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NOTE: JUN 16 2005	
UNIVERSITY OF MICHIGAN-DEARBORN	
COMMITTEE ON THE ECONOMIC STATUS OF THE FACULTY	
REPORT 2005	
SUMMARY	

University of Michigan-Dearborn
 Committee on the Economic Status of the Faculty
 Report 2005
 Summary

Brooks Hull, Chair of the Dearborn Committee on the Economic Status of the Faculty, regrets not being able to present this report to you. He thanks Dr. James Gruber for agreeing to read a summary of the Committee's findings.

The Committee based its report this year on data compiled in the National Faculty Salary Survey produced by the College and University Professional Association (CUPA). Using the CUPA data, the Committee compared UM-Dearborn salaries by academic discipline to nineteen similar universities in the state and region. The CUPA survey has the important advantage of providing salary data by academic rank as well as by discipline category.

One clear dominant theme emerges from the CUPA data analysis: UM-Dearborn faculty are suffering significant salary compression as they move up through the academic ranks, salary compression far worse than at comparable universities.

For example, in the College of Arts, Sciences, and Letters, the largest academic unit on campus, assistant professor salaries are roughly equivalent to salaries at comparable universities. By contrast, at the full professor level, fully seventy-one percent of discipline categories have below-average salaries and thirty-five percent are also well below the average for comparable universities. Associate professors face salary compression as well, albeit to a somewhat lesser degree. Although these comparisons are based on discipline categories and not individual faculty, the evidence of inequity and salary compression at the higher academic ranks is clear.

With this issue in mind, the Committee recommends that if equity funds become available, they should be directed to Associate and Full Professors in disciplines with salaries below those of comparable universities, as well as being used to address other significant salary equity issues, librarians and curators being an example.

The committee thanks Judy Kennard, Financial Analyst, for providing CUPA data and Jane Leu from SACUA for providing raw faculty salary data. We also thank Daniel Little, Chancellor, and Robert Simpson, Provost for their efforts in addressing equity issues in past years.

Thank you for your kind attention to the committee's report.

THE UNIVERSITY OF MICHIGAN-DEARBORN

Committee on the Economic Status of the Faculty

16 May 2005

ANNUAL REPORT TO THE REGENTS

REPORT ON FACULTY SALARY

Approved by the UM-Dearborn Faculty Senate

27 May 2005

Charu Chandra, Engineering
Marlene E. Gordon, Humanities
Brooks B. Hull, Economics, Chair
Paul Lin, Mathematics
William Linn, Humanities

REPORT ON FACULTY SALARY

The 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 2004-2005* produced by the College and University Professional Association for Human Resources (CUPA) (Appendices B-D). The report also includes summary salary data by rank and gender for each of the academic units (Appendix E) based on faculty salary data provided by the SACUA/Faculty Senate Office on the Ann Arbor campus and by individuals on the Dearborn campus.

Not all universities in Michigan (or in the region) participate, so the choice of comparable institutions is constrained. See Appendix A for a list of the comparison universities. 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 within departments and colleges here at UM-Dearborn.

The CUPA survey reports the mean salary for the survey school (“A. Focus Salary”) and reports the average (mean), median, minimum, and maximum (B. Comparison Group) based on reported average salaries by academic rank. Although we hope that most of the data provided by the CUPA survey is accurate, the CESF suspects there are inaccuracies in the reporting of the quartile statistics. For example, there are instances in which two or all three of the 25th, 50th, and 75th percentile measures are equal. While it is theoretically possible such events could occur, we do not believe such results are likely for the reported sample sizes. Such occurrences in the CUPA data led us to abandon efforts to compare UM-D salaries to the 75th percentile salary figures, a level that UM-D salaries should meet or exceed.

The salary comparison provided in Tables 1 to 4 shows the number of cases where UM-Dearborn average salaries in the respective CUPA discipline categories are below average, at average, or above average of the other comparison universities. The column “Below average” means the average for the discipline category at UM-D is more than two percent below the average and, if appropriate, more than five percent below the average of the discipline category for the comparison universities. Note that a discipline category five percent below average is also listed in the two percent below average category. The column “Average” means the average UM-D salary for the discipline category is within 2% of the CUPA average for the category. “Above Average” means the average for the discipline category at UM-D is more than two percent above the average of the discipline category for the comparison universities. As an illustration, the CUPA discipline category “History” (Appendix B, row 54.01) shows five UM-Dearborn

full professors with an average salary of \$75,628, which is 96.5% of the comparison group salary of \$77,463. This is recorded in TABLE 1 as one of the twelve discipline categories whose average salary is below 98% of the comparison group category average.

College of Arts, Sciences, and Letters (CASL)

Table 1 shows the salary comparison in the CUPA discipline categories in CAS&L. Discipline categories in the CUPA data are roughly similar to the disciplines in the college.

TABLE 1
College of Arts, Sciences, and Letters (CASL)
Average Salaries by Discipline Categories Relative to Comparable CUPA Averages

	<u>Below Average</u>		<u>Average</u>	<u>Above Average</u>
	Below 95%	Below 98%	98-102%	Above 102%
Full Professor	6	12	2	3
Associate Professor	5	9	3	5
Assistant Professor	2	4	4	5

Two important insights emerge from a comparison of the salaries in CASL compared to salaries in comparable institutions. First, market inequity worsens as faculty move up through the ranks. The number of discipline areas with salaries above, below, and at the market average is similar at the assistant professor level. Of the thirteen discipline areas for which discipline categories are reported, four are below average (with two well below average), four are average, and five are above average. In other words, about thirty-one percent of discipline categories are below and fifteen percent are well below average at the assistant professor level. Again, the “Below 95%” and “Below 98%” columns intersect, so that of the four disciplines with salaries below 98%, two of them are also below 95%.

Associate professor salaries are not so well balanced. In particular, a significantly larger percentage of associate professors are paid below average compared to the assistant professors. Fifty-three percent of discipline categories have salaries below average and thirty percent are also well below average.

For full professors, the situation is dramatically worse. Fully seventy-one percent of discipline categories have below-average salaries. Thirty-five percent are also well below the average for comparable universities. Remember, these comparisons are based on discipline categories and not individual faculty. However, the evidence of inequity

and salary compression at the higher academic ranks is clear. Refer to Appendix B for the complete data.

In summary, salary compression is a concern for faculty across the nation. UM-Dearborn CASL faculty salary compression is far worse than at comparable universities.

A second important point is to note in Appendix B cases where UM-Dearborn salaries are significantly below those in the comparison group. Especially noteworthy is the economics discipline, whose salaries are ten to more than fifteen percent below the comparison group of economists in liberal arts and sciences colleges. Importantly, this inadequacy holds across ranks and so is unlikely to be a result of unique salary issues related to a single individual. In the other discipline areas, seven are ten percent or more below average, although the inequity is not consistent across ranks.

As an aside, the results and data reported here are very similar to those from last year's CESF report, which used a slightly different set of comparison schools.

School of Education (SOE)

Table 2 offers the salary comparison in the CUPA discipline categories in the School of Education as well as the total number of faculty in the discipline categories (in parentheses). CUPA discipline categories are unrelated to any SOE administrative disciplines.

TABLE 2
School of Education
Average Salaries by Discipline Categories (and Number of Faculty)
Relative to Comparable CUPA Averages

	Below Average. Below 98%	Average 98-102%	Above Average Above 102%
Full Professor	0	1 (1)	1 (1)
Associate Professor	4 (7)	1 (2)	0
Assistant Professor	2 (8)	2 (2)	1 (1)

While the number of CUPA discipline categories for which the School of Education salaries can be compared is small and the total number of education faculty is small, the data suggest that salaries at the assistant and associate professor levels are low compared to the salaries at the peer institutions included in the comparison group.

School of Management (SOM)

Table 3 offers the salary comparison in the CUPA discipline categories in the School of Management as well as the total number of faculty in discipline categories (in parentheses). CUPA discipline categories are similar but not identical to any SOM administrative disciplines.

TABLE 3
School of Management
Average Salaries by Discipline Categories (and Number of Faculty)
Relative to Comparable CUPA Averages

	Below Average Below 98%	Average 98-102%	Above Average Above 102%
Full Professor	0	0	2 (4)
Associate Professor	1 (3)	1 (2)	3 (4)
Assistant Professor	1 (2)	0	4 (7)

Most of the salaries for the disciplines in the School of Management are either at average or above in all ranks. Only five faculty members are below the average salaries of the comparison group. Note, however, that at least eleven SOM faculty are not included in this table because no comparable CUPA data are available. Referring to Appendix B, too few of the comparable universities reported data for selected faculty ranks in some discipline categories to provide comparison data.

College of Engineering and Computer Science (CECS)

TABLE 4
College of Engineering and Computer Sciences
Average Salaries by Discipline Categories (and Number of Faculty)
Relative to Comparable CUPA Averages

	Below Average. Below 98%	Average 98-102%	Above Average Above 102%
Full Professor	3 (17)	1 (2)	0
Associate Professor	1 (6)	3 (15)	0
Assistant Professor	0	1 (7)	3 (17)

An important observation from the table is that the salary inequity is significant at CECS as faculty move up through the ranks. At the professor level, virtually all of the faculty salaries are below average and none are above average. A significant portion of associate professor salaries are below average and again none are above average. Faculty salaries at the professor and associate professor levels have not been sustained at the competitive level as they have moved up the ranks. By contrast, salaries at the assistant professor level in CECS were highly competitive. A primary reason for this trend is the need to attract junior faculty at salaries that are comparable to the market.

Lecturers

The committee did not generate statistics for non-tenured faculty since the Lecturer's Employment Organization (LEO) represents this group.

Librarians and Curators

Unlike the instructional faculty, librarian categories are designated by functions that are shared by several librarians and make comparisons difficult. In order to attempt to make reasonable comparisons, the salaries were determined by using the average of the minimum, average, and maximum. To calculate an average salary for the Associate Librarians, an average was determined by using the average of the mid-range and the average of the minimum; the same process was used to calculate an average for the Senior Associate Librarians. As noted in Table 5, all of the librarians are below the average. The assistant librarians are 95% of average, associate librarians are 91% of average, senior associate librarians are 78% of average, and the librarians are 77% of average (Appendix C). Equity decreases as librarians move up through the ranks.

TABLE 5
Librarians
Average Salaries by Rank (and Number of Librarians)
Relative to Comparable CUPA Averages for Librarians

	Below Average. Below 98%	Average 98-102%	Above Average Above 102%
Librarian	1 (2)	0	0
Senior Associate Librarian	4 (4)	0	0
Associate Librarian	4 (4)	0	0
Assistant Librarian	4 (2)	0	0

TABLE 6
Curators
 Average Salaries by Rank (and Number of Curators)
 Relative to Comparable CUPA Averages for Curators

	Below Average. Below 98%	Average 98-102%	Above Average Above 102%
Curator	1 (1)	0	0
Senior Associate Curator	1 (1)	0	0
Assistant Curator	0	0	1 (1)

CUPA uses the title of museum curator without designations for ranks. The same process used to determine averages for the rankings in the curator lines as was done for the librarians. The Curator is 57% below average, the Senior Associate Curator is 47% below average and the Assistant Curator is 109% above average.

Recommendations

The committee recommends that if equity funds are available, they should be directed to Associate and Full Professors, as well as being used to address any other significant equity issues for individual faculty.

The committee recommends that if equity funds are available, they should be directed to Curators and Librarians since these groups did not receive a portion of the equity funds allocated in 2001.

Acknowledgements

The committee thanks Judy Kennard, Financial Analyst for providing CUPA data, Jane Leu from SACUA, Robert Fraser, Assistant Director of the Library, for providing raw faculty salary data. We also thank Daniel Little, Chancellor, and Robert Simpson, Provost for their efforts in addressing equity issues in past years.

APPENDIX A

Universities used for the CUPA comparisons are the following:

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-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

National Faculty Salary Survey: Multi-Discipline Report 2004-2005

College and University Professional Association for Human Resources (CUPA)

National Faculty Salary Survey: Multi-Discipline Report

Focus Institution **University of Michigan-Dearborn** Year **2004-05**
 N - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 4.

Job Title	A. Focus Salary		B. Comparison Group Statistics					C's Avg. as % of B's		D. Percentiles		
	N	Average	Average	Median	Minimum	Maximum	N	Average	Median	25	50	75
01.01 Communication & Media Studies												
Professor			70,788	69,047	65,078	92,917	47			66,230	69,047	71,323
Associate Professor	5	52,837	55,408	55,608	45,046	63,620	52	95.4	95.0	53,105	55,608	57,058
Assistant Professor			45,937	45,818	42,000	49,572	35			44,946	45,818	47,158
Senior Lecturer/Professor			43,386	42,000	40,000	48,000	5			40,966	42,000	46,500
Lecturer			36,953	34,278	31,000	42,471	13			33,983	34,278	40,809
01.02 General												
Professor	2	97,628	98,022	98,344	82,955	117,802	37	99.6	99.3	85,650	98,344	103,332
Associate Professor	6	75,151	78,993	77,077	70,277	92,419	45	95.1	97.5	75,151	77,077	82,696
Assistant Professor	6	76,882	71,580	71,175	62,107	78,269	44	107.4	108.0	68,470	71,175	76,505
Senior Lecturer/Professor	1	80,000	70,250	69,500	62,500	80,000	6	113.9	115.1	65,125	69,500	75,500
Lecturer			47,522	44,240	37,566	62,132	11			44,240	44,240	53,303
01.03 Business												
Professor			76,581	73,702	61,232	101,802	37			65,860	73,702	81,081
Associate Professor	1	53,227	58,402	60,283	51,147	71,094	42	91.1	88.3	51,843	60,283	60,283
Assistant Professor	1	47,847	48,638	46,788	44,420	58,348	43	98.4	102.3	46,788	46,788	49,187
Senior Lecturer/Professor							8					
Lecturer							3					
01.04 Economics, Management & Mathematics												
Professor												
Associate Professor	1	55,681					1					
Assistant Professor												
Senior Lecturer/Professor												
Lecturer												
01.05 Education & Instruction												
Professor							15					
Associate Professor							18					
Assistant Professor	1	49,654	52,539	51,749	49,654	54,675	24	94.5	96.0	51,749	51,749	54,675
Senior Lecturer/Professor							2					
Lecturer							9					
01.06 Health, Behavioral & Physical Sciences												
Professor			83,928	81,344	67,896	93,137	23			80,614	81,344	89,998
Associate Professor	3	59,776	66,174	61,018	56,035	87,079	28	90.3	98.0	57,835	61,018	71,685
Assistant Professor			52,199	50,850	48,916	57,725	27			49,147	50,850	54,741
Senior Lecturer/Professor			48,117	48,500	42,000	50,850	6			46,500	48,500	50,850
Lecturer							1					
01.07 Special Ed & Teaching												
Professor			73,077	74,779	64,645	79,448	16			66,025	74,779	79,077
Associate Professor	2	58,597	59,331	58,597	53,194	66,481	14	98.8	100.0	56,430	58,597	62,008

National Faculty Salary Survey: Multi-Discipline Report

Focus Institution **University of Michigan-Dearborn** Year **2004-05**

N - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 4.

Code/Title	A. Focus Salary		B. Comparison Group Statistics					C's Avg. as % of F's		ADFT Percentiles		
	N	Average	Average	Median	Minimum	Maximum	N	Average	Median	25	50	75
Assistant Professor	1	48,720	48,589	49,674	41,150	58,000	31	100.3	98.1	48,720	49,674	49,674
New Assistant Professor							8					
Instructor							3					
23.02 Teacher Ed & Prof Dev, Levels & Methods												
Professor	1	74,253	75,542	74,579	59,828	92,719	20	98.3	99.6	74,579	74,579	74,579
Associate Professor	3	55,465	58,659	58,200	54,654	66,577	22	94.6	95.3	55,465	58,200	59,344
Assistant Professor	1	49,382	47,770	49,463	43,767	51,103	35	103.4	99.8	43,767	49,463	49,463
New Assistant Professor							5					
Instructor							18					
23.03 Teacher Ed & Prof Dev, Subjects												
Professor	1	77,929	76,253	72,608	66,303	93,472	37	102.2	107.3	72,608	72,608	74,782
Associate Professor	1	63,543	65,308	61,370	53,037	75,581	36	97.3	103.5	61,246	61,370	75,581
Assistant Professor	8	49,189	50,358	50,049	46,759	55,230	42	97.7	98.3	47,778	50,049	51,095
New Assistant Professor							2					
Instructor			46,139	48,220	40,000	49,106	7			40,000	48,220	49,106
23.04 Business, Economics & Communications												
Professor	4	95,019	99,576	98,622	86,261	107,605	59	95.4	96.3	96,520	98,622	104,010
Associate Professor	6	76,871	77,381	77,238	67,622	83,811	33	99.3	99.5	73,634	77,238	80,741
Assistant Professor	4	74,574	69,141	68,402	56,983	74,574	25	107.9	109.0	66,908	68,402	73,608
New Assistant Professor	1	72,000					3					
Instructor												
23.05 Humanities												
Professor	7	98,202	101,197	100,753	83,802	108,581	59	97.0	97.5	98,027	100,753	108,013
Associate Professor	5	75,001	75,470	76,087	68,175	86,692	38	99.4	98.6	70,919	76,087	78,538
Assistant Professor	7	65,502	65,567	65,799	43,387	71,741	28	99.9	99.5	65,502	65,799	66,982
New Assistant Professor							3					
Instructor							1					
23.06 Mathematics												
Professor	6	86,137	97,525	100,170	86,137	113,184	17	88.3	86.0	86,137	100,170	113,184
Associate Professor	4	75,447	76,426	75,447	72,387	82,096	14	98.7	100.0	73,480	75,447	82,096
Assistant Professor	4	71,255	69,468	65,321	64,728	82,778	14	102.6	109.1	65,321	65,321	71,255
New Assistant Professor	1	75,000					2					
Instructor												
23.07 Linguistic, Comp & Nat Science & Svcs												
Professor			72,628	70,919	61,752	83,317	26			68,231	70,919	76,726
Associate Professor	1	52,743	54,753	55,323	50,398	58,242	36	96.3	95.3	51,516	55,323	56,804
Assistant Professor			46,168	45,689	39,807	50,180	35			44,140	45,689	47,853
New Assistant Professor							3					
Instructor			34,134	34,000	29,786	41,500	15			33,237	34,000	35,221

National Faculty Salary Survey: Multi-Discipline Report

Focus Institution **University of Michigan-Dearborn** Year **2004-05**
 N - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 4.

Code/Title	A. Focus Salary		B. Comparison Group Statistics				N	A's Avg. as % of B's		ADFI Percentiles		
	N	Average	Average	Median	Minimum	Maximum		Average	Median	25	50	75
22.02 Business												
Professor	1	65,611					2					
Associate Professor	1	62,443					3					
Assistant Professor							2					
Non-tenure Professor												
Instructor												
22.03 Economics												
Professor	1	72,085	72,817	73,462	63,205	78,694	19	99.0	98.1	72,085	73,462	78,694
Associate Professor	2	52,415	55,720	52,989	50,823	64,022	19	94.1	98.9	50,823	52,989	64,022
Assistant Professor	1	45,218	46,495	44,976	44,241	51,300	18	97.3	100.5	44,241	44,976	51,300
Non-tenure Professor							1					
Instructor							2					
22.11 Health, Health Services & Service												
Professor							1					
Associate Professor							2					
Assistant Professor	1	48,660					3					
Non-tenure Professor												
Instructor												
22.04 General												
Professor	1	67,327	71,801	68,913	62,177	84,066	143	93.8	97.7	66,626	68,913	75,928
Associate Professor	5	56,072	54,665	54,874	48,422	60,534	120	102.6	102.2	53,777	54,874	56,072
Assistant Professor	3	46,819	45,635	44,863	41,978	54,348	113	102.6	104.4	43,007	44,863	46,819
Non-tenure Professor	1	48,000	43,624	44,000	39,500	50,000	11	110.0	109.1	40,932	44,000	45,000
Instructor			30,727	27,806	27,406	48,174	51			27,806	27,806	31,451
22.04 Computer Science												
Professor							7					
Associate Professor	1	51,252					5					
Assistant Professor	1	46,646					5					
Non-tenure Professor												
Instructor							5					
22.10 Health & Behavioral Studies												
Professor			73,289	69,876	63,252	79,486	12			69,876	69,876	79,486
Associate Professor			56,361	57,260	50,316	58,390	12			56,964	57,260	58,182
Assistant Professor	1	46,040	45,752	46,164	44,271	47,294	8	100.6	99.7	44,271	46,164	47,042
Non-tenure Professor							1					
Instructor							9					
22.11 Health Care & All Other Studies & Interdisciplinary												
Professor							3					
Associate Professor	1	63,000					4					

National Faculty Salary Survey: Multi-Discipline Report

Focus Institution **University of Michigan-Dearborn** Year **2004-05**
 N - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 4.

Date/Title	A. Focus Salary		B. Comparison Group Statistics				N	A's Avg. as % of B's		A's Percentiles		
	N	Average	Average	Median	Minimum	Maximum		Average	Median	25	50	75
2004-05 Assistant Professor												
Assistant Professor												
2004-05 Associate Professor												
Associate Professor	1	95,188	78,294	75,722	61,993	101,547	73	121.6	125.7	72,624	75,722	77,287
Associate Professor	6	58,184	59,075	58,184	49,540	65,130	104	98.5	100.0	56,054	58,184	62,193
Associate Professor	2	50,688	49,805	48,315	44,587	62,675	75	101.8	104.9	45,768	48,315	52,391
New Assistant Professor			46,392	46,000	42,000	48,800	9			45,282	46,000	48,800
Professor							5					
2004-05 Assistant Professor												
Assistant Professor	7	75,797	78,280	77,378	64,165	88,993	154	96.8	98.0	71,425	77,378	81,961
Associate Professor	4	62,089	59,033	58,604	50,461	69,554	116	105.2	105.9	55,261	58,604	61,708
Associate Professor	2	47,357	50,468	49,245	44,048	62,599	98	93.8	96.2	48,265	49,245	52,275
New Assistant Professor			48,550	46,417	44,502	61,000	15			45,000	46,417	49,750
Professor			40,204	35,937	33,120	46,682	18			35,714	35,937	46,682
2004-05 Associate Professor												
Associate Professor	1	67,933	71,301	70,718	62,750	79,127	8	95.3	96.1	64,046	70,718	78,207
Associate Professor	2	57,053	60,957	57,750	54,600	70,431	10	93.6	98.8	57,053	57,750	69,356
Assistant Professor							7					
New Assistant Professor							3					
Professor												
2004-05 Assistant Professor												
Assistant Professor	2	82,502					2					
Associate Professor												
Associate Professor	2	49,727					2					
New Assistant Professor												
Professor												
2004-05 Associate Professor												
Associate Professor	1	65,256	75,354	77,805	63,442	82,586	30	86.6	83.9	66,826	77,805	80,976
Associate Professor	3	56,843	54,847	54,241	48,625	63,289	24	103.6	104.8	51,767	54,241	58,058
Associate Professor			44,645	45,680	39,630	53,534	25			40,519	45,680	45,914
New Assistant Professor							5					
Professor							4					
2004-05 Assistant Professor												
Assistant Professor	1	113,847	84,496	78,492	62,427	113,847	87	134.7	145.0	74,993	78,492	96,043
Associate Professor	5	59,035	59,267	57,261	47,635	72,700	73	99.6	103.1	55,263	57,261	65,264
Assistant Professor	3	51,518	51,264	51,518	42,973	63,107	65	100.5	100.0	46,498	51,518	54,169
New Assistant Professor			46,619	46,877	43,350	53,000	8			43,763	46,877	47,375

National Faculty Salary Survey: Multi-Discipline Report

Focus Institution **University of Michigan-Dearborn** Year **2004-05**
 N - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 4.

Code/Title	A. Faculty Salary		B. Compensation Group Statistics				N	C's Avg. as % of B's		ADFT Percentiles		
	N	Average	Average	Median	Minimum	Maximum		Average	Median	25	50	75
Instructor			35,767	34,312	31,379	42,781	6			31,379	34,312	41,025
40.04 Biological & Earth Sci/Biochemistry												
Professor	1	75,225	77,830	75,225	64,293	92,281	27	96.7	100.0	70,841	75,225	85,136
Associate Professor			61,121	61,782	52,044	67,125	41			60,245	61,782	65,118
Assistant Professor			49,806	48,818	45,032	61,270	27			46,089	48,818	52,667
Non-tenured Professor							3					
Instructor							5					
40.05 Physical												
Professor	4	77,950	82,746	85,447	61,198	95,141	91	94.2	91.2	74,339	85,447	92,401
Associate Professor	1	61,026	59,712	59,259	50,398	72,875	50	102.2	103.0	54,584	59,259	62,114
Assistant Professor	1	50,000	51,323	47,805	45,780	62,724	35	97.4	104.6	46,686	47,805	56,000
Non-tenured Professor			49,594	45,450	45,000	60,000	9			45,225	45,450	56,500
Instructor							2					
40.06 General												
Professor	5	70,219	79,245	77,181	61,563	93,683	95	88.6	91.0	72,667	77,181	89,123
Associate Professor	7	56,908	60,665	59,024	45,615	73,078	95	93.8	96.4	55,580	59,024	63,848
Assistant Professor	2	48,000	50,271	49,380	43,504	59,165	86	95.5	97.2	47,971	49,380	52,162
Non-tenured Professor	2	48,000	49,671	48,000	43,200	60,000	14	96.6	100.0	47,250	48,000	51,313
Instructor							1					
40.07 General												
Professor												
Associate Professor							1					
Assistant Professor	1	51,782					1					
Non-tenured Professor												
Instructor												
40.08 Anthropology												
Professor	2	87,801	80,262	79,358	72,969	87,801	14	109.4	110.6	75,399	79,358	87,374
Associate Professor	1	54,149	63,589	62,910	45,424	78,191	14	85.2	86.1	54,179	62,910	78,191
Assistant Professor			46,970	45,587	41,988	52,395	14			42,687	45,587	52,395
Non-tenured Professor							6					
Instructor							1					
40.09 Economics												
Professor	4	74,646	83,522	81,192	66,168	101,143	56	89.4	91.9	74,735	81,192	94,874
Associate Professor	2	64,139	68,447	67,823	55,699	76,648	31	93.7	94.6	66,918	67,823	70,877
Assistant Professor	2	53,691	59,921	60,089	50,743	74,251	37	89.6	89.4	53,835	60,089	63,344
Non-tenured Professor							3					
Instructor			45,395	42,255	40,000	62,300	11			42,255	42,255	48,451
40.10 Political Science & Government												
Professor	3	77,001	77,916	77,001	63,445	93,090	49	98.8	100.0	73,341	77,001	81,480

National Faculty Salary Survey: Multi-Discipline Report

Focus Institution **University of Michigan-Dearborn** Year **2004-05**

● N - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 4.

Code/Title	A. Total Salary		B. Compensation Survey Statistics				N	A's Avg. as % of B's		Add'l Postpones		
	N	Average	Average	Median	Minimum	Maximum		Average	Median	25	50	75
Associate Professor	1	51,653	57,770	57,405	50,305	67,755	54	89.4	90.0	53,251	57,405	59,756
Assistant Professor	3	46,996	46,296	47,011	42,909	53,043	38	101.5	100.0	43,264	47,011	48,300
New Assistant Professor	1	48,000	45,309	45,500	40,500	51,100	6	105.9	105.5	41,067	45,500	48,775
Instructor			38,678	39,000	28,908	44,964	9			33,446	39,000	44,964
05.12 Sociology												
Professor	2	75,018	77,538	77,460	60,360	96,155	44	96.7	96.8	73,775	77,460	79,345
Associate Professor	4	75,759	60,168	57,377	48,615	85,761	42	125.9	132.0	55,550	57,377	61,723
Assistant Professor	1	48,660	46,080	45,467	40,915	52,708	41	105.6	107.0	43,145	45,467	47,871
New Assistant Professor			45,701	43,907	42,500	50,500	7			42,500	43,907	50,000
Instructor							4					
05.07 Film & Studio Art												
Professor	1	68,721	70,886	70,268	57,348	84,146	67	96.9	97.8	65,031	70,268	76,153
Associate Professor	2	55,578	56,375	57,168	48,527	60,980	62	98.6	97.2	52,182	57,168	59,667
Assistant Professor	1	48,660	45,707	45,331	40,721	51,100	59	106.5	107.3	44,003	45,331	48,763
New Assistant Professor			43,030	43,650	42,000	43,750	10			42,000	43,650	43,750
Instructor							4					
05.06 Music												
Professor			68,882	69,437	58,017	80,548	89			67,701	69,437	73,427
Associate Professor			55,353	53,625	49,342	61,170	93			51,959	53,625	59,308
Assistant Professor	1	48,660	46,432	45,377	39,459	51,934	61	104.8	107.2	44,967	45,377	48,372
New Assistant Professor			45,000	44,000	42,500	48,500	6			42,875	44,000	48,125
Instructor			35,239	35,429	31,831	39,490	15			35,001	35,429	35,429
02.02 Health, Safety & Operations												
Professor	2	108,523	92,145	91,975	81,799	127,862	81	117.8	118.0	86,656	91,975	94,077
Associate Professor	3	77,731	80,846	80,228	76,839	96,804	56	96.1	96.9	78,034	80,228	81,674
Assistant Professor	1	91,001	76,874	79,218	53,511	93,798	37	118.4	114.9	76,492	79,218	81,763
New Assistant Professor							1					
Instructor			47,408	43,752	40,465	68,551	16			40,849	43,752	49,365
01.05 Accounting & Related Areas												
Professor	2	117,649	103,956	105,732	79,480	128,359	70	113.2	111.3	99,039	105,732	111,253
Associate Professor	1	108,002	89,228	89,662	75,013	108,002	23	121.0	120.5	82,500	89,662	94,383
Assistant Professor	1	91,271	86,519	85,656	53,491	99,358	27	105.5	106.6	83,845	85,656	91,065
New Assistant Professor			88,800	86,500	80,000	98,001	5			83,250	86,500	95,501
Instructor			63,145	49,459	36,875	93,923	10			41,895	49,459	93,923
01.04 Management Sciences												
Professor							8					
Associate Professor							2					
Assistant Professor	3	83,923					4					
New Assistant Professor												

National Faculty Salary Survey: Multi-Discipline Report

Focus Institution **University of Michigan-Dearborn** Year **2004-05**

N - Number of Incumbents. However, statistics will not display when the Number of Institutions is less than 4.

Code/Title	A. Focus Salary		B. Comparison Group Statistics				C. Avg. as % of B's		D. Percentiles			
	N	Average	Average	Median	Minimum	Maximum	N	Average	Median	25	50	75
Professor							1					
31.00 Finance & Financial Mgt Svcs												
Professor			104,298	101,489	77,511	175,000	29			100,524	101,489	104,438
Associate Professor	2	91,991	93,236	94,676	66,883	103,756	26	98.7	97.2	88,554	94,676	97,889
Assistant Professor	2	88,750	92,040	92,068	86,161	96,498	18	96.4	96.4	88,750	92,068	95,651
New Assistant Professor	2	88,750					2					
Instructor							3					
32.10 Human Resources, Mkt & Crd												
Professor	1	102,086					6					
Associate Professor							5					
Assistant Professor	2	77,791					12					
New Assistant Professor	1	85,000					3					
Instructor												
33.10 High Intermediate Sci & Svcs												
Professor			99,763	101,929	58,242	113,319	26			96,988	101,929	104,020
Associate Professor	1	105,188	88,350	85,848	81,045	105,188	20	119.1	122.5	83,086	85,848	95,992
Assistant Professor	4	93,663	84,503	82,896	59,430	93,663	21	110.8	113.0	79,677	82,896	91,079
New Assistant Professor	1	90,000					2					
Instructor							7					
34.00 Medicine												
Professor			99,536	97,172	81,453	122,808	46			94,051	97,172	105,924
Associate Professor	2	89,224	84,471	87,692	63,919	91,548	34	105.6	101.7	81,177	87,692	89,120
Assistant Professor	1	82,034	79,996	80,951	70,363	93,840	15	102.5	101.3	70,363	80,951	83,059
New Assistant Professor							1					
Instructor	1	70,360					4					
35.00 Veterinary												
Professor	5	75,628	77,463	77,772	64,570	103,092	82	97.6	97.2	70,450	77,772	81,190
Associate Professor	3	53,220	55,122	55,459	50,924	65,244	60	96.5	96.0	53,403	55,459	56,457
Assistant Professor	2	47,540	45,678	45,224	42,631	50,588	71	104.1	105.1	43,919	45,224	46,710
New Assistant Professor			43,881	44,000	39,500	50,500	10			42,808	44,000	44,400
Instructor	1	49,000	39,254	38,281	30,119	49,000	12	124.8	128.0	31,547	38,281	45,909

APPENDIX C

National Faculty Salary Survey: Multi-Position Report 2004-2005 Librarians
College and University Professional Association for Human Resources

The University of Michigan-Dearborn
 Mid Level and Administration Compensation Survey of Multi-Positions for
 2004-05 Librarians

Mid-Level Salary Survey: Multi-Position Report
 Focus Institution: University of Michigan-Dearborn
 Comparison Group: Faculty Study
 Year: 2004-05
 Statistics: Weighted
Key
 N - Number of Incumbents. However, 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

Position Title	A. Focus Salary		B. Comparison Group Statistics (Based on Reported Average Salaries)				N	AS Avg. as % of G's		Additional Percentiles							
	N	Average	Average	Median	Minimum	Maximum		Average	Median	20	25	50	60	65	75	80	
Library Technical Librarian	2	57,554	48,077	47,684	30,967	86,123	19	130%	130%	30,967	37,740	47,592	47,684	47,684	53,244	57,854	80,000
Library Assistant Librarian			33,521	31,661	31,661	41,385	35			31,661	31,661	31,661	31,661	32,568	32,852	36,881	37,101
Library Librarian			47,732	45,874	35,000	78,390	8			37,000	37,625	37,985	40,744	49,747	50,609	50,809	56,185
Library Librarian			37,532	38,205	34,091	39,020	17			36,675	36,675	36,675	37,815	38,205	38,205	38,205	38,205

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* For the minimum of reported minimum salaries and the maximum of reported maximum salaries, please see the Single Position Report.

Mid-Level Compensation Survey: Single-Position Report

Focus Institution: University of Michigan-Dearborn
 Comparison Group: Faculty Study
 Year: 2004-05
 Statistics: Weighted
Key
 N - Number of Incumbents. However, 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

Position Title	A. Focus Salary		B. Comparison Group Statistics (Based on Reported Average Salaries)				N	AS Avg. as % of G's		Additional Percentiles							
	N	Average	Average	Median	Minimum	Maximum		Average	Median	20	25	50	60	65	75	80	
Library Assistant Librarian	4	50,531	55,047	50,531	41,948	82,425	9	91%	90%	50,370	50,451	50,531	50,531	50,531	56,065	59,279	80,120
Library Assistant Librarian			88,588	64,027	53,205	86,375	5			54,576	56,633	59,923	61,647	67,178	69,617	77,825	82,955
Library Assistant Librarian	4	43,316	66,011	53,292	43,316	96,384	9	66%	61%	43,316	43,316	43,316	43,316	78,390	90,988	96,384	96,384

This report was generated by CUPA-HR's Surveys Online application

APPENDIX D

National Faculty Salary Survey: Report 2004-2005 Curators
College and University Professional Association for Human Resources

The University of Michigan -Dearborn
 Mid Level and Administration Compensation Survey of Multi-Positions for
 2004-05 Museum Curators

Mid-Level Salary Survey: Multi-Position Report

Focus Institution: University of Michigan-Dearborn

Comparison Group: Faculty Study

Year: 2004-05

Statistics: Weighted

Key

N - Number of Incumbents. However, 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

Position Title	A. Focus Salary		B. Comparison Group Statistics (Based on Reported Average Salaries*)				N	A's Avg. as % of B's		Additional Percentiles							
	N	Average	Average	Median	Minimum	Maximum		Average	Median	20	25	33	40	50	67	75	85
Museum Curator	3	44,471	65,158	64,814	39,427	91,575	4			39,427	42,945	48,574	53,500	76,128	81,534	87,713	91,575

This report was generated by CUPA-HR's Surveys Online application.

Note: Dearborn Curator's were not in the in the CUPA data. This information was manual entered for survey results.

APPENDIX E

College of Arts, Sciences, and Letters

Published Salary Rates by Rank 2004-5

	# of	Percent	Mean	Median	Minimum	Maximum
PROFESSOR						
University Year	37		75,139	75,050	62,627	95,188
Female	11	29.7%	70,396	69,205	65,132	77,654
Male	26	70.3%	77,146	78,474	62,627	95,188
Fiscal Year	4		106,866	103,782	94,352	125,548
Female	0	0.0%				
Male	4	100.0%	106,866	103,782	94,352	125,548
ASSOCIATE PROFESSOR						
University Year	53		58,553	57,063	49,079	96,000
Female	17	32.1%	59,679	57,139	51,035	96,000
Male	36	67.9%	58,021	56,928	49,079	72,966
Fiscal Year	3		73,190	73,146	71,184	75,240
Female	2	66.7%	74,193	74,193	73,146	75,240
Male	1	33.3%	71,184	71,184	71,184	71,184
ASSISTANT PROFESSOR						
University Year	31		48,773	48,660	42,988	54,306
Female	15	48.4%	49,618	49,000	46,646	54,306
Male	16	51.6%	47,981	48,000	42,988	53,076
Fiscal Year	0					
Female	0					
Male	0					

School of Education

Published Salary Rates by Rank
2004-5

	# of	Percent	Mean	Median	Minimum	Maximum
PROFESSOR						
University Year	2		76,091	76,091	74,253	77,929
Female	1	50.0%	74,253	74,253	74,253	74,253
Male	1	50.0%	77,929	77,929	77,929	77,929
Fiscal Year	0					
Female	0					
Male	0					
ASSOCIATE PROFESSOR						
University Year	10		57,958	57,938	53,227	64,208
Female	5	50.0%	56,717	57,472	53,491	59,721
Male	5	50.0%	59,199	59,338	53,227	64,208
Fiscal Year	0					
Female	0					
Male	0					
ASSISTANT PROFESSOR						
University Year	11		49,224	48,720	47,537	53,406
Female	7	63.6%	48,878	48,720	47,816	50,489
Male	4	36.4%	49,829	49,187	47,537	53,406
Fiscal Year	0					
Female	0					
Male	0					

College of Engineering and Computer Science

Published Salary Rates by Rank 2004-5

	# of	Percent	Mean	Median	Minimum	Maximum
PROFESSOR						
University Year	14		87,477	85,702	73,358	109,874
Female	1	7.1%	97,869	97,869	97,869	97,869
Male	13	92.9%	86,677	85,447	73,358	109,874
Fiscal Year	5		154,137	154,590	143,148	166,324
Female	0	0.0%				
Male	5	100.0%	154,137	154,590	143,148	166,324
ASSOCIATE PROFESSOR						
University Year	21		75,663	75,603	66,996	83,286
Female	0	0.0%				
Male	21	100.0%	75,663	75,603	66,996	83,286
Fiscal Year	0					
Female	0					
Male	0					
ASSISTANT PROFESSOR						
University Year	20		71,556	70,875	54,285	83,408
Female	2	10.0%	68,248	68,248	64,466	72,030
Male	18	90.0%	71,924	70,875	54,285	83,408
Fiscal Year	1		72,000	72,000	72,000	72,000
Female	0	0.0%				
Male	1	100.0%	72,000	72,000	72,000	72,000

School of Management

Published Salary Rates by Rank 2004-5

	# of	Percent	Mean	Median	Minimum	Maximum
PROFESSOR						
University Year	5		118,826	115,772	107,326	141,786
Female	0	0.0%				
Male	5	100.0%	118,826	115,772	107,326	141,786
Fiscal Year	0					
Female	0					
Male	0					
ASSOCIATE PROFESSOR						
University Year	8		87,601	87,025	74,454	105,188
Female	3	37.5%	90,385	87,635	78,332	105,188
Male	5	62.5%	85,931	86,415	74,454	96,347
Fiscal Year	1		150,002	150,002	150,002	150,002
Female	0					
Male	1	100.0%	150,002	150,002	150,002	150,002
ASSISTANT PROFESSOR						
University Year	14		87,415	88,792	70,582	100,312
Female	7	50.0%	86,739	86,948	82,034	90,608
Male	7	50.0%	88,091	91,271	70,582	100,312
Fiscal Year	0					
Female	0					
Male	0					

Librarians and Curator
 Published Salary Rates by Rank
 2004-5

	# of	Percent	Mean	Median	Minimum	Maximum
LIBRARIAN						
Fiscal Year						
Female	2	100.0%	57,553	57,553	48,213	66,894
Male	0	0.0%				
SR. ASSOC. LIBRARIAN						
Fiscal Year	4		50,056	50,530	48,200	53,810
Female	3	75.0%	49,434	48,657	48,200	51,455
Male	1	25.0%	53,810	86,415	53,810	53,810
ASSOCIATE LIBRARIAN						
Fiscal Year	4		41,792	41,643	39,668	43,322
Female	2	50.0%	43,316	43,316	43,310	43,322
Male	2	50.0%	39,971	39,971	39,668	40,274
ASSISTANT LIBRARIAN						
Fiscal Year	2					
Female	2	100.0%	37,369	37,369	37,190	37,548
Male	0	0.0%				
CURATOR						
Fiscal Year	1					
Female	0	0.0%				
Male	1	100.0%	51,873	51,873	51,873	51,873
SR. ASSOC. CURATOR						
Fiscal Year	1		38,433	38,433	38,433	38,433
Female	1	100.0%	38,433	38,433	38,433	38,433
Male	0	0.0%				
ASSISTANT CURATOR						
Fiscal Year	1					
Female	0	0.0%				
Male	1	100.0%	43,106	43,106	43,106	43,106