

Report on Salary and Wage Payments for Research Faculty by Unit and Rank

Purpose:

The purpose of this report is to provide information on the types and amounts of salary and wage payments made to research faculty. The basic methodology began by identifying the relevant population of individuals as those whose major appointment as of the standard count date was one with a research faculty title. The report includes information on the salary and wage payments to those individuals over the course of a 12-month period. This document provides more detail on the methodology, the definitions used, and the sources of information.

Population:

Data in this report represent faculty with an appointment to a title in the research scientist or research professor tracks when that title is their primary job and they had at least one paid appointment (regardless of effort) where the employee status is active or leave with pay in such a title on November 1 of the relevant academic year.

Research faculty includes all individuals with an appointment title of research professor, research associate professor, research assistant professor, research scientist, associate research scientist, assistant research scientist, or research investigator. This report excludes titles with supplemental modifiers (adjunct or visiting).

Research faculty who retired after November 1 of the relevant academic year are included in this report including payments made to the faculty member prior to their retirement date as well as payments for any active post-retirement appointments.

The primary job is defined as the one in which the employee has the largest appointment effort or hours as of the job effective date. In this report, the determination of the primary job classification depends on the active appointments as of November 1 of the relevant year.

November 1 is the University's standard count date for reporting purposes for faculty and staff counts. This report excludes faculty who did not have an active, paid appointment as of November 1 even if they had a paid appointment at some other time during the academic year.

Faculty members are assigned to only one unit for purposes of this report. Although some research faculty may have appointments in more than one unit, usually they have only one paid research faculty appointment. This report assigns individuals to the department group of their primary job, again as determined by the active appointments as of November 1.

Each year's population by unit and rank is determined independently. Therefore, faculty members with appointment changes for unit or rank are included in the appropriate place for each year as determined by the November 1 count date.

Academic Year:

For purposes of this report, we have defined academic year as a twelve-month period beginning on September 1 and running through August 31.

Payments:

Payments are the salary and wage payments in the specified earnings codes or expense types made to the individuals in the identified population on all the appointments held by those individuals during the relevant year. Payments are shown as General Fund, All Other Funds and Total Funds. General Fund payments include all payments paid on fund code 10000. All Other Funds payments are made on all other fund codes. Total Funds payments are a sum of the two categories.

Only payments that are considered to be salary or wage payments are included in this analysis. Salary payments are grouped together into eight different categories or types. For each payment type the report shows how many of the individuals in the population received a payment and the total amount paid. The average dollar amount is a calculation based on the dollars paid divided by the number who received that type of payment. The Percentage of Total is a calculation of the dollars paid for each payment type divided by the total dollars paid for all payment types.

Negative values may appear in the Minimum \$ column because of adjustments made to an individual's pay. Sometimes these adjustments are between different types of funds (General and All Other). Negative values in the Total All Funds group may be due to an adjustment between different academic years.

Payment types were determined by a combination of earnings codes, account codes and job codes.

Research Appointment payments (a combination of a research faculty job code, an account code of 500100, 500125, 500400, 501300, 510600, 543300, 543350, 583800, or 587600 and an earnings code of A51, CRG, ECA, ECW, EDU, ENP, ESF, ESH, ESJ, ESR, ETR, ETW, FAH, FCV, FRL, GLA, HOL, HOM, JRD, MIL, OTP, OTR, PRR, REG, RGT, RRG, SCK, SEA, SEW, SFV, SKF, SKG, SVH, SWP, TEA, TNC, UET, UPA, VAC, VHP, VPO, VPR, or VWP in the Payroll data set) are payments for appointments that are considered research faculty with any of the following titles: research professor, research associate professor, research assistant professor, research scientist, associate research scientist, assistant research scientist, research investigator, or adjunct associate research scientist.

Instructional Appointment payments (a combination of an instructional job code, an account code of 500300, 500400, 500450, 500700, 500900, 501300, 501400, 501700, 501800 or 514200 and an earnings code of ADD, CRG, ENP, ESF, FAH, FGE, GLA, HOL, HOM, INC, INT, JRD, PRR, REG, RGT, SAL, SCK, SEA, SVH, UPA, VAC,

VPO, or VPR in the Payroll data set) are payments associated with appointments that are considered regular instructional, regular clinical instructional or supplemental instructional (adjunct or visiting).

Academic Administrative and Professional appointment payments (a combination of account code 510200, 510600, 512400, or 514300, an earnings code of ADM, ECA, EDU, ESF, ETW, HOL, JRD, PRR, REG, SAL, SCK, SEA, SEW, SKG, VAC, VPO, VPR, or VWP, and an administrative or professional job code in the Payroll data set) are those made to this set of individuals for work effort associated with appointments with administrative or professional titles, such as associate director, director, program manager, clinical associate, clinical psychologist, or the like.

Salary Supplement payments (a combination of a research faculty job code, an account code of 500100 and an earnings code of SAL in the Payroll data set) are made to supplement research faculty salaries on an open-ended or one-time basis such as a lump sum payment as a part of merit or a scholarly award.

Added Duties or Administrative Differential payments (a combination of an earnings code of ADD or ADM, an account code of 514200 or 514300, and a research faculty job code in the Payroll data set) are used to compensate an individual for administrative duties that are not generally considered part of the normal duties of a research faculty member.

Incentive Payments (a combination of a research faculty job code and an earnings code of INC or INT in the Payroll data set) are payments made for clinical effort based on clinical productivity or faculty group practice payments, or other types of extramural fundings. These are often referred to as the "at-risk" portion of salary for faculty in the Medical School.

Form G and special stipends (earnings code FGD or FGE with a research faculty title in the Payroll data set) include payments for services rendered that are outside of the regular appointment of an individual and payments for prizes, awards and honors.

Temporary Appointment payments (a combination of account code 500300, 515000, 520380, 520760, 521520, 523420, 523800, or 525700, an earnings code of FGE, PRR, PRT, RGT, or TOP and a temporary job code in the Payroll data set) are payments associated with temporary positions.

Individuals are counted only once in each payment type for each fund category (general fund or all other funds) and only once for each payment type in the total funds category. If the sum of an individual's general fund payment and all other funds payment in the same category equals zero, those negative and positive payments have been removed from the report.

Presentation:

Small populations required special handling. No reports were prepared for the following schools/colleges with few or no research faculty: A. Alfred Taubman

College of Architecture and Urban Planning, School of Art and Design, Stephen M. Ross School of Business, School of Education, School of Information, Division of Kinesiology, Law School, Gerald R. Ford School of Public Policy, and the School of Social Work. In addition, reports were produced only for ranks with at least six faculty members in one of the three academic years. Salary information is not shown for years with less than six faculty members.

Sources:

Headcounts, primary job title, and primary department and department group are from the HR02 Human Resource Snapshot data set as of November 1 of the relevant academic year.

Salary payments for academic years 02-03, 03-04, and 04-05 are from the PY01 Payroll data set.