

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

## Flint School of Health Professions and Studies

**2006-07**

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

### Composition of the Faculty 2006-07

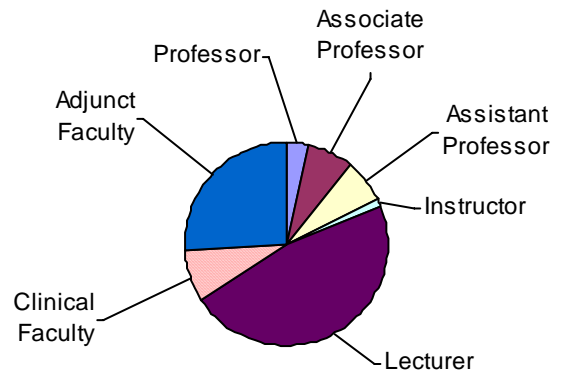
Total number of faculty all ranks:	Male	Female
84	15%	85%

### Gender by Rank

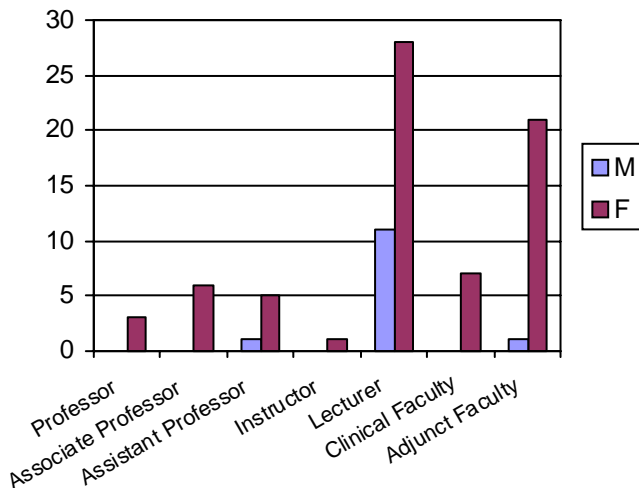
	Male	Female
Professor	0%	100%
Associate Professor	0%	100%
Assistant Professor	17%	83%
Instructor	0%	100%
Lecturer	28%	72%
Clinical Faculty	0%	100%
Adjunct Faculty	5%	95%

**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	3.6%	Lecturer	46.4%
Associate Professor	7.1%	Clinical Faculty	8.3%
Assistant Professor	7.1%	Adjunct Faculty	26.2%
Instructor	1.2%		

### 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 School of Health Professions and Studies  
Published Salary Rates 2006-07 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	Fiscal Yr	Female	3	\$96,121	\$97,735	\$84,350	\$106,279
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$96,121</b>	<b>\$97,735</b>	<b>\$84,350</b>	<b>\$106,279</b>
Associate Professor							
	University Yr	Female	4	\$65,152	\$63,558	\$59,664	\$73,828
	<b>University Yr</b>	<b>Total</b>	<b>4</b>	<b>\$65,152</b>	<b>\$63,558</b>	<b>\$59,664</b>	<b>\$73,828</b>
Associate Professor							
	Fiscal Yr	Female	2	\$85,619	\$85,619	\$78,924	\$92,314
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$85,619</b>	<b>\$85,619</b>	<b>\$78,924</b>	<b>\$92,314</b>
Assistant Professor							
	University Yr	Male	1	\$50,000	\$50,000	\$50,000	\$50,000
	University Yr	Female	4	\$61,712	\$62,425	\$50,000	\$72,000
	<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$59,370</b>	<b>\$61,800</b>	<b>\$50,000</b>	<b>\$72,000</b>
Assistant Professor							
	Fiscal Yr	Female	1	\$75,303	\$75,303	\$75,303	\$75,303
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$75,303</b>	<b>\$75,303</b>	<b>\$75,303</b>	<b>\$75,303</b>
Instructor							
	Fiscal Yr	Female	1	\$65,776	\$65,776	\$65,776	\$65,776
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$65,776</b>	<b>\$65,776</b>	<b>\$65,776</b>	<b>\$65,776</b>
LEO Lecturer I							
	University Yr	Male	2	\$24,550	\$24,550	\$23,500	\$25,600
	University Yr	Female	16	\$32,639	\$31,364	\$23,500	\$48,005
	<b>University Yr</b>	<b>Total</b>	<b>18</b>	<b>\$31,740</b>	<b>\$30,900</b>	<b>\$23,500</b>	<b>\$48,005</b>
LEO Lecturer II							
	University Yr	Male	7	\$36,289	\$35,790	\$26,841	\$47,988
	University Yr	Female	1	\$39,143	\$39,143	\$39,143	\$39,143
	<b>University Yr</b>	<b>Total</b>	<b>8</b>	<b>\$36,646</b>	<b>\$36,145</b>	<b>\$26,841</b>	<b>\$47,988</b>
LEO Lecturer III							
	University Yr	Female	1	\$47,741	\$47,741	\$47,741	\$47,741
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$47,741</b>	<b>\$47,741</b>	<b>\$47,741</b>	<b>\$47,741</b>
LEO Lecturer IV							
	University Yr	Female	3	\$52,166	\$51,446	\$51,130	\$53,924
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$52,166</b>	<b>\$51,446</b>	<b>\$51,130</b>	<b>\$53,924</b>
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
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$64,056</b>	<b>\$62,651</b>	<b>\$61,559</b>	<b>\$67,959</b>
LEO Intermittent Lecturer							
	University Yr	Female	2	\$26,566	\$26,566	\$25,133	\$28,000
	<b>University Yr</b>	<b>Total</b>	<b>2</b>	<b>\$26,566</b>	<b>\$26,566</b>	<b>\$25,133</b>	<b>\$28,000</b>
LEO Adjunct Lecturer							
	University Yr	Male	1	\$26,523	\$26,523	\$26,523	\$26,523
	University Yr	Female	3	\$28,298	\$26,523	\$26,523	\$31,848
	<b>University Yr</b>	<b>Total</b>	<b>4</b>	<b>\$27,854</b>	<b>\$26,523</b>	<b>\$26,523</b>	<b>\$31,848</b>

**University of Michigan  
Flint School of Health Professions and Studies  
Published Salary Rates 2006-07 by Rank  
(con't)**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Clinical Associate Professor							
	Fiscal Yr	Female	1	\$73,798	\$73,798	\$73,798	\$73,798
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$73,798</b>	<b>\$73,798</b>	<b>\$73,798</b>	<b>\$73,798</b>
Clinical Assistant Professor							
	University Yr	Female	3	\$55,745	\$56,161	\$54,075	\$57,000
	<b>University Yr</b>	<b>Total</b>	<b>3</b>	<b>\$55,745</b>	<b>\$56,161</b>	<b>\$54,075</b>	<b>\$57,000</b>
Clinical Assistant Professor							
	Fiscal Yr	Female	3	\$106,842	\$70,132	\$70,059	\$180,334
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$106,842</b>	<b>\$70,132</b>	<b>\$70,059</b>	<b>\$180,334</b>
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
	<b>University Yr</b>	<b>Total</b>	<b>22</b>	<b>\$49,382</b>	<b>\$52,193</b>	<b>\$26,274</b>	<b>\$62,020</b>
<b>TOTAL</b>			<b>84</b>	<b>\$50,375</b>	<b>\$50,000</b>	<b>\$23,500</b>	<b>\$180,334</b>