

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

## Flint Campus

2008-09

February 2009 Report on Instructional Faculty  
Developed for the CESF by the SACUA Office Staff

### Composition of the Faculty 2008-09

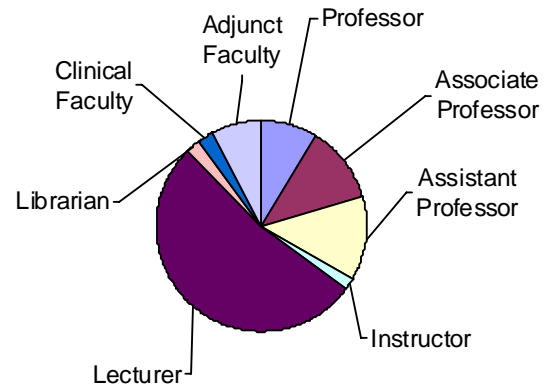
Total number of faculty all ranks: 480	Male	Female
	45%	55%

### Gender by Rank

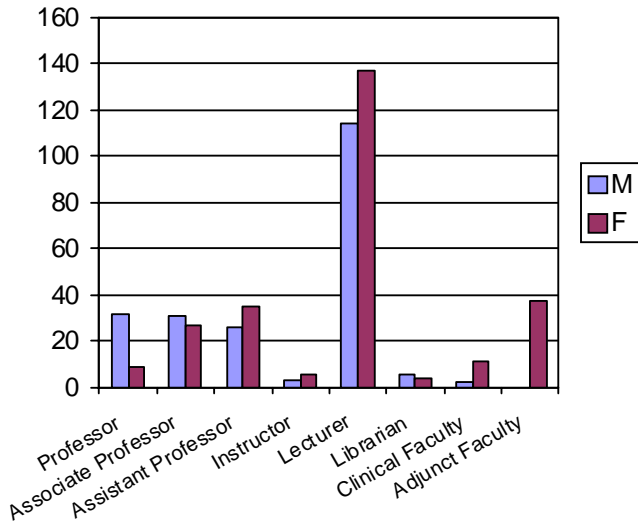
	Male	Female
Professor	78%	22%
Associate Professor	53%	47%
Assistant Professor	43%	57%
Instructor	33%	67%
Lecturer	45%	55%
Librarian	60%	40%
Clinical Faculty	15%	85%
Adjunct Faculty	0%	100%

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	8.5%	Lecturer	52.3%
Associate Professor	12.1%	Librarian	2.1%
Assistant Professor	12.7%	Clinical Faculty	2.7%
Instructor	1.9%	Adjunct Faculty	7.7%

### 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.

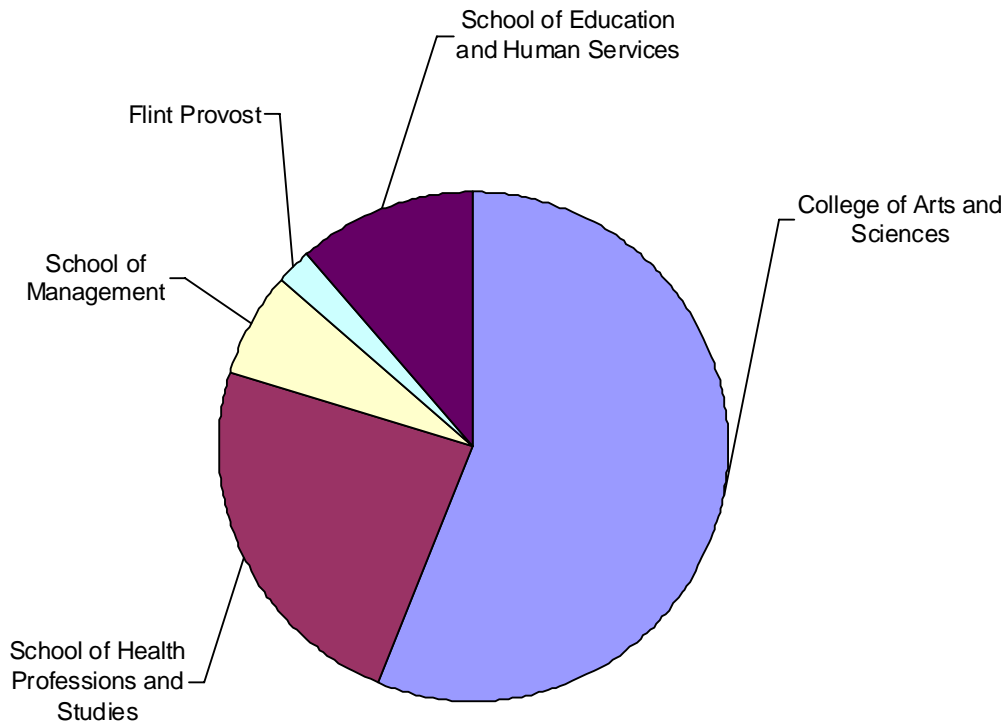
**University of Michigan  
Flint Campus  
Published Salary Rates 2008-09 by Rank**

			<b>#</b>	<b>Mean</b>	<b>Median</b>	<b>Minimum</b>	<b>Maximum</b>
Professor							
University Yr	Male	32	\$86,461	\$80,034	\$70,881	\$120,511	
University Yr	Female	6	\$84,132	\$77,235	\$70,985	\$109,921	
<b>University Yr</b>	<b>Total</b>	<b>38</b>	<b>\$86,093</b>	<b>\$79,910</b>	<b>\$70,881</b>	<b>\$120,511</b>	
Fiscal Yr	Female	3	\$104,571	\$105,710	\$94,640	\$113,364	
<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$104,571</b>	<b>\$105,710</b>	<b>\$94,640</b>	<b>\$113,364</b>	
Associate Professor							
University Yr	Male	31	\$68,141	\$65,080	\$40,000	\$111,347	
University Yr	Female	26	\$64,920	\$63,400	\$59,112	\$96,988	
<b>University Yr</b>	<b>Total</b>	<b>57</b>	<b>\$66,672</b>	<b>\$63,789</b>	<b>\$40,000</b>	<b>\$111,347</b>	
Fiscal Yr	Female	1	\$98,352	\$98,352	\$98,352	\$98,352	
<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$98,352</b>	<b>\$98,352</b>	<b>\$98,352</b>	<b>\$98,352</b>	
Assistant Professor							
University Yr	Male	26	\$69,006	\$57,146	\$50,000	\$102,411	
University Yr	Female	34	\$56,193	\$52,335	\$47,320	\$98,000	
<b>University Yr</b>	<b>Total</b>	<b>60</b>	<b>\$61,745</b>	<b>\$53,481</b>	<b>\$47,320</b>	<b>\$102,411</b>	
Fiscal Yr	Female	1	\$74,880	\$74,880	\$74,880	\$74,880	
<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$74,880</b>	<b>\$74,880</b>	<b>\$74,880</b>	<b>\$74,880</b>	
Instructor							
University Yr	Male	2	\$48,190	\$48,190	\$48,000	\$48,380	
University Yr	Female	3	\$48,227	\$48,000	\$46,682	\$50,000	
<b>University Yr</b>	<b>Total</b>	<b>5</b>	<b>\$48,212</b>	<b>\$48,000</b>	<b>\$46,682</b>	<b>\$50,000</b>	
Fiscal Yr	Male	1	\$70,000	\$70,000	\$70,000	\$70,000	
Fiscal Yr	Female	3	\$64,569	\$68,000	\$55,249	\$70,459	
<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$65,927</b>	<b>\$69,000</b>	<b>\$55,249</b>	<b>\$70,459</b>	
LEO Lecturer I							
University Yr	Male	50	\$29,640	\$26,000	\$25,000	\$80,000	
University Yr	Female	75	\$29,301	\$26,400	\$13,503	\$52,000	
<b>University Yr</b>	<b>Total</b>	<b>125</b>	<b>\$29,437</b>	<b>\$26,000</b>	<b>\$13,503</b>	<b>\$80,000</b>	
LEO Lecturer II							
University Yr	Male	43	\$35,578	\$30,129	\$26,922	\$74,041	
University Yr	Female	29	\$31,685	\$30,002	\$26,138	\$59,580	
<b>University Yr</b>	<b>Total</b>	<b>72</b>	<b>\$34,010</b>	<b>\$30,129</b>	<b>\$26,138</b>	<b>\$74,041</b>	
LEO Lecturer III							
University Yr	Male	6	\$43,483	\$46,222	\$31,997	\$49,098	
University Yr	Female	4	\$42,732	\$43,418	\$35,885	\$48,204	
<b>University Yr</b>	<b>Total</b>	<b>10</b>	<b>\$43,182</b>	<b>\$45,118</b>	<b>\$31,997</b>	<b>\$49,098</b>	
Fiscal Yr	Female	1	\$62,400	\$62,400	\$62,400	\$62,400	
<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$62,400</b>	<b>\$62,400</b>	<b>\$62,400</b>	<b>\$62,400</b>	

**University of Michigan  
Flint Campus  
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LEO Lecturer IV							
	University Yr	Male	10	\$50,118	\$49,465	\$38,729	\$62,413
	University Yr	Female	17	\$49,868	\$48,326	\$38,729	\$67,122
	<b>University Yr</b>	<b>Total</b>	<b>27</b>	<b>\$49,961</b>	<b>\$48,326</b>	<b>\$38,729</b>	<b>\$67,122</b>
	Fiscal Yr	Female	1	\$70,381	\$70,381	\$70,381	\$70,381
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$70,381</b>	<b>\$70,381</b>	<b>\$70,381</b>	<b>\$70,381</b>
LEO Intermittent Lecturer							
	University Yr	Male	2	\$37,345	\$37,345	\$30,784	\$43,907
	University Yr	Female	4	\$29,064	\$29,679	\$26,000	\$30,896
	<b>University Yr</b>	<b>Total</b>	<b>6</b>	<b>\$31,824</b>	<b>\$30,389</b>	<b>\$26,000</b>	<b>\$43,907</b>
LEO Adjunct Lecturer							
	University Yr	Male	3	\$37,692	\$26,523	\$24,401	\$62,152
	University Yr	Female	6	\$27,882	\$26,523	\$24,401	\$32,000
	<b>University Yr</b>	<b>Total</b>	<b>9</b>	<b>\$31,152</b>	<b>\$26,523</b>	<b>\$24,401</b>	<b>\$62,152</b>
Head Regional Campus Library							
	Fiscal Yr	Male	1	\$100,328	\$100,328	\$100,328	\$100,328
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$100,328</b>	<b>\$100,328</b>	<b>\$100,328</b>	<b>\$100,328</b>
Senior Associate Librarian							
	Fiscal Yr	Male	3	\$54,715	\$50,016	\$50,003	\$64,125
	Fiscal Yr	Female	1	\$51,317	\$51,317	\$51,317	\$51,317
	<b>Fiscal Yr</b>	<b>Total</b>	<b>4</b>	<b>\$53,865</b>	<b>\$50,667</b>	<b>\$50,003</b>	<b>\$64,125</b>
Associate Librarian							
	Fiscal Yr	Male	1	\$40,877	\$40,877	\$40,877	\$40,877
	Fiscal Yr	Female	2	\$47,874	\$47,874	\$47,463	\$48,286
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$45,542</b>	<b>\$47,463</b>	<b>\$40,877</b>	<b>\$48,286</b>
Assistant Librarian							
	Fiscal Yr	Male	1	\$38,861	\$38,861	\$38,861	\$38,861
	Fiscal Yr	Female	1	\$41,452	\$41,452	\$41,452	\$41,452
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$40,157</b>	<b>\$40,157</b>	<b>\$38,861</b>	<b>\$41,452</b>
Clinical Associate Professor							
	Fiscal Yr	Female	1	\$83,047	\$83,047	\$83,047	\$83,047
	<b>Fiscal Yr</b>	<b>Total</b>	<b>1</b>	<b>\$83,047</b>	<b>\$83,047</b>	<b>\$83,047</b>	<b>\$83,047</b>
Clinical Assistant Professor							
	University Yr	Male	1	\$58,240	\$58,240	\$58,240	\$58,240
	University Yr	Female	6	\$58,977	\$58,240	\$57,925	\$61,058
	<b>University Yr</b>	<b>Total</b>	<b>7</b>	<b>\$58,872</b>	<b>\$58,240</b>	<b>\$57,925</b>	<b>\$61,058</b>
	Fiscal Yr	Male	1	\$72,798	\$72,798	\$72,798	\$72,798
	Fiscal Yr	Female	2	\$133,964	\$133,964	\$75,125	\$192,803
	<b>Fiscal Yr</b>	<b>Total</b>	<b>3</b>	<b>\$113,575</b>	<b>\$75,125</b>	<b>\$72,798</b>	<b>\$192,803</b>
Clinical Instructor							
	Fiscal Yr	Female	2	\$67,162	\$67,162	\$62,184	\$72,141
	<b>Fiscal Yr</b>	<b>Total</b>	<b>2</b>	<b>\$67,162</b>	<b>\$67,162</b>	<b>\$62,184</b>	<b>\$72,141</b>
Adjunct Clinical Lecturer							
	University Yr	Female	37	\$33,099	\$34,000	\$30,000	\$37,455
	<b>University Yr</b>	<b>Total</b>	<b>37</b>	<b>\$33,099</b>	<b>\$34,000</b>	<b>\$30,000</b>	<b>\$37,455</b>
<b>TOTAL</b>			<b>480</b>	<b>\$47,936</b>	<b>\$41,665</b>	<b>\$13,503</b>	<b>\$192,803</b>

## Flint Faculty by Academic Unit 2008-09



College of Arts and Sciences	269	56.6%
School of Health Professions and Studies	114	23.8%
School of Management	32	6.7%
School of Education and Human Services	55	11.5%
Flint Provost	10	2.1%