

The University of Michigan-Flint

The Committee on the Economic Status of the Faculty

Annual Report to the Regents

June 2003

Committee Chair: Jami Anderson (College of Arts and Sciences)
Regular Members: Janet Barnfather (School of Health Professions and Studies)
Keith Moreland (School of Management)
Vince Prygoski (Thompson Library)
Beverly Schumer (School of Education and Human Services)

Special Advisor: Fawn Skarsten (Office of Institutional Analysis)

The University of Michigan-Flint

Regents Communication

Item for Information

Subject: Committee on the Economic Status of the Faculty

Executive Summary

The Committee chose to focus its efforts on three major issues:

- 1) How has inflation affected UM-Flint faculty salaries?
- 2) Is there significant salary compression within faculty ranks?
- 3) How do UM-Flint faculty salaries compare to our peer institutions?

The short answers to the above questions are:

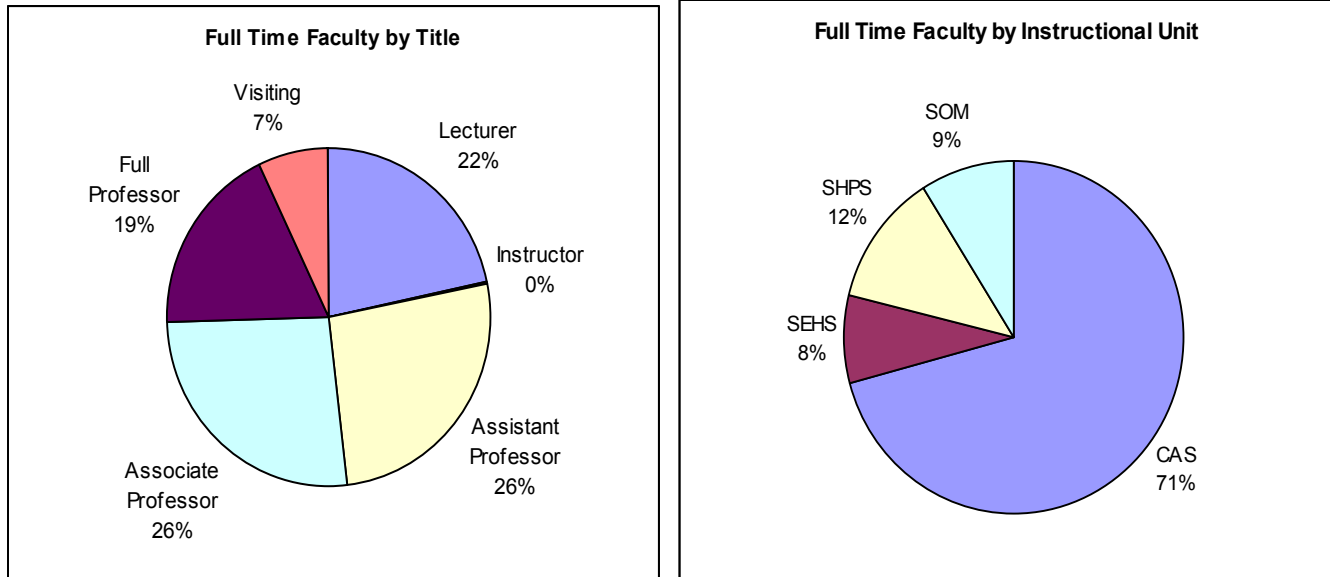
1. There has been a small gain in faculty buying power relative to the early 1990s; yet recently the University has failed to keep up with inflation at the professor and associate professor levels.
2. Salary compression continues to exist across faculty ranks.
3. UM-Flint maintained its average ranking among our peers with some modest improvement among our Michigan peers with respect to average Assistant Professor salaries. The Committee considers this modest gain in the area of Assistant Professor salaries encouraging as an indicator of UM-Flint maintaining a level of competitiveness in the hiring of Assistant Professors.

Date: May 26, 2003

Submitted by: Jami L. Anderson, Chair

Introduction

The committee again would like to thank Chancellor Mestas for permitting Fawn Skarsten of Institutional Analysis to contribute her extremely valuable assistance to the committee. The committee is very grateful for the continuing concern about faculty salary issues shown by Chancellor Mestas. In the absence of discipline-specific comparative data again this year, the Committee followed the advice of the Office of Institutional Analysis and used AAUP data to compare UM-Flint faculty salaries with those of our state and national peer institutions.



- CAS = College of Arts and Sciences
- SOM = School of Management
- SHPS = School of Health Professions and Studies (Nursing, Physical Therapy, Medical Technology, Radiation Therapy, Health Care)
- SEHS = School of Education and Human Services (Education and Social Work)

Note: at UM-Flint Lecturers are usually Masters-level instructors, rarely PhD's

As can be seen in the above charts, the College of Arts and Sciences (CAS) is the major academic unit on the Flint campus. CAS is composed of the traditional liberal arts departments and programs, plus programs in computer science and engineering. The other three instructional units are essentially professional degree programs with both undergraduate and graduate programs (several master's degrees plus the new Doctorate in Physical Therapy degree). CAS currently has graduate programs in Biology, Liberal Studies, and Public Administration (other master's degrees programs are under development). While the Committee's report focuses on CAS salary data, in our discussions the Committee became concerned about projections of future faculty shortages in many disciplines but especially in certain professional programs such as Nursing and Physical Therapy (see Appendix A). Moreover, with the recent assignment of UM-Flint Librarians as members of the faculty, the Committee examined salaries of this discipline locally by comparisons with starting salaries at public libraries within Genesee County as well as peer institutions (see Appendix B). The Committee's work this year built upon the previous two years' reports in an effort to present a clear picture of economic status of the faculty. The Committee hopes to focus its efforts next year on analyzing discipline specific comparative data when the 2002 databases become available. This report will begin with a general overview of Flint faculty provided for the Flint CESF by the SACUA office staff at Ann Arbor.

University of Michigan
Committee on the Economic Status of the Faculty
Overview for Flint Campus

Composition of the Faculty 2002-03			Percentage by Faculty Category			
Total number of faculty all ranks: 413	Male	Female	Professor	10%	Lecturer	12%
	52%	48%	Associate Professor	14%	Adjunct Faculty	42%
Gender by Rank			Assistant Professor	14%	Visiting Faculty	4%
	Male	Female	Clinical Faculty	2%	Librarians	2%
Professor	74%	26%	68% of Adjunct Faculty have appointments of <50%			
Associate Professor	65%	35%				
Assistant Professor	51%	49%				
Clinical Faculty	0%	100%				
Lecturer	43%	57%				
Adjunct Faculty	46%	54%				
Visiting Faculty	56%	44%				
Curators/Librarians	44%	56%				

Published Salary Rates 2002-03 by rank (Please see Notes below)

Rank	#	See note 2 & 3	Minimum Salary Rate	Mean Salary Rate	Median Salary Rate	Maximum Salary Rate
Professor	39	U Year	\$56,298	\$73,163	\$70,049	\$98,815
	4	Fiscal Yr	68,602	79,749	77,499	95,399
Associate Professor	59	U Year	47,000	59,557	56,816	89,465
	1	Fiscal Yr	84,557	84,557	84,557	84,557
Assistant Professor	55	U Year	41,500	49,143	45,000	80,913
	2	Fiscal Yr	66,968	67,940	67,940	68,913
Clinical Associate Professor	1	Fiscal Yr	66,630	66,630	66,630	66,630
Clinical Assistant Professor	2	U Year	47,334	48,431	48,431	49,529
	3	Fiscal Yr	61,873	88,018	64,180	138,000
Librarian	1	Fiscal Yr	64,197	64,197	64,197	64,197
Sr. Associate Librarian	2	Fiscal Yr	42,391	42,698	42,698	43,006
Associate Librarian	4	Fiscal Yr	35,108	37,307	36,464	41,192
Assistant Librarian	2	Fiscal Yr	30,870	31,435	31,435	32,000

1. The published salary rates reflect a 100% appointment
2. U Year refers to an employment period of 9 months
3. Fiscal Year refers to an employment period of 12 months
4. Developed for the Flint CESF by the SACUA Office Staff

How Have UM-Flint Faculty Salaries Performed Relative to Inflation?

Table 1

Continuing Faculty Compensation Increases from 1993 to 2002

Year	CPI Change	Percent Compensation Increases							
		Professors		Associate Professors		Assistant Professors		Lecturers	
		Nominal	Real	Nominal	Real	Nominal	Real	Nominal	Real
1993	2.46	2.60	0.14	3.20	0.74	3.60	1.14	5.90	3.44
1994	3.95	2.10	-1.85	2.60	-1.35	3.10	-0.85	2.70	-1.25
1995	2.72	2.50	-0.22	3.10	0.38	3.20	0.48	3.30	0.58
1996	2.71	3.80	1.09	3.90	1.19	5.30	2.59	5.20	2.49
1997	1.99	3.80	1.81	4.70	2.71	4.80	2.81	6.20	4.21
1998	1.70	2.70	1.00	3.30	1.60	3.90	2.20	4.30	2.60
1999	3.78	4.60	0.82	6.50	2.72	5.10	1.32	6.10	2.32
2000	3.53	4.50	0.97	5.10	1.57	7.00	3.47	5.30	1.77
2001	1.73	3.80	2.07	4.50	2.77	6.10	4.37	5.20	3.47
2002	3.52	2.80	-0.72	3.30	-0.22	4.30	0.78	6.20	2.68
1993-2002	31.88	38.58	5.16	48.22	12.70	57.29	19.77	63.41	24.55

Table I shows the nominal and real percentage increases in continuing faculty compensation for each of the ten years ending in 2002 and cumulatively for the period from 1993 to 2002. The real increases are calculated by subtracting the increase in the annual February-to-February Consumer Price Index (CPI) for the Detroit-Ann Arbor-Flint area from nominal compensation increases. Compensation changes are shown for each class of faculty: professors, associate professors, assistant professors and lecturers.

In 2002 the increases for continuing professors and associate professors did not keep up with inflation (the change in CPI). The 2.8 percent increase in continuing professor salaries resulted in a loss of purchasing power of 0.72 percent. The 3.3 percent increase in continuing associate professor salaries resulted in a slight loss of purchasing power of 0.22 percent. Continuing assistant professor increases of 4.3 percent and lecturer increases of 6.2 percent exceeded inflation by 0.78 percent and 2.68 percent respectively.

Is There Evidence of Significant Salary Compression within Ranks?

Last year's report expressed the Committee's concern that faculty salaries within ranks show evidence of salary compression due to annual raises barely keeping pace with inflation. Table I shows that continuing faculty salaries generally have slightly exceeded increases in the CPI for the last ten years. Consequently, the purchasing power of each category of faculty has increased by small to moderate amounts during this period. Table I also shows that compensation increases for assistant professors and lecturers have exceeded compensation increases for associate professors, which in turn, have consistently exceeded compensation increases for continuing professors. The effect of this trend has been a continuing compression of salaries across faculty ranks.

How Do UM-Flint Faculty Salaries Compare to Our Peer Institutions?

The Committee followed the peer institution rationale articulated in the previous two years' reports. Peers were defined as those institutions listed as Category IIA in the AAUP data set (see Tables II and III). These institutions are characterized by diverse post-baccalaureate programs, but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which the number of doctoral-level degrees granted is fewer than thirty or in which fewer than three unrelated disciplines are offered. In addition, these institutions must grant a minimum of thirty post-baccalaureate degrees and either grant degrees in three or more post-baccalaureate programs or, alternatively, have an interdisciplinary program at the post-baccalaureate level. Not all the public Category IIA schools in a particular state were listed in the AAUP database so that information was not available. In addition to using the national average for Category IIA institutions, we selected nearby regions of the country for comparisons.

Peer Institution Comparisons

Table II
Michigan Peer (Category IIA) Institution Ranked Faculty Salaries (in \$1,000s)

Assistant Professor		Associate Professor		Full Professor	
Institution		Institution		Institution	
UM-Dearborn	57.1	UM-Dearborn	64.2	Oakland University	81.8
Oakland University	54.6	Oakland University	64.0	UM-Dearborn	77.5
UM-Flint	50.2	Grand Valley State	60.5	Grand Valley State Univ.	77.3
Grand Valley State Univ.	49.3	UM-Flint	60.1	Central Michigan Univ.	72.7
Ferris State University	48.7	Central Michigan University	57.7	UM-Flint	72.4
Central Michigan Univ.	47.0	Ferris State Univ.	56.1	Northern Michigan Univ.	70.9
Lake Superior State Univ.	N/A*	Lake Superior State Univ.	N/A*	Lake Superior State Univ.	N/A*
Northern Michigan Univ.	44.9	Northern Michigan Univ. Lake Superior State Univ.	55.7	Ferris State University	63.7
AVERAGE:	50.3		57.7		73.5

* Not Available

Table II shows that, among our category IIA Michigan peer institutions, UM-Flint maintained its relative position at the Assistant, Associate and Full Professor levels.

Table III
National and Regional Comparisons

Institution	Lecturer		Assistant Professor		Associate Professor		Full Professor	
UM-Flint	35.8		50.2		60.1		72.4	
Category IIA Public Universities		% difference from UMF*		% difference from UMF*		% difference from UMF*		% difference from UMF*
National	43.0	20.1%	49.1	-2.2%	59.2	-1.5%	74.6	3.0%
North Central East	38.1	6.4%	47.7	-5.0%	57.1	-5.0%	71.2	-1.7%
North Central West	31.9	-10.9%	45.8	-8.8%	55.5	-7.7%	67.8	-6.4%
New England	47.2	31.8%	51.0	1.6%	61.3	2.0%	79.8	10.2%
Middle Atlantic (NJ, NY, PA)	45.1	26.0%	52.6	4.8%	65.6	9.2%	83.5	15.3%

* Percent differences from UM-Flint average salaries were calculated by subtracting UM-Flint average salary from the national or regional average and then expressing this difference as a percentage of the UM-Flint average salary. Negative percent differences indicate the regional or national comparative was lower than UM-F.

Table III shows UM-Flint faculty, average salaries and those for category IIA public universities both nationally and regionally. Average salaries of faculty at UM-Flint were slightly above the national averages at the Assistant and Associate Professor levels, and just below average at the Full Professor level. Average salaries for lecturers at UM-Flint are substantially below national level. With the exception of lecturer salaries, UM-Flint had across the board higher average salaries compared to both the north-central east (includes UM-Flint) and the north-central west regions. Not surprisingly, UM-Flint salaries were markedly lower than those of category IIA public universities in New England and Middle Atlantic regions.

CESF Recommendations for 2003-2004

1. Continue support to the Committee from Chancellor Mestas through the Office of Institutional Analysis.
2. Continue the recent trend of openness in the budget process including salary planning. Openness in the budget process, however, should lead to substantive salary remediation as a high priority in future budget allocations.
3. Begin to address faculty salary compression. Salary compression cannot easily be corrected. Annual faculty raises in excess of new-hire starting salaries would eliminate the root cause of the compression, but would not correct the current state of salary compression. If the university cannot compensate sixth-year assistant or associate professors appreciably more than first-year faculty in those ranks, then at least the salary promotion increments to associate and full professor should be substantially higher than current levels.
4. Develop a system of multi-year cycles of merit evaluation, tied to salary increments, for lecturers, associate and full professors.
5. When full professors with high salaries retire, instructional units should use some of the salary line funds to improve the economic status of the faculty and not just provide for new program development. Some of these funds should go to offering competitive starting salaries to recruit top-rate faculty as well as toward salary equity adjustments for current faculty.
6. Integrate assessment and evaluation of the annual salary program fully into the University budget process. The 2002-03 salary program should include the specific, ongoing assignment of responsibility for assessing and evaluating the impact of the program on current employees (e.g. monitor salary compression and salary equity targets).
7. Develop a campus wide salary schedule for adjunct instructors based on fair and equitable standards. Long-term adjunct faculty perform a valuable service to the university and deserve a more just compensation than currently exists.
8. Continue recent University efforts to promote UM-Flint graduate programs at the national level. Such efforts should, aside from attracting prospective graduate students, enhance UM-Flint's competitiveness for high quality new faculty by increasing UM-Flint's national visibility.

Appendix A*

The following information about the School of Health Professions and Studies (SHPS) faculty is provided for nursing and physical therapy.

NURSING

National information on 2000-2001 Calendar Year, Full-Time Nurse Faculty Salaries is contained in Table 1 (AACN, 2002). The national salaries below are not representative of our peer institutions at UM-Flint. However, in the near future, customized faculty salary reports for peer institutions will be available. Mean salaries for UM-Flint Nursing Department faculty for Associate Professor and Assistant Professor ranks are only slightly above the national mean when accounting for variability reported in the standard deviation column. Clinical Assistant Professors (non-doctoral) are slightly above the mean while Instructor (non-doctoral) is slightly below the mean.

Table 1
National 2000-1 Calendar Year for Full-Time Nurse Faculty Salaries

	Minimum	Maximum	Mean	SD
Professor				
Doctoral	\$53,388	\$120,943	\$73,904	\$15,980
Non-doctoral
Assoc. Prof.				
Doctoral	\$37,889	\$81,190	\$60,866	\$8,937
Non-doctoral	\$45,392	\$73,849	\$53,459	\$8,921
Assist. Prof.				
Doctoral	\$40,337	\$80,956	\$53,934	\$7,253
Non-Doctoral	\$33,490	\$63,555	\$45,261	\$7,958
Instructor				
Non-doctoral	\$31,784	\$64,728	\$45,063	\$8,194

Reference

American Association of Colleges of Nursing (AACN). (2002). *Institutional Data Systems*. Retrieved January 29, 2003 from <http://www.aacn.nche.edu/Data>

*Information on faculty shortage remains pertinent as described in the Appendix of The Committee on the Economic Status of the Faculty, Annual Report to the Regents, June 2002 for UM-Flint.

PHYSICAL THERAPY

National information from the 2002 Fact sheet on Physical Therapist Education Programs is contained in Table 2 (APTA, October, 2002). When comparing UM-Flint to national information, six out of the nine (67%) physical therapy faculty salaries are below the national mean and median for their appointment and rank. This includes the faculty salaries of the Director (Associate Professor), two professors, the Academic Coordinator of Clinical Education (Clinical Associate Professor), one Clinical Assistant Professor and one Lecturer. Three of the physical therapy faculty salaries are at or slightly above the national mean and median (two Assistant Professors and one Clinical Assistant Professor.)

Table 2

National 2001-2 Physical Therapy Faculty in Public Institutions for
12-Month Academic Year Appointments

	Minimum	Maximum	Mean	Median
Program Dir.				
Professor	\$81,141	\$130,607	\$98,651	\$96,596
Assoc. Prof.	\$66,000	\$138,658	\$90,396	\$89,000
Faculty				
Professor	\$71,647	\$104,808	\$83,972	\$83,880
Assoc. Prof.	\$58,000	\$113,000	\$72,735	\$71,675
Assist. Prof.	\$27,971	\$105,194	\$63,879	\$62,830
Instructor	\$40,845	\$75,000	\$55,429	\$54,190
Lecturer	\$50,133	\$74,500	\$58,954	\$57,741
ACCE*				
Assoc. Prof.	\$62,309	\$72,696	\$68,602	\$69,000

*Academic Coordinator of Clinical Education

Reference

American Physical Therapy Association (APTA). (October, 2002). *2002 Fact Sheet, Physical Therapist Education Programs*. APTA, 1111 N. Fairfax St., Alexandria, VA 22314.

Appendix B

With the recent assignment of UM-Flint Librarians as members of the faculty, the Committee examined salaries of this discipline locally by comparisons with starting salaries at public libraries within Genesee County as well as peer institutions. Appendix B begins with an overview developed for the Flint CESF by the SACUA office staff in Ann Arbor.

Overview for Flint Librarians

Composition of the Faculty 2002-03

Total number of faculty all ranks: 9	Male	Female
	44%	56%

Gender by Rank

	Male	Female
Librarian	100%	0%
Sr. Associate Librarian	50%	50%
Associate Librarian	25%	75%
Assistant Librarian	50%	50%

Published Salary Rates 2002-03 by rank (Please see Notes below)

Rank	#	See note 2	Minimum Salary Rate	Mean Salary Rate	Median Salary Rate	Maximum Salary Rate
Librarian	1	Fiscal Yr	\$64,197	\$64,197	\$64,197	\$64,197
Sr. Associate Librarian	2	Fiscal Yr	42,391	42,698	42,698	43,006
Associate Librarian	4	Fiscal Yr	35,108	37,307	36,464	41,192
Assistant Librarian	2	Fiscal Yr	30,870	31,435	31,435	32,000

1. The published salary rates reflect a 100% appointment
2. Fiscal Year refers to an employment period of 12 months

Comparative Librarian Salaries

Genesee District Library (January 2003):	\$42,140 starting salary
University of Michigan-Dearborn (2002-03 salary report):	\$36,500-\$46,187 range
Flint Public Library (December 2002 job posting):	\$36,387 starting salary
Mott Community College (January 2002):	\$34,909-\$52,363
Hope College (January 2003):	\$34,000 starting salary
Kettering University (December 2002 job posting):	\$33,974-\$42,468 starting range
University of Michigan-Flint (2002-03 salary report):	\$30,870-\$36,468 range
Michigan Technological University (January 2003):	\$27,108-\$43,371 range

Comparisons with starting salaries at public libraries within Genesee County as well as peer institutions show that starting salaries for librarians at Flint is well below average.