

THE UNIVERSITY OF MICHIGAN-DEARBORN

Committee on the Economic Status of the Faculty

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ANNUAL REPORT TO THE REGENTS

REPORT ON FACULTY SALARY

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CASL
Education
Engineering
Management

REPORT ON FACULTY SALARY

This report of the Committee on the Economic Status of the Faculty (CESF) focuses on two related issues: market equity and salary compression. The committee bases comparisons on the *National Faculty Salary Survey: Multi-Discipline Report 2005-2006* produced by the College and University Professional Association for Human Resources (CUPA). Under separate cover, the SACUA/Faculty Senate Office on the Ann Arbor campus provides summary salary data by rank and gender for each academic unit.

Our key conclusion is that salary compression experienced by UM-Dearborn faculty is significantly worse than at comparable universities. Further, we estimate redressing this inequity will cost about \$928,000 immediately plus a continuing commitment to preserve equity in the future. An alternative equity strategy--raising all salaries of faculty in disciplines currently paid below the comparison universities--will cost about \$1.4 million.

These equity issues are summarized in four graphs. The graphs are printed in Appendix A. The first graph is "Full Professor Salaries." Each point on the graph represents the mean salary of faculty of a given rank (in this graph full professors) in a given CUPA discipline category. CUPA discipline categories roughly correspond to UM-Dearborn disciplines, or in some cases departments. For more detail about the data used in the graphs, refer to the "CUPA Data" section below.

Each point on the graph corresponds on the vertical axis to the dollar difference between UM-Dearborn and CUPA comparison schools average salaries for a discipline category and faculty rank. Discipline categories are arranged in ascending order. The horizontal axis represents the percentile ranking of discipline categories. Thus the "50" on the horizontal axis is the fiftieth percentile or median of the ranked discipline categories.

To illustrate: the first (lowest) point on the "Full Professor Salaries" graph is the CUPA discipline category Economics. The graph shows that the average salary for full professors of Economics at UM-Dearborn is more than \$37,000 below the average salary for professors of Economics in schools of Arts, Sciences, and Letters at the CUPA comparison universities. The fiftieth percentile or median discipline categories for full professors are Physics and Sociology. The average salaries of full professors in these two faculties are about \$10,500 below faculties in the same CUPA discipline categories. To find a particular discipline, go to the "Graph Data Ranked" section of the printed report.

Referring to the "All Ranks Graph" (fourth graph), the issue of salary compression at UM-Dearborn becomes evident. This graph shows professors, associate professors, and assistant professors. The median discipline category salary for assistant professors (Anthropology and Sociology) is about \$1,100 below the CUPA comparison

salaries. The median discipline category salary for associate professors (Communication & Media Studies and German) is about \$3,700 below the CUPA equivalent. As mentioned, the median discipline category salary of full professors (Physics and Sociology) is \$10,500 below the CUPA equivalent.

We would not expect UM-Dearborn average salaries to equal CUPA average salaries in every discipline category. We would, however, expect median UM-Dearborn salaries to be close to their CUPA equivalents. This is nearly true at the assistant professor level. Not surprisingly, UM-Dearborn tends to hire new assistant professors whose overall average salaries are roughly comparable to market averages, albeit with significant variation across disciplines. We are all aware of the national trend toward salary compression at higher ranks. Disturbingly, the graphs show that salary compression at UM-Dearborn is significantly worse than salary compression in the CUPA comparison schools. Associate and full professors at UM-Dearborn receive salaries well below associate and full professors at other universities.

Recommendations

Without referring to salaries of individual faculty and acknowledging significant variation between disciplines, the Committee recommends as a first step raising the entire distribution of associate professors and of full professors so that their position relative to comparison universities is the same as that of assistant professors.

To raise the distribution of Associate Professors up to be similar to Assistant Professors would require about \$2700 per associate or about \$270,000 total for the roughly one hundred Associate Professors. To do the same for the Professors would require about \$9400 per Professor for the roughly seventy Professors or about \$658,000 total. Thus, a first pass estimate of the cost of redressing the faculty salary equity problem at UM-Dearborn is about \$928,000. The CUPA data omits librarians and curators. However, appropriate allowances should also be made for these faculty members. The Committee recommends this expenditure immediately. Further, the Committee urges a continued vigilance concerning salary equity across faculty ranks.

The UM-Dearborn Faculty Senate also asked the CESF to estimate the cost of raising the salaries only of those faculty “on the left tail” of the distributions, that is, faculty who are paid at a rate below the CUPA comparison rates. This calculation is shown on the right two columns of the “Graph Data Ranked” table. Items in the first of the two columns calculate the difference between UM-Dearborn and CUPA average salaries and multiply the result by the number of faculty in the discipline category. The total estimated cost is shown at the top of the last column: \$1,416,291. Note that this number does not include UM-Dearborn faculty omitted from the CUPA tables because of insufficient comparable data. Importantly, librarians and curators are omitted from this estimate as well.

The CESF acknowledges differences in opinion about which of the two strategies above is more appropriate. These differences center on the relative importance of merit and historic vagaries of the market in determining salary patterns over time. The CUPA data do not provide sufficient information to resolve this issue. We trust that individual units have sufficient information and can distribute funds equitably.

Medicare Part B Reimbursement

Along with the CESF in Ann Arbor, the UM-D CESF strongly opposes the proposal to discontinue the Medicare Part B reimbursement program for retired employees. We see this as an unacceptable and unexpected change in the University's longstanding compensation package.

Acknowledgements

The committee thanks Judy Kennard, Financial Analyst for providing CUPA data, and Jane Leu from SACUA for providing summary faculty salary data by gender.

CUPA Data

Data used in the graphs come from the *National Faculty Salary Survey: Multi-Discipline Report 2005-2006* produced by the College and University Professional Association for Human Resources (CUPA)

The CUPA survey has the important advantage of providing salary information by rank and by discipline category. CUPA discipline categories are usually, but not always the same as the disciplines or departments within colleges here at UM-Dearborn. For example, CUPA discipline categories are unrelated to School of Engineering administrative disciplines and CUPA discipline categories are similar but not identical to School of Management administrative departments.

Some faculty are not represented in the graphs because insufficient CUPA comparison data are available for their discipline category. CUPA does not provide comparison data for librarians and curators. In addition, the Chemistry and the Teacher Ed & Prof Dev, Subjects discipline categories are omitted for full professors because the single UM-D full professor in each of those discipline categories has a full-time administrative appointment.

Not all universities in Michigan (or in the region) participate in the CUPA survey, so the choice of comparable institutions is constrained. In addition, not all Michigan universities (or other potential comparable universities) who participate in the CUPA survey have schools of Engineering, Management, and Education. UM-Ann Arbor did not participate last year but did participate this year. That, and at least one other

difference in the CUPA list of comparable universities mean results from this year's and last year's CESF reports are not strictly comparable although the pattern of salary compression remains the same.

The CESF acknowledges that the decision to include UM-Ann Arbor in the list of CUPA comparison schools is controversial. Certainly UM-Ann Arbor salaries are higher than UM-Dearborn salaries on average, although the difference is much less significant at the assistant professor level than at the associate and full professor levels. On the other hand, UM-Dearborn is part of The University of Michigan system and UM-Ann Arbor incorporates UM-Dearborn in statistical reports when doing so is advantageous. Further, the list of comparable universities includes some we would regard as inferior in terms of ability to recruit faculty. The committee weighted the latter arguments more heavily than the former in deciding to include UM-Ann Arbor as one of the comparison universities.

Appendix A: CUPA Data and Graphs

Full Professor Salaries Graph

Associate Professor Salaries Graph

Assistant Professor Salaries Graph

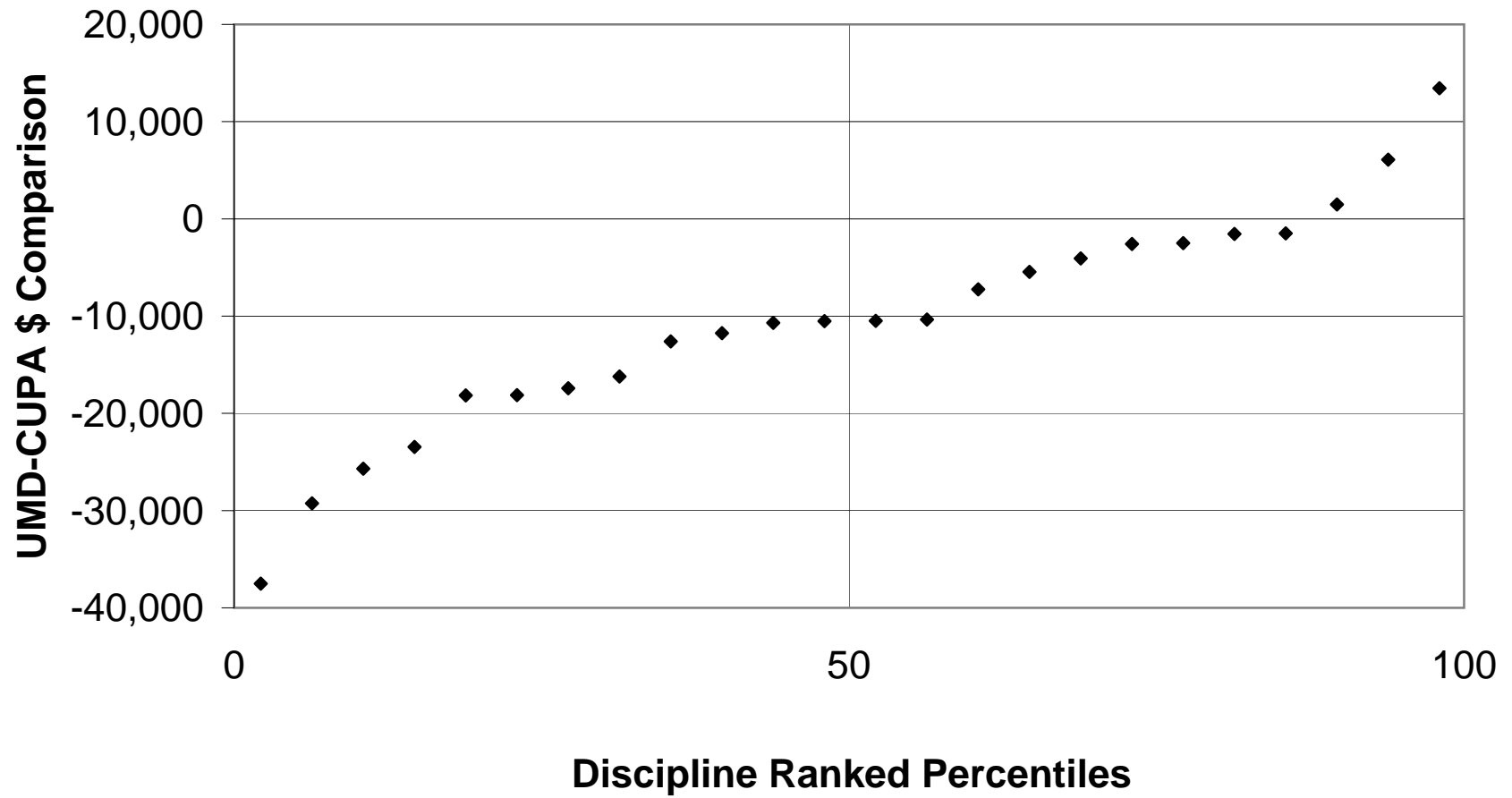
Faculty Salaries All Ranks Graph

Graph Data Ranked

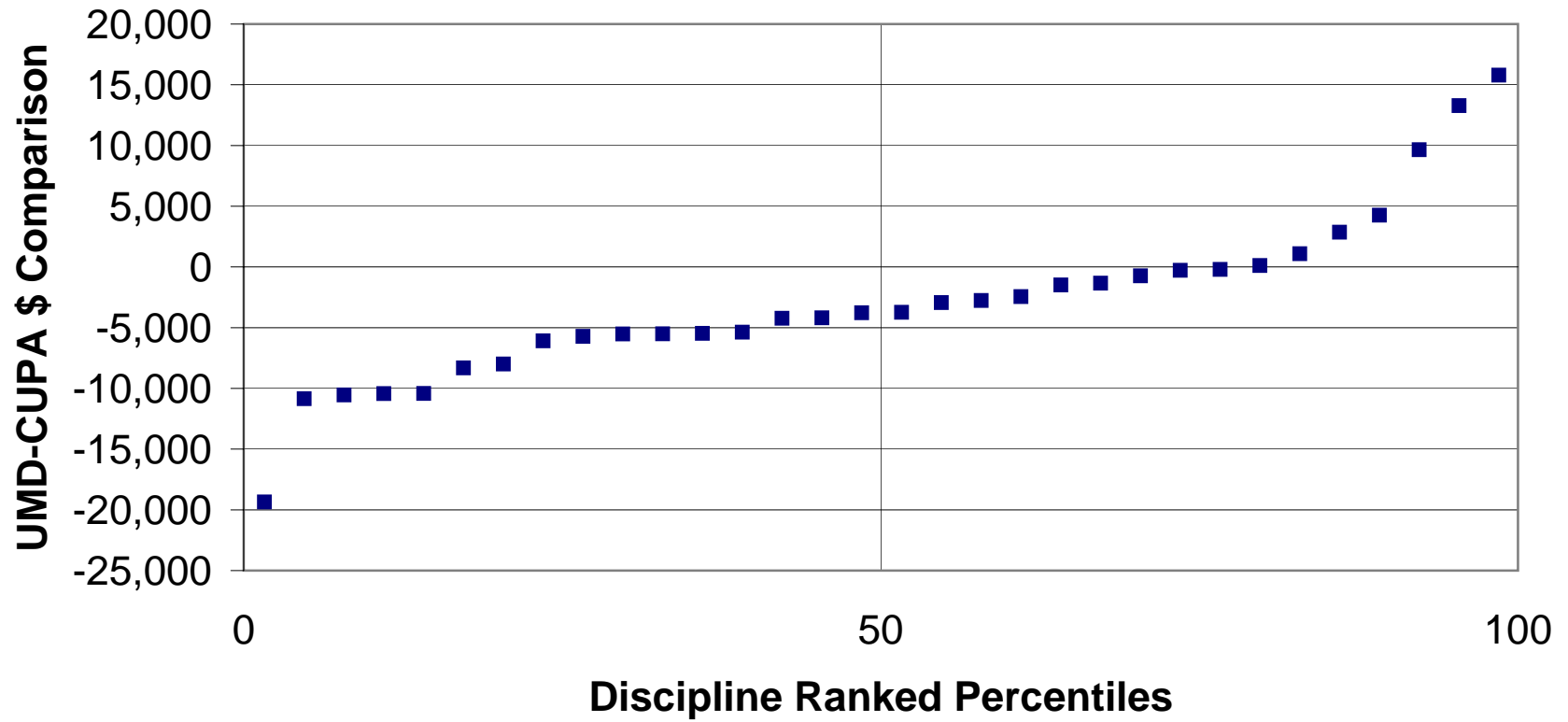
Graph Data Unranked

Original CUPA Data (Including CUPA Comparison Universities)

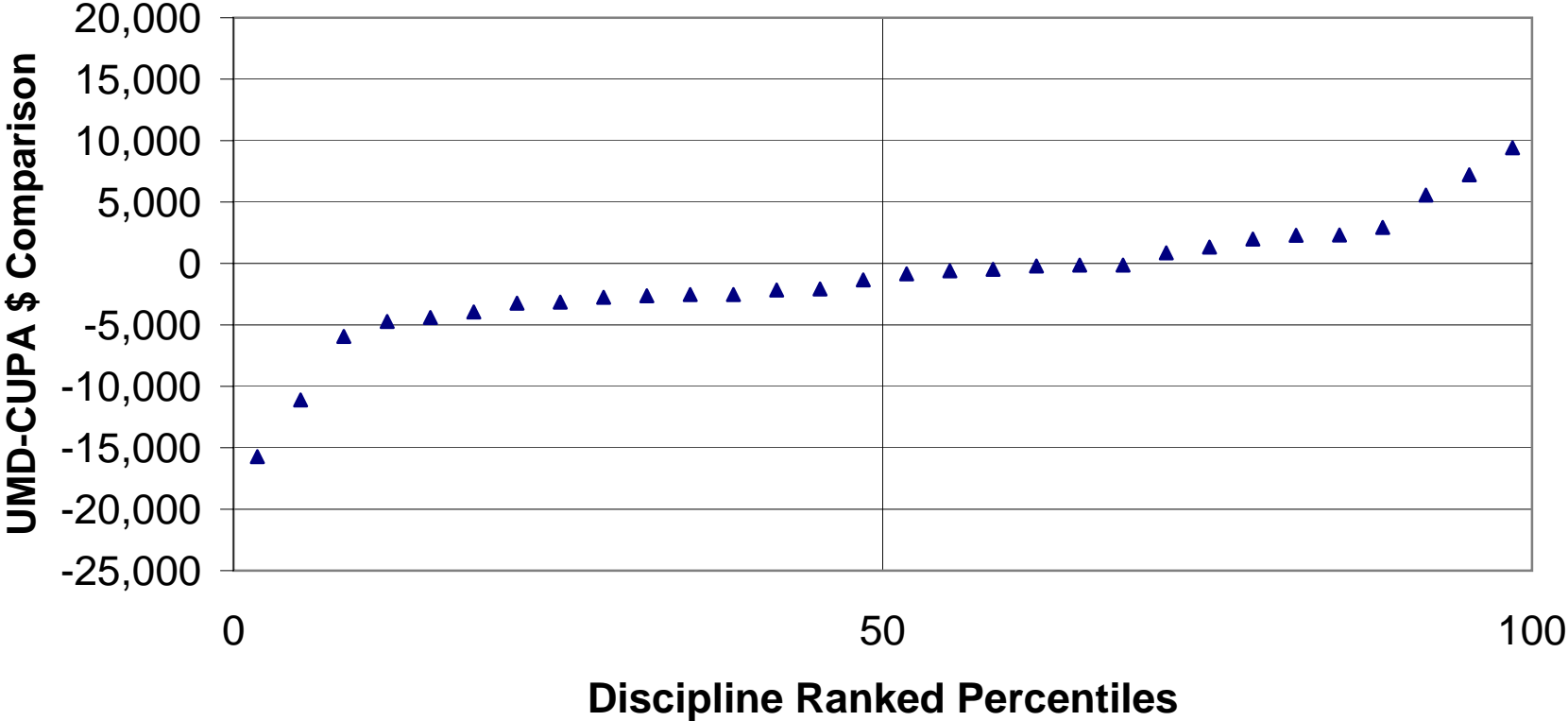
Full Professor Salaries



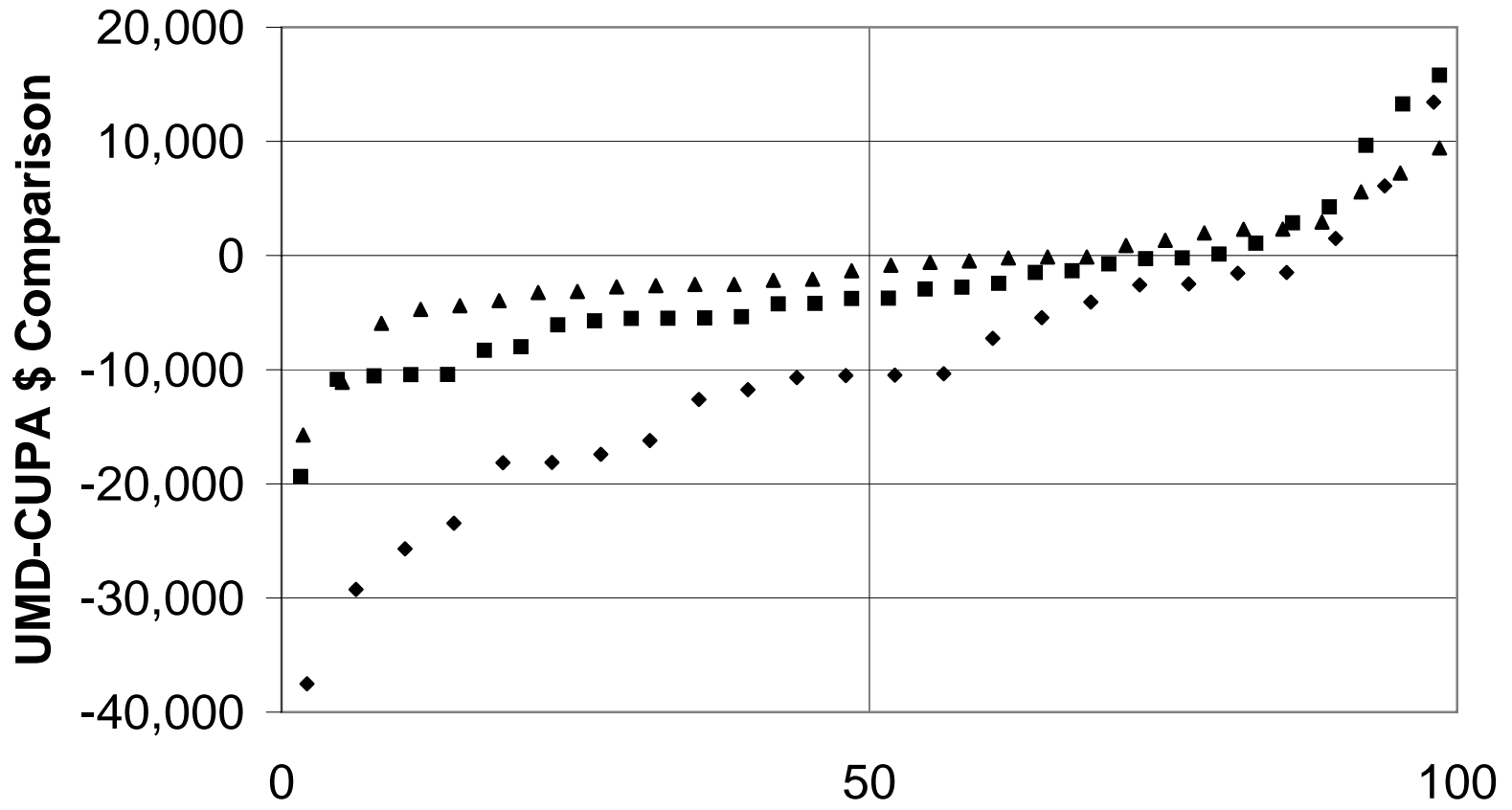
Associate Professor Salaries



Assistant Professor Salaries



Faculty Salaries All Ranks



Discipline Ranked Percentiles

◆ Full ■ Associate ▲ Assistant

Median Full Prof
-\$10,501

Median Associate
-\$3,752

Median Assistant
-\$1,095

GRAPH DATA RANKED

Code/Title	Rank	NP	UMD % CUPA	UMD-CUPA	UMD Average	CUPA Average	Dollar Sort Order	Percentile Sort	Cost to Raise Tail	Total Cost to Raise Tail
45.06 Economics	Assistant Professor	2	77.6	-15,728	54,491	70,219	1	2	31,456	1,416,291
[52.] BUSINESS 52.02 Admin, Mgt & Operations	Assistant Professor	1	89.3	-11,109	92,622	103,731	2	5	11,109	
40.08 Physics	Assistant Professor	1	89.5	-5,944	50,875	56,819	3	9	5,944	
[13.] EDUCATION 13.04 Ed Administration & Supervision	Assistant Professor	1	91.4	-4,716	50,000	54,716	4	12	4,716	
[52.] BUSINESS 52.08 Finance & Financial Mgt Svcs	Assistant Professor	4	95.3	-4,401	90,077	94,478	5	15	17,604	
[14.] ENGINEERING 14.19 Mechanical	Assistant Professor	6	94.4	-3,948	66,565	70,513	6	19	23,688	
27.01 Mathematics	Assistant Professor	2	93.8	-3,238	49,352	52,590	7	22	6,476	
40.05 Chemistry	Assistant Professor	3	94.2	-3,145	51,856	55,001	8	25	9,435	
45.10 Political Science & Government	Assistant Professor	4	94.7	-2,749	48,688	51,437	9	29	10,996	
09.01 Communication & Media Studies	Assistant Professor	1	94.7	-2,635	46,846	49,481	10	32	2,635	
[13.] EDUCATION 13.13 Teacher Ed & Prof Dev, Subjects	Assistant Professor	6	95.2	-2,532	50,637	53,169	11	35	15,192	
[13.] EDUCATION 13.03 Curriculum & Instruction	Assistant Professor	1	95.2	-2,528	50,647	53,175	12	39	2,528	
[16.] FOREIGN LANGUAGES 16.09 Romance Languages, Literatures, and	Assistant Professor	2	95.6	-2,166	47,245	49,411	13	42	4,332	
[42.] PSYCHOLOGY	Assistant Professor	4	96.1	-2,081	51,470	53,551	14	45	8,324	
45.02 Anthropology	Assistant Professor	2	97.4	-1,341	50,500	51,841	15	49	2,682	
45.11 Sociology	Assistant Professor	3	98.3	-849	50,397	51,246	16	52	2,547	
[13.] EDUCATION 13.12 Teacher Ed & Prof Dev, Levels & Methods	Assistant Professor	1	98.8	-601	50,000	50,601	17	55	601	
40.06 Geological & Earth Sci/Geosciences	Assistant Professor	1	99.1	-480	54,500	54,980	18	59	480	
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	Assistant Professor	2	99.6	-210	47,327	47,537	19	62	420	
[13.] EDUCATION 13.10 Special Ed & Teaching	Assistant Professor	2	99.7	-133	50,597	50,730	20	65	266	
[14.] ENGINEERING 14.35 Industrial	Assistant Professor	3	99.8	-126	73,556	73,682	21	69	378	
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	Assistant Professor	3	101.7	871	52,450	51,579	22	72		
[16.] FOREIGN LANGUAGES 16.01 Linguistic, Comp & Rel Studies & Svcs	Assistant Professor	1	102.8	1,337	49,000	47,663	23	75		
54.01 History	Assistant Professor	2	104.1	1,983	49,780	47,797	24	79		
50.07 Fine & Studio Art	Assistant Professor	2	104.8	2,298	49,850	47,552	25	82		
[14.] ENGINEERING 14.10 Electrical, Electronics & Communications	Assistant Professor	3	103.3	2,315	72,437	70,122	26	85		
[52.] BUSINESS 52.14 Marketing	Assistant Professor	2	103.5	2,933	86,138	83,205	27	89		
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES	Assistant Professor	6	107.5	5,572	79,616	74,044	28	92		
[52.] BUSINESS 52.12 Mgt Information Sys & Svcs	Assistant Professor	4	108.2	7,220	95,532	88,312	29	95		
[52.] BUSINESS 52.03 Accounting & Related Svcs	Assistant Professor	1	110.4	9,423	100,000	90,577	30	99		
[52.] BUSINESS 52.02 Admin, Mgt & Operations	Associate Professor	3	80.4	-19,356	79,489	98,845	1	2	58,068	
45.06 Economics	Associate Professor	2	85.7	-10,850	65,514	76,364	2	5	21,700	
[13.] EDUCATION 13.01 General	Associate Professor	1	83.7	-10,538	54,292	64,830	3	8	10,538	
45.10 Political Science & Government	Associate Professor	1	83.4	-10,435	52,253	62,688	4	11	10,435	
45.02 Anthropology	Associate Professor	1	84.3	-10,420	55,747	66,167	5	14	10,420	
[13.] EDUCATION 13.13 Teacher Ed & Prof Dev, Subjects	Associate Professor	2	87.8	-8,309	59,561	67,870	6	17	16,618	
[16.] FOREIGN LANGUAGES 16.09 Romance Languages, Literatures, and	Associate Professor	2	86.9	-7,996	53,332	61,328	7	20	15,992	
[14.] ENGINEERING 14.35 Industrial	Associate Professor	4	92.7	-6,081	77,322	83,403	8	24	24,324	
[13.] EDUCATION 13.04 Ed Administration & Supervision	Associate Professor	3	91.4	-5,721	60,971	66,692	9	27	17,163	
38.01 Philosophy	Associate Professor	2	91.0	-5,516	55,799	61,315	10	30	11,032	
50.09 Music	Associate Professor	1	90.9	-5,504	54,961	60,465	11	33	5,504	
[42.] PSYCHOLOGY	Associate Professor	6	91.5	-5,470	59,113	64,583	12	36	32,820	
54.01 History	Associate Professor	4	91.0	-5,369	54,583	59,952	13	39	21,476	

Code/Title	Rank	NP	UMD % CUPA	UMD-CUPA	UMD Average	CUPA Average	Dollar Sort Order	Percentile Sort	Cost to Raise Tail	Total Cost to Raise Tail
[14.] ENGINEERING 14.19 Mechanical	Associate Professor	5	94.7	-4,231	76,128	80,359	14	42	21,155	
[13.] EDUCATION 13.12 Teacher Ed & Prof Dev, Levels & Methods	Associate Professor	1	92.9	-4,196	54,561	58,757	15	45	4,196	
09.01 Communication & Media Studies	Associate Professor	4	93.5	-3,768	53,780	57,548	16	49	15,072	
[16.] FOREIGN LANGUAGES 16.05 Germanic	Associate Professor	1	94.5	-3,735	64,034	67,769	17	52	3,735	
[16.] FOREIGN LANGUAGES 16.01 Linguistic, Comp & Rel Studies & Svcs	Associate Professor	1	94.8	-2,941	54,100	57,041	18	55	2,941	
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES	Associate Professor	6	96.5	-2,768	76,915	79,683	19	58	16,608	
40.08 Physics	Associate Professor	1	96.2	-2,441	62,094	64,535	20	61	2,441	
40.05 Chemistry	Associate Professor	4	97.6	-1,480	60,531	62,011	21	64	5,920	
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	Associate Professor	4	97.7	-1,336	57,082	58,418	22	67	5,344	
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	Associate Professor	5	98.8	-731	60,252	60,983	23	70	3,655	
[13.] EDUCATION 13.10 Special Ed & Teaching	Associate Professor	2	99.5	-284	59,768	60,052	24	74	568	
[14.] ENGINEERING 14.10 Electrical, Electronics & Communications	Associate Professor	7	99.7	-206	80,490	80,696	25	77	1,442	
27.01 Mathematics	Associate Professor	5	100.2	119	61,343	61,224	26	80		
50.07 Fine & Studio Art	Associate Professor	1	101.9	1,084	58,139	57,055	27	83		
[52.] BUSINESS 52.08 Finance & Financial Mgt Svcs	Associate Professor	2	103.0	2,862	99,545	96,683	28	86		
[52.] BUSINESS 52.14 Marketing	Associate Professor	2	104.9	4,257	91,325	87,068	29	89		
[52.] BUSINESS 52.03 Accounting & Related Svcs	Associate Professor	1	110.4	9,652	102,666	93,014	30	92		
45.11 Sociology	Associate Professor	3	120.4	13,276	78,473	65,197	31	95		
[52.] BUSINESS 52.12 Mgt Information Sys & Svcs	Associate Professor	1	117.1	15,793	108,192	92,399	32	99		
[13.] EDUCATION 13.04 Ed Administration & Supervision	New Assistant Professor	1	92.1	-4,231	50,000	54,231				
[42.] PSYCHOLOGY	New Assistant Professor	1	93.0	-3,779	50,000	53,779				
40.05 Chemistry	New Assistant Professor	1	94.4	-3,001	51,000	54,001				
45.10 Political Science & Government	New Assistant Professor	1	98.4	-835	50,000	50,835				
45.11 Sociology	New Assistant Professor	2	100.0	-21	50,500	50,521				
[13.] EDUCATION 13.12 Teacher Ed & Prof Dev, Levels & Methods	New Assistant Professor	1	100.0	1	50,000	49,999				
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	New Assistant Professor	1	104.2	2,184	54,000	51,816				
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES	New Assistant Professor	1	104.9	3,750	80,000	76,250				
[16.] FOREIGN LANGUAGES 16.01 Linguistic, Comp & Rel Studies & Svcs	New Assistant Professor	1	108.4	3,800	49,000	45,200				
[52.] BUSINESS 52.03 Accounting & Related Svcs	New Assistant Professor	1	104.7	4,500	100,000	95,500				
40.06 Geological & Earth Sci/Geosciences	New Assistant Professor	1	109.8	4,875	54,500	49,625				
54.01 History	New Assistant Professor	1	114.7	6,699	52,000	45,301				
45.06 Economics	Professor	3	66.4	-37,514	74,456	111,970	1	2	112,542	
[42.] PSYCHOLOGY	Professor	4	68.7	-29,253	64,283	93,536	2	6	117,012	
[14.] ENGINEERING 14.35 Industrial	Professor	6	77.3	-25,696	87,651	113,347	3	11	154,176	
38.01 Philosophy	Professor	2	74.2	-23,459	67,528	90,987	4	15	46,918	
45.10 Political Science & Government	Professor	3	81.3	-18,158	79,058	97,216	5	19	54,474	
[52.] BUSINESS 52.02 Admin, Mgt & Operations	Professor	2	85.9	-18,131	110,437	128,568	6	23	36,262	
[16.] FOREIGN LANGUAGES 16.05 Germanic	Professor	1	79.5	-17,420	67,359	84,779	7	27	17,420	
09.01 Communication & Media Studies	Professor	1	78.5	-16,205	59,141	75,346	8	31	16,205	
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	Professor	2	84.0	-12,605	66,165	78,770	9	36	25,210	
40.06 Geological & Earth Sci/Geosciences	Professor	1	86.7	-11,756	76,541	88,297	10	40	11,756	
[14.] ENGINEERING 14.19 Mechanical	Professor	9	90.2	-10,687	98,861	109,548	11	44	96,183	
40.08 Physics	Professor	4	88.3	-10,518	79,443	89,961	12	48	42,072	
45.11 Sociology	Professor	3	88.1	-10,483	77,820	88,303	13	52	31,449	
27.01 Mathematics	Professor	9	88.0	-10,359	75,758	86,117	14	56	93,231	

Code/Title	Rank	NP	UMD % CUPA	UMD-CUPA	UMD Average	CUPA Average	Dollar Sort Order	Percentile Sort	Cost to Raise Tail	Total Cost to Raise Tail
54.01 History	Professor	4	91.6	-7,254	79,984	87,238	15	61	29,016	
[16.] FOREIGN LANGUAGES 16.09 Romance Languages, Literatures, and	Professor	1	93.1	-5,447	73,496	78,943	16	65	5,447	
[14.] ENGINEERING 14.10 Electrical, Electronics & Communications	Professor	4	96.0	-4,073	96,998	101,071	17	69	16,292	
50.07 Fine & Studio Art	Professor	1	96.4	-2,575	69,924	72,499	18	73	2,575	
[13.] EDUCATION 13.12 Teacher Ed & Prof Dev, Levels & Methods	Professor	1	96.8	-2,490	75,738	78,228	19	77	2,490	
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES	Professor	2	98.5	-1,549	99,337	100,886	20	81	3,098	
45.02 Anthropology	Professor	1	98.3	-1,487	86,480	87,967	21	86	1,487	
40.05 Chemistry	Professor	2	101.6	1,488	93,254	91,766	22	90		
[13.] EDUCATION 13.10 Special Ed & Teaching	Professor	1	108.3	6,092	79,488	73,396	23	94		
[52.] BUSINESS 52.03 Accounting & Related Srvcs	Professor	3	112.5	13,442	120,875	107,433	24	98		

GRAPH DATA UNRANKED

Code/Title	Rank	A. UM-D Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)						UMD % of Comparison	
		NP	Average	Average	Median	Minimum	Maximum	NP	NI	Average	Median
09.01 Communication & Media Studies	Professor	1	59,141	75,346	70,909	59,141	116,241	60	14	78.5	83.4
09.01 Communication & Media Studies	Associate Professor	4	53,780	57,548	56,506	46,880	79,234	50	12	93.5	95.2
09.01 Communication & Media Studies	Assistant Professor	1	46,846	49,481	48,329	43,737	60,192	52	14	94.7	96.9
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT	Professor	2	99,337	100,886	102,024	83,611	119,827	39	10	98.5	97.4
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT	Associate Professor	6	76,915	79,683	77,681	75,785	88,516	49	10	96.5	99.0
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT	Assistant Professor	6	79,616	74,044	73,448	62,357	92,000	44	10	107.5	108.4
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT	New Assistant Professor	1	80,000	76,250	77,500	58,500	92,000	6	6	104.9	103.2
[13.] EDUCATION 13.01 General	Associate Professor	1	54,292	64,830	60,599	51,886	87,228	65	11	83.7	89.6
[13.] EDUCATION 13.03 Curriculum & Instruction	Assistant Professor	1	50,647	53,175	53,340	50,647	54,076	33	5	95.2	95.0
[13.] EDUCATION 13.04 Ed Administration & Supervision	Associate Professor	3	60,971	66,692	60,969	58,737	90,117	32	11	91.4	100.0
[13.] EDUCATION 13.04 Ed Administration & Supervision	Assistant Professor	1	50,000	54,716	54,893	48,901	63,618	42	11	91.4	91.1
[13.] EDUCATION 13.04 Ed Administration & Supervision	New Assistant Professor	1	50,000	54,231	54,000	47,000	61,375	13	7	92.1	92.5
[13.] EDUCATION 13.10 Special Ed & Teaching	Professor	1	79,488	73,396	74,440	66,746	81,439	19	8	108.3	106.8
[13.] EDUCATION 13.10 Special Ed & Teaching	Associate Professor	2	59,768	60,052	59,605	57,175	68,931	17	8	99.5	100.3
[13.] EDUCATION 13.10 Special Ed & Teaching	Assistant Professor	2	50,597	50,730	51,467	43,051	57,370	38	10	99.7	98.3
[13.] EDUCATION 13.12 Teacher Ed & Prof Dev, Levels & Methods	Professor	1	75,738	78,228	76,620	61,903	94,675	19	6	96.8	98.8
[13.] EDUCATION 13.12 Teacher Ed & Prof Dev, Levels & Methods	Associate Professor	1	54,561	58,757	57,658	53,762	67,388	27	6	92.9	94.6
[13.] EDUCATION 13.12 Teacher Ed & Prof Dev, Levels & Methods	Assistant Professor	1	50,000	50,601	51,936	45,076	62,577	37	6	98.8	96.3
[13.] EDUCATION 13.12 Teacher Ed & Prof Dev, Levels & Methods	New Assistant Professor	1	50,000	49,999	50,780	46,800	50,780	7	4	100.0	98.5
[13.] EDUCATION 13.13 Teacher Ed & Prof Dev, Subjects	Professor	1	110,472	79,049	75,612	63,338	110,472	39	8	139.8	146.1
[13.] EDUCATION 13.13 Teacher Ed & Prof Dev, Subjects	Associate Professor	2	59,561	67,870	63,507	54,126	78,219	39	8	87.8	93.8
[13.] EDUCATION 13.13 Teacher Ed & Prof Dev, Subjects	Assistant Professor	6	50,637	53,169	51,314	47,644	61,257	56	7	95.2	98.7
[14.] ENGINEERING 14.10 Electrical, Electronics & Communications	Professor	4	96,998	101,071	97,138	87,259	111,115	69	10	96.0	99.9
[14.] ENGINEERING 14.10 Electrical, Electronics & Communications	Associate Professor	7	80,490	80,696	80,797	69,651	87,468	47	9	99.7	99.6
[14.] ENGINEERING 14.10 Electrical, Electronics & Communications	Assistant Professor	3	72,437	70,122	72,202	58,694	76,418	45	10	103.3	100.3
[14.] ENGINEERING 14.19 Mechanical	Professor	9	98,861	109,548	107,337	83,664	128,381	106	12	90.2	92.1
[14.] ENGINEERING 14.19 Mechanical	Associate Professor	5	76,128	80,359	78,516	69,255	95,164	67	11	94.7	97.0
[14.] ENGINEERING 14.19 Mechanical	Assistant Professor	6	66,565	70,513	67,213	56,475	80,872	52	10	94.4	99.0
[14.] ENGINEERING 14.35 Industrial	Professor	6	87,651	113,347	108,827	87,000	139,348	31	6	77.3	80.5
[14.] ENGINEERING 14.35 Industrial	Associate Professor	4	77,322	83,403	77,550	74,860	95,363	23	5	92.7	99.7
[14.] ENGINEERING 14.35 Industrial	Assistant Professor	3	73,556	73,682	73,556	66,456	80,701	16	5	99.8	100.0
[16.] FOREIGN LANGUAGES 16.01 Linguistic, Comp & Rel Studies &	Associate Professor	1	54,100	57,041	55,140	51,225	74,684	43	12	94.8	98.1
[16.] FOREIGN LANGUAGES 16.01 Linguistic, Comp & Rel Studies &	Assistant Professor	1	49,000	47,663	46,345	41,211	57,925	43	12	102.8	105.7
[16.] FOREIGN LANGUAGES 16.01 Linguistic, Comp & Rel Studies &	New Assistant Professor	1	49,000	45,200	44,500	43,500	49,000	5	5	108.4	110.1
[16.] FOREIGN LANGUAGES 16.05 Germanic	Professor	1	67,359	84,779	87,456	61,169	103,956	5	4	79.5	77.0
[16.] FOREIGN LANGUAGES 16.05 Germanic	Associate Professor	1	64,034	67,769	71,712	55,321	71,712	11	5	94.5	89.3
[16.] FOREIGN LANGUAGES 16.09 Romance Languages, Literature &	Professor	1	73,496	78,943	76,072	57,540	95,000	23	6	93.1	96.6
[16.] FOREIGN LANGUAGES 16.09 Romance Languages, Literature &	Associate Professor	2	53,332	61,328	65,396	51,295	66,657	36	6	86.9	81.5
[16.] FOREIGN LANGUAGES 16.09 Romance Languages, Literature &	Assistant Professor	2	47,245	49,411	47,861	44,120	56,801	29	7	95.6	98.7
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	Professor	2	66,165	78,770	76,508	62,999	110,344	177	17	84.0	86.5
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	Associate Professor	4	57,082	58,418	59,041	49,616	70,467	161	18	97.7	96.7
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	Assistant Professor	2	47,327	47,537	46,195	41,686	57,246	136	18	99.6	102.5
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	Professor	1	97,504	79,320	76,933	63,413	100,003	83	16	122.9	126.7
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	Associate Professor	5	60,252	60,983	60,999	51,273	69,685	126	17	98.8	98.8
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	Assistant Professor	3	52,450	51,579	51,005	45,884	65,296	89	17	101.7	102.8

GRAPH DATA UNRANKED

Code/Title	Rank	A. UM-D Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)						UMD % of Comparison	
		NP	Average	Average	Median	Minimum	Maximum	NP	NI	Average	Median
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	New Assistant Professor	1	54,000	51,816	51,040	44,064	64,000	16	9	104.2	105.8
27.01 Mathematics	Professor	9	75,758	86,117	80,979	65,391	109,932	233	19	88.0	93.6
27.01 Mathematics	Associate Professor	5	61,343	61,224	60,345	52,129	79,353	146	19	100.2	101.7
27.01 Mathematics	Assistant Professor	2	49,352	52,590	52,810	45,839	64,746	151	19	93.8	93.5
38.01 Philosophy	Professor	2	67,528	90,987	82,580	67,528	123,828	41	12	74.2	81.8
38.01 Philosophy	Associate Professor	2	55,799	61,315	59,255	50,635	81,563	28	11	91.0	94.2
40.05 Chemistry	Professor	2	93,254	91,766	83,959	66,351	117,856	117	18	101.6	111.0
40.05 Chemistry	Associate Professor	4	60,531	62,011	60,894	50,030	75,833	82	17	97.6	99.4
40.05 Chemistry	Assistant Professor	3	51,856	55,001	54,164	44,481	66,061	85	18	94.2	95.7
40.05 Chemistry	New Assistant Professor	1	51,000	54,001	52,550	44,400	65,000	12	12	94.4	97.0
40.06 Geological & Earth Sci/Geosciences	Professor	1	76,541	88,297	88,596	65,885	103,575	53	12	86.7	86.4
40.06 Geological & Earth Sci/Geosciences	Assistant Professor	1	54,500	54,980	54,031	46,181	68,273	32	12	99.1	100.9
40.06 Geological & Earth Sci/Geosciences	New Assistant Professor	1	54,500	49,625	50,750	42,000	55,000	4	4	109.8	107.4
40.08 Physics	Professor	4	79,443	89,961	91,646	62,428	107,585	145	19	88.3	86.7
40.08 Physics	Associate Professor	1	62,094	64,535	62,410	52,003	84,963	66	19	96.2	99.5
40.08 Physics	Assistant Professor	1	50,875	56,819	55,316	44,000	70,340	49	16	89.5	92.0
[42.] PSYCHOLOGY	Professor	4	64,283	93,536	83,022	62,798	125,102	142	18	68.7	77.4
[42.] PSYCHOLOGY	Associate Professor	6	59,113	64,583	64,418	48,360	78,846	122	17	91.5	91.8
[42.] PSYCHOLOGY	Assistant Professor	4	51,470	53,551	51,470	42,436	61,755	107	16	96.1	100.0
[42.] PSYCHOLOGY	New Assistant Professor	1	50,000	53,779	50,500	45,450	64,500	14	10	93.0	99.0
45.02 Anthropology	Professor	1	86,480	87,967	95,843	68,938	95,843	37	9	98.3	90.2
45.02 Anthropology	Associate Professor	1	55,747	66,167	65,165	47,753	83,174	29	10	84.3	85.5
45.02 Anthropology	Assistant Professor	2	50,500	51,841	50,500	44,358	61,452	28	8	97.4	100.0
45.06 Economics	Professor	3	74,456	111,970	95,206	66,566	170,954	80	16	66.4	78.2
45.06 Economics	Associate Professor	2	65,514	76,364	72,131	57,370	121,925	39	15	85.7	90.8
45.06 Economics	Assistant Professor	2	54,491	70,219	67,438	51,723	92,446	59	16	77.6	80.8
45.10 Political Science & Government	Professor	3	79,058	97,216	91,738	65,333	133,887	71	16	81.3	86.2
45.10 Political Science & Government	Associate Professor	1	52,253	62,688	60,186	50,638	105,466	66	17	83.4	86.8
45.10 Political Science & Government	Assistant Professor	4	48,688	51,437	47,815	42,028	69,911	61	14	94.7	101.8
45.10 Political Science & Government	New Assistant Professor	1	50,000	50,835	48,655	43,400	70,000	12	10	98.4	102.8
45.11 Sociology	Professor	3	77,820	88,303	79,080	55,990	129,746	51	15	88.1	98.4
45.11 Sociology	Associate Professor	3	78,473	65,197	61,849	48,220	91,155	62	16	120.4	126.9
45.11 Sociology	Assistant Professor	3	50,397	51,246	50,049	36,417	69,678	53	15	98.3	100.7
45.11 Sociology	New Assistant Professor	2	50,500	50,521	50,500	39,000	68,000	12	9	100.0	100.0
50.07 Fine & Studio Art	Professor	1	69,924	72,499	72,045	58,498	86,837	78	16	96.4	97.1
50.07 Fine & Studio Art	Associate Professor	1	58,139	57,055	56,944	49,500	61,672	74	15	101.9	102.1
50.07 Fine & Studio Art	Assistant Professor	2	49,850	47,552	46,715	43,218	52,200	73	15	104.8	106.7
50.09 Music	Associate Professor	1	54,961	60,465	59,369	51,101	72,369	136	17	90.9	92.6
[52.] BUSINESS 52.02 Admin, Mgt & Operations	Professor	2	110,437	128,568	104,445	76,938	178,412	145	16	85.9	105.7
[52.] BUSINESS 52.02 Admin, Mgt & Operations	Associate Professor	3	79,489	98,845	84,381	77,848	139,022	80	16	80.4	94.2
[52.] BUSINESS 52.02 Admin, Mgt & Operations	Assistant Professor	1	92,622	103,731	87,486	55,116	131,436	95	17	89.3	105.9
[52.] BUSINESS 52.03 Accounting & Related Svcs	Professor	3	120,875	107,433	107,312	82,030	132,021	57	12	112.5	112.6
[52.] BUSINESS 52.03 Accounting & Related Svcs	Associate Professor	1	102,666	93,014	94,990	82,000	103,332	25	12	110.4	108.1
[52.] BUSINESS 52.03 Accounting & Related Svcs	Assistant Professor	1	100,000	90,577	93,905	55,096	101,363	25	12	110.4	106.5
[52.] BUSINESS 52.03 Accounting & Related Svcs	New Assistant Professor	1	100,000	95,500	95,750	90,000	100,000	6	4	104.7	104.4

GRAPH DATA UNRANKED

Code/Title	Rank	A. UM-D Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)						UMD % of Comparison	
		NP	Average	Average	Median	Minimum	Maximum	NP	NI	Average	Median
[52.] BUSINESS 52.08 Finance & Financial Mgt Svcs	Associate Professor	2	99,545	96,683	97,544	69,855	107,544	28	9	103.0	102.1
[52.] BUSINESS 52.08 Finance & Financial Mgt Svcs	Assistant Professor	4	90,077	94,478	96,225	88,494	99,393	18	7	95.3	93.6
[52.] BUSINESS 52.12 Mgt Information Sys & Svcs	Associate Professor	1	108,192	92,399	91,612	73,217	108,192	18	7	117.1	118.1
[52.] BUSINESS 52.12 Mgt Information Sys & Svcs	Assistant Professor	4	95,532	88,312	86,967	61,361	95,532	13	6	108.2	109.8
[52.] BUSINESS 52.14 Marketing	Associate Professor	2	91,325	87,068	89,857	66,480	94,432	33	10	104.9	101.6
[52.] BUSINESS 52.14 Marketing	Assistant Professor	2	86,138	83,205	82,104	72,474	95,623	20	11	103.5	104.9
54.01 History	Professor	4	79,984	87,238	84,197	65,925	115,421	125	17	91.6	94.9
54.01 History	Associate Professor	4	54,583	59,952	58,028	52,261	70,328	102	16	91.0	94.0
54.01 History	Assistant Professor	2	49,780	47,797	46,496	43,651	57,664	89	17	104.1	107.0
54.01 History	New Assistant Professor	1	52,000	45,301	45,000	41,040	52,000	16	9	114.7	115.5

National Faculty Salary Survey: Multi-Discipline Report

Focus Institution: University of Michigan-Dearborn

Comparison Group: See Last Page

Year: 2005-06

Statistics: Weighted

Key

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- - Less than 75% of the group median

Code/Title	A. UM-D Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)						UMD % of Comparison		Additional Percentiles							
	NP	Average	Average	Median	Minimum	Maximum	NP	NI	Ave	Median	10	20	30	40	60	70	80	90
[09.] COMMUNICATION, JOURNALISM AND RELATED PROGRAMS																		
09.01 Communication & Media Studies																		
Professor	1	59,141	75,346	70,909	59,141	116,241	60	14	78.5	83.4	66,988	67,308	68,640	69,498	70,909	76,539	79,185	84,483
Associate Professor	4	53,780	57,548	56,506	46,880	79,234	50	12	93.5	95.2	53,780	55,116	56,145	56,145	57,884	57,884	57,934	60,244
Assistant Professor	1	46,846	49,481	48,329	43,737	60,192	52	14	94.7	96.9	44,168	45,083	47,622	47,622	48,415	50,223	50,387	60,192
New Assistant Professor			49,616	45,443	43,000	61,333	11	6			44,000	45,000	45,443	45,443	45,443	48,000	61,333	61,333
Instructor			37,126	35,266	31,874	40,697	12	5			35,051	35,051	35,051	35,051	38,522	40,550	40,550	40,550
[11.] COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES																		
11.01 General																		
Professor	2	99,337	100,886	102,024	83,611	119,827	39	10	98.5	97.4	88,369	90,990	98,128	99,874	103,224	103,524	106,995	109,561
Associate Professor	6	76,915	79,683	77,681	75,785	88,516	49	10	96.5	99.0	75,785	75,953	76,915	77,681	78,623	79,767	85,476	86,893
Assistant Professor	6	79,616	74,044	73,448	62,357	92,000	44	10	107.5	108.4	67,273	70,494	71,814	72,529	74,367	77,037	79,616	80,709
New Assistant Professor	1	80,000	76,250	77,500	58,500	92,000	6	6	104.9	103.2	65,250	72,000	74,500	77,000	78,000	79,000	80,000	86,000
Instructor			49,920	47,703	38,692	64,376	10	5			45,087	45,798	45,798	45,798	51,542	54,445	54,445	55,438
[13.] EDUCATION																		
13.01 General																		
Professor			100,920	102,514	67,422	128,732	66	10			68,560	76,686	80,366	83,276	128,732	128,732	128,732	128,732
Associate Professor	1	54,292	64,830	60,599	51,886	87,228	65	11	83.7	89.6	52,119	52,681	59,522	60,599	60,599	67,311	77,312	87,228
Assistant Professor			51,519	50,215	45,310	61,801	54	8			47,220	47,356	47,356	48,000	50,215	50,215	57,927	61,801
New Assistant Professor			49,917	48,750	46,500	60,000	6	4			46,500	46,500	47,500	48,500	49,000	49,000	49,000	54,500
Instructor	1	48,000					4											
13.02 Bilingual, Multilingual & Multicultural																		
Professor																		
Associate Professor	1	56,795					1											
Assistant Professor																		
New Assistant Professor																		
Instructor																		
13.03 Curriculum & Instruction																		
Professor			84,144	84,369	76,714	89,936	22	4			76,714	79,482	79,482	81,437	87,709	89,936	89,936	89,936
Associate Professor			63,193	63,447	57,298	64,861	25	4			59,270	62,228	63,447	63,447	64,861	64,861	64,861	64,861
Assistant Professor	1	50,647	53,175	53,340	50,647	54,076	33	5	95.2	95.0	52,862	52,862	52,862	52,862	53,340	54,076	54,076	54,076
New Assistant Professor							4											
Instructor							10											

National Faculty Salary Survey: Multi-Discipline Report

Focus Institution: University of Michigan-Dearborn

Comparison Group: See Last Page

Year: 2005-06

Statistics: Weighted

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Code/Title	A. UM-D Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)						UMD % of Comparison		Additional Percentiles							
	NP	Average	Average	Median	Minimum	Maximum	NP	NI	Ave	Median	10	20	30	40	60	70	80	90
13.04 Ed Administration & Supervision																		
Professor			89,033	88,182	69,985	132,600	29	11			81,560	81,560	83,594	85,338	90,460	91,253	94,448	94,448
Associate Professor	3	60,971	66,692	60,969	58,737	90,117	32	11	91.4	100.0	58,737	58,782	59,513	60,803	62,554	68,312	77,367	81,342
Assistant Professor	1	50,000	54,716	54,893	48,901	63,618	42	11	91.4	91.1	49,011	50,230	50,720	54,221	55,325	56,096	57,595	63,276
New Assistant Professor	1	50,000	54,231	54,000	47,000	61,375	13	7	92.1	92.5	48,300	49,500	50,550	51,250	54,500	57,250	61,375	61,375
Instructor							1											
13.05 Ed/Instructional Media Design																		
Professor							2											
Associate Professor	1	55,590					2											
Assistant Professor							4											
New Assistant Professor																		
Instructor																		
13.10 Special Ed & Teaching																		
Professor	1	79,488	73,396	74,440	66,746	81,439	19	8	108.3	106.8	66,746	68,802	70,173	74,440	74,629	76,330	76,999	77,497
Associate Professor	2	59,768	60,052	59,605	57,175	68,931	17	8	99.5	100.3	57,707	58,061	58,354	58,427	59,703	59,976	62,452	62,863
Assistant Professor	2	50,597	50,730	51,467	43,051	57,370	38	10	99.7	98.3	43,051	50,368	50,684	51,467	51,467	52,104	52,593	52,839
New Assistant Professor							4											
Instructor							5											
13.12 Teacher Ed & Prof Dev, Levels & Methods																		
Professor	1	75,738	78,228	76,620	61,903	94,675	19	6	96.8	98.8	76,444	76,620	76,620	76,620	76,620	76,620	78,133	85,242
Associate Professor	1	54,561	58,757	57,658	53,762	67,388	27	6	92.9	94.6	53,762	53,922	57,600	57,658	57,658	61,535	61,535	63,876
Assistant Professor	1	50,000	50,601	51,936	45,076	62,577	37	6	98.8	96.3	45,076	45,076	51,564	51,936	51,936	52,360	52,360	52,360
New Assistant Professor	1	50,000	49,999	50,780	46,800	50,780	7	4	100.0	98.5	48,720	50,015	50,061	50,358	50,780	50,780	50,780	50,780
Instructor							22											
13.13 Teacher Ed & Prof Dev, Subjects																		
Professor	1	110,472	79,049	75,612	63,338	110,472	39	8	139.8	146.1	74,311	74,311	74,311	74,311	75,612	77,417	81,061	96,136
Associate Professor	2	59,561	67,870	63,507	54,126	78,219	39	8	87.8	93.8	60,763	60,763	62,820	62,957	66,530	75,962	78,219	78,219
Assistant Professor	6	50,637	53,169	51,314	47,644	61,257	56	7	95.2	98.7	47,644	49,185	50,637	51,187	51,314	51,314	60,535	60,535
New Assistant Professor							10											
Instructor			45,146	49,739	29,997	50,702	6	5			34,999	40,000	44,854	49,708	49,769	50,236	50,702	50,702

National Faculty Salary Survey: Multi-Discipline Report

Focus Institution: University of Michigan-Dearborn

Comparison Group: See Last Page

Year: 2005-06

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Code/Title	A. UM-D Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)						UMD % of Comparison		Additional Percentiles							
	NP	Average	Average	Median	Minimum	Maximum	NP	NI	Ave	Median	10	20	30	40	60	70	80	90
[14.] ENGINEERING																		
14.10 Electrical, Electronics & Communications																		
Professor	4	96,998	101,071	97,138	87,259	111,115	69	10	96.0	99.9	92,394	95,112	95,112	96,998	106,002	107,047	107,616	111,115
Associate Professor	7	80,490	80,696	80,797	69,651	87,468	47	9	99.7	99.6	77,398	77,398	80,490	80,797	81,484	81,692	82,367	83,228
Assistant Professor	3	72,437	70,122	72,202	58,694	76,418	45	10	103.3	100.3	63,788	63,788	69,574	72,066	72,497	72,586	73,846	73,846
New Assistant Professor	1	74,000					5											
Instructor							3											
14.19 Mechanical																		
Professor	9	98,861	109,548	107,337	83,664	128,381	106	12	90.2	92.1	98,861	98,967	102,266	102,459	111,939	111,939	128,381	128,381
Associate Professor	5	76,128	80,359	78,516	69,255	95,164	67	11	94.7	97.0	72,534	74,757	74,757	74,757	78,516	82,697	88,983	95,164
Assistant Professor	6	66,565	70,513	67,213	56,475	80,872	52	10	94.4	99.0	66,322	66,371	66,565	67,213	69,354	72,815	73,182	80,872
New Assistant Professor							6											
Instructor							2											
14.35 Industrial																		
Professor	6	87,651	113,347	108,827	87,000	139,348	31	6	77.3	80.5	87,651	87,651	103,643	103,643	120,252	139,348	139,348	139,348
Associate Professor	4	77,322	83,403	77,550	74,860	95,363	23	5	92.7	99.7	74,860	74,860	77,322	77,322	86,510	86,510	95,363	95,363
Assistant Professor	3	73,556	73,682	73,556	66,456	80,701	16	5	99.8	100.0	66,456	66,456	66,609	73,556	75,000	80,701	80,701	80,701
New Assistant Professor							1											
Instructor							4											
[16.] FOREIGN LANGUAGES, LITERATURES, AND LINGUISTICS																		
16.01 Linguistic, Comp & Rel Studies & Svcs																		
Professor			77,869	78,702	65,757	89,483	40	12			71,733	72,569	76,378	77,329	78,702	78,957	85,007	85,007
Associate Professor	1	54,100	57,041	55,140	51,225	74,684	43	12	94.8	98.1	52,447	54,316	54,641	55,140	57,012	57,789	57,789	57,851
Assistant Professor	1	49,000	47,663	46,345	41,211	57,925	43	12	102.8	105.7	44,570	44,951	46,345	46,345	47,381	48,431	51,197	51,197
New Assistant Professor	1	49,000	45,200	44,500	43,500	49,000	5	5	108.4	110.1	43,700	43,900	44,100	44,300	44,700	44,900	45,800	47,400
Instructor			33,582	32,211	30,173	45,900	15	8			30,173	30,173	32,211	32,211	32,536	34,785	35,554	36,239
16.05 Germanic																		
Professor	1	67,359	84,779	87,456	61,169	103,956	5	4	79.5	77.0	63,645	66,121	71,378	79,417	94,056	100,656	103,956	103,956
Associate Professor	1	64,034	67,769	71,712	55,321	71,712	11	5	94.5	89.3	56,731	64,034	69,548	69,548	71,712	71,712	71,712	71,712
Assistant Professor			51,547	51,206	47,178	53,973	9	4			47,225	49,618	51,206	51,206	53,420	53,973	53,973	53,973
New Assistant Professor																		
Instructor																		

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Code/Title	A. UM-D Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)						UMD % of Comparison		Additional Percentiles							
	NP	Average	Average	Median	Minimum	Maximum	NP	NI	Ave	Median	10	20	30	40	60	70	80	90
16.09 Romance Languages, Literatures, and Linguistics																		
Professor	1	73,496	78,943	76,072	57,540	95,000	23	6	93.1	96.6	70,487	76,072	76,072	76,072	81,283	81,283	86,779	86,779
Associate Professor	2	53,332	61,328	65,396	51,295	66,657	36	6	86.9	81.5	51,295	54,847	55,295	65,396	66,657	66,657	66,657	66,657
Assistant Professor	2	47,245	49,411	47,861	44,120	56,801	29	7	95.6	98.7	44,120	44,120	45,290	47,391	48,372	52,764	56,801	56,801
New Assistant Professor							4											
Instructor							2											
16.11 Middle/Near Eastern and Semitic Languages, Literatures, and Linguistics																		
Professor							10											
Associate Professor							11											
Assistant Professor	1	49,512					6											
New Assistant Professor																		
Instructor																		
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS																		
23.01 General																		
Professor	2	66,165	78,770	76,508	62,999	110,344	177	17	84.0	86.5	66,697	67,080	69,381	70,847	78,062	82,115	86,143	110,344
Associate Professor	4	57,082	58,418	59,041	49,616	70,467	161	18	97.7	96.7	51,525	54,060	55,893	56,088	59,153	59,874	61,379	70,467
Assistant Professor	2	47,327	47,537	46,195	41,686	57,246	136	18	99.6	102.5	43,935	44,035	45,034	46,073	47,267	48,299	49,512	55,780
New Assistant Professor			45,545	45,316	40,000	56,000	19	9			40,000	43,200	44,000	44,700	45,316	47,600	47,600	48,480
Instructor			31,738	28,215	27,230	48,896	55	9			27,230	27,230	27,230	28,215	32,221	32,221	36,243	37,215
23.04 Composition																		
Professor							7											
Associate Professor	1	52,150					6											
Assistant Professor	2	49,480					5											
New Assistant Professor	1	51,000					1											
Instructor							5											
[24.] LIBERAL ARTS AND SCIENCES, GENERAL STUDIES AND HUMANITIES																		
24.01 Liberal Arts & Sci, Gen Studies & Humanities																		
Professor							9											
Associate Professor	1	65,484					16											
Assistant Professor							6											
New Assistant Professor							2											
Instructor							1											

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	NP	Average	Average	Median	Minimum	Maximum	NP	NI	Ave	Median	10	20	30	40	60	70	80	90
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES																		
26.01 General																		
Professor	1	97,504	79,320	76,933	63,413	100,003	83	16	122.9	126.7	68,546	74,694	75,961	76,846	77,150	79,077	87,531	98,178
Associate Professor	5	60,252	60,983	60,999	51,273	69,685	126	17	98.8	98.8	55,771	55,792	57,841	60,252	63,432	65,119	65,198	65,978
Assistant Professor	3	52,450	51,579	51,005	45,884	65,296	89	17	101.7	102.8	45,884	47,633	48,284	48,551	52,571	53,081	55,899	57,568
New Assistant Professor	1	54,000	51,816	51,040	44,064	64,000	16	9	104.2	105.8	47,500	47,550	47,550	49,100	52,080	53,040	55,000	59,500
Instructor			39,991	37,841	34,918	47,169	7	4			36,467	37,500	37,500	37,636	37,841	39,707	45,303	47,169
[27.] MATHEMATICS AND STATISTICS																		
27.01 Mathematics																		
Professor	9	75,758	86,117	80,979	65,391	109,932	233	19	88.0	93.6	71,998	75,758	78,134	78,917	84,498	91,724	109,932	109,932
Associate Professor	5	61,343	61,224	60,345	52,129	79,353	146	19	100.2	101.7	56,425	56,462	58,592	59,134	62,774	64,028	64,182	66,344
Assistant Professor	2	49,352	52,590	52,810	45,839	64,746	151	19	93.8	93.5	48,621	49,248	51,185	52,314	53,705	53,705	53,705	54,668
New Assistant Professor			51,445	54,100	43,667	60,000	20	8			43,667	46,163	46,836	53,260	54,100	54,100	54,100	54,690
Instructor			42,383	42,500	34,864	49,889	18	6			34,864	35,181	35,656	40,896	46,606	46,606	49,889	49,889
27.99 Other																		
Professor	2	84,013					2											
Associate Professor																		
Assistant Professor	2	52,037					2											
New Assistant Professor																		
Instructor																		
[38.] PHILOSOPHY AND RELIGIOUS STUDIES																		
38.01 Philosophy																		
Professor	2	67,528	90,987	82,580	67,528	123,828	41	12	74.2	81.8	75,872	75,872	78,840	79,612	83,881	84,488	123,828	123,828
Associate Professor	2	55,799	61,315	59,255	50,635	81,563	28	11	91.0	94.2	55,381	55,797	55,819	57,710	59,759	61,484	63,076	81,563
Assistant Professor			50,058	48,752	42,477	65,000	27	10			45,483	45,574	47,104	48,752	48,752	50,234	51,169	58,704
New Assistant Professor			51,400	50,000	44,000	67,000	5	5			44,000	44,000	45,200	47,600	50,800	51,600	55,000	61,000
Instructor							3											
[40.] PHYSICAL SCIENCES																		
40.05 Chemistry																		
Professor	2	93,254	91,766	83,959	66,351	117,856	117	18	101.6	111.0	76,107	76,569	80,362	81,245	93,782	110,533	110,533	117,856
Associate Professor	4	60,531	62,011	60,894	50,030	75,833	82	17	97.6	99.4	55,820	55,923	57,484	58,978	62,781	62,869	69,925	73,750
Assistant Professor	3	51,856	55,001	54,164	44,481	66,061	85	18	94.2	95.7	46,009	47,527	49,823	51,911	55,820	56,532	64,914	66,061
New Assistant Professor	1	51,000	54,001	52,550	44,400	65,000	12	12	94.4	97.0	47,050	47,601	48,604	50,400	54,640	56,400	62,600	64,900
Instructor			39,326	39,793	32,400	45,620	8	5			32,737	32,882	33,447	37,400	41,969	45,164	45,620	45,620

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40.06 Geological & Earth Sci/Geosciences																		
Professor	1	76,541	88,297	88,596	65,885	103,575	53	12	86.7	86.4	69,903	72,365	76,726	80,035	96,339	103,575	103,575	103,575
Associate Professor			63,669	64,900	52,551	80,322	45	12			52,551	57,353	62,015	63,542	64,900	66,395	66,934	68,156
Assistant Professor	1	54,500	54,980	54,031	46,181	68,273	32	12	99.1	100.9	47,031	47,981	50,648	52,737	54,312	55,331	62,255	68,273
New Assistant Professor	1	54,500	49,625	50,750	42,000	55,000	4	4	109.8	107.4	43,500	45,000	46,500	48,500	53,000	54,550	54,700	54,850
Instructor							6											
40.08 Physics																		
Professor	4	79,443	89,961	91,646	62,428	107,585	145	19	88.3	86.7	72,218	76,755	82,051	88,157	92,009	97,105	107,585	107,585
Associate Professor	1	62,094	64,535	62,410	52,003	84,963	66	19	96.2	99.5	52,085	55,770	58,958	62,033	64,757	66,399	75,008	82,338
Assistant Professor	1	50,875	56,819	55,316	44,000	70,340	49	16	89.5	92.0	46,658	47,847	48,404	51,507	58,232	62,743	66,493	70,340
New Assistant Professor			54,375	49,750	44,000	70,000	8	6			44,700	45,200	45,500	45,500	55,400	60,300	66,400	70,000
Instructor							7											
[42.] PSYCHOLOGY																		
42.01 General																		
Professor	4	64,283	93,536	83,022	62,798	125,102	142	18	68.7	77.4	77,148	79,651	80,208	80,685	90,511	96,396	125,102	125,102
Associate Professor	6	59,113	64,583	64,418	48,360	78,846	122	17	91.5	91.8	54,347	56,619	57,884	59,113	65,431	71,578	75,534	78,846
Assistant Professor	4	51,470	53,551	51,470	42,436	61,755	107	16	96.1	100.0	46,724	48,785	50,912	51,148	53,210	57,135	60,650	61,755
New Assistant Professor	1	50,000	53,779	50,500	45,450	64,500	14	10	93.0	99.0	46,215	48,300	48,500	50,000	52,600	60,200	62,000	63,750
Instructor							2											
[45.] SOCIAL SCIENCES																		
45.01 General																		
Professor							4											
Associate Professor	1	60,284					9											
Assistant Professor							2											
New Assistant Professor																		
Instructor																		
45.02 Anthropology																		
Professor	1	86,480	87,967	95,843	68,938	95,843	37	9	98.3	90.2	73,727	76,039	82,402	88,760	95,843	95,843	95,843	95,843
Associate Professor	1	55,747	66,167	65,165	47,753	83,174	29	10	84.3	85.5	54,346	56,792	56,792	62,408	75,251	75,251	75,251	76,836
Assistant Professor	2	50,500	51,841	50,500	44,358	61,452	28	8	97.4	100.0	44,477	46,730	49,288	49,288	53,192	53,960	53,960	61,452
New Assistant Professor	1	53,000					4											
Instructor																		

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45.06 Economics																		
Professor	3	74,456	111,970	95,206	66,566	170,954	80	16	66.4	78.2	76,234	82,801	83,831	92,748	101,051	105,749	170,954	170,954
Associate Professor	2	65,514	76,364	72,131	57,370	121,925	39	15	85.7	90.8	66,896	68,905	69,078	69,416	72,526	78,278	78,546	87,880
Assistant Professor	2	54,491	70,219	67,438	51,723	92,446	59	16	77.6	80.8	55,386	59,346	60,434	64,633	71,761	71,761	82,710	92,446
New Assistant Professor			76,296	67,000	54,750	97,500	11	6			60,500	63,500	63,500	67,000	73,008	97,500	97,500	97,500
Instructor			45,372	43,529	41,200	49,388	10	5			43,296	43,529	43,529	43,529	44,917	47,628	49,153	49,388
45.10 Political Science & Government																		
Professor	3	79,058	97,216	91,738	65,333	133,887	71	16	81.3	86.2	70,050	74,332	79,058	81,061	97,506	97,506	133,887	133,887
Associate Professor	1	52,253	62,688	60,186	50,638	105,466	66	17	83.4	86.8	52,123	55,889	56,827	57,838	61,257	64,499	66,295	66,922
Assistant Professor	4	48,688	51,437	47,815	42,028	69,911	61	14	94.7	101.8	42,747	44,268	45,258	47,112	48,688	53,922	59,551	69,911
New Assistant Professor	1	50,000	50,835	48,655	43,400	70,000	12	10	98.4	102.8	45,050	45,600	46,393	47,310	50,300	51,900	52,500	59,250
Instructor			45,825	46,395	34,063	63,178	9	6			35,126	39,207	41,750	42,679	46,395	49,608	51,750	54,036
45.11 Sociology																		
Professor	3	77,820	88,303	79,080	55,990	129,746	51	15	88.1	98.4	72,158	74,745	77,820	79,080	81,275	92,036	93,881	129,746
Associate Professor	3	78,473	65,197	61,849	48,220	91,155	62	16	120.4	126.9	57,119	57,443	58,473	59,824	64,430	72,047	77,188	78,507
Assistant Professor	3	50,397	51,246	50,049	36,417	69,678	53	15	98.3	100.7	43,340	44,813	47,220	48,306	50,397	52,850	54,783	69,678
New Assistant Professor	2	50,500	50,521	50,500	39,000	68,000	12	9	100.0	100.0	41,276	44,606	48,600	50,200	51,700	53,783	54,333	54,333
Instructor			36,256	35,412	33,000	44,000	9	5			33,284	33,355	33,355	33,766	35,412	35,412	38,447	43,200
[50.] VISUAL AND PERFORMING ARTS																		
50.07 Fine & Studio Art																		
Professor	1	69,924	72,499	72,045	58,498	86,837	78	16	96.4	97.1	63,562	65,969	68,463	70,782	72,733	78,470	78,809	81,523
Associate Professor	1	58,139	57,055	56,944	49,500	61,672	74	15	101.9	102.1	52,203	53,481	53,946	56,416	58,256	60,670	61,539	61,539
Assistant Professor	2	49,850	47,552	46,715	43,218	52,200	73	15	104.8	106.7	44,215	44,541	46,566	46,706	49,159	49,197	50,416	51,158
New Assistant Professor			45,522	46,250	35,000	52,000	14	10			42,500	43,400	44,720	45,000	47,500	47,500	47,502	48,551
Instructor			36,535	42,476	27,059	44,000	7	5			27,059	27,647	29,412	34,990	42,536	42,576	42,576	43,146
50.09 Music																		
Professor			79,251	76,183	60,612	98,542	135	14			62,697	69,226	70,030	72,316	77,666	88,129	98,542	98,542
Associate Professor	1	54,961	60,465	59,369	51,101	72,369	136	17	90.9	92.6	51,589	53,667	55,432	57,465	59,706	61,587	72,369	72,369
Assistant Professor			49,766	50,436	40,461	54,999	88	17			44,949	46,083	46,714	47,352	50,726	54,999	54,999	54,999
New Assistant Professor			46,842	47,500	40,005	54,000	12	6			44,063	44,633	44,633	45,780	48,279	48,799	48,799	48,799
Instructor			35,491	35,566	30,006	46,800	17	7			32,480	34,523	34,523	34,914	35,566	35,566	36,487	36,717

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[52.] BUSINESS, MANAGEMENT, MARKETING, AND RELATED SUPPORT SERVICES																		
52.02 Admin, Mgt & Operations																		
Professor	2	110,437	128,568	104,445	76,938	178,412	145	16	85.9	105.7	86,140	89,528	92,608	96,722	178,412	178,412	178,412	178,412
Associate Professor	3	79,489	98,845	84,381	77,848	139,022	80	16	80.4	94.2	79,489	82,541	82,819	83,176	89,508	94,649	139,022	139,022
Assistant Professor	1	92,622	103,731	87,486	55,116	131,436	95	17	89.3	105.9	80,021	84,629	85,257	86,852	131,436	131,436	131,436	131,436
New Assistant Professor			97,227	90,000	59,500	127,261	21	8			87,500	88,200	88,500	88,500	90,000	91,750	127,261	127,261
Instructor			47,712	46,775	38,412	67,280	16	6			38,412	38,412	41,401	41,401	50,289	50,289	50,289	61,777
52.03 Accounting & Related Svcs																		
Professor	3	120,875	107,433	107,312	82,030	132,021	57	12	112.5	112.6	86,892	101,397	103,050	103,570	113,794	115,884	117,571	118,893
Associate Professor	1	102,666	93,014	94,990	82,000	103,332	25	12	110.4	108.1	86,380	87,219	87,219	88,633	94,990	96,822	98,510	101,804
Assistant Professor	1	100,000	90,577	93,905	55,096	101,363	25	12	110.4	106.5	85,599	87,400	88,290	88,290	93,905	94,053	94,646	98,807
New Assistant Professor	1	100,000	95,500	95,750	90,000	100,000	6	4	104.7	104.4	91,000	92,000	92,000	92,000	99,500	99,500	99,500	99,750
Instructor			51,394	51,120	37,981	83,647	9	6			42,120	43,155	45,893	50,224	51,120	51,157	51,182	57,675
52.06 Managerial Economics																		
Professor							8											
Associate Professor							3											
Assistant Professor	1	76,312					1											
New Assistant Professor																		
Instructor																		
52.08 Finance & Financial Mgt Svcs																		
Professor			108,036	104,954	80,802	183,788	34	9			100,019	100,019	100,019	104,954	105,053	105,351	106,905	115,691
Associate Professor	2	99,545	96,683	97,544	69,855	107,544	28	9	103.0	102.1	91,141	92,178	92,197	96,277	97,544	97,544	104,344	107,544
Assistant Professor	4	90,077	94,478	96,225	88,494	99,393	18	7	95.3	93.6	89,602	90,077	90,382	95,606	96,406	97,132	97,383	98,104
New Assistant Professor							2											
Instructor							4											
52.10 Human Resources Mgt & Svcs																		
Professor	1	103,407					8											
Associate Professor							5											
Assistant Professor	2	92,868					13											
New Assistant Professor																		
Instructor							2											

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	NP	Average	Average	Median	Minimum	Maximum	NP	NI	Ave	Median	10	20	30	40	60	70	80	90
52.12 Mgt Information Sys & Srvc																		
Professor			103,667	104,557	91,337	117,304	25	6			94,529	99,318	100,194	104,213	104,557	105,738	105,738	112,678
Associate Professor	1	108,192	92,399	91,612	73,217	108,192	18	7	117.1	118.1	84,364	86,687	88,423	88,423	94,800	99,661	100,201	100,201
Assistant Professor	4	95,532	88,312	86,967	61,361	95,532	13	6	108.2	109.8	85,673	85,673	86,383	86,945	93,382	94,242	95,532	95,532
New Assistant Professor																		
Instructor							6											
52.14 Marketing																		
Professor			103,522	104,348	86,405	128,006	39	10			86,405	96,589	97,572	97,572	106,636	108,635	109,967	128,006
Associate Professor	2	91,325	87,068	89,857	66,480	94,432	33	10	104.9	101.6	83,416	83,416	85,257	87,919	90,151	91,481	91,930	92,229
Assistant Professor	2	86,138	83,205	82,104	72,474	95,623	20	11	103.5	104.9	72,474	77,100	80,310	81,207	86,138	86,699	87,939	93,182
New Assistant Professor			85,500	84,500	80,000	93,000	4	4			80,900	81,800	82,700	83,600	85,400	86,700	88,800	90,900
Instructor							1											
52.16 Taxation																		
Professor																		
Associate Professor	1	110,000						1										
Assistant Professor																		
New Assistant Professor																		
Instructor																		
52.99 Other																		
Professor	1	109,261						1										
Associate Professor								1										
Assistant Professor																		
New Assistant Professor																		
Instructor																		
[54.] HISTORY GENERAL																		
54.01 History																		
Professor	4	79,984	87,238	84,197	65,925	115,421	125	17	91.6	94.9	72,335	78,154	79,984	83,286	88,740	95,231	103,791	103,791
Associate Professor	4	54,583	59,952	58,028	52,261	70,328	102	16	91.0	94.0	53,963	55,390	55,646	56,018	58,321	58,647	70,328	70,328
Assistant Professor	2	49,780	47,797	46,496	43,651	57,664	89	17	104.1	107.0	43,726	45,362	45,550	45,644	47,212	47,646	49,915	52,722
New Assistant Professor	1	52,000	45,301	45,000	41,040	52,000	16	9	114.7	115.5	43,375	44,750	44,750	44,750	45,000	45,112	45,500	47,650
Instructor	1	49,600	43,843	47,087	33,328	49,600	9	8	113.1	105.3	37,654	40,205	41,185	42,365	47,217	47,700	48,086	48,493
Professor	76	84,991	91,794	88,657	69,630	117,947	58	12	92.0	95.8	76,697	79,974	82,731	85,062	94,695	98,576	106,915	111,323
Associate Professor	94	66,912	69,466	68,041	57,650	85,153	47	12	95.5	97.6	61,886	63,503	65,087	66,510	69,707	72,104	76,611	79,357
Assistant Professor	84	60,950	60,372	59,212	49,654	71,176	45	12	97.9	99.8	53,863	55,312	56,820	58,192	61,726	63,225	65,666	68,993
Instructor	2	48,800	41,353	41,352	33,450	52,571	9	6	113.1	105.3	35,377	36,491	37,675	39,424	42,779	43,978	45,392	47,328

National Faculty Salary Survey: Multi-Discipline Report

Focus Institution: University of Michigan-Dearborn

Comparison Group: See Last Page

Year: 2005-06

Statistics: Weighted

Key

- NP** - Number of Incumbents.
- NI** - Number of Institutions. Statistics will not display when the Number of Institutions is less than 4.
- - More than 150% of the group median
- - Less than 75% of the group median

Code/Title	A. UM-D Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)						UMD % of Comparison		Additional Percentiles							
	NP	Average	Average	Median	Minimum	Maximum	NP	NI	Ave	Median	10	20	30	40	60	70	80	90
New Assistant Professor	16	57,933	57,858	56,528	48,503	69,120	9	7	102.1	103.0	51,707	53,149	53,941	55,220	57,872	60,403	63,799	65,763
Summary Total	272	63,917	64,169	62,758	51,777	79,193	34	10	100.1	100.3	55,906	57,686	59,251	60,882	65,356	67,657	71,677	74,553

This report was generated by CUPA-HR's Surveys Online application
on April 26, 2006 09:29 AM. © 2006 CUPA-HR.

National Faculty Salary Survey: Multi-Discipline Report

Focus Institution: University of Michigan-Dearborn

Comparison Group: See Last Page

Year: 2005-06

Statistics: Weighted

Key

- NP** - Number of Incumbents.
- NI** - Number of Institutions. Statistics will not display when the Number of Institutions is less than 4.
- - More than 150% of the group median
- - Less than 75% of the group median

Code/Title	A. UM-D Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)						UMD % of Comparison		Additional Percentiles						
	NP	Average	Average	Median	Minimum	Maximum	NP	NI	Ave	Median	10	20	30	40	60	70	80

Comparison Universities in Data
Central Michigan University
Eastern Michigan University
Ferris State University
Grand Valley State University
Michigan Tech. University
Northern Michigan University
Oakland University
Saginaw Valley State University
Southern Illinois University Edwardsville
University of Michigan Ann Arbor
University of Michigan Dearborn
University of Michigan Flint
University of Missouri Rolla
University of Northern Iowa
University of Toledo
University of Wisconsin Eau Claire
University of Wisconsin Milwaukee
Wayne State University
Western Michigan University
Wright State University Main Campus
Youngstown State University

Appendix B: Salary Summary by Rank and Gender

**CASL
Education
Engineering
Management**

University of Michigan-Dearborn
College of Arts, Sciences, and Letters
2005-06

March 2006 Report on Instructional Faculty
 Developed for the CESF by the SACUA Office Staff

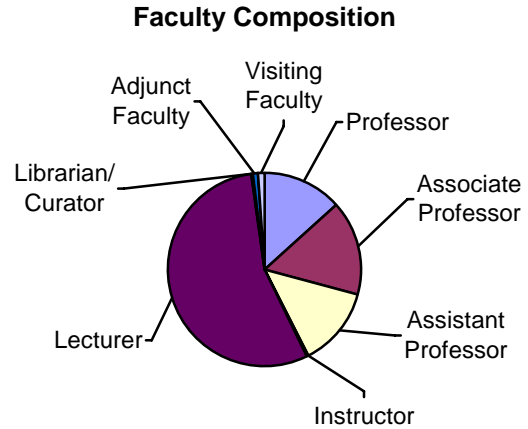
Composition of the Faculty 2005-06

Total number of faculty all ranks: 306	Male	Female
	59%	41%

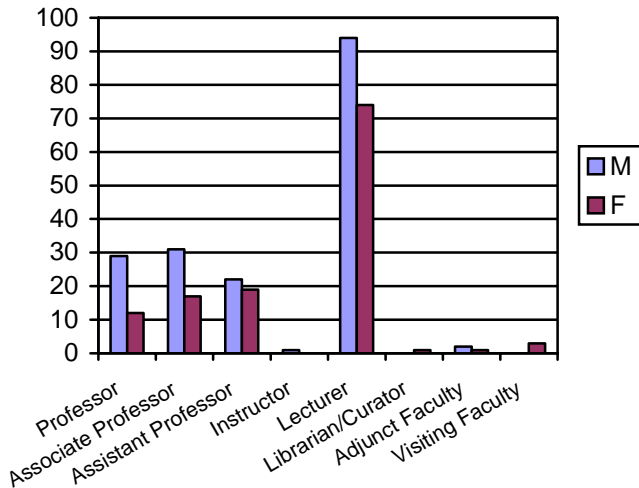
Gender by Rank

	Male	Female
Professor	71%	29%
Associate Professor	65%	35%
Assistant Professor	54%	46%
Instructor	100%	0%
Lecturer	56%	44%
Librarian/Curator	0%	100%
Adjunct Faculty	67%	33%
Visiting 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.

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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	13.4%	Lecturer	54.9%
Associate Professor	15.7%	Librarian/Curator	0.3%
Assistant Professor	13.4%	Adjunct Faculty	1.0%
Instructor	0.3%	Visiting Faculty	1.0%

Mission Statement of CESF

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**University of Michigan-Dearborn
College of Arts, Sciences, and Letters
Published Salary Rates 2005-06 by Rank**

			#	Mean	Median	Minimum	Maximum
PROFESSOR							
	University Year	Male	28	\$77,407	\$76,396	\$63,723	\$97,504
	University Year	Female	12	\$72,028	\$71,956	\$59,141	\$80,799
	University Year	Total	40	\$75,793	\$74,473	\$59,141	\$97,504
	Fiscal Year	Male	1	\$74,575	\$74,575	\$74,575	\$74,575
	Fiscal Year	Total	1	\$74,575	\$74,575	\$74,575	\$74,575
ASSOC PROFESSOR							
	University Year	Male	30	\$59,372	\$57,925	\$50,100	\$74,893
	University Year	Female	16	\$60,603	\$58,579	\$51,928	\$97,680
	University Year	Total	46	\$59,800	\$58,101	\$50,100	\$97,680
	Fiscal Year	Male	1	\$72,430	\$72,430	\$72,430	\$72,430
	Fiscal Year	Female	1	\$76,556	\$76,556	\$76,556	\$76,556
	Fiscal Year	Total	2	\$74,493	\$74,493	\$72,430	\$76,556
ASST PROFESSOR							
	University Year	Male	22	\$49,837	\$50,000	\$43,738	\$54,500
	University Year	Female	19	\$50,904	\$50,543	\$47,560	\$58,000
	University Year	Total	41	\$50,332	\$50,000	\$43,738	\$58,000
INSTRUCTOR							
	University Year	Male	1	\$49,600	\$49,600	\$49,600	\$49,600
	University Year	Total	1	\$49,600	\$49,600	\$49,600	\$49,600
	University Year	Total	8	\$34,378	\$34,155	\$27,151	\$42,136
SR ASSOC CUR SLIDES/PHOTO							
	Fiscal Year	Female	1	\$39,106	\$39,106	\$39,106	\$39,106
	Fiscal Year	Total	1	\$39,106	\$39,106	\$39,106	\$39,106
VISITING ASST PROFESSOR I							
	University Year	Female	1	\$37,333	\$37,333	\$37,333	\$37,333
	University Year	Total	1	\$37,333	\$37,333	\$37,333	\$37,333
VISITING LECTURER I							
	University Year	Female	2	\$25,000	\$25,000	\$25,000	\$25,000
	University Year	Total	2	\$25,000	\$25,000	\$25,000	\$25,000

University of Michigan-Dearborn

School of Education 2005-06

March 2006 Report on Instructional Faculty
Developed for the CESF by the SACUA Office Staff

Composition of the Faculty 2005-06

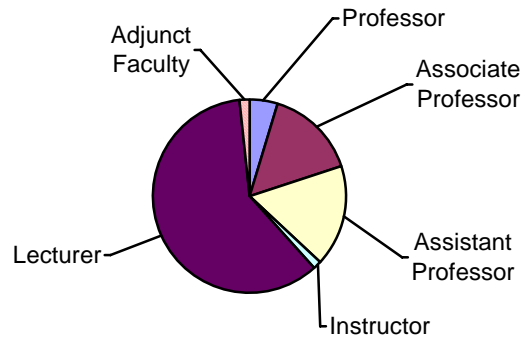
Total number of faculty all ranks: 65	Male	Female
	49%	51%

Gender by Rank

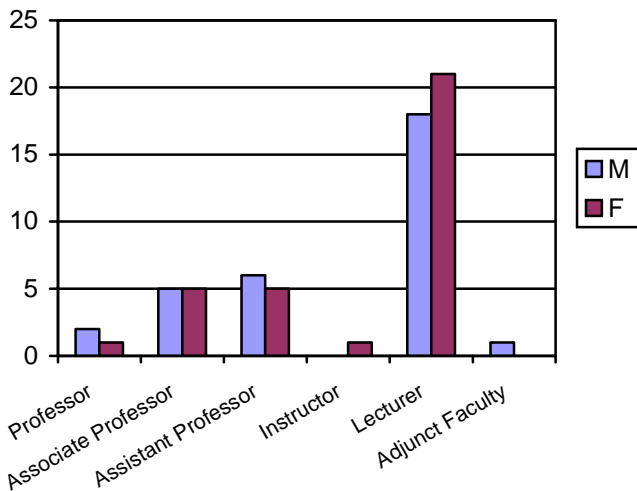
	Male	Female
Professor	67%	33%
Associate Professor	50%	50%
Assistant Professor	55%	45%
Instructor	0%	100%
Lecturer	46%	54%
Adjunct Faculty	100%	0%

**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.

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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	4.6%	Instructor	1.5%
Associate Professor	15.4%	Lecturer	60.0%
Assistant Professor	16.9%	Adjunct Faculty	1.5%

Mission Statement of CESF

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**University of Michigan-Dearborn
School of Education
Published Salary Rates 2005-06 by Rank**

			#	Mean	Median	Minimum	Maximum
PROFESSOR	University Year	Male	2	\$94,980	\$94,980	\$79,488	\$110,472
	University Year	Female	1	\$75,738	\$75,738	\$75,738	\$75,738
	University Year	Total	3	\$88,566	\$79,488	\$75,738	\$110,472
ASSOC PROFESSOR	University Year	Male	5	\$60,384	\$60,525	\$54,292	\$65,492
	University Year	Female	5	\$56,799	\$55,590	\$54,308	\$60,915
	University Year	Total	10	\$58,591	\$57,708	\$54,292	\$65,492
ASST PROFESSOR	University Year	Male	6	\$50,551	\$50,000	\$48,488	\$54,474
	University Year	Female	5	\$50,472	\$50,000	\$48,772	\$52,393
	University Year	Total	11	\$50,515	\$50,000	\$48,488	\$54,474
INSTRUCTOR	University Year	Female	1	\$48,000	\$48,000	\$48,000	\$48,000
	University Year	Total	1	\$48,000	\$48,000	\$48,000	\$48,000

University of Michigan-Dearborn
College of Engineering and Computer Science
2005-06

March 2006 Report on Instructional Faculty
 Developed for the CESF by the SACUA Office Staff

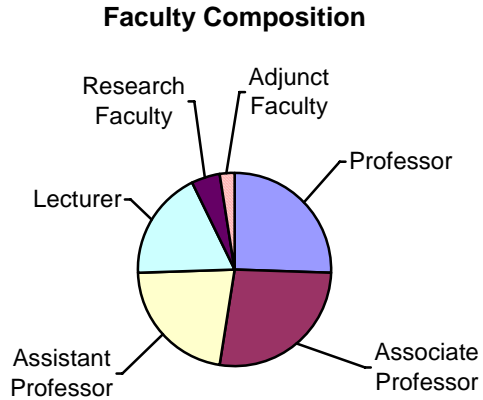
Composition of the Faculty 2005-06

Total number of faculty all ranks: 80	Male	Female
	96%	4%

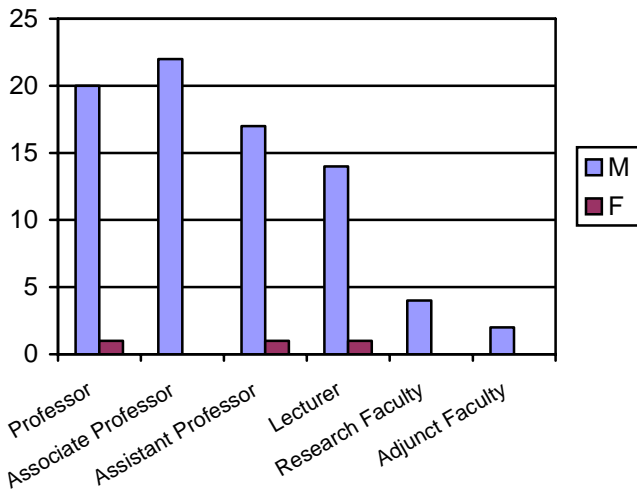
Gender by Rank

	Male	Female
Professor	95%	5%
Associate Professor	100%	0%
Assistant Professor	94%	6%
Lecturer	93%	7%
Research Faculty	100%	0%
Adjunct Faculty	100%	0%

**Please see page two for
 Published Salary Rates by Rank**



Faculty Gender Head Count by Rank



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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	25.6%	Lecturer	18.3%
Associate Professor	26.8%	Research Faculty	4.9%
Assistant Professor	22.0%	Adjunct Faculty	2.4%

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**University of Michigan-Dearborn
College of Engineering and Computer Science
Published Salary Rates 2005-06 by Rank**

			#	Mean	Median	Minimum	Maximum
PROFESSOR							
University Year	Male		14	\$87,913	\$85,762	\$74,458	\$112,362
University Year	Female		1	\$100,179	\$100,179	\$100,179	\$100,179
University Year	Total		15	\$88,730	\$86,472	\$74,458	\$112,362
Fiscal Year	Male		6	\$148,584	\$156,348	\$105,319	\$169,634
Fiscal Year	Total		6	\$148,584	\$156,348	\$105,319	\$169,634
ASSOC PROFESSOR							
University Year	Male		22	\$77,948	\$77,973	\$68,001	\$87,058
University Year	Total		22	\$77,948	\$77,973	\$68,001	\$87,058
ASST PROFESSOR							
University Year	Male		17	\$73,493	\$73,260	\$54,936	\$85,308
University Year	Female		1	\$65,691	\$65,691	\$65,691	\$65,691
University Year	Total		18	\$73,059	\$72,788	\$54,936	\$85,308
RESEARCH INVESTIGATOR							
Fiscal Year	Male		3	\$48,667	\$47,000	\$39,000	\$60,000
Fiscal Year	Total		3	\$48,667	\$47,000	\$39,000	\$60,000
ASST RESEARCH SCIENTIST							
Fiscal Year	Male		1	\$52,500	\$52,500	\$52,500	\$52,500
Fiscal Year	Total		1	\$52,500	\$52,500	\$52,500	\$52,500
ADJUNCT CLINICAL PROFESSOR							
Fiscal Year	Male		1	\$74,075	\$74,075	\$74,075	\$74,075
Fiscal Year	Total		1	\$74,075	\$74,075	\$74,075	\$74,075

**University of Michigan-Dearborn
School of Management
2005-06**

March 2006 Report on Instructional Faculty
Developed for the CESF by the SACUA Office Staff

Composition of the Faculty 2005-06

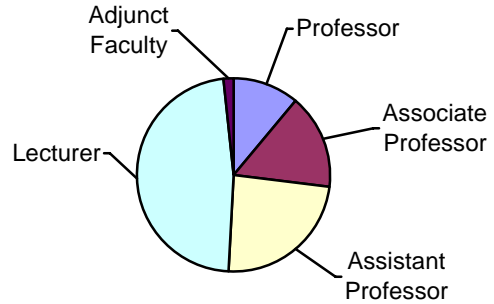
Total number of faculty all ranks: 63	Male	Female
	71%	29%

Gender by Rank

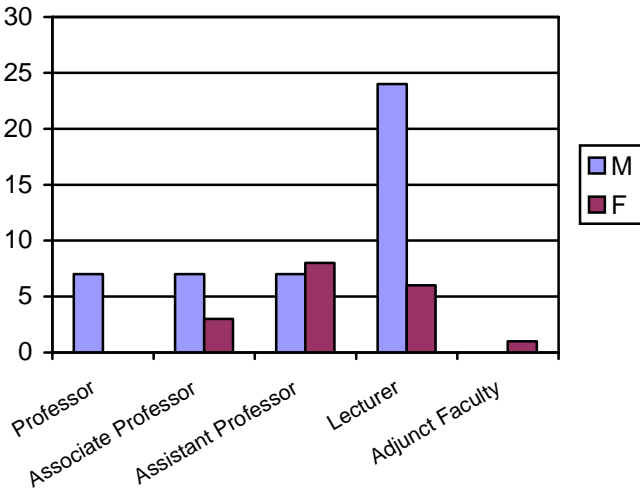
	Male	Female
Professor	100%	0%
Associate Professor	70%	30%
Assistant Professor	47%	53%
Lecturer	80%	20%
Adjunct Faculty	0%	100%

**Please see page two for
Published Salary Rates by Rank**

Faculty Composition



Faculty Gender Head Count by Rank



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Percentage by Faculty Category

Professor	11.1%	Lecturer	47.6%
Associate Professor	15.9%	Adjunct Faculty	1.6%
Assistant Professor	23.8%		

Mission Statement of CESF

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**University of Michigan-Dearborn
School of Management
Published Salary Rates 2005-06 by Rank**

			#	Mean	Median	Minimum	Maximum
PROFESSOR	University Year	Male	6	\$119,228	\$115,281	\$109,261	\$143,621
	University Year	Total	6	\$119,228	\$115,281	\$109,261	\$143,621
	Fiscal Year	Male	1	\$168,075	\$168,075	\$168,075	\$168,075
	Fiscal Year	Total	1	\$168,075	\$168,075	\$168,075	\$168,075
ASSOC PROFESSOR	University Year	Male	7	\$93,822	\$94,577	\$76,339	\$110,000
	University Year	Female	3	\$94,771	\$96,418	\$79,702	\$108,192
	University Year	Total	10	\$94,107	\$95,498	\$76,339	\$110,000
ASST PROFESSOR	University Year	Male	7	\$94,804	\$99,035	\$76,312	\$103,075
	University Year	Female	8	\$92,664	\$88,752	\$80,836	\$127,000
	University Year	Total	15	\$93,663	\$91,946	\$76,312	\$127,000
ADJUNCT LECTURER	University Year	Female	1	\$25,000	\$25,000	\$25,000	\$25,000
	University Year	Total	1	\$25,000	\$25,000	\$25,000	\$25,000