

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

## Flint Campus

2007-08

February 2008 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

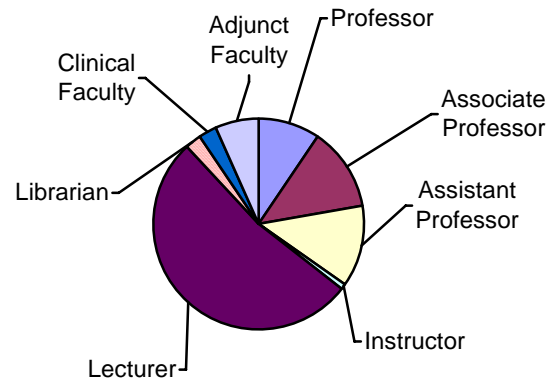
### Composition of the Faculty 2007-08

Total number of faculty all ranks: 457	Male	Female
	46%	54%

### Gender by Rank

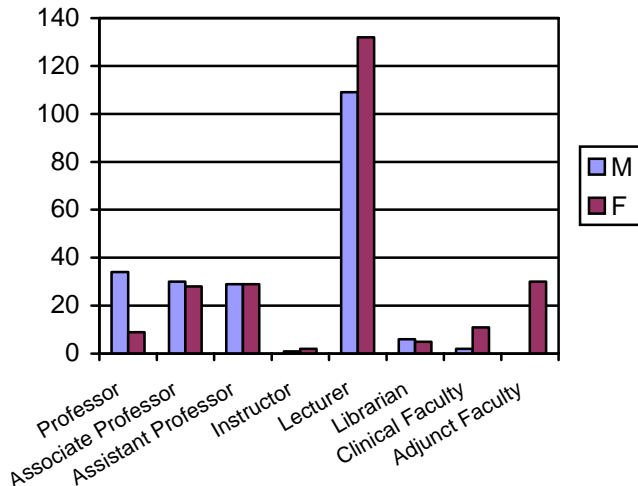
	Male	Female
Professor	79%	21%
Associate Professor	52%	48%
Assistant Professor	50%	50%
Instructor	33%	67%
Lecturer	45%	55%
Librarian	55%	45%
Clinical Faculty	15%	85%
Adjunct Faculty	0%	100%

### 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	9.4%	Lecturer	52.7%
Associate Professor	12.7%	Librarian	2.4%
Assistant Professor	12.7%	Clinical Faculty	2.8%
Instructor	0.7%	Adjunct Faculty	6.6%

### 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.

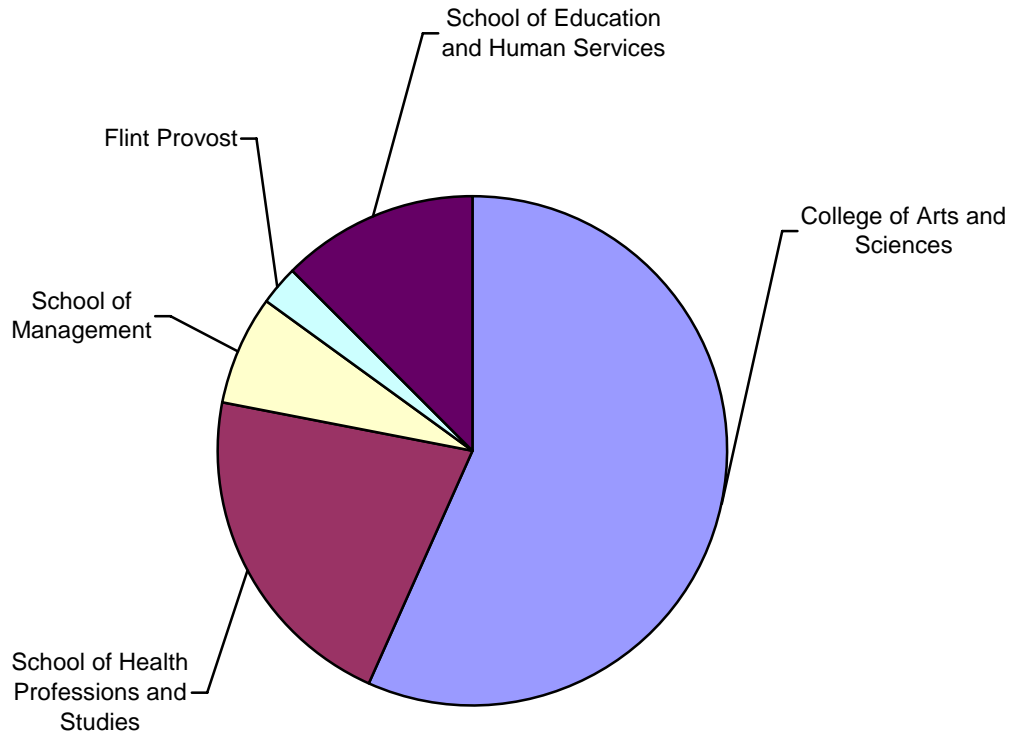
**University of Michigan  
Flint Campus  
Published Salary Rates 2007-08 by Rank**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Professor							
University Yr	Male		33	\$84,634	\$77,240	\$67,804	\$125,217
University Yr	Female		6	\$75,380	\$72,455	\$68,185	\$92,258
<b>University Yr</b>	<b>Total</b>		<b>39</b>	<b>\$83,210</b>	<b>\$76,333</b>	<b>\$67,804</b>	<b>\$125,217</b>
Fiscal Yr	Male		1	\$229,293	\$229,293	\$229,293	\$229,293
Fiscal Yr	Female		3	\$100,549	\$101,644	\$91,000	\$109,004
<b>Fiscal Yr</b>	<b>Total</b>		<b>4</b>	<b>\$132,735</b>	<b>\$105,324</b>	<b>\$91,000</b>	<b>\$229,293</b>
Associate Professor							
University Yr	Male		30	\$66,030	\$63,572	\$40,000	\$104,551
University Yr	Female		27	\$64,236	\$61,250	\$56,837	\$94,801
<b>University Yr</b>	<b>Total</b>		<b>57</b>	<b>\$65,180</b>	<b>\$62,390</b>	<b>\$40,000</b>	<b>\$104,551</b>
Fiscal Yr	Female		1	\$94,569	\$94,569	\$94,569	\$94,569
<b>Fiscal Yr</b>	<b>Total</b>		<b>1</b>	<b>\$94,569</b>	<b>\$94,569</b>	<b>\$94,569</b>	<b>\$94,569</b>
Assistant Professor							
University Yr	Male		29	\$62,693	\$54,106	\$48,000	\$98,472
University Yr	Female		29	\$51,321	\$50,470	\$45,500	\$74,160
<b>University Yr</b>	<b>Total</b>		<b>58</b>	<b>\$57,007</b>	<b>\$51,477</b>	<b>\$45,500</b>	<b>\$98,472</b>
Instructor							
University Yr	Male		1	\$46,680	\$46,680	\$46,680	\$46,680
University Yr	Female		1	\$45,321	\$45,321	\$45,321	\$45,321
<b>University Yr</b>	<b>Total</b>		<b>2</b>	<b>\$46,001</b>	<b>\$46,001</b>	<b>\$45,321</b>	<b>\$46,680</b>
Fiscal Yr	Female		1	\$67,749	\$67,749	\$67,749	\$67,749
<b>Fiscal Yr</b>	<b>Total</b>		<b>1</b>	<b>\$67,749</b>	<b>\$67,749</b>	<b>\$67,749</b>	<b>\$67,749</b>
LEO Lecturer I							
University Yr	Male		47	\$30,329	\$25,887	\$25,000	\$80,000
University Yr	Female		63	\$28,194	\$25,462	\$25,000	\$46,237
<b>University Yr</b>	<b>Total</b>		<b>110</b>	<b>\$29,106</b>	<b>\$25,743</b>	<b>\$25,000</b>	<b>\$80,000</b>
LEO Lecturer II							
University Yr	Male		41	\$33,283	\$27,646	\$25,887	\$71,194
University Yr	Female		31	\$30,769	\$27,646	\$25,133	\$57,289
<b>University Yr</b>	<b>Total</b>		<b>72</b>	<b>\$32,201</b>	<b>\$27,646</b>	<b>\$25,133</b>	<b>\$71,194</b>
LEO Lecturer III							
University Yr	Male		9	\$42,563	\$45,619	\$30,766	\$56,228
University Yr	Female		9	\$43,337	\$43,497	\$34,505	\$60,000
<b>University Yr</b>	<b>Total</b>		<b>18</b>	<b>\$42,950</b>	<b>\$44,558</b>	<b>\$30,766</b>	<b>\$60,000</b>
LEO Lecturer IV							
University Yr	Male		6	\$49,103	\$47,563	\$41,854	\$58,542
University Yr	Female		16	\$48,170	\$46,068	\$39,666	\$64,540
<b>University Yr</b>	<b>Total</b>		<b>22</b>	<b>\$48,425</b>	<b>\$46,168</b>	<b>\$39,666</b>	<b>\$64,540</b>
Fiscal Yr	Female		1	\$63,406	\$63,406	\$63,406	\$63,406
<b>Fiscal Yr</b>	<b>Total</b>		<b>1</b>	<b>\$63,406</b>	<b>\$63,406</b>	<b>\$63,406</b>	<b>\$63,406</b>

**University of Michigan  
Flint Campus  
Published Salary Rates 2007-08 by Rank  
(con't)**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
LEO Intermittent Lecturer							
	University Yr	Male	3	\$32,681	\$29,600	\$26,225	\$42,218
	University Yr	Female	6	\$26,533	\$26,061	\$25,000	\$28,840
	<b>University Yr</b>	<b>Total</b>	<b>9</b>	<b>\$28,582</b>	<b>\$26,236</b>	<b>\$25,000</b>	<b>\$42,218</b>
LEO Adjunct Lecturer							
	University Yr	Male	3	\$36,895	\$26,523	\$24,401	\$59,761
	University Yr	Female	6	\$27,716	\$26,523	\$24,401	\$32,000
	<b>University Yr</b>	<b>Total</b>	<b>9</b>	<b>\$30,775</b>	<b>\$26,523</b>	<b>\$24,401</b>	<b>\$59,761</b>
Head Regional Campus Library							
	Fiscal Yr	Male	1	\$96,469	\$96,469	\$96,469	\$96,469
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$96,469</b>	<b>\$96,469</b>	<b>\$96,469</b>	<b>\$96,469</b>
Senior Associate Librarian							
	Fiscal Yr	Male	3	\$52,381	\$47,850	\$47,635	\$61,658
	Fiscal Yr	Female	1	\$48,874	\$48,874	\$48,874	\$48,874
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$51,504</b>	<b>\$48,362</b>	<b>\$47,635</b>	<b>\$61,658</b>
Associate Librarian							
	Fiscal Yr	Male	1	\$39,229	\$39,229	\$39,229	\$39,229
	Fiscal Yr	Female	3	\$46,043	\$46,429	\$45,203	\$46,497
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$44,339</b>	<b>\$45,816</b>	<b>\$39,229</b>	<b>\$46,497</b>
Assistant Librarian							
	Fiscal Yr	Male	1	\$37,188	\$37,188	\$37,188	\$37,188
	Fiscal Yr	Female	1	\$39,667	\$39,667	\$39,667	\$39,667
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$38,428</b>	<b>\$38,428</b>	<b>\$37,188</b>	<b>\$39,667</b>
Clinical Assistant Professor							
	University Yr	Male	1	\$56,000	\$56,000	\$56,000	\$56,000
	University Yr	Female	6	\$56,709	\$56,000	\$55,697	\$58,710
	<b>University Yr</b>	<b>Total</b>	<b>7</b>	<b>\$56,608</b>	<b>\$56,000</b>	<b>\$55,697</b>	<b>\$58,710</b>
	Fiscal Yr	Male	1	\$69,998	\$69,998	\$69,998	\$69,998
	Fiscal Yr	Female	3	\$110,047	\$72,236	\$72,161	\$185,745
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$100,035</b>	<b>\$72,198</b>	<b>\$69,998</b>	<b>\$185,745</b>
Clinical Instructor							
	Fiscal Yr	Female	2	\$64,916	\$64,916	\$59,792	\$70,040
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$64,916</b>	<b>\$64,916</b>	<b>\$59,792</b>	<b>\$70,040</b>
Adjunct Lecturer							
	University Yr	Female	1	\$23,690	\$23,690	\$23,690	\$23,690
	<b>University Yr</b>	<b>Total</b>	<b>1</b>	<b>\$23,690</b>	<b>\$23,690</b>	<b>\$23,690</b>	<b>\$23,690</b>
Adjunct Clinical Lecturer							
	University Yr	Female	29	\$50,625	\$51,500	\$40,000	\$61,839
	<b>University Yr</b>	<b>Total</b>	<b>29</b>	<b>\$50,625</b>	<b>\$51,500</b>	<b>\$40,000</b>	<b>\$61,839</b>

## Flint Faculty by Academic Unit 2007-08



College of Arts and Sciences	259	56.7%
School of Health Professions and Studies	98	21.4%
School of Management	32	7.0%
School of Education and Human Services	57	12.5%
Flint Provost	11	2.4%