5.2%

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.

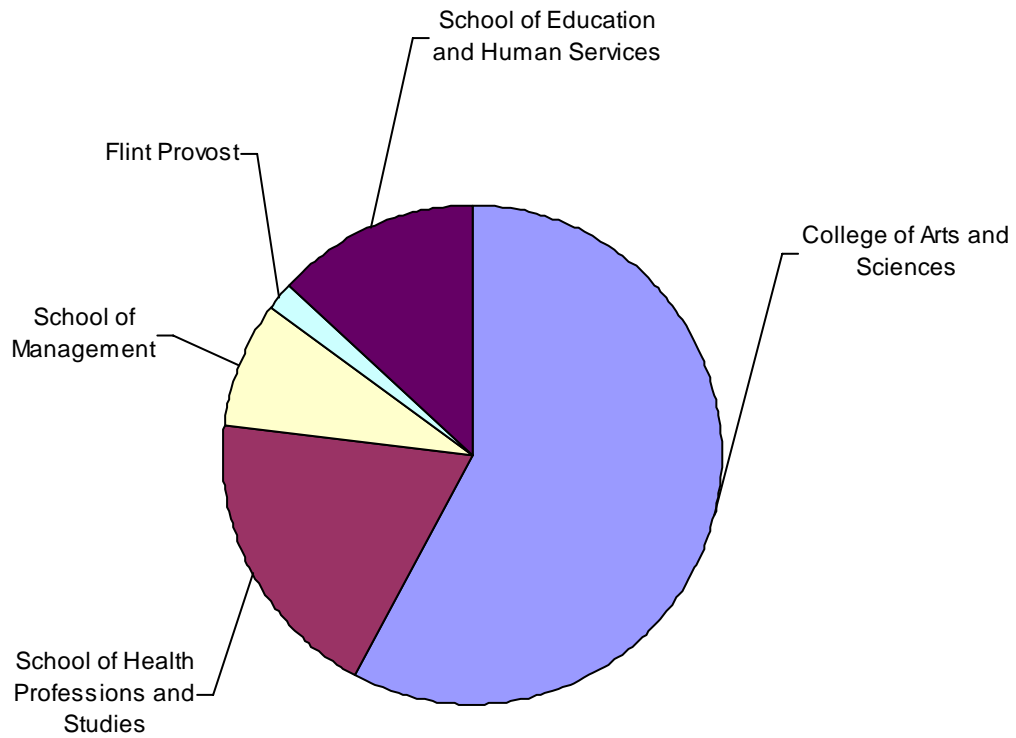
**University of Michigan
Flint Campus
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	31	\$79,769	\$75,018	\$63,188	\$117,845
	University Yr	Female	5	\$73,901	\$71,088	\$66,199	\$89,571
	University Yr	Total	36	\$78,954	\$74,288	\$63,188	\$117,845
Professor	Fiscal Yr	Female	3	\$96,121	\$97,735	\$84,350	\$106,279
	Fiscal Yr	Total	3	\$96,121	\$97,735	\$84,350	\$106,279
Associate Professor	University Yr	Male	28	\$65,111	\$61,721	\$40,000	\$101,260
	University Yr	Female	28	\$63,747	\$59,565	\$50,860	\$92,524
	University Yr	Total	56	\$64,429	\$60,611	\$40,000	\$101,260
Associate Professor	Fiscal Yr	Female	2	\$85,619	\$85,619	\$78,924	\$92,314
	Fiscal Yr	Total	2	\$85,619	\$85,619	\$78,924	\$92,314
Assistant Professor	University Yr	Male	31	\$59,974	\$50,000	\$46,350	\$96,485
	University Yr	Female	31	\$51,274	\$49,717	\$45,500	\$72,000
	University Yr	Total	62	\$55,624	\$49,909	\$45,500	\$96,485
Assistant Professor	Fiscal Yr	Female	1	\$75,303	\$75,303	\$75,303	\$75,303
	Fiscal Yr	Total	1	\$75,303	\$75,303	\$75,303	\$75,303
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
Instructor	Fiscal Yr	Female	1	\$65,776	\$65,776	\$65,776	\$65,776
	Fiscal Yr	Total	1	\$65,776	\$65,776	\$65,776	\$65,776
LEO Lecturer I	University Yr	Male	59	\$29,202	\$25,133	\$15,452	\$80,000
	University Yr	Female	58	\$27,882	\$25,087	\$23,500	\$48,801
	University Yr	Total	117	\$28,548	\$25,133	\$15,452	\$80,000
LEO Lecturer II	University Yr	Male	37	\$31,165	\$26,353	\$25,133	\$69,120
	University Yr	Female	25	\$30,690	\$26,698	\$24,401	\$55,620
	University Yr	Total	62	\$30,973	\$26,395	\$24,401	\$69,120
LEO Lecturer III	University Yr	Male	8	\$41,485	\$42,907	\$29,870	\$54,590
	University Yr	Female	9	\$40,481	\$41,200	\$33,500	\$47,741
	University Yr	Total	17	\$40,953	\$41,524	\$29,870	\$54,590
LEO Lecturer IV	University Yr	Male	5	\$48,339	\$47,822	\$40,635	\$56,837
	University Yr	Female	16	\$47,556	\$47,061	\$39,537	\$62,660
	University Yr	Total	21	\$47,742	\$47,822	\$39,537	\$62,660

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

			#	Mean	Median	Minimum	Maximum
LEO Lecturer IV							
	Fiscal Yr	Male	1	\$67,959	\$67,959	\$67,959	\$67,959
	Fiscal Yr	Female	2	\$62,105	\$62,105	\$61,559	\$62,651
	Fiscal Yr	Total	3	\$64,056	\$62,651	\$61,559	\$67,959
LEO Intermittent Lecturer							
	University Yr	Male	2	\$32,694	\$32,694	\$24,401	\$40,988
	University Yr	Female	4	\$25,651	\$25,302	\$24,000	\$28,000
	University Yr	Total	6	\$27,999	\$25,302	\$24,000	\$40,988
LEO Adjunct Lecturer							
	University Yr	Male	2	\$25,462	\$25,462	\$24,401	\$26,523
	University Yr	Female	5	\$28,259	\$26,523	\$24,401	\$32,000
	University Yr	Total	7	\$27,460	\$26,523	\$24,401	\$32,000
Head Regional Campus Library							
	Fiscal Yr	Male	1	\$93,659	\$93,659	\$93,659	\$93,659
	Fiscal Yr	Total	1	\$93,659	\$93,659	\$93,659	\$93,659
Senior Associate Librarian							
	Fiscal Yr	Male	2	\$51,592	\$51,592	\$46,321	\$56,862
	Fiscal Yr	Female	1	\$46,994	\$46,994	\$46,994	\$46,994
	Fiscal Yr	Total	3	\$50,059	\$46,994	\$46,321	\$56,862
Associate Librarian							
	Fiscal Yr	Male	2	\$38,908	\$38,908	\$37,976	\$39,841
	Fiscal Yr	Female	2	\$44,398	\$44,398	\$43,784	\$45,012
	Fiscal Yr	Total	4	\$41,653	\$41,812	\$37,976	\$45,012
Assistant Librarian							
	Fiscal Yr	Female	1	\$38,464	\$38,464	\$38,464	\$38,464
	Fiscal Yr	Total	1	\$38,464	\$38,464	\$38,464	\$38,464
Clinical Associate Professor							
	Fiscal Yr	Female	1	\$73,798	\$73,798	\$73,798	\$73,798
	Fiscal Yr	Total	1	\$73,798	\$73,798	\$73,798	\$73,798
Clinical Assistant Professor							
	University Yr	Female	3	\$55,745	\$56,161	\$54,075	\$57,000
	University Yr	Total	3	\$55,745	\$56,161	\$54,075	\$57,000
Clinical Assistant Professor							
	Fiscal Yr	Female	3	\$106,842	\$70,132	\$70,059	\$180,334
	Fiscal Yr	Total	3	\$106,842	\$70,132	\$70,059	\$180,334
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
Adjunct Clinical Lecturer							
	University Yr	Male	1	\$52,533	\$52,533	\$52,533	\$52,533
	University Yr	Female	21	\$49,231	\$51,872	\$26,274	\$62,020
	University Yr	Total	22	\$49,382	\$52,193	\$26,274	\$62,020
TOTAL			439	\$46,544	\$45,028	\$15,452	\$180,334

Flint Faculty by Academic Unit 2006-07



College of Arts and Sciences	57.9%
School of Health Professions and Studies	19.1%
School of Management	8.0%
Flint Provost	2.0%
School of Education and Human Services	13.0%