

THE UNIVERSITY OF MICHIGAN
REGENTS COMMUNICATIONS

Received by the Regents
July 16, 2009

Item for Information

Subject: Annual Report by the Committee on the Economic Status of Faculty – Ann
Arbor Campus

July 2009

Attachments

The Committee on the Economic Status Faculty - Ann Arbor Executive Summary:

Committee charge: Composition of Faculty, Salary Data, Benefits, Report to Regents

Faculty Composition Report: Half of University of Michigan faculty are retirement eligible by 2013. There is a trend away from majority tenured and tenure track faculty which has the potential to challenge Michigan's international stature unless the tenure ranks are maintained and rebuilt in the face of pending faculty retirements. The tenured and tenure track faculty tend to distinguish the University from regional campuses. Market competition for accomplished internationally acclaimed faculty will intensify as more faculty age and retire. By way of example, MIT has over 15 math professors over age 70. Aging faculty is a peer institution and societal trend. Competition for active accomplished faculty is likely to intensify based on demographic trends. UM has historically competed well with any of its peers for junior faculty, less well for recruitment and retention of more senior faculty. Michigan's strength has been to offer organized and focused thematic programs to create an attractive academic environment to facilitate faculty retention and recruitment. Yet, peer institutions also provide attractive programs which along with at times higher pay and benefits have been successful in recruiting faculty away from Michigan. For example, five of the six number theory professors were recently recruited away by peer institutions such as Princeton and Stanford, leaving Michigan with a void to fill. At least one of these young professors is potentially on a short list of candidates for a Field's Medal. Recruiting replacement faculty can prove to be quite expensive. UM's outstanding faculty will continue to be targeted for recruitment to replace retiring and aging faculty at other institutions. Even with our outstanding supportive donors, UM continues to have a lower endowment per student and a lower endowment per faculty than the majority of our academic peers, which places it at a potential financial disadvantage to recruit and retain outstanding faculty. **Recommendations: Recruit and retain the best faculty in the world by providing enhanced compensation and benefits, along with building thematic programs and groups. Track personnel changes carefully to lead market changes.**

Salary Report. Once again the faculty are pleased that a detailed salary report has been compiled, and we appreciate working with the Provost's office. This data is made available to faculty and administrators on the SACUA website (<http://www.umich.edu/~sacua/cesf/cesfreports.html>). Providing transparent data contributes to employee satisfaction with a fair and equitable workplace. The committee is very interested in comparisons of total take home University salary, a figure which is often challenging to define due to published and unpublished salary data. Compensation beyond published salary data also obfuscates transparent comparisons of salary between institutions. Data reviewed this year did reveal a substantive gap in some professors' salary with low outliers of particular concern. **Recommendations: Provide transparent salary information, study low outliers to evaluate reasons for low compensation. Salary needs to be enhanced to avoid a pay cut from benefit cost shifts, as well as to become more competitive with peer institutions.**

The librarians provided a subset analysis of their own salaries. Highlights of their report include that Michigan librarians' salaries rank lowest in Michigan of Ph.D. granting universities. The entry-level librarian salary of \$40,000 was lower than the annualized salary of \$41,797 for the library's equivalent of a graduate student instructor. This disparity provides a striking example of salary inequity. Michigan ranks in the middle of its peer institutions for librarian compensation. Compensation appears to be higher at Michigan institutions with a faculty union than at peer institutions. **Recommendations: The low level of compensation relative to other Michigan institutions raises concern. The minimum salary compensation for UM faculty librarians should certainly exceed the annualized compensation of unionized graduate student instructors.**

Health Benefits: The University continues to provide outstanding benefits, although a significant portion of these benefits remain in an unfunded retirement benefit which is not guaranteed. Particular note should be made of healthy living initiatives which are having a positive impact on the UM community, and we encourage ongoing support for the Michigan healthy living initiatives. There has been a significant cost shift of benefits to faculty for the coming year. The employee health premium contributions will shift from 20% to 30% of health premium cost. The co-premium cost shift is to be implemented with three salary brackets, with the highest bracket being above \$50,000. The committee is concerned that this will adversely impact people who are less highly compensated with diminished take-home pay. Highly compensated individuals who receive a small percent raise will more rapidly negate this negative affect on take home pay than those who are less highly compensated. **Recommendation: The committee favors a progressive benefit co-premium rather than brackets. If the proposed bracket system is implemented, less well compensated faculty should receive adequate salary increases to negate this affect.**

Disability Benefits: The University contributions to disability premiums are embarrassingly low in comparison to our peers, where we rank in the bottom 30%. **Recommendation: Enhance University contribution to disability benefits.**

Retirement Benefits: The University plans a one year waiting period for new faculty to receive retirement matches from the University. The committee is very concerned that this may hamper recruitment of faculty from institutions where they are already receiving a benefit match. It will be difficult to gauge the negative impact of a retirement benefit waiting period as a myriad of negative market forces could potentially adversely impact faculty recruitment to Michigan. **Recommendation: The committee favors providing a retirement match from the time of hire which the faculty member would receive after a vesting period. If a waiting period is to be used, we recommend this be waived for recruits from other positions where they are already vested and receiving a matching retirement benefit contribution.**

Dependent Tuition: The University of Michigan historically competed for faculty with a low in-state tuition offering an outstanding education for faculty children. The University and Regents are to be commended for providing Merit Awards for undergraduates. With the rapid rise in tuition costs, the University of Michigan is at a

competitive disadvantage with both peer and non-peer institutions for faculty recruitment and retention. Institutions ranging from Washtenaw Community College to Harvard value a dependent tuition benefit. The Senate Assembly Budget Study Committee has provided a detailed report on this issue and recommends a program where the University would stimulate education cost saving by matching faculty MET contributions to help fund their future dependent tuition. Implementing this program would distinguish Michigan as providing social policy leadership. Spring and Summer Term are enrolled well below campus capacity. **Recommendation: Adopt the Benefits Committee recommendation of MET matching. Provide reduced tuition and fees for Spring and Summer Term.**

Report to Regents on Faculty Economic Status: The faculty has faced a harrowing period in their economic status in a year that has been punctuated by financial erosion and uncertainty. Faculty members have faced losses in their 401K retirement plans along with losses in equity investments. Savings for dependent education have been negatively impacted for many as well. In this context, the University has shifted benefit co-premium costs to faculty and retirees, which will mitigate their disposable income. The Michigan economy is challenged by global market competition, which has led to losses in faculty personal net worth secondary to an eroding Michigan real estate market. The Pfizer departure has led to erosion in the tax base of Ann Arbor, which may result in higher tangible real estate taxes for Ann Arbor homeowners or Ann Arbor income tax. In this context, pressure to maintain academic excellence in competition with our peer institutions will intensify. **Recommendation: The committee applauds the efforts of the University to enhance the economic recovery of the State of Michigan. The Regents are encouraged to enhance the economic status of the faculty.**

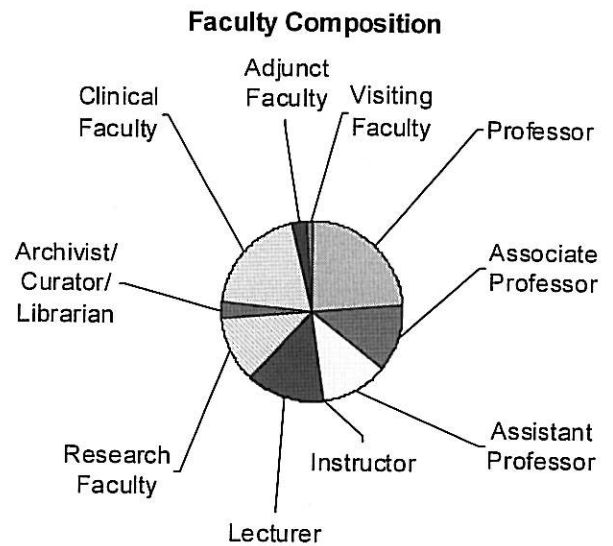
University of Michigan- Committee on the Economic Status of the Faculty
Ann Arbor Campus
2008-09

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

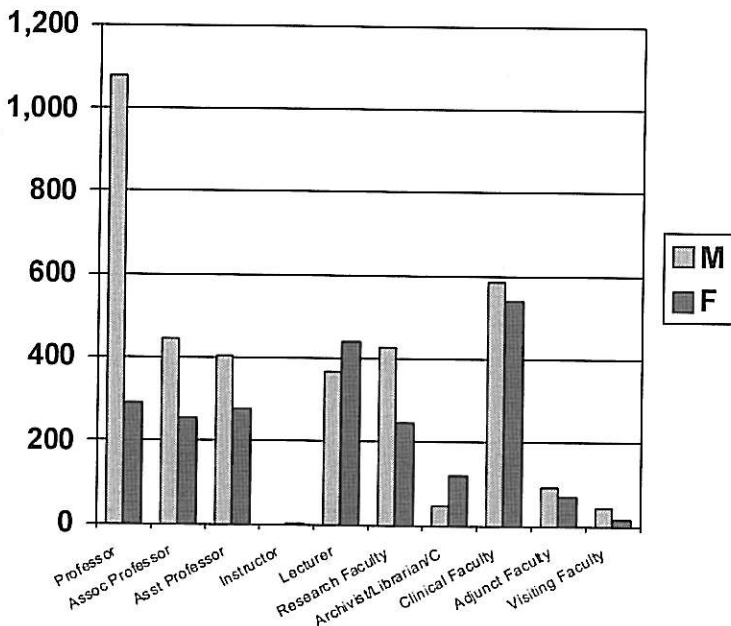
Composition of the Faculty 2008-09

Total number of faculty all ranks: 5,757	Male	Female
	61%	39%
Gender by Rank		
	Male	Female
Professor	79%	21%
Associate Professor	64%	36%
Assistant Professor	59%	41%
Instructor	0%	100%
Lecturer	45%	55%
Research Faculty	64%	36%
Archivist/Curator/Librarian	30%	70%
Clinical Faculty	52%	48%
Adjunct Faculty	58%	42%
Visiting Faculty	76%	24%

Please see page two for
 Published Salary Rates by Rank



Ann Arbor Faculty Gender Head Count by Rank



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	24%	Research Faculty	12%
Associate Professor	12%	Archivist/Curator/Librarian	3%
Assistant Professor	12%	Clinical Faculty	20%
Instructor	>1%	Adjunct Faculty	3%
Lecturer	14%	Visiting Faculty	1%

The charts are based on data provided by Human Resource Information Services.

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 Ann Arbor Campus
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	687	\$144,245	\$135,000	\$52,633	\$315,000
	University Yr	Female	217	\$132,689	\$123,491	\$75,530	\$278,500
	University Yr	Total	904	\$141,471	\$131,470	\$52,633	\$315,000
	Fiscal Yr	Male	388	\$188,286	\$191,157	\$86,604	\$351,301
	Fiscal Yr	Female	76	\$179,404	\$181,919	\$119,133	\$370,773
	Fiscal Yr	Total	464	\$186,831	\$190,565	\$86,604	\$370,773
Associate Professor							
	University Yr	Male	289	\$96,561	\$90,131	\$45,800	\$220,000
	University Yr	Female	187	\$88,417	\$86,211	\$60,992	\$212,500
	University Yr	Total	476	\$93,361	\$88,122	\$45,800	\$220,000
	Fiscal Yr	Male	157	\$156,663	\$157,320	\$64,868	\$300,000
	Fiscal Yr	Female	69	\$146,343	\$138,918	\$82,023	\$220,000
	Fiscal Yr	Total	226	\$153,512	\$148,935	\$64,868	\$300,000
Assistant Professor							
	University Yr	Male	269	\$83,687	\$77,000	\$51,500	\$195,000
	University Yr	Female	199	\$77,544	\$72,000	\$51,500	\$195,000
	University Yr	Total	468	\$81,075	\$74,645	\$51,500	\$195,000
	Fiscal Yr	Male	137	\$139,245	\$131,178	\$51,213	\$321,000
	Fiscal Yr	Female	81	\$129,366	\$122,314	\$73,998	\$195,000
	Fiscal Yr	Total	218	\$135,574	\$126,314	\$51,213	\$321,000
Instructor							
	University Yr	Female	1	\$54,000	\$54,000	\$54,000	\$54,000
	University Yr	Total	1	\$54,000	\$54,000	\$54,000	\$54,000
	Fiscal Yr	Female	1	\$59,502	\$59,502	\$59,502	\$59,502
	Fiscal Yr	Total	1	\$59,502	\$59,502	\$59,502	\$59,502
LEO Lecturer I							
	University Yr	Male	135	\$55,449	\$39,394	\$8,000	\$709,920
	University Yr	Female	156	\$43,529	\$33,857	\$31,000	\$354,960
	University Yr	Total	291	\$49,059	\$37,091	\$8,000	\$709,920
LEO Lecturer II							
	University Yr	Male	60	\$58,625	\$45,269	\$35,734	\$304,108
	University Yr	Female	104	\$45,095	\$43,237	\$31,212	\$97,368
	University Yr	Total	164	\$50,045	\$43,480	\$31,212	\$304,108
	Fiscal Yr	Male	7	\$109,844	\$97,280	\$55,845	\$187,800
	Fiscal Yr	Female	2	\$69,719	\$69,719	\$69,687	\$69,751
	Fiscal Yr	Total	9	\$100,927	\$71,200	\$55,845	\$187,800

**University of Michigan Ann Arbor Campus
Published Salary Rates 2008-09 by Rank
(con't)**

LEO Lecturer III							
	University Yr	Male	16	\$57,862	\$49,470	\$39,500	\$115,500
	University Yr	Female	21	\$52,758	\$45,390	\$34,680	\$94,250
	University Yr	Total	37	\$54,965	\$45,900	\$34,680	\$115,500
	Fiscal Yr	Male	10	\$96,426	\$95,182	\$64,305	\$138,100
	Fiscal Yr	Female	5	\$69,459	\$56,535	\$46,555	\$94,306
	Fiscal Yr	Total	15	\$87,437	\$91,750	\$46,555	\$138,100
LEO Lecturer IV							
	University Yr	Male	62	\$57,097	\$54,538	\$32,944	\$105,495
	University Yr	Female	96	\$54,611	\$50,427	\$35,842	\$104,186
	University Yr	Total	158	\$55,587	\$52,256	\$32,944	\$105,495
	Fiscal Yr	Male	16	\$106,217	\$98,625	\$67,426	\$196,650
	Fiscal Yr	Female	17	\$83,255	\$81,766	\$47,620	\$145,650
	Fiscal Yr	Total	33	\$94,388	\$85,750	\$47,620	\$196,650
LEO Intermittent Lecturer							
	University Yr	Male	38	\$132,269	\$54,537	\$18,477	\$730,219
	University Yr	Female	32	\$79,232	\$50,352	\$32,000	\$696,048
	University Yr	Total	70	\$108,024	\$52,999	\$18,477	\$730,219
LEO Adjunct Assoc Professor							
	University Yr	Male	3	\$71,445	\$71,493	\$64,600	\$78,243
	University Yr	Female	1	\$86,912	\$86,912	\$86,912	\$86,912
	University Yr	Total	4	\$75,312	\$74,868	\$64,600	\$86,912
LEO Adjunct Asst Professor							
	University Yr	Male	2	\$57,154	\$57,154	\$40,000	\$74,307
	University Yr	Female	1	\$57,120	\$57,120	\$57,120	\$57,120
	University Yr	Total	3	\$57,142	\$57,120	\$40,000	\$74,307
	Fiscal Yr	Male	1	\$50,000	\$50,000	\$50,000	\$50,000
	Fiscal Yr	Total	1	\$50,000	\$50,000	\$50,000	\$50,000
LEO Adjunct Lecturer							
	University Yr	Male	16	\$62,657	\$54,893	\$41,820	\$131,552
	University Yr	Female	6	\$48,550	\$41,907	\$24,453	\$95,640
	University Yr	Total	22	\$58,810	\$49,497	\$24,453	\$131,552
	Fiscal Yr	Male	1	\$58,500	\$58,500	\$58,500	\$58,500
	Fiscal Yr	Female	1	\$66,588	\$66,588	\$66,588	\$66,588
	Fiscal Yr	Total	2	\$62,544	\$62,544	\$58,500	\$66,588
Research Professor							
	University Yr	Male	1	\$121,669	\$121,669	\$121,669	\$121,669
	University Yr	Total	1	\$121,669	\$121,669	\$121,669	\$121,669
	Fiscal Yr	Male	47	\$179,757	\$176,153	\$98,557	\$349,322
	Fiscal Yr	Female	15	\$147,680	\$127,222	\$91,500	\$264,486
	Fiscal Yr	Total	62	\$171,997	\$167,674	\$91,500	\$349,322

**University of Michigan Ann Arbor Campus
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(con't)**

Research Associate Professor							
University Yr	Female	1	\$99,109	\$99,109	\$99,109	\$99,109	\$99,109
University Yr	Total	1	\$99,109	\$99,109	\$99,109	\$99,109	\$99,109
Fiscal Yr	Male	24	\$118,413	\$120,131	\$82,400	\$179,465	
Fiscal Yr	Female	8	\$131,375	\$124,173	\$97,212	\$181,072	
Fiscal Yr	Total	32	\$121,654	\$121,500	\$82,400	\$181,072	
Research Assistant Professor							
Fiscal Yr	Male	87	\$84,488	\$85,030	\$51,482	\$155,000	
Fiscal Yr	Female	55	\$81,793	\$76,991	\$41,820	\$138,965	
Fiscal Yr	Total	142	\$83,444	\$84,042	\$41,820	\$155,000	
Research Scientist							
Fiscal Yr	Male	29	\$114,622	\$116,350	\$47,741	\$159,172	
Fiscal Yr	Female	5	\$103,754	\$110,980	\$82,292	\$122,820	
Fiscal Yr	Total	34	\$113,024	\$113,304	\$47,741	\$159,172	
Associate Research Scientist							
Fiscal Yr	Male	38	\$92,058	\$94,863	\$41,818	\$131,127	
Fiscal Yr	Female	11	\$106,260	\$109,200	\$72,511	\$154,520	
Fiscal Yr	Total	49	\$95,246	\$96,825	\$41,818	\$154,520	
Assistant Research Scientist							
Fiscal Yr	Male	89	\$77,920	\$77,250	\$35,000	\$122,030	
Fiscal Yr	Female	50	\$76,376	\$74,163	\$35,646	\$123,976	
Fiscal Yr	Total	139	\$77,365	\$75,270	\$35,000	\$123,976	
Research Investigator							
Fiscal Yr	Male	114	\$62,898	\$60,051	\$39,336	\$138,081	
Fiscal Yr	Female	100	\$61,522	\$58,964	\$34,730	\$100,000	
Fiscal Yr	Total	214	\$62,255	\$59,798	\$34,730	\$138,081	
Archivist							
Fiscal Yr	Male	3	\$92,738	\$85,500	\$72,850	\$119,864	
Fiscal Yr	Female	3	\$87,229	\$85,600	\$73,800	\$102,288	
Fiscal Yr	Total	6	\$89,984	\$85,550	\$72,850	\$119,864	
Associate Archivist							
Fiscal Yr	Male	2	\$53,750	\$53,750	\$51,000	\$56,500	
Fiscal Yr	Female	3	\$49,170	\$49,789	\$47,720	\$50,000	
Fiscal Yr	Total	5	\$51,002	\$50,000	\$47,720	\$56,500	
Assistant Archivist							
Fiscal Yr	Female	1	\$40,000	\$40,000	\$40,000	\$40,000	
Fiscal Yr	Total	1	\$40,000	\$40,000	\$40,000	\$40,000	
Curator							
University Yr	Male	1	\$108,614	\$108,614	\$108,614	\$108,614	
University Yr	Female	1	\$126,000	\$126,000	\$126,000	\$126,000	
University Yr	Total	2	\$117,307	\$117,307	\$108,614	\$126,000	
Fiscal Yr	Male	2	\$78,022	\$78,022	\$71,449	\$84,595	
Fiscal Yr	Female	4	\$68,902	\$73,884	\$52,804	\$75,037	
Fiscal Yr	Total	6	\$71,942	\$73,884	\$52,804	\$84,595	

**University of Michigan Ann Arbor Campus
Published Salary Rates 2008-09 by Rank
(con't)**

Associate Curator							
	Fiscal Yr	Male	2	\$62,393	\$62,393	\$54,590	\$70,195
	Fiscal Yr	Female	2	\$54,720	\$54,720	\$49,440	\$60,000
	Fiscal Yr	Total	4	\$58,556	\$57,295	\$49,440	\$70,195
Associate Curator Slide/Photo							
	Fiscal Yr	Female	1	\$63,915	\$63,915	\$63,915	\$63,915
	Fiscal Yr	Total	1	\$63,915	\$63,915	\$63,915	\$63,915
Assistant Curator							
	Fiscal Yr	Male	1	\$69,945	\$69,945	\$69,945	\$69,945
	Fiscal Yr	Female	1	\$51,397	\$51,397	\$51,397	\$51,397
	Fiscal Yr	Total	2	\$60,671	\$60,671	\$51,397	\$69,945
Librarian							
	Fiscal Yr	Male	11	\$88,247	\$86,285	\$64,690	\$124,975
	Fiscal Yr	Female	26	\$89,532	\$83,789	\$60,455	\$129,744
	Fiscal Yr	Total	37	\$89,150	\$85,078	\$60,455	\$129,744
Senior Associate Librarian							
	Fiscal Yr	Male	13	\$68,352	\$65,781	\$60,568	\$81,194
	Fiscal Yr	Female	36	\$65,909	\$63,663	\$53,723	\$89,365
	Fiscal Yr	Total	49	\$66,557	\$65,365	\$53,723	\$89,365
Associate Librarian							
	Fiscal Yr	Male	10	\$54,880	\$54,766	\$48,885	\$60,000
	Fiscal Yr	Female	25	\$56,103	\$55,103	\$46,350	\$65,883
	Fiscal Yr	Total	35	\$55,754	\$55,103	\$46,350	\$65,883
Assistant Librarian							
	Fiscal Yr	Male	5	\$45,784	\$45,320	\$43,260	\$50,136
	Fiscal Yr	Female	16	\$46,109	\$45,077	\$41,750	\$54,842
	Fiscal Yr	Total	21	\$46,031	\$45,320	\$41,750	\$54,842
Clinical Professor							
	University Yr	Male	10	\$167,696	\$181,975	\$94,947	\$198,000
	University Yr	Female	3	\$148,907	\$170,000	\$99,221	\$177,500
	University Yr	Total	13	\$163,360	\$177,500	\$94,947	\$198,000
	Fiscal Yr	Male	51	\$170,340	\$157,441	\$87,663	\$310,757
	Fiscal Yr	Female	15	\$164,735	\$152,014	\$133,408	\$212,500
	Fiscal Yr	Total	66	\$169,066	\$154,858	\$87,663	\$310,757
Clinical Associate Professor							
	University Yr	Male	3	\$61,632	\$61,800	\$58,096	\$65,000
	University Yr	Female	8	\$94,693	\$80,984	\$58,262	\$164,000
	University Yr	Total	11	\$85,676	\$69,433	\$58,096	\$164,000
	Fiscal Yr	Male	84	\$156,477	\$156,484	\$99,410	\$220,000
	Fiscal Yr	Female	68	\$145,175	\$140,341	\$87,440	\$211,986
	Fiscal Yr	Total	152	\$151,421	\$150,000	\$87,440	\$220,000

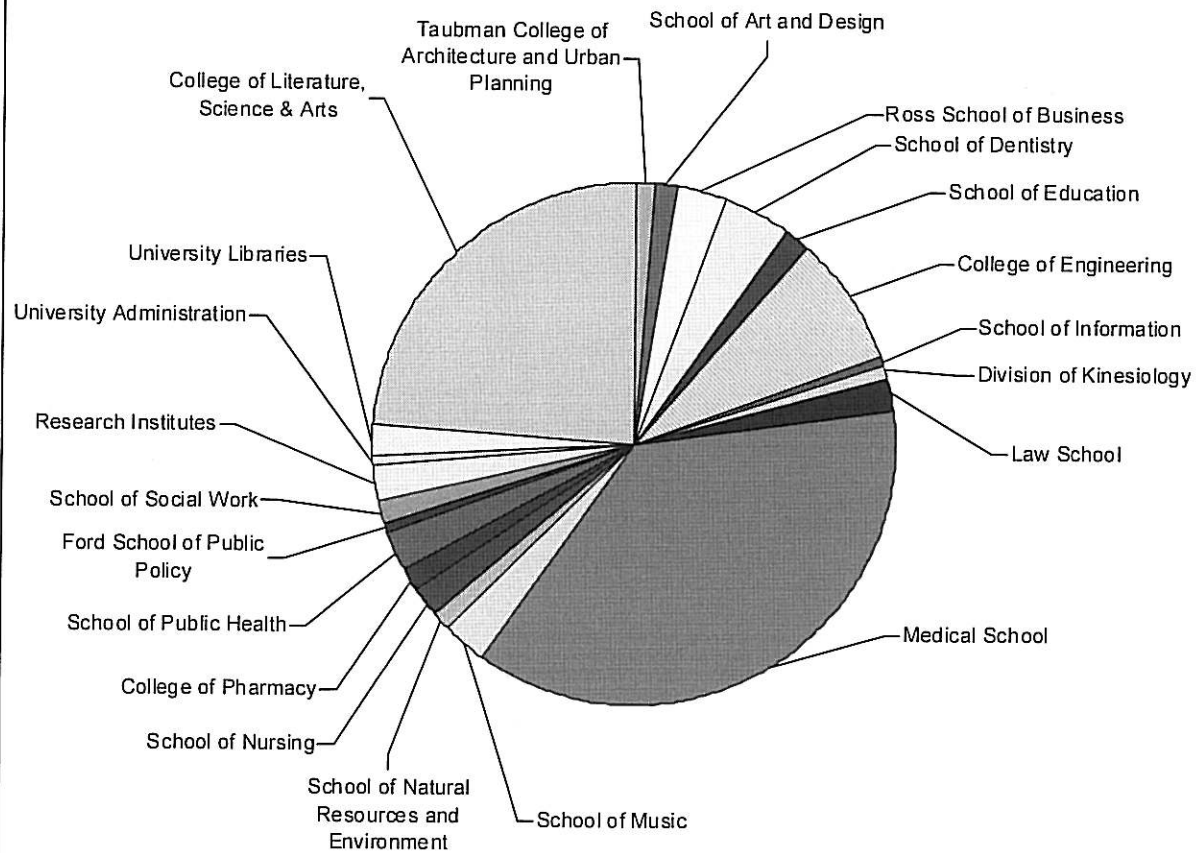
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Clinical Assistant Professor							
	University Yr	Male	11	\$87,429	\$70,342	\$53,577	\$152,892
	University Yr	Female	9	\$73,992	\$61,904	\$45,431	\$138,500
	University Yr	Total	20	\$81,382	\$64,426	\$45,431	\$152,892
	Fiscal Yr	Male	231	\$143,555	\$149,600	\$50,910	\$239,181
	Fiscal Yr	Female	251	\$126,358	\$124,720	\$45,000	\$210,000
	Fiscal Yr	Total	482	\$134,600	\$136,934	\$45,000	\$239,181
Clinical Instructor							
	University Yr	Female	1	\$48,533	\$48,533	\$48,533	\$48,533
	University Yr	Total	1	\$48,533	\$48,533	\$48,533	\$48,533
	Fiscal Yr	Male	55	\$137,360	\$142,231	\$45,277	\$195,000
	Fiscal Yr	Female	76	\$125,395	\$130,096	\$72,800	\$191,300
	Fiscal Yr	Total	131	\$130,418	\$135,000	\$45,277	\$195,000
Clinical Lecturer							
	Fiscal Yr	Male	139	\$103,715	\$95,481	\$40,000	\$195,000
	Fiscal Yr	Female	110	\$101,775	\$89,715	\$40,000	\$195,000
	Fiscal Yr	Total	249	\$102,858	\$91,140	\$40,000	\$195,000
Adjunct Professor							
	Fiscal Yr	Male	1	\$42,612	\$42,612	\$42,612	\$42,612
	Fiscal Yr	Total	1	\$42,612	\$42,612	\$42,612	\$42,612
Adjunct Lecturer							
	University Yr	Female	3	\$46,228	\$37,376	\$36,879	\$64,428
	University Yr	Total	3	\$46,228	\$37,376	\$36,879	\$64,428
Adjunct Clinical Professor							
	University Yr	Male	1	\$341,224	\$341,224	\$341,224	\$341,224
	University Yr	Female	1	\$29,440	\$29,440	\$29,440	\$29,440
	University Yr	Total	2	\$185,332	\$185,332	\$29,440	\$341,224
	Fiscal Yr	Male	6	\$106,722	\$94,320	\$73,000	\$173,913
	Fiscal Yr	Total	6	\$106,722	\$94,320	\$73,000	\$173,913
Adjunct Clinical Associate Professor							
	Fiscal Yr	Male	19	\$78,597	\$67,416	\$50,908	\$179,294
	Fiscal Yr	Female	3	\$93,422	\$70,035	\$60,230	\$150,000
	Fiscal Yr	Total	22	\$80,618	\$67,708	\$50,908	\$179,294
Adjunct Clinical Assistant Professor							
	University Yr	Male	1	\$142,107	\$142,107	\$142,107	\$142,107
	University Yr	Female	4	\$373,052	\$390,837	\$142,107	\$568,425
	University Yr	Total	5	\$326,863	\$284,213	\$142,107	\$568,425
	Fiscal Yr	Male	34	\$62,457	\$52,138	\$47,521	\$213,695
	Fiscal Yr	Female	20	\$66,054	\$59,293	\$45,000	\$140,000
	Fiscal Yr	Total	54	\$63,789	\$53,370	\$45,000	\$213,695

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(con't)**

Adjunct Clinical Instructor						
Fiscal Yr	Male	4	\$134,140	\$128,440	\$63,800	\$215,880
Fiscal Yr	Female	4	\$137,574	\$140,398	\$85,000	\$184,501
Fiscal Yr	Total	8	\$135,857	\$130,338	\$63,800	\$215,880
Adjunct Clinical Lecturer						
Fiscal Yr	Male	28	\$51,523	\$46,473	\$39,500	\$160,000
Fiscal Yr	Female	34	\$47,118	\$46,237	\$40,706	\$91,140
Fiscal Yr	Total	62	\$49,108	\$46,473	\$39,500	\$160,000
Visiting Professor I						
University Yr	Male	14	\$171,057	\$109,890	\$8,000	\$568,426
University Yr	Female	1	\$75,000	\$75,000	\$75,000	\$75,000
University Yr	Total	15	\$164,653	\$90,000	\$8,000	\$568,426
Fiscal Yr	Male	3	\$162,188	\$128,750	\$73,600	\$284,213
Fiscal Yr	Female	2	\$84,168	\$84,168	\$45,335	\$123,000
Fiscal Yr	Total	5	\$130,980	\$123,000	\$45,335	\$284,213
Visiting Associate Professor I						
University Yr	Male	7	\$74,750	\$64,000	\$48,000	\$125,252
University Yr	Female	5	\$81,933	\$77,000	\$48,000	\$128,000
University Yr	Total	12	\$77,743	\$69,333	\$48,000	\$128,000
Fiscal Yr	Male	1	\$85,000	\$85,000	\$85,000	\$85,000
Fiscal Yr	Total	1	\$85,000	\$85,000	\$85,000	\$85,000
Visiting Assistant Professor II						
University Yr	Male	7	\$123,614	\$81,000	\$50,000	\$354,000
University Yr	Female	3	\$67,500	\$50,000	\$47,500	\$105,000
University Yr	Total	10	\$106,780	\$69,500	\$47,500	\$354,000
Fiscal Yr	Male	1	\$78,000	\$78,000	\$78,000	\$78,000
Fiscal Yr	Total	1	\$78,000	\$78,000	\$78,000	\$78,000
Visiting Instructor I						
University Yr	Female	1	\$46,000	\$46,000	\$46,000	\$46,000
University Yr	Total	1	\$46,000	\$46,000	\$46,000	\$46,000
Fiscal Yr	Male	10	\$118,000	\$140,000	\$30,000	\$140,000
Fiscal Yr	Female	1	\$140,000	\$140,000	\$140,000	\$140,000
Fiscal Yr	Total	11	\$120,000	\$140,000	\$30,000	\$140,000
Visiting Clinical Asst Prof						
University Yr	Female	1	\$45,000	\$45,000	\$45,000	\$45,000
University Yr	Total	1	\$45,000	\$45,000	\$45,000	\$45,000
Visiting Clinical Lecturer						
Fiscal Yr	Male	2	\$67,043	\$67,043	\$64,086	\$70,000
Fiscal Yr	Total	2	\$67,043	\$67,043	\$64,086	\$70,000
TOTAL		5,757	\$112,137	\$101,295	\$8,000	\$730,219

Faculty by Academic Unit 2008-09



Taubman College of Architecture and Urban Planning	68	1.18%
School of Art and Design	72	1.25%
Ross School of Business	176	3.06%
School of Dentistry	244	4.24%
School of Education	99	1.72%
College of Engineering	456	7.92%
School of Information	44	0.76%
Division of Kinesiology	48	0.83%
Law School	110	1.91%
College of Literature, Science & Arts	1372	23.83%
Medical School	2120	36.82%
School of Music	169	2.94%
School of Natural Resources and Environment	51	0.89%
School of Nursing	110	1.91%
College of Pharmacy	82	1.42%
School of Public Health	142	2.47%
Ford School of Public Policy	32	0.56%
School of Social Work	83	1.44%
Research Institutes	137	2.38%
University Administration	22	0.38%
University Libraries	120	2.08%

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

Archivists, Curators, & Librarians

2008-09

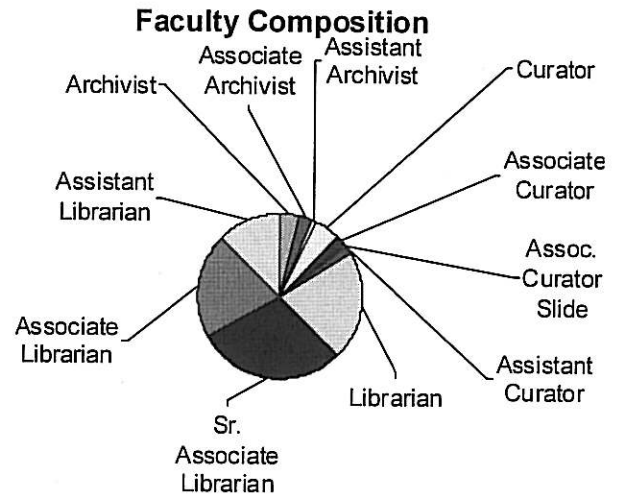
February 2009 Report on Instructional Faculty
Developed for the CESF by the SACUA Office Staff

Composition of the Faculty 2008-09

Total number of faculty all ranks: 169	Male	Female
	30%	70%

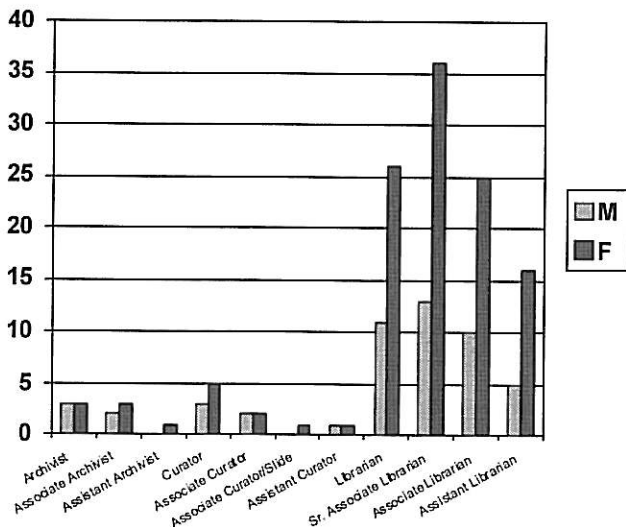
Gender by Rank

	Male	Female
Archivist	50%	50%
Associate Archivist	40%	60%
Assistant Archivist	0%	100%
Curator	37.5%	62.5%
Associate Curator	50%	50%
Associate Curator/Slide	0%	100%
Assistant Curator	50%	50%
Librarian	30%	70%
Sr. Associate Librarian	27%	73%
Associate Librarian	29%	71%
Assistant Librarian	24%	76%



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.

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Percentage by Faculty Category

Archivist	3.6%	Asst Curator	1.2%
Associate Archivist	3.0%	Librarian	21.9%
Assistant Archivist	0.6%	Sr. Assoc. Librarian	29.0%
Curator	4.7%	Associate Librarian	20.7%
Assoc. Curator	2.4%	Assistant Librarian	12.4%
Assoc. Curator/Slide	0.6%		

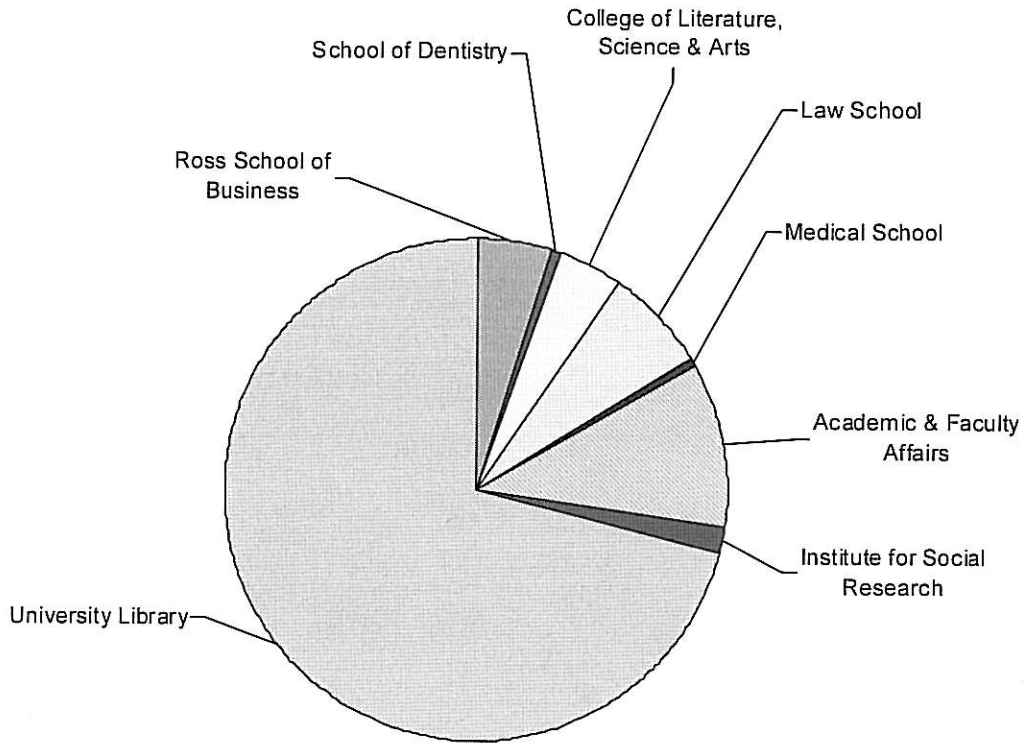
Mission Statement of CESF

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**University of Michigan Ann Arbor Campus
Archivists, Curators & Librarians
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Archivist							
	Fiscal Yr	Male	3	\$92,738	\$85,500	\$72,850	\$119,864
	Fiscal Yr	Female	3	\$87,229	\$85,600	\$73,800	\$102,288
	Fiscal Yr	Total	6	\$89,984	\$85,550	\$72,850	\$119,864
Associate Archivist							
	Fiscal Yr	Male	2	\$53,750	\$53,750	\$51,000	\$56,500
	Fiscal Yr	Female	3	\$49,170	\$49,789	\$47,720	\$50,000
	Fiscal Yr	Total	5	\$51,002	\$50,000	\$47,720	\$56,500
Assistant Archivist							
	Fiscal Yr	Female	1	\$40,000	\$40,000	\$40,000	\$40,000
	Fiscal Yr	Total	1	\$40,000	\$40,000	\$40,000	\$40,000
Curator							
	University Yr	Male	1	\$108,614	\$108,614	\$108,614	\$108,614
	University Yr	Female	1	\$126,000	\$126,000	\$126,000	\$126,000
	University Yr	Total	2	\$117,307	\$117,307	\$108,614	\$126,000
	Fiscal Yr	Male	2	\$78,022	\$78,022	\$71,449	\$84,595
	Fiscal Yr	Female	4	\$68,902	\$73,884	\$52,804	\$75,037
	Fiscal Yr	Total	6	\$71,942	\$73,884	\$52,804	\$84,595
Associate Curator							
	Fiscal Yr	Male	2	\$62,393	\$62,393	\$54,590	\$70,195
	Fiscal Yr	Female	2	\$54,720	\$54,720	\$49,440	\$60,000
	Fiscal Yr	Total	4	\$58,556	\$57,295	\$49,440	\$70,195
Associate Curator Slide/Photo							
	Fiscal Yr	Female	1	\$63,915	\$63,915	\$63,915	\$63,915
	Fiscal Yr	Total	1	\$63,915	\$63,915	\$63,915	\$63,915
Assistant Curator							
	Fiscal Yr	Male	1	\$69,945	\$69,945	\$69,945	\$69,945
	Fiscal Yr	Female	1	\$51,397	\$51,397	\$51,397	\$51,397
	Fiscal Yr	Total	2	\$60,671	\$60,671	\$51,397	\$69,945
Librarian							
	Fiscal Yr	Male	11	\$88,247	\$86,285	\$64,690	\$124,975
	Fiscal Yr	Female	26	\$89,532	\$83,789	\$60,455	\$129,744
	Fiscal Yr	Total	37	\$89,150	\$85,078	\$60,455	\$129,744
Senior Associate Librarian							
	Fiscal Yr	Male	13	\$68,352	\$65,781	\$60,568	\$81,194
	Fiscal Yr	Female	36	\$65,909	\$63,663	\$53,723	\$89,365
	Fiscal Yr	Total	49	\$66,557	\$65,365	\$53,723	\$89,365
Associate Librarian							
	Fiscal Yr	Male	10	\$54,880	\$54,766	\$48,885	\$60,000
	Fiscal Yr	Female	25	\$56,103	\$55,103	\$46,350	\$65,883
	Fiscal Yr	Total	35	\$55,754	\$55,103	\$46,350	\$65,883
Assistant Librarian							
	Fiscal Yr	Male	5	\$45,784	\$45,320	\$43,260	\$50,136
	Fiscal Yr	Female	16	\$46,109	\$45,077	\$41,750	\$54,842
	Fiscal Yr	Total	21	\$46,031	\$45,320	\$41,750	\$54,842
TOTAL			169	\$67,447	\$63,427	\$40,000	\$129,744

Archivist, Curator, and Librarian Faculty by Academic Unit 2008-09



Ross School of Business	8	4.7%
School of Dentistry	1	0.6%
Law School	11	6.5%
College of Literature, Science & Arts	7	4.1%
Medical School	1	0.6%
Institute for Social Research	3	1.8%
Academic & Faculty Affairs	18	10.7%
University Libraries	120	71.1%

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

Clinical Faculty

2008-09

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

Composition of the Faculty 2008-09

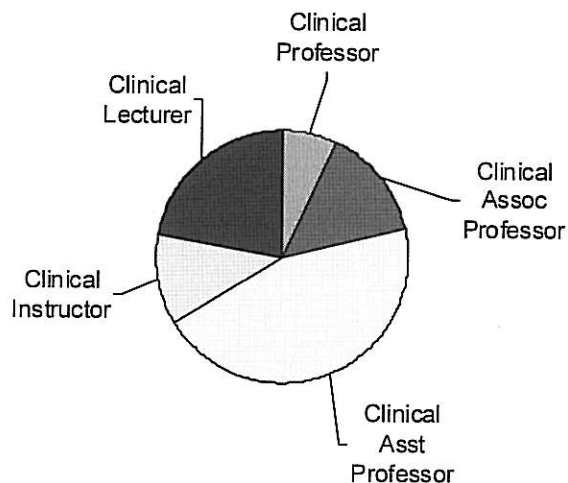
Total number of faculty all ranks: 1,125	Male	Female
	52%	48%

Gender by Rank

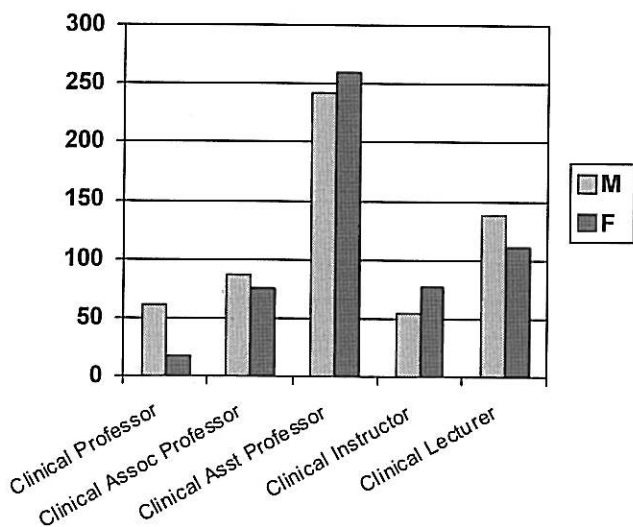
	Male	Female
Clinical Professor	77%	23%
Clinical Assoc Professor	53%	47%
Clinical Asst Professor	48%	52%
Clinical Instructor	42%	58%
Clinical Lecturer	56%	44%

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.

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Percentage by Faculty Category

Clinical Professor	7.0%	Clinical Lecturer	11.7%
Clinical Assoc Professor	14.5%	Clinical Instructor	22.1%
Clinical Asst Professor	44.6%		

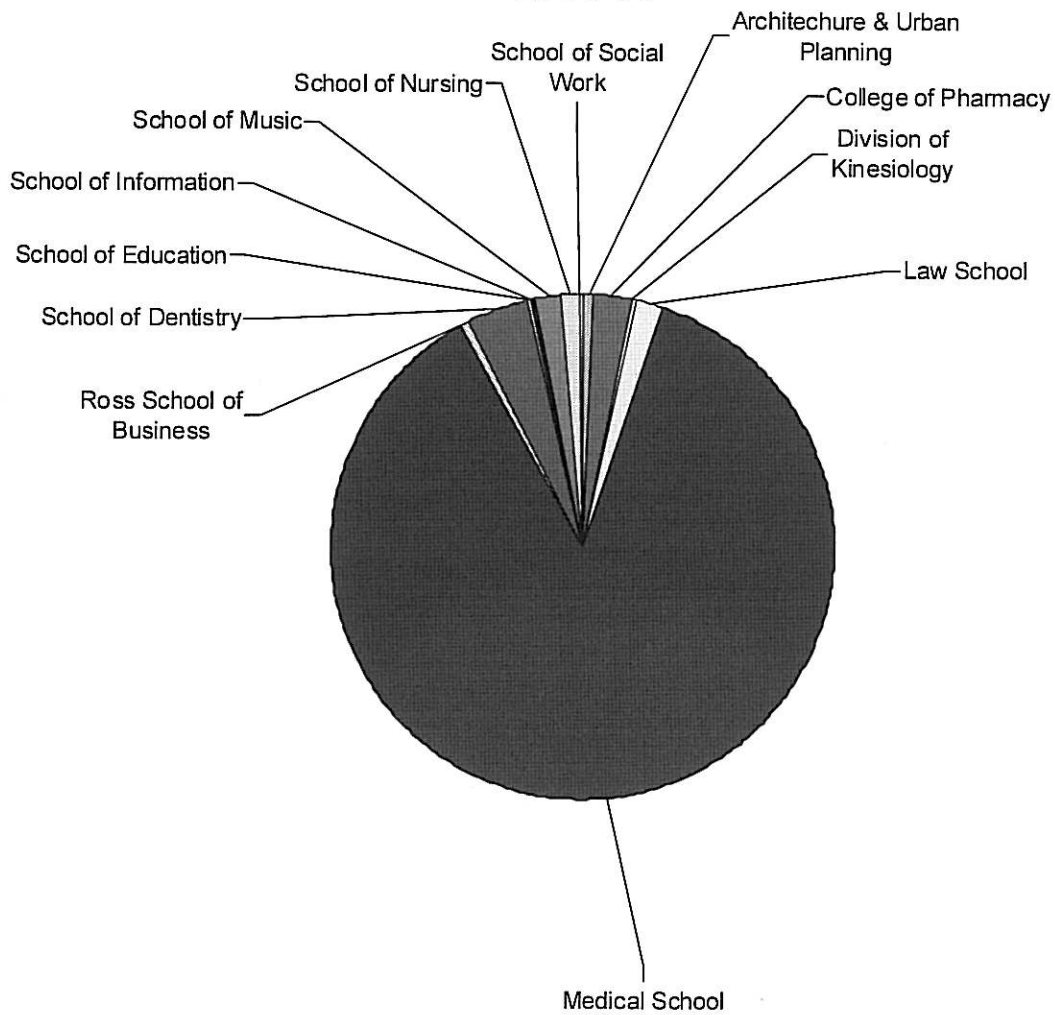
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**University of Michigan Ann Arbor Campus
Clinical Faculty
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Clinical Professor							
	University Yr	Male	10	\$167,696	\$181,975	\$94,947	\$198,000
	University Yr	Female	3	\$148,907	\$170,000	\$99,221	\$177,500
	University Yr	Total	13	\$163,360	\$177,500	\$94,947	\$198,000
	Fiscal Yr	Male	51	\$170,340	\$157,441	\$87,663	\$310,757
	Fiscal Yr	Female	15	\$164,735	\$152,014	\$133,408	\$212,500
	Fiscal Yr	Total	66	\$169,066	\$154,858	\$87,663	\$310,757
Clinical Associate Professor							
	University Yr	Male	3	\$61,632	\$61,800	\$58,096	\$65,000
	University Yr	Female	8	\$94,693	\$80,984	\$58,262	\$164,000
	University Yr	Total	11	\$85,676	\$69,433	\$58,096	\$164,000
	Fiscal Yr	Male	84	\$156,477	\$156,484	\$99,410	\$220,000
	Fiscal Yr	Female	68	\$145,175	\$140,341	\$87,440	\$211,986
	Fiscal Yr	Total	152	\$151,421	\$150,000	\$87,440	\$220,000
Clinical Assistant Professor							
	University Yr	Male	11	\$87,429	\$70,342	\$53,577	\$152,892
	University Yr	Female	9	\$73,992	\$61,904	\$45,431	\$138,500
	University Yr	Total	20	\$81,382	\$64,426	\$45,431	\$152,892
	Fiscal Yr	Male	231	\$143,555	\$149,600	\$50,910	\$239,181
	Fiscal Yr	Female	251	\$126,358	\$124,720	\$45,000	\$210,000
	Fiscal Yr	Total	482	\$134,600	\$136,934	\$45,000	\$239,181
Clinical Instructor							
	University Yr	Female	1	\$48,533	\$48,533	\$48,533	\$48,533
	University Yr	Total	1	\$48,533	\$48,533	\$48,533	\$48,533
	Fiscal Yr	Male	55	\$137,360	\$142,231	\$45,277	\$195,000
	Fiscal Yr	Female	76	\$125,395	\$130,096	\$72,800	\$191,300
	Fiscal Yr	Total	131	\$130,418	\$135,000	\$45,277	\$195,000
Clinical Lecturer							
	Fiscal Yr	Male	139	\$103,715	\$95,481	\$40,000	\$195,000
	Fiscal Yr	Female	110	\$101,775	\$89,715	\$40,000	\$195,000
	Fiscal Yr	Total	249	\$102,858	\$91,140	\$40,000	\$195,000
TOTAL			1,125	\$130,213	\$133,900	\$40,000	\$310,757

Clinical Faculty by Academic Unit 2008-09



Taubman College of Architecture and Urban Planning	5	0.4%
Ross School of Business	7	0.6%
School of Dentistry	41	3.6%
School of Education	5	0.4%
School of Information	2	0.2%
Division of Kinesiology	3	0.3%
Law School	19	1.7%
Medical School	979	87.0%
School of Music	18	1.6%
School of Nursing	15	1.3%
College of Pharmacy	29	2.6%
School of Social Work	2	0.2%

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

Research Faculty

2008-09

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

Composition of the Faculty 2008-09

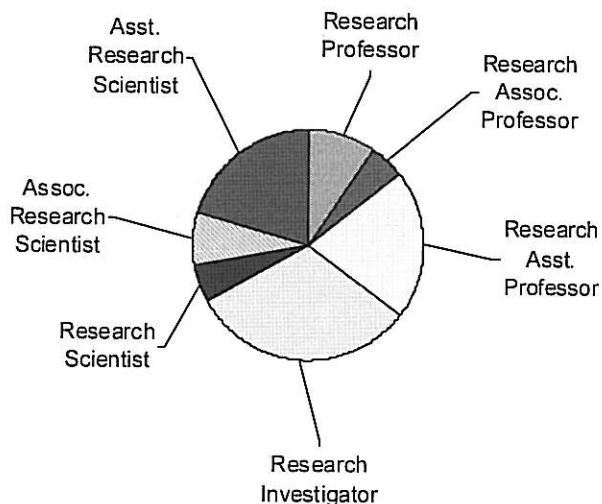
Total number of faculty all ranks: 674	Male	Female
	64%	36%

Gender by Rank

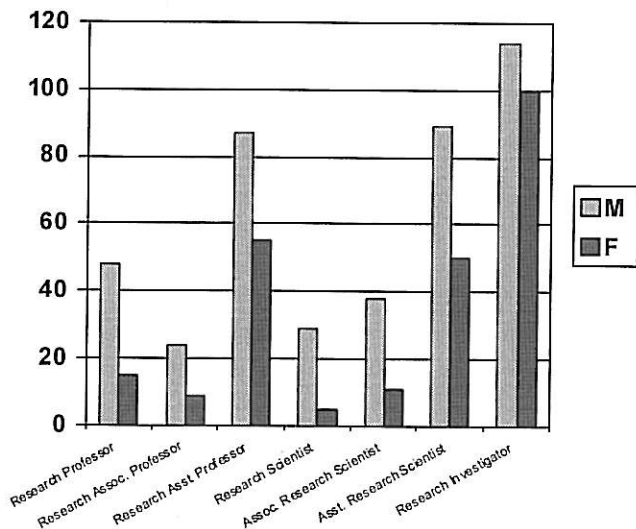
	Male	Female
Research Professor	76%	24%
Research Assoc. Professor	73%	27%
Research Asst. Professor	61%	39%
Research Scientist	85%	15%
Assoc. Research Scientist	78%	22%
Asst. Research Scientist	64%	36%
Research Investigator	53%	47%

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
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Percentage by Faculty Category

Research Professor	9.4%	Research Scientist	5.0%
Research Assoc. Professor	4.9%	Assoc. Research Scientist	7.3%
Research Asst. Professor	21.1%	Asst. Research Scientist	20.6%
Research Investigator	31.8%		

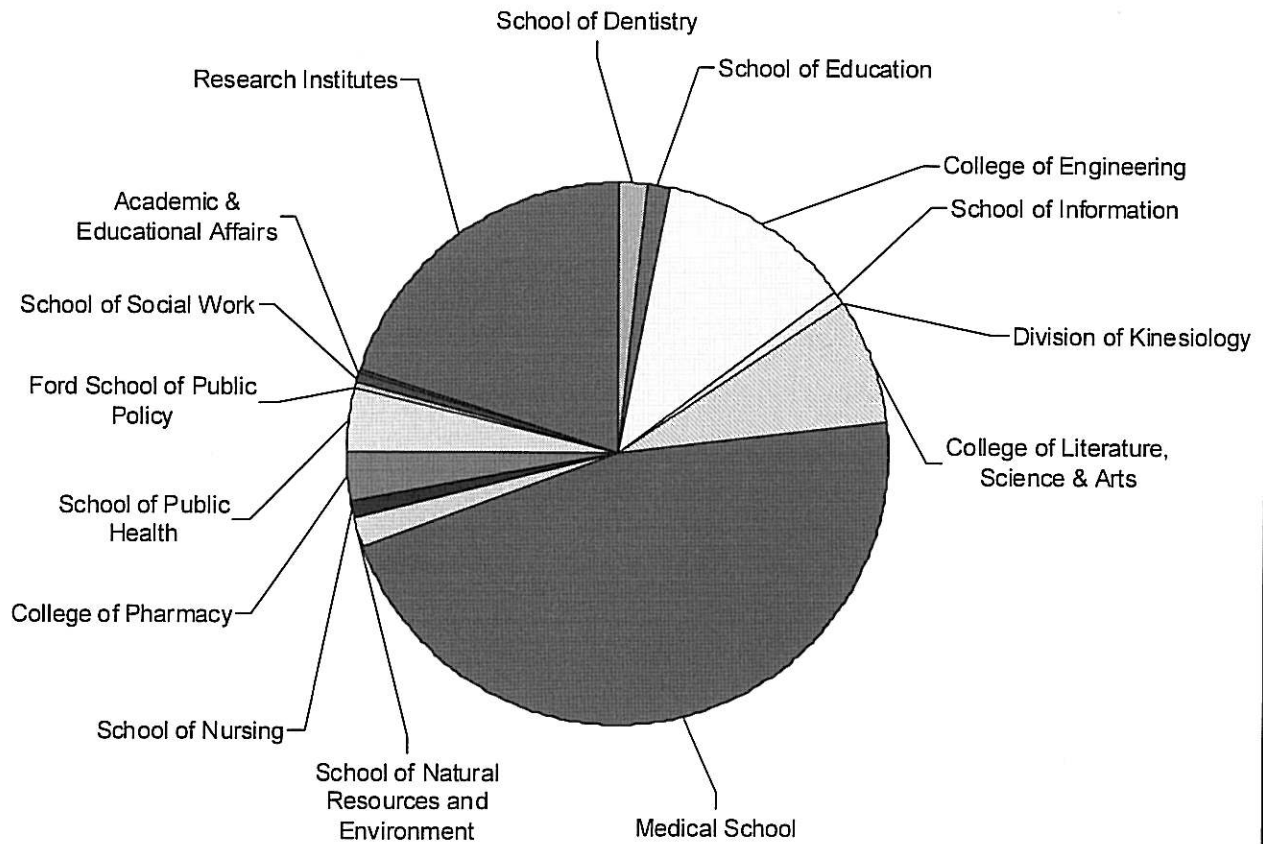
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**University of Michigan Ann Arbor Campus
Research Faculty
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Research Professor							
University Yr	Male		1	\$121,669	\$121,669	\$121,669	\$121,669
University Yr	Total		1	\$121,669	\$121,669	\$121,669	\$121,669
Fiscal Yr	Male		47	\$179,757	\$176,153	\$98,557	\$349,322
Fiscal Yr	Female		15	\$147,680	\$127,222	\$91,500	\$264,486
Fiscal Yr	Total		62	\$171,997	\$167,674	\$91,500	\$349,322
Research Associate Professor							
University Yr	Female		1	\$99,109	\$99,109	\$99,109	\$99,109
University Yr	Total		1	\$99,109	\$99,109	\$99,109	\$99,109
Fiscal Yr	Male		24	\$118,413	\$120,131	\$82,400	\$179,465
Fiscal Yr	Female		8	\$131,375	\$124,173	\$97,212	\$181,072
Fiscal Yr	Total		32	\$121,654	\$121,500	\$82,400	\$181,072
Research Assistant Professor							
Fiscal Yr	Male		87	\$84,488	\$85,030	\$51,482	\$155,000
Fiscal Yr	Female		55	\$81,793	\$76,991	\$41,820	\$138,965
Fiscal Yr	Total		142	\$83,444	\$84,042	\$41,820	\$155,000
Research Scientist							
Fiscal Yr	Male		29	\$114,622	\$116,350	\$47,741	\$159,172
Fiscal Yr	Female		5	\$103,754	\$110,980	\$82,292	\$122,820
Fiscal Yr	Total		34	\$113,024	\$113,304	\$47,741	\$159,172
Associate Research Scientist							
Fiscal Yr	Male		38	\$92,058	\$94,863	\$41,818	\$131,127
Fiscal Yr	Female		11	\$106,260	\$109,200	\$72,511	\$154,520
Fiscal Yr	Total		49	\$95,246	\$96,825	\$41,818	\$154,520
Assistant Research Scientist							
Fiscal Yr	Male		89	\$77,920	\$77,250	\$35,000	\$122,030
Fiscal Yr	Female		50	\$76,376	\$74,163	\$35,646	\$123,976
Fiscal Yr	Total		139	\$77,365	\$75,270	\$35,000	\$123,976
Research Investigator							
Fiscal Yr	Male		114	\$62,898	\$60,051	\$39,336	\$138,081
Fiscal Yr	Female		100	\$61,522	\$58,964	\$34,730	\$100,000
Fiscal Yr	Total		214	\$62,255	\$59,798	\$34,730	\$138,081
TOTAL			674	\$87,853	\$77,475	\$34,730	\$349,322

Research Faculty by Academic Unit 2008-09



School of Dentistry	12	1.7%
School of Education	8	1.4%
College of Engineering	79	11.0%
School of Information	5	1.3%
Division of Kinesiology	1	0.4%
College of Literature, Science & Arts	51	7.9%
Medical School	312	45.3%
School of Natural Resources and Environment	12	2.0%
School of Nursing	6	1.2%
College of Pharmacy	19	2.2%
School of Public Health	27	4.8%
Ford School of Public Policy	1	0.1%
School of Social Work	4	1.0%
Academic & Educational Affairs	3	0.3%
Research Institutes	134	16.9%

**University of Michigan- Committee on the Economic Status of the Faculty
Taubman College of Architecture and Urban Planning**

2008-09

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

Composition of the Faculty 2008-09

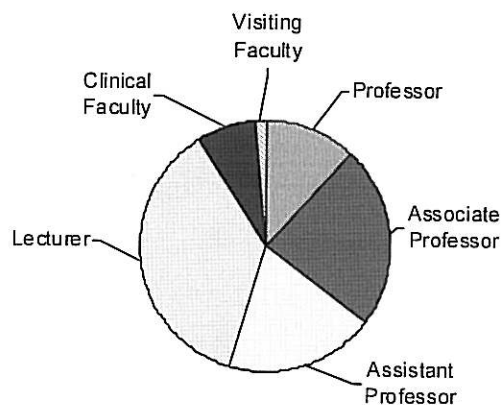
Total number of faculty all ranks: 68	Male	Female
	71%	29%

Gender by Rank

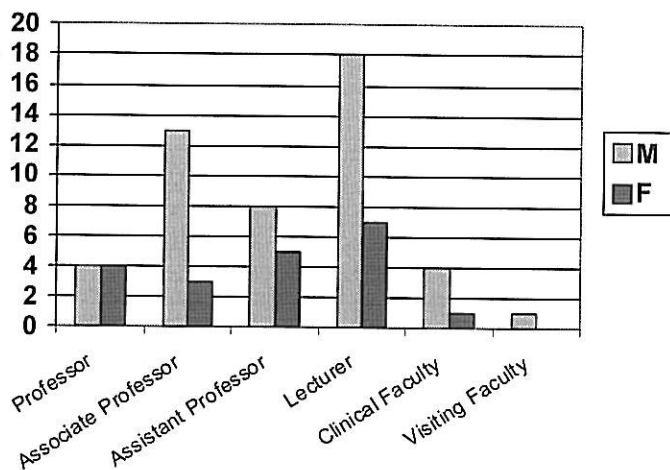
	Male	Female
Professor	50%	50%
Associate Professor	81%	19%
Assistant Professor	62%	38%
Lecturer	72%	28%
Clinical Faculty	80%	20%
Visiting Faculty	100%	0%

**Please see page two for
Published Salary Rates by Rank**

Faculty Composition



Faculty Gender Head Count by Rank



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Percentage by Faculty Category

Professor	11.8%	Lecturer	36.8%
Associate Professor	23.5%	Clinical Faculty	7.4%
Assistant Professor	19.1%	Visiting Faculty	1.5%

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**University of Michigan Ann Arbor Campus
Taubman College of Architecture and Urban Planning
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	4	\$152,796	\$132,481	\$88,550	\$257,672
	University Yr	Female	4	\$113,262	\$116,948	\$98,946	\$120,208
	University Yr	Total	8	\$133,029	\$119,184	\$88,550	\$257,672
Associate Professor							
	University Yr	Male	13	\$88,818	\$86,601	\$81,381	\$101,635
	University Yr	Female	3	\$85,980	\$90,406	\$76,210	\$91,323
	University Yr	Total	16	\$88,286	\$87,551	\$76,210	\$101,635
Assistant Professor							
	University Yr	Male	8	\$69,561	\$67,992	\$63,000	\$81,420
	University Yr	Female	5	\$67,183	\$67,492	\$58,000	\$75,541
	University Yr	Total	13	\$68,647	\$67,492	\$58,000	\$81,420
LEO Lecturer I							
	University Yr	Male	9	\$39,404	\$39,000	\$32,640	\$50,000
	University Yr	Female	3	\$41,667	\$43,000	\$32,000	\$50,000
	University Yr	Total	12	\$39,970	\$39,000	\$32,000	\$50,000
LEO Lecturer II							
	University Yr	Female	1	\$47,227	\$47,227	\$47,227	\$47,227
	University Yr	Total	1	\$47,227	\$47,227	\$47,227	\$47,227
LEO Lecturer IV							
	University Yr	Male	4	\$56,003	\$54,301	\$48,000	\$67,410
	University Yr	Female	1	\$76,901	\$76,901	\$76,901	\$76,901
	University Yr	Total	5	\$60,182	\$55,000	\$48,000	\$76,901
	Fiscal Yr	Male	2	\$74,000	\$74,000	\$73,000	\$75,000
	Fiscal Yr	Total	2	\$74,000	\$74,000	\$73,000	\$75,000
LEO Intermittent Lecturer							
	University Yr	Male	2	\$40,541	\$40,541	\$32,000	\$49,082
	University Yr	Female	2	\$34,612	\$34,612	\$34,224	\$35,000
	University Yr	Total	4	\$37,577	\$34,612	\$32,000	\$49,082
LEO Adjunct Lecturer							
	University Yr	Male	1	\$55,385	\$55,385	\$55,385	\$55,385
	University Yr	Total	1	\$55,385	\$55,385	\$55,385	\$55,385
Clinical Professor							
	University Yr	Male	3	\$125,153	\$98,562	\$94,947	\$181,949
	University Yr	Female	1	\$99,221	\$99,221	\$99,221	\$99,221
	University Yr	Total	4	\$118,670	\$98,892	\$94,947	\$181,949
Clinical Assistant Professor							
	University Yr	Male	1	\$71,414	\$71,414	\$71,414	\$71,414
	University Yr	Total	1	\$71,414	\$71,414	\$71,414	\$71,414
Visiting Assistant Professor II							
	University Yr	Male	1	\$50,000	\$50,000	\$50,000	\$50,000
	University Yr	Total	1	\$50,000	\$50,000	\$50,000	\$50,000
TOTAL			68	\$75,688	\$72,207	\$32,000	\$257,672

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

School of Art and Design

2008-09

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

Composition of the Faculty 2008-09

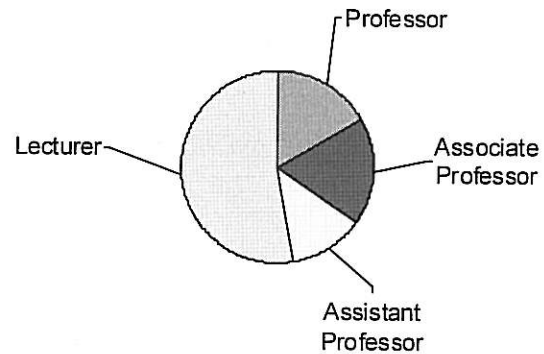
Total number of faculty all ranks: 72	Male	Female
	56%	44%

Gender by Rank

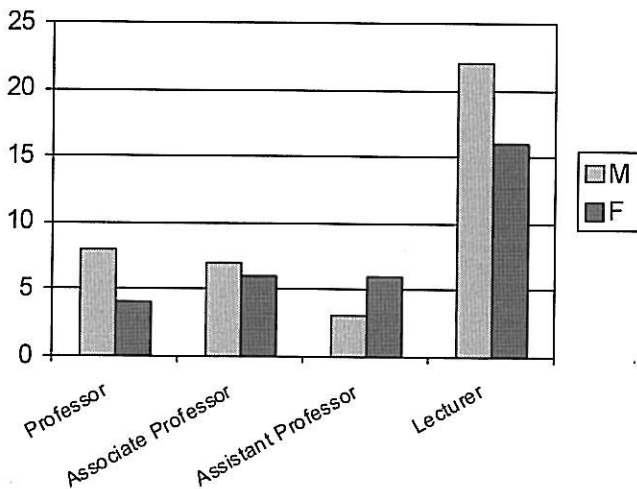
	Male	Female
Professor	67%	33%
Associate Professor	54%	46%
Assistant Professor	33%	67%
Lecturer	58%	42%

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.

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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	16.7%	Assistant Professor	12.5%
Associate Professor	18.1%	Lecturer	52.8%

Mission Statement of CESF

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**University of Michigan Ann Arbor Campus
School of Art and Design
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	8	\$100,098	\$92,917	\$88,397	\$129,255
	University Yr	Female	4	\$105,567	\$105,772	\$91,366	\$119,356
	University Yr	Total	12	\$101,921	\$93,739	\$88,397	\$129,255
Associate Professor	University Yr	Male	6	\$82,418	\$82,217	\$73,696	\$92,883
	University Yr	Female	6	\$82,572	\$83,453	\$77,285	\$86,755
	University Yr	Total	12	\$82,495	\$82,399	\$73,696	\$92,883
	Fiscal Yr	Male	1	\$134,820	\$134,820	\$134,820	\$134,820
	Fiscal Yr	Total	1	\$134,820	\$134,820	\$134,820	\$134,820
Assistant Professor	University Yr	Male	3	\$66,709	\$64,398	\$61,414	\$74,314
	University Yr	Female	6	\$68,042	\$68,369	\$64,367	\$71,915
	University Yr	Total	9	\$67,598	\$67,761	\$61,414	\$74,314
LEO Lecturer I	University Yr	Male	18	\$39,922	\$38,861	\$36,364	\$47,212
	University Yr	Female	13	\$39,355	\$37,709	\$36,364	\$44,509
	University Yr	Total	31	\$39,684	\$38,327	\$36,364	\$47,212
LEO Lecturer II	University Yr	Male	1	\$51,873	\$51,873	\$51,873	\$51,873
	University Yr	Female	3	\$52,307	\$48,327	\$47,145	\$61,449
	University Yr	Total	4	\$52,198	\$50,100	\$47,145	\$61,449
LEO Intermittent Lecturer	University Yr	Male	3	\$41,010	\$41,212	\$39,394	\$42,424
	University Yr	Total	3	\$41,010	\$41,212	\$39,394	\$42,424
TOTAL			72	\$62,753	\$50,100	\$36,364	\$134,820

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

Ross School of Business

2008-09

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

Composition of the Faculty 2008-09

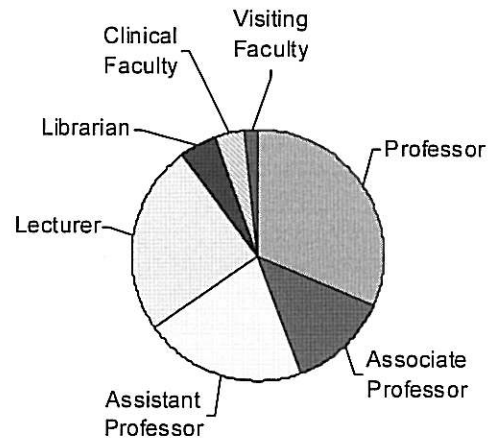
Total number of faculty all ranks: 176	Male	Female
	73%	27%

Gender by Rank

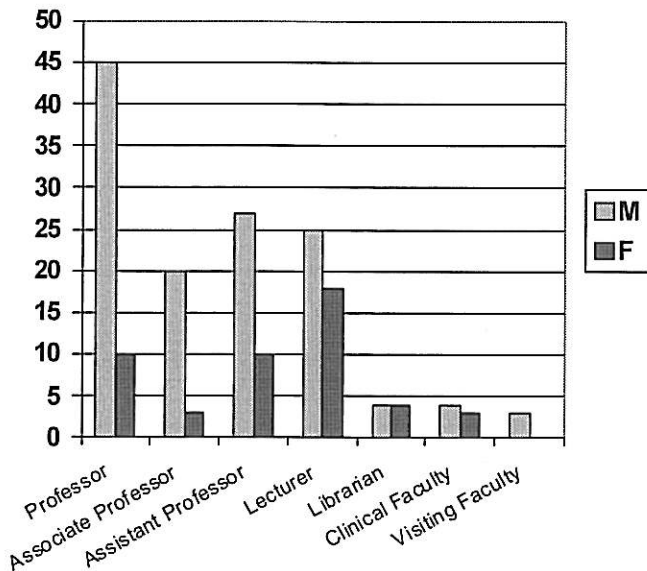
	Male	Female
Professor	82%	18%
Associate Professor	87%	13%
Assistant Professor	73%	27%
Lecturer	58%	42%
Librarian	50%	50%
Clinical Faculty	57%	43%
Visiting Faculty	100%	0%

**Please see page two for
Published Salary Rates by Rank**

Faculty Composition



Faculty Gender Head Count by Rank



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Percentage by Faculty Category

Professor	31.3%	Librarian	4.6%
Associate Professor	13.1%	Clinical Faculty	4.0%
Assistant Professor	21.0%	Visiting Faculty	1.7%
Lecturer	24.4%		

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**University of Michigan Ann Arbor Campus
Ross School of Business
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	44	\$216,494	\$218,500	\$135,000	\$315,000
	University Yr	Female	10	\$193,720	\$184,650	\$145,000	\$260,000
	University Yr	Total	54	\$212,277	\$210,000	\$135,000	\$315,000
	Fiscal Yr	Male	1	\$195,000	\$195,000	\$195,000	\$195,000
	Fiscal Yr	Total	1	\$195,000	\$195,000	\$195,000	\$195,000
Associate Professor							
	University Yr	Male	20	\$183,800	\$191,000	\$135,000	\$220,000
	University Yr	Female	3	\$159,833	\$164,000	\$103,000	\$212,500
	University Yr	Total	23	\$180,674	\$190,000	\$103,000	\$220,000
Assistant Professor							
	University Yr	Male	25	\$155,790	\$145,000	\$125,000	\$195,000
	University Yr	Female	10	\$154,600	\$142,500	\$132,500	\$195,000
	University Yr	Total	35	\$155,450	\$145,000	\$125,000	\$195,000
	Fiscal Yr	Male	2	\$184,000	\$184,000	\$173,000	\$195,000
	Fiscal Yr	Total	2	\$184,000	\$184,000	\$173,000	\$195,000
LEO Lecturer I							
	University Yr	Male	5	\$110,008	\$103,000	\$50,592	\$187,300
	University Yr	Female	6	\$56,959	\$48,552	\$37,950	\$89,250
	University Yr	Total	11	\$81,072	\$73,950	\$37,950	\$187,300
LEO Lecturer II							
	University Yr	Female	2	\$46,075	\$46,075	\$44,500	\$47,650
	University Yr	Total	2	\$46,075	\$46,075	\$44,500	\$47,650
	Fiscal Yr	Male	5	\$128,996	\$142,700	\$71,200	\$187,800
	Fiscal Yr	Total	5	\$128,996	\$142,700	\$71,200	\$187,800
LEO Lecturer III							
	Fiscal Yr	Male	3	\$115,850	\$117,700	\$91,750	\$138,100
	Fiscal Yr	Female	1	\$93,650	\$93,650	\$93,650	\$93,650
	Fiscal Yr	Total	4	\$110,300	\$105,675	\$91,750	\$138,100
LEO Lecturer IV							
	Fiscal Yr	Male	9	\$124,400	\$120,950	\$78,950	\$196,650
	Fiscal Yr	Female	8	\$97,510	\$91,800	\$57,850	\$145,650
	Fiscal Yr	Total	17	\$111,746	\$107,700	\$57,850	\$196,650
LEO Intermittent Lecturer							
	University Yr	Male	3	\$209,531	\$170,336	\$145,656	\$312,600
	University Yr	Female	1	\$41,400	\$41,400	\$41,400	\$41,400
	University Yr	Total	4	\$167,498	\$157,996	\$41,400	\$312,600
Librarian							
	Fiscal Yr	Male	1	\$116,866	\$116,866	\$116,866	\$116,866
	Fiscal Yr	Total	1	\$116,866	\$116,866	\$116,866	\$116,866

**University of Michigan Ann Arbor Campus
Ross School of Business
Published Salary Rates 2008-09 by Rank
(con't)**

Senior Associate Librarian							
	Fiscal Yr	Male	1	\$61,532	\$61,532	\$61,532	\$61,532
	Fiscal Yr	Female	1	\$59,732	\$59,732	\$59,732	\$59,732
	Fiscal Yr	Total	2	\$60,632	\$60,632	\$59,732	\$61,532
Associate Librarian							
	Fiscal Yr	Male	2	\$57,383	\$57,383	\$56,000	\$58,766
	Fiscal Yr	Female	3	\$60,471	\$58,697	\$56,833	\$65,883
	Fiscal Yr	Total	5	\$59,236	\$58,697	\$56,000	\$65,883
Clinical Professor							
	University Yr	Male	1	\$198,000	\$198,000	\$198,000	\$198,000
	University Yr	Total	1	\$198,000	\$198,000	\$198,000	\$198,000
	Fiscal Yr	Male	2	\$171,695	\$171,695	\$153,390	\$190,000
	Fiscal Yr	Total	2	\$171,695	\$171,695	\$153,390	\$190,000
Clinical Associate Professor							
	University Yr	Female	2	\$158,750	\$158,750	\$153,500	\$164,000
	University Yr	Total	2	\$158,750	\$158,750	\$153,500	\$164,000
	Fiscal Yr	Male	1	\$160,000	\$160,000	\$160,000	\$160,000
	Fiscal Yr	Total	1	\$160,000	\$160,000	\$160,000	\$160,000
Clinical Assistant Professor							
	University Yr	Female	1	\$132,500	\$132,500	\$132,500	\$132,500
	University Yr	Total	1	\$132,500	\$132,500	\$132,500	\$132,500
Visiting Assistant Professor II							
	University Yr	Male	3	\$208,767	\$168,300	\$104,000	\$354,000
	University Yr	Total	3	\$208,767	\$168,300	\$104,000	\$354,000
TOTAL			176	\$162,352	\$164,000	\$37,950	\$354,000

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

School of Dentistry

2008-09

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

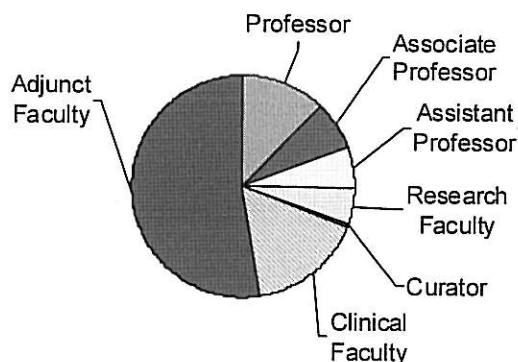
Composition of the Faculty 2008-09

Total number of faculty all ranks: 244	Male	Female
	63%	37%

Gender by Rank

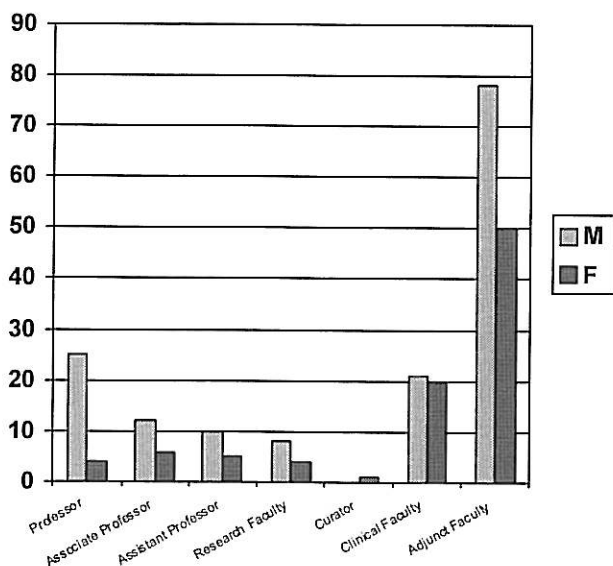
	Male	Female
Professor	86%	14%
Associate Professor	67%	33%
Assistant Professor	67%	33%
Research Faculty	67%	33%
Curator	0%	100%
Clinical Faculty	51%	49%
Adjunct Faculty	61%	39%

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.

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CESF hopes the data will be useful for the faculty and administration in each academic unit during the merit raise process.

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Percentage by Faculty Category

Professor	11.9%	Curator	0.4%
Associate Professor	7.4%	Clinical Faculty	16.8%
Assistant Professor	6.2%	Adjunct Faculty	52.5%
Research Faculty	4.9%		

Mission Statement of CESF

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**University of Michigan Ann Arbor Campus
School of Dentistry
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	2	\$128,079	\$128,079	\$103,621	\$152,537
	University Yr	Total	2	\$128,079	\$128,079	\$103,621	\$152,537
	Fiscal Yr	Male	23	\$184,648	\$180,052	\$91,315	\$274,309
	Fiscal Yr	Female	4	\$182,582	\$158,852	\$145,133	\$267,491
	Fiscal Yr	Total	27	\$184,342	\$175,712	\$91,315	\$274,309
Associate Professor	University Yr	Male	2	\$99,413	\$99,413	\$83,903	\$114,923
	University Yr	Total	2	\$99,413	\$99,413	\$83,903	\$114,923
	Fiscal Yr	Male	10	\$117,280	\$114,843	\$64,868	\$160,513
	Fiscal Yr	Female	6	\$120,976	\$116,000	\$92,980	\$173,775
	Fiscal Yr	Total	16	\$118,666	\$115,843	\$64,868	\$173,775
Assistant Professor	University Yr	Female	2	\$54,049	\$54,049	\$52,683	\$55,415
	University Yr	Total	2	\$54,049	\$54,049	\$52,683	\$55,415
	Fiscal Yr	Male	10	\$102,897	\$100,231	\$90,330	\$131,815
	Fiscal Yr	Female	3	\$101,270	\$99,840	\$98,378	\$105,593
	Fiscal Yr	Total	13	\$102,522	\$99,840	\$90,330	\$131,815
Associate Research Scientist	Fiscal Yr	Male	1	\$92,000	\$92,000	\$92,000	\$92,000
	Fiscal Yr	Total	1	\$92,000	\$92,000	\$92,000	\$92,000
	Fiscal Yr	Male	4	\$70,649	\$67,978	\$56,718	\$89,922
	Fiscal Yr	Female	2	\$82,384	\$82,384	\$77,000	\$87,768
	Fiscal Yr	Total	6	\$74,561	\$72,703	\$56,718	\$89,922
Research Investigator	Fiscal Yr	Male	3	\$50,726	\$55,000	\$42,000	\$55,178
	Fiscal Yr	Female	2	\$60,839	\$60,839	\$51,004	\$70,674
	Fiscal Yr	Total	5	\$54,771	\$55,000	\$42,000	\$70,674
Curator	Fiscal Yr	Female	1	\$52,804	\$52,804	\$52,804	\$52,804
	Fiscal Yr	Total	1	\$52,804	\$52,804	\$52,804	\$52,804
Clinical Professor	Fiscal Yr	Male	6	\$163,630	\$150,277	\$126,000	\$257,088
	Fiscal Yr	Total	6	\$163,630	\$150,277	\$126,000	\$257,088
Clinical Associate Professor	Fiscal Yr	Male	5	\$109,648	\$109,710	\$99,410	\$120,195
	Fiscal Yr	Female	7	\$109,190	\$108,896	\$95,565	\$127,420
	Fiscal Yr	Total	12	\$109,381	\$109,100	\$95,565	\$127,420

**University of Michigan Ann Arbor Campus
School of Dentistry
Published Salary Rates 2008-09 by Rank
(con't)**

Clinical Assistant Professor							
	Fiscal Yr	Male	8	\$95,962	\$95,401	\$83,108	\$119,199
	Fiscal Yr	Female	10	\$84,184	\$87,046	\$59,228	\$100,699
	Fiscal Yr	Total	18	\$89,418	\$89,293	\$59,228	\$119,199
Clinical Lecturer							
	Fiscal Yr	Male	2	\$78,736	\$78,736	\$60,000	\$97,473
	Fiscal Yr	Female	3	\$62,794	\$64,000	\$54,755	\$69,628
	Fiscal Yr	Total	5	\$69,171	\$64,000	\$54,755	\$97,473
Adjunct Clinical Professor							
	Fiscal Yr	Male	4	\$94,099	\$87,634	\$73,000	\$128,130
	Fiscal Yr	Total	4	\$94,099	\$87,634	\$73,000	\$128,130
Adjunct Clinical Associate Professor							
	Fiscal Yr	Male	17	\$69,944	\$65,000	\$50,908	\$105,523
	Fiscal Yr	Total	17	\$69,944	\$65,000	\$50,908	\$105,523
Adjunct Clinical Assistant Professor							
	Fiscal Yr	Male	30	\$55,108	\$51,963	\$47,521	\$93,730
	Fiscal Yr	Female	17	\$57,476	\$58,000	\$45,000	\$73,478
	Fiscal Yr	Total	47	\$55,964	\$52,275	\$45,000	\$93,730
Adjunct Clinical Lecturer							
	Fiscal Yr	Male	27	\$47,505	\$46,473	\$39,500	\$64,000
	Fiscal Yr	Female	33	\$45,784	\$46,000	\$40,706	\$55,000
	Fiscal Yr	Total	60	\$46,559	\$46,473	\$39,500	\$64,000
TOTAL			244	\$85,561	\$64,934	\$39,500	\$274,309

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

School of Education

2008-09

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

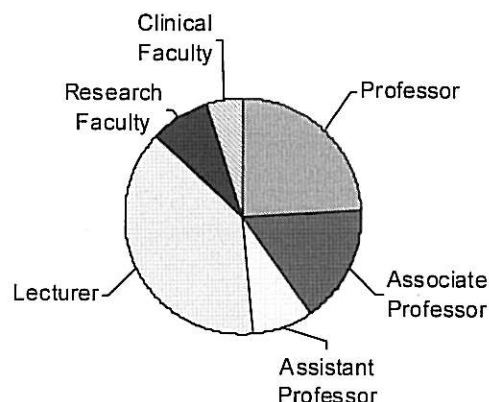
Composition of the Faculty 2008-09

Total number of faculty all ranks: 99	Male	Female
	42%	58%

Gender by Rank

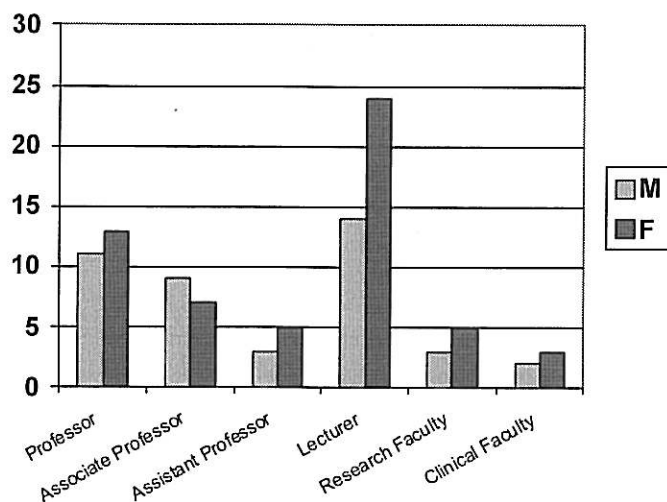
	Male	Female
Professor	46%	54%
Associate Professor	56%	44%
Assistant Professor	37.5%	62.5%
Lecturer	37%	63%
Research Faculty	37.5%	62.5%
Clinical Faculty	40%	60%

Faculty Composition



Please see page two for
Published Salary Rates by Rank

Faculty Gender Head Count by Rank



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Percentage by Faculty Category

Professor	24.2%	Lecturer	38.4%
Associate Professor	16.2%	Research Faculty	8.1%
Assistant Professor	8.1%	Clinical Faculty	5.0%

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**University of Michigan Ann Arbor Campus
School of Education
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	11	\$151,317	\$143,352	\$101,800	\$204,999
	University Yr	Female	12	\$124,266	\$115,201	\$86,909	\$183,930
	University Yr	Total	23	\$137,203	\$129,725	\$86,909	\$204,999
	Fiscal Yr	Female	1	\$127,100	\$127,100	\$127,100	\$127,100
	Fiscal Yr	Total	1	\$127,100	\$127,100	\$127,100	\$127,100
Associate Professor	University Yr	Male	9	\$99,184	\$100,000	\$85,780	\$116,850
	University Yr	Female	7	\$98,380	\$101,673	\$85,000	\$110,103
	University Yr	Total	16	\$98,832	\$100,837	\$85,000	\$116,850
Assistant Professor	University Yr	Male	3	\$71,795	\$74,000	\$63,486	\$77,900
	University Yr	Female	5	\$61,855	\$64,000	\$52,800	\$65,119
	University Yr	Total	8	\$65,583	\$64,041	\$52,800	\$77,900
LEO Lecturer I	University Yr	Male	6	\$42,866	\$41,412	\$38,900	\$51,000
	University Yr	Female	12	\$42,468	\$43,287	\$40,000	\$44,733
	University Yr	Total	18	\$42,601	\$42,544	\$38,900	\$51,000
LEO Lecturer II	University Yr	Female	2	\$47,196	\$47,196	\$44,746	\$49,646
	University Yr	Total	2	\$47,196	\$47,196	\$44,746	\$49,646
	Fiscal Yr	Male	2	\$61,963	\$61,963	\$55,845	\$68,081
	Fiscal Yr	Female	2	\$69,719	\$69,719	\$69,687	\$69,751
	Fiscal Yr	Total	4	\$65,841	\$68,884	\$55,845	\$69,751
LEO Lecturer III	Fiscal Yr	Male	1	\$98,613	\$98,613	\$98,613	\$98,613
	Fiscal Yr	Total	1	\$98,613	\$98,613	\$98,613	\$98,613
LEO Lecturer IV	Fiscal Yr	Female	4	\$79,968	\$82,113	\$65,411	\$90,235
	Fiscal Yr	Total	4	\$79,968	\$82,113	\$65,411	\$90,235
LEO Intermittent Lecturer	University Yr	Male	4	\$40,200	\$40,000	\$40,000	\$40,800
	University Yr	Female	3	\$59,207	\$53,572	\$40,000	\$84,050
	University Yr	Total	7	\$48,346	\$40,000	\$40,000	\$84,050
LEO Adjunct Asst Professor	University Yr	Male	1	\$40,000	\$40,000	\$40,000	\$40,000
	University Yr	Female	1	\$57,120	\$57,120	\$57,120	\$57,120
	University Yr	Total	2	\$48,560	\$48,560	\$40,000	\$57,120
Research Scientist	Fiscal Yr	Male	1	\$128,791	\$128,791	\$128,791	\$128,791
	Fiscal Yr	Total	1	\$128,791	\$128,791	\$128,791	\$128,791

**University of Michigan Ann Arbor Campus
School of Education
Published Salary Rates 2008-09 by Rank
(cont'd)**

Associate Research Scientist							
	Fiscal Yr	Female	1	\$82,000	\$82,000	\$82,000	\$82,000
	Fiscal Yr	Total	1	\$82,000	\$82,000	\$82,000	\$82,000
Assistant Research Scientist							
	Fiscal Yr	Male	2	\$72,484	\$72,484	\$67,749	\$77,219
	Fiscal Yr	Female	4	\$69,976	\$69,156	\$57,960	\$83,632
	Fiscal Yr	Total	6	\$70,812	\$69,156	\$57,960	\$83,632
Clinical Professor							
	Fiscal Yr	Male	2	\$159,512	\$159,512	\$120,963	\$198,060
	Fiscal Yr	Total	2	\$159,512	\$159,512	\$120,963	\$198,060
Clinical Associate Professor							
	Fiscal Yr	Female	2	\$90,997	\$90,997	\$88,931	\$93,062
	Fiscal Yr	Total	2	\$90,997	\$90,997	\$88,931	\$93,062
Clinical Assistant Professor							
	University Yr	Female	1	\$66,000	\$66,000	\$66,000	\$66,000
	University Yr	Total	1	\$66,000	\$66,000	\$66,000	\$66,000
TOTAL			99	\$86,566	\$82,460	\$38,900	\$204,999

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

College of Engineering

2008-09

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

Composition of the Faculty 2008-09

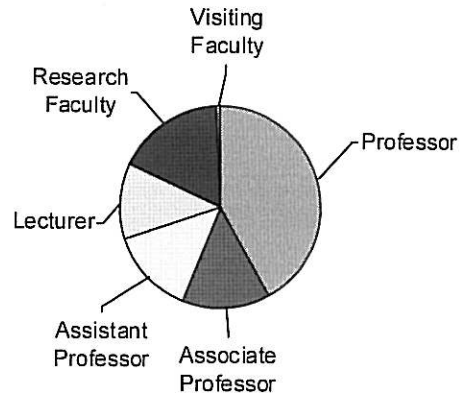
Total number of faculty all ranks: 456	Male	Female
	84%	16%

Gender by Rank

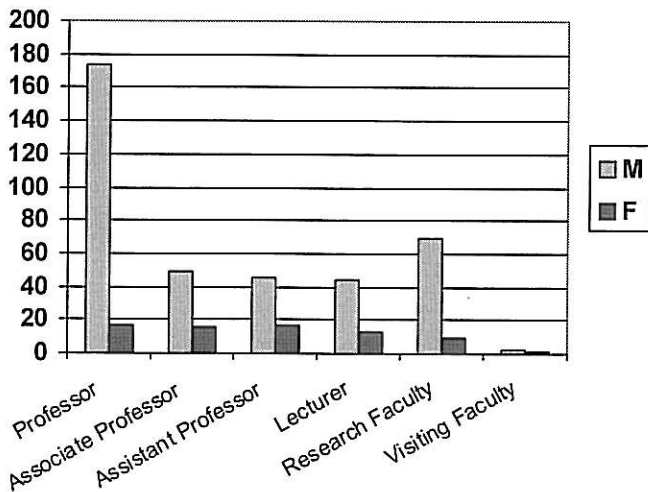
	Male	Female
Professor	91%	9%
Associate Professor	77%	23%
Assistant Professor	73%	27%
Lecturer	77%	23%
Research Faculty	89%	11%
Visiting Faculty	67%	33%

**Please see page two for
Published Salary Rates by Rank**

Faculty Composition



Faculty Gender Head Count by Rank



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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	41.9%	Lecturer	12.5%
Associate Professor	14.0%	Research Faculty	17.3%
Assistant Professor	13.6%	Visiting Faculty	0.7%

Mission Statement of CESF

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**University of Michigan Ann Arbor Campus
College of Engineering
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	172	\$149,652	\$141,950	\$111,500	\$242,110
	University Yr	Female	17	\$136,234	\$132,670	\$114,650	\$176,710
	University Yr	Total	189	\$148,445	\$141,630	\$111,500	\$242,110
	Fiscal Yr	Male	2	\$169,943	\$169,943	\$165,112	\$174,773
	Fiscal Yr	Total	2	\$169,943	\$169,943	\$165,112	\$174,773
Associate Professor							
	University Yr	Male	49	\$106,423	\$106,780	\$52,701	\$129,000
	University Yr	Female	15	\$106,186	\$108,980	\$93,790	\$119,940
	University Yr	Total	64	\$106,368	\$106,890	\$52,701	\$129,000
Assistant Professor							
	University Yr	Male	45	\$88,787	\$88,880	\$80,900	\$98,550
	University Yr	Female	17	\$91,253	\$89,620	\$84,000	\$100,980
	University Yr	Total	62	\$89,463	\$89,005	\$80,900	\$100,980
LEO Lecturer I							
	University Yr	Male	12	\$60,688	\$59,518	\$38,750	\$90,364
	University Yr	Total	12	\$60,688	\$59,518	\$38,750	\$90,364
LEO Lecturer II							
	University Yr	Male	2	\$63,655	\$63,655	\$50,756	\$76,553
	University Yr	Total	2	\$63,655	\$63,655	\$50,756	\$76,553
LEO Lecturer III							
	University Yr	Male	3	\$54,988	\$45,390	\$44,574	\$75,000
	University Yr	Female	6	\$59,144	\$45,390	\$44,574	\$90,480
	University Yr	Total	9	\$57,759	\$45,390	\$44,574	\$90,480
LEO Lecturer IV							
	University Yr	Male	11	\$68,560	\$59,369	\$45,101	\$98,411
	University Yr	Female	7	\$65,194	\$49,645	\$48,017	\$104,186
	University Yr	Total	18	\$67,251	\$53,373	\$45,101	\$104,186
LEO Intermittent Lecturer							
	University Yr	Male	8	\$56,716	\$54,250	\$18,477	\$112,150
	University Yr	Total	8	\$56,716	\$54,250	\$18,477	\$112,150
LEO Adjunct Assoc Professor							
	University Yr	Male	2	\$68,047	\$68,047	\$64,600	\$71,493
	University Yr	Total	2	\$68,047	\$68,047	\$64,600	\$71,493
LEO Adjunct Asst Professor							
	University Yr	Male	1	\$74,307	\$74,307	\$74,307	\$74,307
	University Yr	Total	1	\$74,307	\$74,307	\$74,307	\$74,307
	Fiscal Yr	Male	1	\$50,000	\$50,000	\$50,000	\$50,000
	Fiscal Yr	Total	1	\$50,000	\$50,000	\$50,000	\$50,000

**University of Michigan Ann Arbor Campus
College of Engineering
Published Salary Rates 2008-09 by Rank
(con't)**

LEO Adjunct Lecturer							
University Yr	Male	4	\$51,703	\$51,906	\$44,633	\$58,367	
University Yr	Total	4	\$51,703	\$51,906	\$44,633	\$58,367	
Research Professor							
Fiscal Yr	Male	7	\$161,341	\$136,100	\$114,810	\$260,390	
Fiscal Yr	Female	1	\$167,880	\$167,880	\$167,880	\$167,880	
Fiscal Yr	Total	8	\$162,159	\$149,070	\$114,810	\$260,390	
Research Scientist							
Fiscal Yr	Male	11	\$115,185	\$112,330	\$100,150	\$133,820	
Fiscal Yr	Female	1	\$110,980	\$110,980	\$110,980	\$110,980	
Fiscal Yr	Total	12	\$114,834	\$112,010	\$100,150	\$133,820	
Associate Research Scientist							
Fiscal Yr	Male	15	\$102,513	\$104,650	\$84,310	\$125,330	
Fiscal Yr	Female	2	\$91,123	\$91,123	\$90,395	\$91,850	
Fiscal Yr	Total	17	\$101,173	\$104,090	\$84,310	\$125,330	
Assistant Research Scientist							
Fiscal Yr	Male	31	\$81,681	\$80,000	\$68,000	\$118,090	
Fiscal Yr	Female	4	\$73,450	\$73,335	\$71,130	\$76,000	
Fiscal Yr	Total	35	\$80,740	\$77,650	\$68,000	\$118,090	
Research Investigator							
Fiscal Yr	Male	6	\$64,410	\$64,935	\$55,000	\$73,360	
Fiscal Yr	Female	1	\$67,500	\$67,500	\$67,500	\$67,500	
Fiscal Yr	Total	7	\$64,851	\$67,500	\$55,000	\$73,360	
Visiting Professor I							
Fiscal Yr	Male	1	\$73,600	\$73,600	\$73,600	\$73,600	
Fiscal Yr	Female	1	\$45,335	\$45,335	\$45,335	\$45,335	
Fiscal Yr	Total	2	\$59,468	\$59,468	\$45,335	\$73,600	
Visiting Assistant Professor II							
Fiscal Yr	Male	1	\$78,000	\$78,000	\$78,000	\$78,000	
Fiscal Yr	Total	1	\$78,000	\$78,000	\$78,000	\$78,000	
TOTAL		456	\$114,318	\$111,595	\$18,477	\$260,390	

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

School of Information

2008-09

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

Composition of the Faculty 2008-09

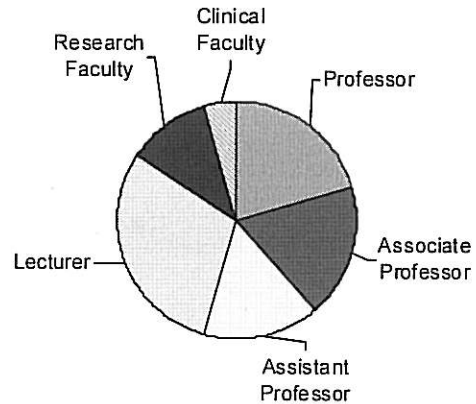
Total number of faculty all ranks: 44	Male	Female
	61%	39%

Gender by Rank

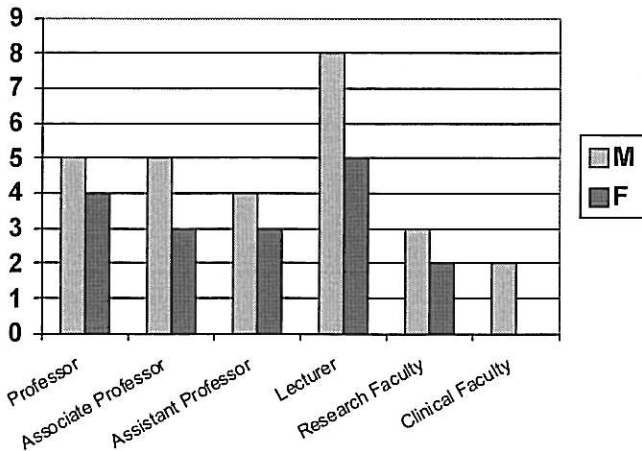
	Male	Female
Professor	56%	44%
Associate Professor	62.5%	37.5%
Assistant Professor	57%	43%
Lecturer	62%	38%
Research Faculty	60%	40%
Clinical Faculty	100%	0%

**Please see page two for
Published Salary Rates by Rank**

Faculty Composition



Faculty Gender Head Count by Rank



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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	20.5%	Lecturer	29.6%
Associate Professor	18.2%	Research Faculty	11.4%
Assistant Professor	15.9%	Clinical Faculty	4.6%

Mission Statement of CESF

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**University of Michigan Ann Arbor Campus
School of Information
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	3	\$159,225	\$176,646	\$123,957	\$177,073
	University Yr	Female	3	\$118,772	\$116,599	\$112,692	\$127,026
	University Yr	Total	6	\$138,999	\$125,492	\$112,692	\$177,073
	Fiscal Yr	Male	2	\$213,394	\$213,394	\$194,249	\$232,539
	Fiscal Yr	Female	1	\$195,223	\$195,223	\$195,223	\$195,223
	Fiscal Yr	Total	3	\$207,337	\$195,223	\$194,249	\$232,539
Associate Professor							
	University Yr	Male	5	\$100,870	\$103,554	\$84,895	\$115,393
	University Yr	Female	3	\$96,937	\$96,121	\$88,241	\$106,449
	University Yr	Total	8	\$99,395	\$99,981	\$84,895	\$115,393
Assistant Professor							
	University Yr	Male	4	\$86,369	\$86,120	\$83,888	\$89,348
	University Yr	Female	3	\$85,189	\$84,297	\$75,000	\$96,269
	University Yr	Total	7	\$85,863	\$85,075	\$75,000	\$96,269
LEO Lecturer I							
	University Yr	Male	2	\$71,200	\$71,200	\$60,000	\$82,400
	University Yr	Female	1	\$52,000	\$52,000	\$52,000	\$52,000
	University Yr	Total	3	\$64,800	\$60,000	\$52,000	\$82,400
LEO Lecturer III							
	University Yr	Male	2	\$75,611	\$75,611	\$69,293	\$81,929
	University Yr	Total	2	\$75,611	\$75,611	\$69,293	\$81,929
	Fiscal Yr	Male	2	\$114,502	\$114,502	\$109,003	\$120,000
	Fiscal Yr	Total	2	\$114,502	\$114,502	\$109,003	\$120,000
LEO Intermittent Lecturer							
	University Yr	Female	4	\$102,224	\$80,000	\$80,000	\$168,896
	University Yr	Total	4	\$102,224	\$80,000	\$80,000	\$168,896
LEO Adjunct Lecturer							
	University Yr	Male	2	\$51,200	\$51,200	\$48,000	\$54,400
	University Yr	Total	2	\$51,200	\$51,200	\$48,000	\$54,400
Research Professor							
	Fiscal Yr	Male	1	\$140,990	\$140,990	\$140,990	\$140,990
	Fiscal Yr	Total	1	\$140,990	\$140,990	\$140,990	\$140,990

**University of Michigan Ann Arbor Campus
School of Information
Published Salary Rates 2008-09 by Rank
(cont'd)**

Research Associate Professor							
Fiscal Yr	Female	1	\$126,345	\$126,345	\$126,345	\$126,345	\$126,345
Fiscal Yr	Total	1	\$126,345	\$126,345	\$126,345	\$126,345	\$126,345
Research Assistant Professor							
Fiscal Yr	Female	1	\$86,528	\$86,528	\$86,528	\$86,528	\$86,528
Fiscal Yr	Total	1	\$86,528	\$86,528	\$86,528	\$86,528	\$86,528
Associate Research Scientist							
Fiscal Yr	Male	1	\$111,213	\$111,213	\$111,213	\$111,213	\$111,213
Fiscal Yr	Total	1	\$111,213	\$111,213	\$111,213	\$111,213	\$111,213
Assistant Research Scientist							
Fiscal Yr	Male	1	\$89,845	\$89,845	\$89,845	\$89,845	\$89,845
Fiscal Yr	Total	1	\$89,845	\$89,845	\$89,845	\$89,845	\$89,845
Clinical Assistant Professor							
University Yr	Male	2	\$128,677	\$128,677	\$104,462	\$152,892	\$152,892
University Yr	Total	2	\$128,677	\$128,677	\$104,462	\$152,892	\$152,892
TOTAL		44	\$107,964	\$96,339	\$48,000	\$232,539	

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

Division of Kinesiology

2008-09

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

Composition of the Faculty 2008-09

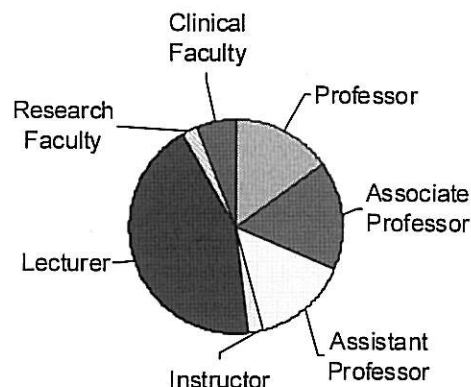
Total number of faculty all ranks: 48	Male	Female
	60%	40%

Gender by Rank

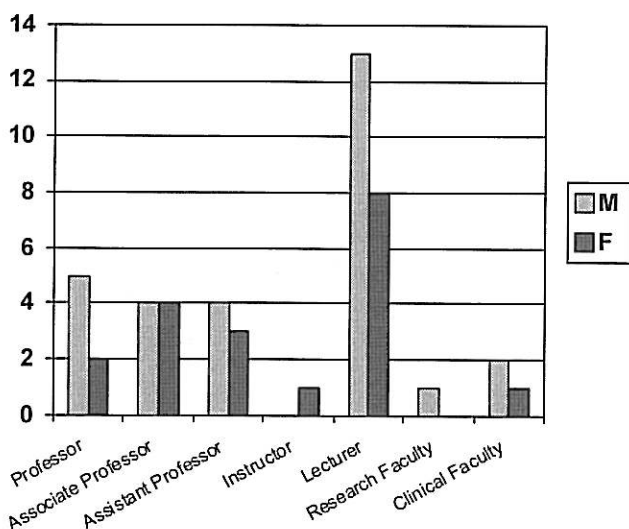
	Male	Female
Professor	71%	29%
Associate Professor	50%	50%
Assistant Professor	57%	43%
Instructor	0%	100%
Lecturer	62%	38%
Research Faculty	100%	0%
Clinical Faculty	67%	33%

Please see page two for
Published Salary Rates by Rank

Faculty Composition



Faculty Gender Head Count by Rank



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Percentage by Faculty Category

Professor	14.6%	Lecturer	43.8%
Associate Professor	16.7%	Research Faculty	2.1%
Assistant Professor	14.6%	Clinical Faculty	6.3%
Instructor	2.1%		

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**University of Michigan Ann Arbor Campus
Division of Kinesiology
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	5	\$131,647	\$140,000	\$100,000	\$151,235
	University Yr	Female	2	\$138,188	\$138,188	\$120,000	\$156,375
	University Yr	Total	7	\$133,516	\$140,000	\$100,000	\$156,375
Associate Professor							
	University Yr	Male	3	\$99,333	\$103,000	\$91,000	\$104,000
	University Yr	Female	4	\$92,398	\$90,000	\$88,500	\$101,090
	University Yr	Total	7	\$95,370	\$91,000	\$88,500	\$104,000
	Fiscal Yr	Male	1	\$112,000	\$112,000	\$112,000	\$112,000
	Fiscal Yr	Total	1	\$112,000	\$112,000	\$112,000	\$112,000
Assistant Professor							
	University Yr	Male	4	\$76,883	\$76,767	\$69,000	\$85,000
	University Yr	Female	3	\$79,521	\$82,387	\$72,520	\$83,657
	University Yr	Total	7	\$78,014	\$78,000	\$69,000	\$85,000
Instructor							
	Fiscal Yr	Female	1	\$59,502	\$59,502	\$59,502	\$59,502
	Fiscal Yr	Total	1	\$59,502	\$59,502	\$59,502	\$59,502
LEO Lecturer I							
	University Yr	Male	10	\$38,244	\$33,252	\$31,620	\$81,600
	University Yr	Female	6	\$43,838	\$34,932	\$31,620	\$71,200
	University Yr	Total	16	\$40,342	\$33,864	\$31,620	\$81,600
LEO Lecturer II							
	University Yr	Male	1	\$41,884	\$41,884	\$41,884	\$41,884
	University Yr	Female	2	\$47,089	\$47,089	\$46,644	\$47,534
	University Yr	Total	3	\$45,354	\$46,644	\$41,884	\$47,534
LEO Lecturer III							
	University Yr	Male	1	\$56,160	\$56,160	\$56,160	\$56,160
	University Yr	Total	1	\$56,160	\$56,160	\$56,160	\$56,160
LEO Lecturer IV							
	University Yr	Male	1	\$61,044	\$61,044	\$61,044	\$61,044
	University Yr	Total	1	\$61,044	\$61,044	\$61,044	\$61,044
Assistant Research Scientist							
	Fiscal Yr	Male	1	\$101,027	\$101,027	\$101,027	\$101,027
	Fiscal Yr	Total	1	\$101,027	\$101,027	\$101,027	\$101,027
Clinical Associate Professor							
	University Yr	Female	1	\$81,968	\$81,968	\$81,968	\$81,968
	University Yr	Total	1	\$81,968	\$81,968	\$81,968	\$81,968
Clinical Assistant Professor							
	University Yr	Male	2	\$64,938	\$64,938	\$59,534	\$70,342
	University Yr	Total	2	\$64,938	\$64,938	\$59,534	\$70,342
TOTAL			48	\$73,571	\$71,860	\$31,620	\$156,375

**University of Michigan- Committee on the Economic Status of the Faculty
Law School
2008-09**

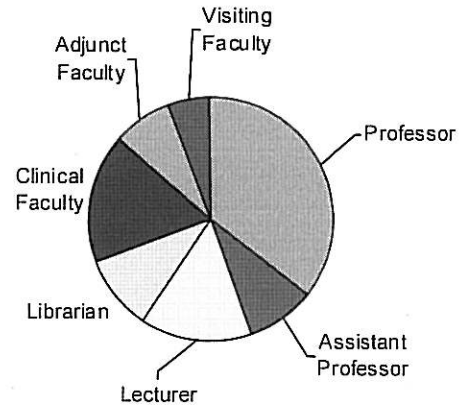
February 2009 Report on Instructional Faculty
Developed for the CESF by the SACUA Office Staff

Composition of the Faculty 2008-09

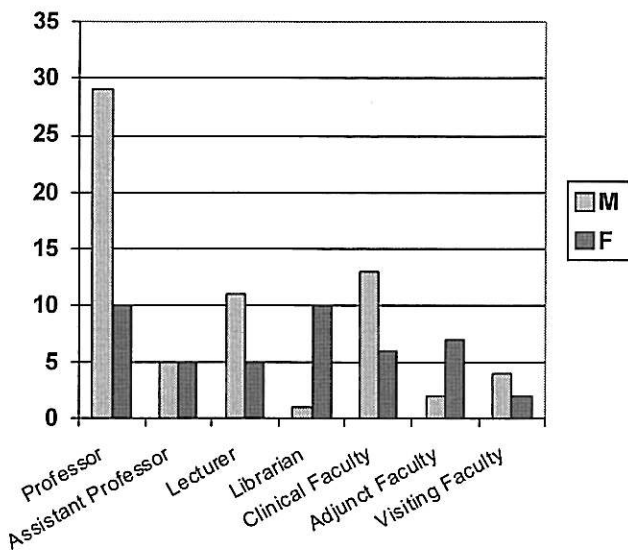
Total number of faculty all ranks: 110	Male	Female
	59%	41%
Gender by Rank		
	Male	Female
Professor	74%	26%
Assistant Professor	50%	50%
Lecturer	69%	31%
Librarian	9%	91%
Clinical Faculty	68%	32%
Adjunct Faculty	22%	78%
Visiting Faculty	67%	33%

**Please see page two for
Published Salary Rates by Rank**

Faculty Composition



Faculty Gender Head Count by Rank



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Percentage by Faculty Category

Professor	35.5%	Clinical Faculty	17.3%
Assistant Professor	9.1%	Adjunct Faculty	8.2%
Lecturer	14.6%	Visiting Faculty	5.5%
Librarian	10.0%		

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**University of Michigan Ann Arbor Campus
Law School
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	29	\$242,431	\$250,000	\$190,000	\$282,000
	University Yr	Female	10	\$227,450	\$228,250	\$169,500	\$278,500
	University Yr	Total	39	\$238,590	\$250,000	\$169,500	\$282,000
Assistant Professor							
	University Yr	Male	5	\$164,300	\$165,000	\$161,000	\$166,000
	University Yr	Female	4	\$172,000	\$167,250	\$163,500	\$190,000
	University Yr	Total	9	\$167,722	\$166,000	\$161,000	\$190,000
	Fiscal Yr	Female	1	\$158,000	\$158,000	\$158,000	\$158,000
	Fiscal Yr	Total	1	\$158,000	\$158,000	\$158,000	\$158,000
LEO Lecturer I							
	University Yr	Male	4	\$361,884	\$319,586	\$98,443	\$709,920
	University Yr	Female	4	\$212,281	\$198,819	\$96,525	\$354,960
	University Yr	Total	8	\$287,082	\$284,213	\$96,525	\$709,920
LEO Lecturer II							
	University Yr	Male	2	\$304,108	\$304,108	\$304,107	\$304,108
	University Yr	Total	2	\$304,108	\$304,108	\$304,107	\$304,108
LEO Intermittent Lecturer							
	University Yr	Male	5	\$543,942	\$568,426	\$284,213	\$730,219
	University Yr	Female	1	\$696,048	\$696,048	\$696,048	\$696,048
	University Yr	Total	6	\$569,293	\$568,426	\$284,213	\$730,219
Librarian							
	Fiscal Yr	Female	3	\$107,154	\$116,439	\$88,585	\$116,439
	Fiscal Yr	Total	3	\$107,154	\$116,439	\$88,585	\$116,439
Senior Associate Librarian							
	Fiscal Yr	Male	1	\$81,194	\$81,194	\$81,194	\$81,194
	Fiscal Yr	Female	2	\$74,913	\$74,913	\$70,553	\$79,273
	Fiscal Yr	Total	3	\$77,007	\$79,273	\$70,553	\$81,194
Associate Librarian							
	Fiscal Yr	Female	3	\$62,598	\$65,031	\$57,418	\$65,344
	Fiscal Yr	Total	3	\$62,598	\$65,031	\$57,418	\$65,344
Assistant Librarian							
	Fiscal Yr	Female	2	\$49,225	\$49,225	\$49,107	\$49,343
	Fiscal Yr	Total	2	\$49,225	\$49,225	\$49,107	\$49,343
Clinical Professor							
	University Yr	Male	6	\$183,917	\$187,500	\$163,500	\$197,000
	University Yr	Female	2	\$173,750	\$173,750	\$170,000	\$177,500
	University Yr	Total	8	\$181,375	\$179,750	\$163,500	\$197,000

**University of Michigan Ann Arbor Campus
Law School
Published Salary Rates 2008-09 by Rank
(con't)**

Clinical Assistant Professor							
University Yr	Male	2	\$130,500	\$130,500	\$126,000	\$135,000	
University Yr	Female	1	\$138,500	\$138,500	\$138,500	\$138,500	
University Yr	Total	3	\$133,167	\$135,000	\$126,000	\$138,500	
Fiscal Yr	Male	5	\$79,250	\$80,000	\$69,500	\$92,500	
Fiscal Yr	Female	3	\$73,833	\$79,000	\$63,000	\$79,500	
Fiscal Yr	Total	8	\$77,219	\$79,250	\$63,000	\$92,500	
Adjunct Clinical Professor							
University Yr	Male	1	\$341,224	\$341,224	\$341,224	\$341,224	
University Yr	Female	1	\$29,440	\$29,440	\$29,440	\$29,440	
University Yr	Total	2	\$185,332	\$185,332	\$29,440	\$341,224	
Adjunct Clinical Assistant Professor							
University Yr	Male	1	\$142,107	\$142,107	\$142,107	\$142,107	
University Yr	Female	4	\$373,052	\$390,837	\$142,107	\$568,425	
University Yr	Total	5	\$326,863	\$284,213	\$142,107	\$568,425	
Fiscal Yr	Female	2	\$115,000	\$115,000	\$90,000	\$140,000	
Fiscal Yr	Total	2	\$115,000	\$115,000	\$90,000	\$140,000	
Visiting Professor I							
University Yr	Male	3	\$458,950	\$568,426	\$240,000	\$568,426	
University Yr	Total	3	\$458,950	\$568,426	\$240,000	\$568,426	
Fiscal Yr	Male	1	\$284,213	\$284,213	\$284,213	\$284,213	
Fiscal Yr	Female	1	\$123,000	\$123,000	\$123,000	\$123,000	
Fiscal Yr	Total	2	\$203,606	\$203,606	\$123,000	\$284,213	
Visiting Clinical Asst Prof							
University Yr	Female	1	\$45,000	\$45,000	\$45,000	\$45,000	
University Yr	Total	1	\$45,000	\$45,000	\$45,000	\$45,000	
TOTAL		110	\$224,220	\$200,000	\$29,440	\$730,219	

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

College of Literature, Science, and the Arts (LSA)

2008-09

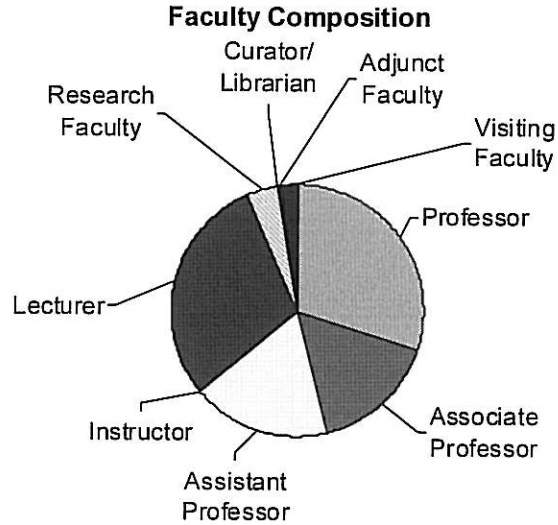
February 2009 Report on Instructional Faculty
Developed for the CESF by the SACUA Office Staff

Composition of the Faculty 2008-09

Total number of faculty all ranks: 1,372	Male	Female
	58%	42%

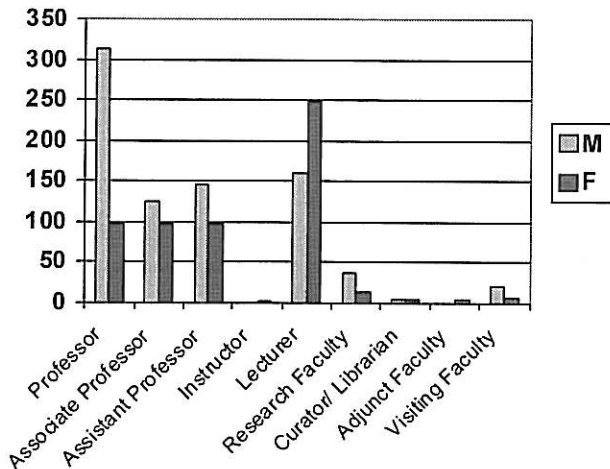
Gender by Rank

	Male	Female
Professor	76%	24%
Associate Professor	56%	44%
Assistant Professor	60%	40%
Instructor	0%	100%
Lecturer	39%	61%
Research Faculty	73%	27%
Curator/Librarian	43%	57%
Adjunct Faculty	0%	100%
Visiting Faculty	77%	23%



**Please see page two for
Published Salary Rates by Rank**

Faculty Gender Head County 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	30.0%	Research Faculty	3.7%
Associate Professor	16.2%	Curator/Librarian	0.5%
Assistant Professor	17.6%	Adjunct Faculty	0.3%
Instructor	0.1%	Visiting Faculty	1.9%
Lecturer	29.8%		

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 Ann Arbor Campus
College of Literature, Science, and the Arts (LSA)
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	300	\$128,498	\$122,085	\$52,633	\$265,500
	University Yr	Female	97	\$124,393	\$120,000	\$75,530	\$210,750
	University Yr	Total	397	\$127,495	\$121,463	\$52,633	\$265,500
	Fiscal Yr	Male	13	\$178,135	\$174,985	\$92,220	\$259,100
	Fiscal Yr	Female	1	\$145,615	\$145,615	\$145,615	\$145,615
	Fiscal Yr	Total	14	\$175,812	\$160,300	\$92,220	\$259,100
Associate Professor	University Yr	Male	124	\$84,282	\$83,109	\$54,312	\$132,880
	University Yr	Female	98	\$80,519	\$78,661	\$60,992	\$146,488
	University Yr	Total	222	\$82,621	\$80,018	\$54,312	\$146,488
Assistant Professor	University Yr	Male	145	\$69,768	\$68,000	\$51,500	\$122,000
	University Yr	Female	97	\$66,203	\$63,230	\$51,500	\$108,000
	University Yr	Total	242	\$68,339	\$66,117	\$51,500	\$122,000
Instructor	University Yr	Female	1	\$54,000	\$54,000	\$54,000	\$54,000
	University Yr	Total	1	\$54,000	\$54,000	\$54,000	\$54,000
LEO Lecturer I	University Yr	Male	59	\$39,957	\$32,844	\$22,500	\$120,000
	University Yr	Female	95	\$36,366	\$32,000	\$31,000	\$120,000
	University Yr	Total	154	\$37,742	\$32,079	\$22,500	\$120,000
LEO Lecturer II	University Yr	Male	43	\$45,767	\$42,449	\$35,774	\$65,644
	University Yr	Female	60	\$41,113	\$39,144	\$35,406	\$60,800
	University Yr	Total	103	\$43,056	\$39,914	\$35,406	\$65,644
LEO Lecturer III	University Yr	Male	7	\$47,491	\$45,000	\$39,500	\$65,000
	University Yr	Female	9	\$45,761	\$44,064	\$35,904	\$62,424
	University Yr	Total	16	\$46,518	\$44,532	\$35,904	\$65,000
LEO Lecturer IV	University Yr	Male	39	\$57,007	\$57,273	\$38,932	\$105,495
	University Yr	Female	75	\$53,631	\$50,348	\$39,441	\$96,483
	University Yr	Total	114	\$54,786	\$51,909	\$38,932	\$105,495
LEO Intermittent Lecturer	University Yr	Male	5	\$51,690	\$53,074	\$32,408	\$71,000
	University Yr	Female	6	\$50,109	\$49,091	\$39,728	\$66,209
	University Yr	Total	11	\$50,827	\$53,074	\$32,408	\$71,000

**University of Michigan Ann Arbor Campus
College of Literature, Science, and the Arts (LSA)
Published Salary Rates 2008-09 by Rank
(con't)**

LEO Adjunct Assoc Professor							
	University Yr	Male	1	\$78,243	\$78,243	\$78,243	\$78,243
	University Yr	Female	1	\$86,912	\$86,912	\$86,912	\$86,912
	University Yr	Total	2	\$82,578	\$82,578	\$78,243	\$86,912
LEO Adjunct Lecturer							
	University Yr	Male	6	\$77,421	\$70,658	\$42,355	\$131,552
	University Yr	Female	3	\$54,029	\$41,995	\$24,453	\$95,640
	University Yr	Total	9	\$69,623	\$55,636	\$24,453	\$131,552
Research Professor							
	Fiscal Yr	Male	1	\$167,469	\$167,469	\$167,469	\$167,469
	Fiscal Yr	Total	1	\$167,469	\$167,469	\$167,469	\$167,469
Research Scientist							
	Fiscal Yr	Male	6	\$101,081	\$99,000	\$70,000	\$136,654
	Fiscal Yr	Female	2	\$85,346	\$85,346	\$82,292	\$88,400
	Fiscal Yr	Total	8	\$97,148	\$88,200	\$70,000	\$136,654
Associate Research Scientist							
	Fiscal Yr	Male	10	\$70,155	\$68,669	\$41,818	\$101,000
	Fiscal Yr	Female	1	\$72,511	\$72,511	\$72,511	\$72,511
	Fiscal Yr	Total	11	\$70,369	\$68,760	\$41,818	\$101,000
Assistant Research Scientist							
	Fiscal Yr	Male	18	\$58,650	\$56,881	\$35,000	\$77,250
	Fiscal Yr	Female	7	\$62,227	\$48,878	\$35,646	\$110,000
	Fiscal Yr	Total	25	\$59,652	\$56,200	\$35,000	\$110,000
Research Investigator							
	Fiscal Yr	Male	2	\$59,540	\$59,540	\$58,821	\$60,260
	Fiscal Yr	Female	4	\$47,802	\$45,250	\$34,730	\$65,976
	Fiscal Yr	Total	6	\$51,714	\$53,911	\$34,730	\$65,976
Curator							
	University Yr	Male	1	\$108,614	\$108,614	\$108,614	\$108,614
	University Yr	Female	1	\$126,000	\$126,000	\$126,000	\$126,000
	University Yr	Total	2	\$117,307	\$117,307	\$108,614	\$126,000
	Fiscal Yr	Male	1	\$84,595	\$84,595	\$84,595	\$84,595
	Fiscal Yr	Female	1	\$75,037	\$75,037	\$75,037	\$75,037
	Fiscal Yr	Total	2	\$79,816	\$79,816	\$75,037	\$84,595
Associate Curator							
	Fiscal Yr	Female	1	\$60,000	\$60,000	\$60,000	\$60,000
	Fiscal Yr	Total	1	\$60,000	\$60,000	\$60,000	\$60,000
Assistant Curator							
	Fiscal Yr	Male	1	\$69,945	\$69,945	\$69,945	\$69,945
	Fiscal Yr	Total	1	\$69,945	\$69,945	\$69,945	\$69,945

**University of Michigan Ann Arbor Campus
College of Literature, Science, and the Arts (LSA)
Published Salary Rates 2008-09 by Rank
(con't)**

Assistant Librarian							
	Fiscal Yr	Female	1	\$42,515	\$42,515	\$42,515	\$42,515
	Fiscal Yr	Total	1	\$42,515	\$42,515	\$42,515	\$42,515
Adjunct Lecturer							
	University Yr	Female	3	\$46,228	\$37,376	\$36,879	\$64,428
	University Yr	Total	3	\$46,228	\$37,376	\$36,879	\$64,428
Visiting Professor I							
	University Yr	Male	10	\$100,995	\$86,820	\$60,000	\$160,000
	University Yr	Female	1	\$75,000	\$75,000	\$75,000	\$75,000
	University Yr	Total	11	\$98,631	\$83,640	\$60,000	\$160,000
Visiting Associate Professor I							
	University Yr	Male	6	\$79,209	\$68,000	\$60,000	\$125,252
	University Yr	Female	2	\$62,500	\$62,500	\$48,000	\$77,000
	University Yr	Total	8	\$75,032	\$68,000	\$48,000	\$125,252
	Fiscal Yr	Male	1	\$85,000	\$85,000	\$85,000	\$85,000
	Fiscal Yr	Total	1	\$85,000	\$85,000	\$85,000	\$85,000
Visiting Assistant Professor II							
	University Yr	Male	3	\$63,000	\$58,000	\$50,000	\$81,000
	University Yr	Female	2	\$48,750	\$48,750	\$47,500	\$50,000
	University Yr	Total	5	\$57,300	\$50,000	\$47,500	\$81,000
Visiting Instructor I							
	University Yr	Female	1	\$46,000	\$46,000	\$46,000	\$46,000
	University Yr	Total	1	\$46,000	\$46,000	\$46,000	\$46,000
TOTAL			1,372	\$82,308	\$73,614	\$22,500	\$265,500

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

Medical School

2008-09

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

Composition of the Faculty 2008-09

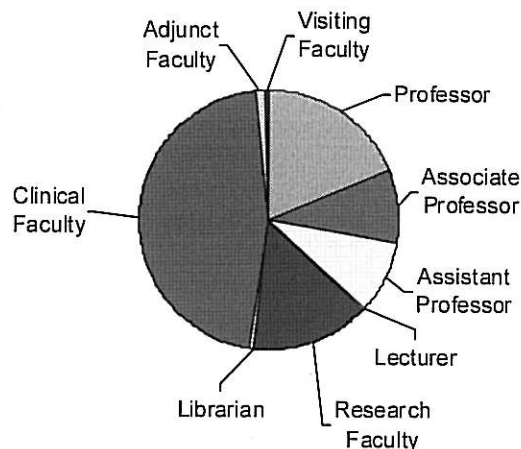
Total number of faculty all ranks: 2,120	Male	Female
	63%	37%

Gender by Rank

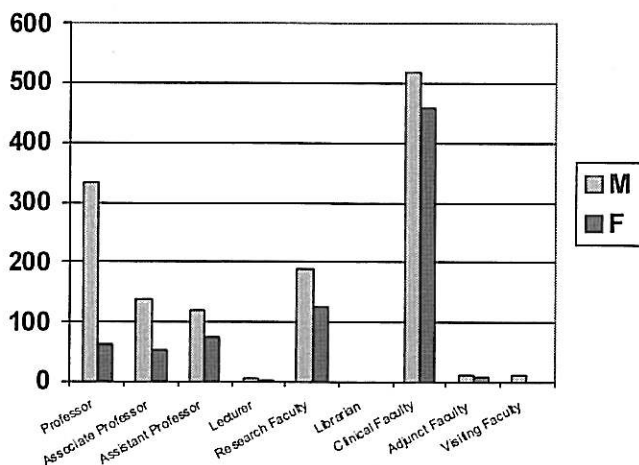
	Male	Female
Professor	84%	16%
Associate Professor	72%	28%
Assistant Professor	62%	38%
Lecturer	67%	33%
Research Faculty	60%	40%
Librarian	0%	100%
Clinical Faculty	53%	47%
Adjunct Faculty	64%	36%
Visiting Faculty	93%	7%

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	18.7%	Librarian	<0.1%
Associate Professor	9.1%	Clinical Faculty	46.2%
Assistant Professor	9.2%	Adjunct Faculty	1.0%
Lecturer	0.4%	Visiting Faculty	0.7%
Research Faculty	14.7%		

Mission Statement of CESF

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**University of Michigan Ann Arbor Campus
Medical School
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	1	\$68,611	\$68,611	\$68,611	\$68,611
	University Yr	Total	1	\$68,611	\$68,611	\$68,611	\$68,611
	Fiscal Yr	Male	333	\$189,407	\$191,300	\$86,604	\$351,301
	Fiscal Yr	Female	63	\$179,513	\$186,600	\$120,000	\$370,773
	Fiscal Yr	Total	396	\$187,833	\$191,096	\$86,604	\$370,773
Associate Professor							
	Fiscal Yr	Male	139	\$161,236	\$162,906	\$72,155	\$300,000
	Fiscal Yr	Female	53	\$154,179	\$154,971	\$82,023	\$220,000
	Fiscal Yr	Total	192	\$159,288	\$162,877	\$72,155	\$300,000
Assistant Professor							
	Fiscal Yr	Male	120	\$144,127	\$136,971	\$78,315	\$321,000
	Fiscal Yr	Female	74	\$131,652	\$123,187	\$73,998	\$195,000
	Fiscal Yr	Total	194	\$139,368	\$131,153	\$73,998	\$321,000
LEO Lecturer III							
	Fiscal Yr	Male	3	\$74,929	\$74,988	\$74,799	\$75,000
	Fiscal Yr	Total	3	\$74,929	\$74,988	\$74,799	\$75,000
LEO Lecturer IV							
	Fiscal Yr	Male	3	\$95,378	\$95,000	\$85,796	\$105,338
	Fiscal Yr	Female	3	\$64,267	\$70,696	\$47,620	\$74,485
	Fiscal Yr	Total	6	\$79,823	\$80,141	\$47,620	\$105,338
Research Professor							
	Fiscal Yr	Male	11	\$156,101	\$139,864	\$98,557	\$349,322
	Fiscal Yr	Female	9	\$127,141	\$117,000	\$91,500	\$264,486
	Fiscal Yr	Total	20	\$143,069	\$127,057	\$91,500	\$349,322
Research Associate Professor							
	Fiscal Yr	Male	12	\$106,628	\$101,716	\$82,400	\$152,337
	Fiscal Yr	Female	4	\$113,459	\$111,761	\$97,212	\$133,103
	Fiscal Yr	Total	16	\$108,336	\$102,631	\$82,400	\$152,337
Research Assistant Professor							
	Fiscal Yr	Male	73	\$80,454	\$83,811	\$51,482	\$106,660
	Fiscal Yr	Female	44	\$78,311	\$74,793	\$41,820	\$125,000
	Fiscal Yr	Total	117	\$79,648	\$80,448	\$41,820	\$125,000
Research Investigator							
	Fiscal Yr	Male	92	\$62,164	\$60,507	\$45,000	\$102,500
	Fiscal Yr	Female	67	\$61,084	\$58,710	\$43,225	\$100,000
	Fiscal Yr	Total	159	\$61,709	\$59,857	\$43,225	\$102,500
Associate Librarian							
	Fiscal Yr	Female	1	\$59,731	\$59,731	\$59,731	\$59,731
	Fiscal Yr	Total	1	\$59,731	\$59,731	\$59,731	\$59,731
Clinical Professor							
	Fiscal Yr	Male	41	\$171,784	\$170,463	\$87,663	\$310,757
	Fiscal Yr	Female	15	\$164,735	\$152,014	\$133,408	\$212,500
	Fiscal Yr	Total	56	\$169,896	\$157,200	\$87,663	\$310,757

**University of Michigan Ann Arbor Campus
Medical School
Published Salary Rates 2008-09 by Rank
(con't)**

Clinical Associate Professor							
	Fiscal Yr	Male	73	\$161,899	\$167,700	\$100,295	\$220,000
	Fiscal Yr	Female	52	\$155,975	\$151,967	\$87,440	\$211,986
	Fiscal Yr	Total	125	\$159,435	\$163,096	\$87,440	\$220,000
Clinical Assistant Professor							
	Fiscal Yr	Male	213	\$147,625	\$150,000	\$50,910	\$239,181
	Fiscal Yr	Female	213	\$132,591	\$135,078	\$45,000	\$210,000
	Fiscal Yr	Total	426	\$140,108	\$144,450	\$45,000	\$239,181
Clinical Instructor							
	Fiscal Yr	Male	55	\$137,360	\$142,231	\$45,277	\$195,000
	Fiscal Yr	Female	73	\$127,249	\$134,503	\$74,915	\$191,300
	Fiscal Yr	Total	128	\$131,594	\$135,000	\$45,277	\$195,000
Clinical Lecturer							
	Fiscal Yr	Male	137	\$104,080	\$95,481	\$40,000	\$195,000
	Fiscal Yr	Female	107	\$102,868	\$91,140	\$40,000	\$195,000
	Fiscal Yr	Total	244	\$103,548	\$91,140	\$40,000	\$195,000
Adjunct Professor							
	Fiscal Yr	Male	1	\$42,612	\$42,612	\$42,612	\$42,612
	Fiscal Yr	Total	1	\$42,612	\$42,612	\$42,612	\$42,612
Adjunct Clinical Professor							
	Fiscal Yr	Male	2	\$131,968	\$131,968	\$90,023	\$173,913
	Fiscal Yr	Total	2	\$131,968	\$131,968	\$90,023	\$173,913
Adjunct Clinical Associate Professor							
	Fiscal Yr	Male	2	\$152,147	\$152,147	\$125,000	\$179,294
	Fiscal Yr	Female	3	\$93,422	\$70,035	\$60,230	\$150,000
	Fiscal Yr	Total	5	\$116,912	\$125,000	\$60,230	\$179,294
Adjunct Clinical Assistant Professor							
	Fiscal Yr	Male	4	\$117,576	\$91,644	\$73,320	\$213,695
	Fiscal Yr	Total	4	\$117,576	\$91,644	\$73,320	\$213,695
Adjunct Clinical Instructor							
	Fiscal Yr	Male	4	\$134,140	\$128,440	\$63,800	\$215,880
	Fiscal Yr	Female	4	\$137,574	\$140,398	\$85,000	\$184,501
	Fiscal Yr	Total	8	\$135,857	\$130,338	\$63,800	\$215,880
Adjunct Clinical Lecturer							
	Fiscal Yr	Male	1	\$160,000	\$160,000	\$160,000	\$160,000
	Fiscal Yr	Female	1	\$91,140	\$91,140	\$91,140	\$91,140
	Fiscal Yr	Total	2	\$125,570	\$125,570	\$91,140	\$160,000
Visiting Professor I							
	Fiscal Yr	Male	1	\$128,750	\$128,750	\$128,750	\$128,750
	Fiscal Yr	Total	1	\$128,750	\$128,750	\$128,750	\$128,750
Visiting Instructor I							
	Fiscal Yr	Male	10	\$118,000	\$140,000	\$30,000	\$140,000
	Fiscal Yr	Female	1	\$140,000	\$140,000	\$140,000	\$140,000
	Fiscal Yr	Total	11	\$120,000	\$140,000	\$30,000	\$140,000
Visiting Clinical Lecturer							
	Fiscal Yr	Male	2	\$67,043	\$67,043	\$64,086	\$70,000
	Fiscal Yr	Total	2	\$67,043	\$67,043	\$64,086	\$70,000
TOTAL			2,120	\$137,774	\$140,000	\$30,000	\$370,773

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

School of Music

2008-09

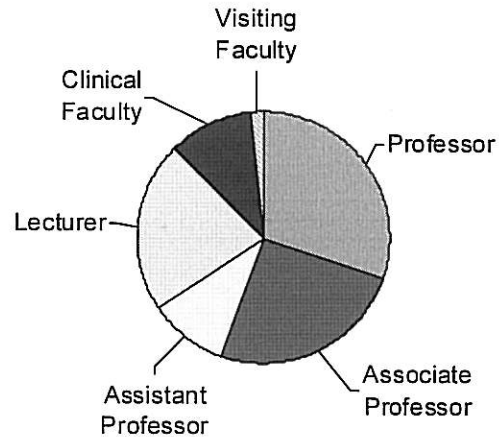
February 2009 Report on Instructional Faculty
Developed for the CESF by the SACUA Office Staff

Composition of the Faculty 2008-09

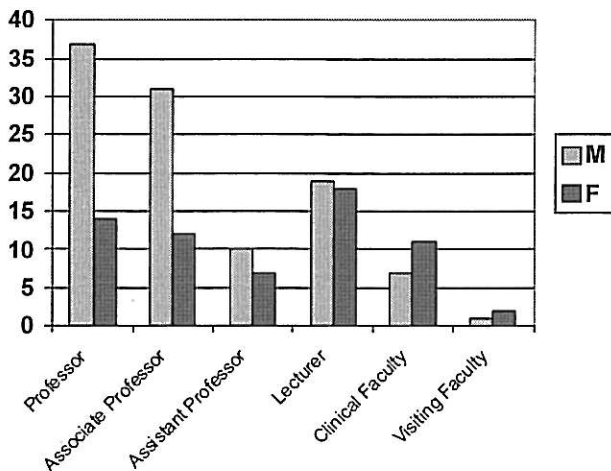
Total number of faculty all ranks: 169	Male	Female
	62%	38%
Gender by Rank		
	Male	Female
Professor	73%	27%
Associate Professor	72%	28%
Assistant Professor	59%	41%
Lecturer	51%	49%
Clinical Faculty	39%	61%
Visiting Faculty	33%	67%

**Please see page two for
Published Salary Rates by Rank**

Faculty Composition



Faculty Gender Head Count by Rank



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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	30.1%	Lecturer	21.9%
Associate Professor	25.4%	Clinical Faculty	10.7%
Assistant Professor	10.0%	Visiting Faculty	1.8%

Mission Statement of CESF

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**University of Michigan Ann Arbor Campus
School of Music
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	36	\$107,617	\$104,152	\$73,221	\$178,890
	University Yr	Female	14	\$107,462	\$102,966	\$79,485	\$154,500
	University Yr	Total	50	\$107,574	\$103,787	\$73,221	\$178,890
	Fiscal Yr	Male	1	\$97,508	\$97,508	\$97,508	\$97,508
	Fiscal Yr	Total	1	\$97,508	\$97,508	\$97,508	\$97,508
Associate Professor							
	University Yr	Male	31	\$79,859	\$73,774	\$62,731	\$153,751
	University Yr	Female	12	\$77,173	\$73,044	\$64,169	\$112,622
	University Yr	Total	43	\$79,109	\$73,747	\$62,731	\$153,751
Assistant Professor							
	University Yr	Male	8	\$62,804	\$63,245	\$56,000	\$68,028
	University Yr	Female	7	\$60,918	\$60,000	\$57,500	\$64,637
	University Yr	Total	15	\$61,924	\$62,751	\$56,000	\$68,028
	Fiscal Yr	Male	2	\$52,614	\$52,614	\$51,213	\$54,015
	Fiscal Yr	Total	2	\$52,614	\$52,614	\$51,213	\$54,015
LEO Lecturer I							
	University Yr	Male	5	\$57,888	\$55,000	\$32,000	\$87,119
	University Yr	Female	5	\$47,938	\$45,000	\$32,844	\$65,000
	University Yr	Total	10	\$52,913	\$51,500	\$32,000	\$87,119
LEO Lecturer II							
	University Yr	Male	7	\$76,116	\$85,384	\$35,734	\$99,290
	University Yr	Female	7	\$57,262	\$53,435	\$31,212	\$97,368
	University Yr	Total	14	\$66,689	\$68,745	\$31,212	\$99,290
LEO Lecturer III							
	University Yr	Male	1	\$44,000	\$44,000	\$44,000	\$44,000
	University Yr	Female	1	\$34,680	\$34,680	\$34,680	\$34,680
	University Yr	Total	2	\$39,340	\$39,340	\$34,680	\$44,000
	Fiscal Yr	Female	1	\$46,555	\$46,555	\$46,555	\$46,555
	Fiscal Yr	Total	1	\$46,555	\$46,555	\$46,555	\$46,555
LEO Lecturer IV							
	University Yr	Male	6	\$36,124	\$35,552	\$32,944	\$39,109
	University Yr	Female	2	\$39,953	\$39,953	\$35,842	\$44,064
	University Yr	Total	8	\$37,081	\$36,000	\$32,944	\$44,064
LEO Intermittent Lecturer							
	University Yr	Female	2	\$87,807	\$87,807	\$82,334	\$93,279
	University Yr	Total	2	\$87,807	\$87,807	\$82,334	\$93,279

**University of Michigan Ann Arbor Campus
School of Music
Published Salary Rates 2008-09 by Rank
(con't)**

Clinical Associate Professor						
University Yr	Male	3	\$61,632	\$61,800	\$58,096	\$65,000
University Yr	Female	5	\$71,615	\$69,433	\$58,262	\$82,231
University Yr	Total	8	\$67,871	\$66,574	\$58,096	\$82,231
Clinical Assistant Professor						
University Yr	Male	4	\$60,519	\$62,700	\$53,577	\$63,098
University Yr	Female	6	\$54,821	\$52,764	\$45,431	\$65,755
University Yr	Total	10	\$57,100	\$57,907	\$45,431	\$65,755
Visiting Associate Professor I						
University Yr	Male	1	\$48,000	\$48,000	\$48,000	\$48,000
University Yr	Female	2	\$109,000	\$109,000	\$90,000	\$128,000
University Yr	Total	3	\$88,667	\$90,000	\$48,000	\$128,000
TOTAL		169	\$79,007	\$73,747	\$31,212	\$178,890

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

School of Natural Resources & Environment

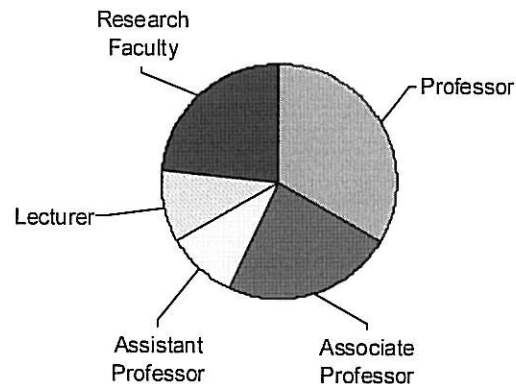
2008-09

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

Composition of the Faculty 2008-09

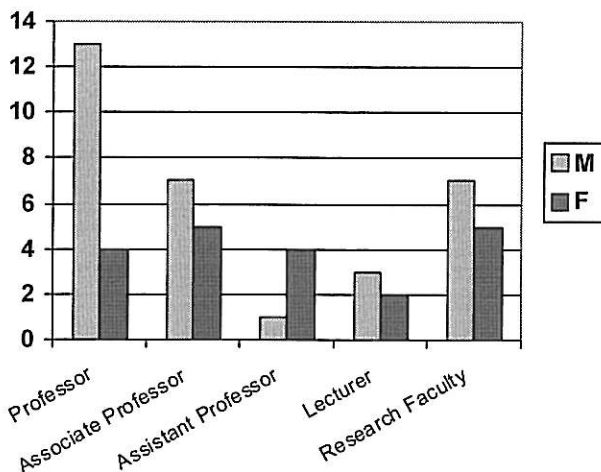
Total number of faculty all ranks: 51	Male	Female
	61%	39%
Gender by Rank		
	Male	Female
Professor	76%	24%
Associate Professor	58%	42%
Assistant Professor	20%	80%
Lecturer	60%	40%
Research Faculty	58%	42%

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.

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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	33.3%	Lecturer	9.8%
Associate Professor	23.5%	Research Faculty	23.5%
Assistant Professor	9.8%		

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 Ann Arbor Campus
School of Natural Resources & Environment
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	13	\$120,711	\$122,086	\$106,143	\$138,750
	University Yr	Female	4	\$121,557	\$123,109	\$108,000	\$132,009
	University Yr	Total	17	\$120,910	\$122,693	\$106,143	\$138,750
Associate Professor	University Yr	Male	7	\$86,984	\$84,000	\$77,417	\$108,037
	University Yr	Female	5	\$79,822	\$78,697	\$75,650	\$86,265
	University Yr	Total	12	\$84,000	\$81,881	\$75,650	\$108,037
Assistant Professor	University Yr	Male	1	\$69,379	\$69,379	\$69,379	\$69,379
	University Yr	Female	4	\$65,836	\$66,009	\$64,480	\$66,845
	University Yr	Total	5	\$66,544	\$66,288	\$64,480	\$69,379
LEO Lecturer I	University Yr	Male	1	\$91,750	\$91,750	\$91,750	\$91,750
	University Yr	Female	1	\$61,482	\$61,482	\$61,482	\$61,482
	University Yr	Total	2	\$76,616	\$76,616	\$61,482	\$91,750
LEO Intermittent Lecturer	University Yr	Male	2	\$82,326	\$82,326	\$40,652	\$124,000
	University Yr	Female	1	\$42,900	\$42,900	\$42,900	\$42,900
	University Yr	Total	3	\$69,184	\$42,900	\$40,652	\$124,000
Research Scientist	Fiscal Yr	Male	1	\$101,110	\$101,110	\$101,110	\$101,110
	Fiscal Yr	Total	1	\$101,110	\$101,110	\$101,110	\$101,110
Assistant Research Scientist	Fiscal Yr	Male	3	\$82,006	\$83,903	\$70,000	\$92,114
	Fiscal Yr	Female	2	\$70,349	\$70,349	\$69,307	\$71,391
	Fiscal Yr	Total	5	\$77,343	\$71,391	\$69,307	\$92,114
Research Investigator	Fiscal Yr	Male	3	\$45,112	\$48,000	\$39,336	\$48,000
	Fiscal Yr	Female	3	\$48,696	\$50,000	\$43,935	\$52,152
	Fiscal Yr	Total	6	\$46,904	\$48,000	\$39,336	\$52,152
TOTAL			51	\$88,749	\$84,000	\$39,336	\$138,750

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

School of Nursing

2008-09

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

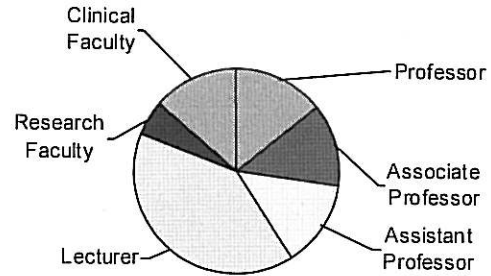
Composition of the Faculty 2008-09

Total number of faculty all ranks: 110	Male	Female
	5%	95%

Gender by Rank

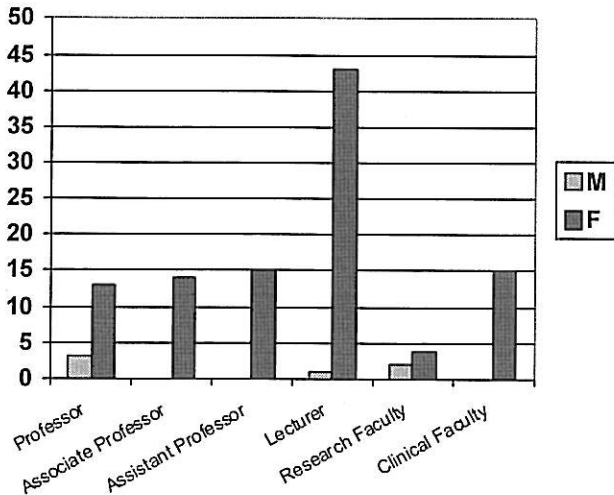
	Male	Female
Professor	19%	81%
Associate Professor	0%	100%
Assistant Professor	0%	100%
Lecturer	2%	98%
Research Faculty	33%	67%
Clinical Faculty	0%	100%

Faculty Composition



**Please see page two for
Published Salary Rates by Rank**

Faculty Gender Head Count by Rank



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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	14.6%	Lecturer	40.0%
Associate Professor	12.7%	Research Faculty	5.5%
Assistant Professor	13.6%	Clinical Faculty	13.6%

Mission Statement of CESF

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**University of Michigan Ann Arbor Campus
School of Nursing
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	3	\$123,900	\$116,699	\$110,000	\$145,000
	University Yr	Female	11	\$117,978	\$116,699	\$113,300	\$131,450
	University Yr	Total	14	\$119,247	\$116,699	\$110,000	\$145,000
	Fiscal Yr	Female	2	\$172,525	\$172,525	\$164,800	\$180,250
	Fiscal Yr	Total	2	\$172,525	\$172,525	\$164,800	\$180,250
Associate Professor	University Yr	Female	12	\$101,414	\$98,664	\$93,000	\$115,901
	University Yr	Total	12	\$101,414	\$98,664	\$93,000	\$115,901
	Fiscal Yr	Female	2	\$127,795	\$127,795	\$120,589	\$135,000
	Fiscal Yr	Total	2	\$127,795	\$127,795	\$120,589	\$135,000
Assistant Professor	University Yr	Female	14	\$79,156	\$76,491	\$73,260	\$98,664
	University Yr	Total	14	\$79,156	\$76,491	\$73,260	\$98,664
	Fiscal Yr	Female	1	\$85,533	\$85,533	\$85,533	\$85,533
	Fiscal Yr	Total	1	\$85,533	\$85,533	\$85,533	\$85,533
LEO Lecturer I	University Yr	Male	1	\$39,500	\$39,500	\$39,500	\$39,500
	University Yr	Female	6	\$38,617	\$37,264	\$36,267	\$42,320
	University Yr	Total	7	\$38,743	\$37,264	\$36,267	\$42,320
LEO Lecturer II	University Yr	Female	22	\$50,059	\$48,652	\$40,345	\$96,962
	University Yr	Total	22	\$50,059	\$48,652	\$40,345	\$96,962
LEO Lecturer III	University Yr	Female	3	\$51,757	\$53,717	\$47,785	\$53,768
	University Yr	Total	3	\$51,757	\$53,717	\$47,785	\$53,768
LEO Lecturer IV	University Yr	Female	9	\$55,743	\$55,401	\$45,976	\$78,698
	University Yr	Total	9	\$55,743	\$55,401	\$45,976	\$78,698
LEO Intermittent Lecturer	University Yr	Female	3	\$63,412	\$43,477	\$43,477	\$103,282
	University Yr	Total	3	\$63,412	\$43,477	\$43,477	\$103,282

**University of Michigan Ann Arbor Campus
School of Nursing
Published Salary Rates 2008-09 by Rank
(con't)**

Research Scientist							
	Fiscal Yr	Male	1	\$102,511	\$102,511	\$102,511	\$102,511
	Fiscal Yr	Total	1	\$102,511	\$102,511	\$102,511	\$102,511
Assistant Research Scientist							
	Fiscal Yr	Male	1	\$85,000	\$85,000	\$85,000	\$85,000
	Fiscal Yr	Female	3	\$75,995	\$63,378	\$59,410	\$105,196
	Fiscal Yr	Total	4	\$78,246	\$74,189	\$59,410	\$105,196
Research Investigator							
	Fiscal Yr	Female	1	\$50,000	\$50,000	\$50,000	\$50,000
	Fiscal Yr	Total	1	\$50,000	\$50,000	\$50,000	\$50,000
Clinical Assistant Professor							
	Fiscal Yr	Female	11	\$91,384	\$90,766	\$89,444	\$95,000
	Fiscal Yr	Total	11	\$91,384	\$90,766	\$89,444	\$95,000
Clinical Instructor							
	University Yr	Female	1	\$48,533	\$48,533	\$48,533	\$48,533
	University Yr	Total	1	\$48,533	\$48,533	\$48,533	\$48,533
	Fiscal Yr	Female	3	\$80,267	\$80,000	\$72,800	\$88,000
	Fiscal Yr	Total	3	\$80,267	\$80,000	\$72,800	\$88,000
TOTAL			110	\$78,732	\$76,491	\$36,267	\$180,250

University of Michigan- Committee on the Economic Status of the Faculty
College of Pharmacy
2008-09

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

Composition of the Faculty 2008-09

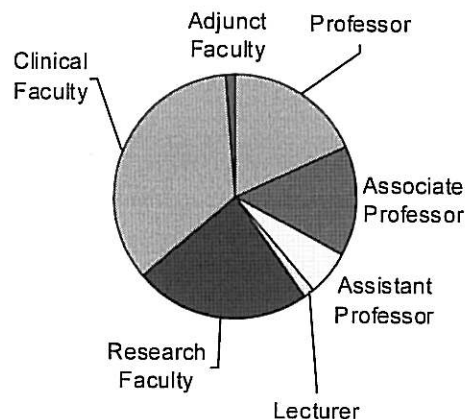
Total number of faculty all ranks: 82	Male	Female
	52%	48%

Gender by Rank

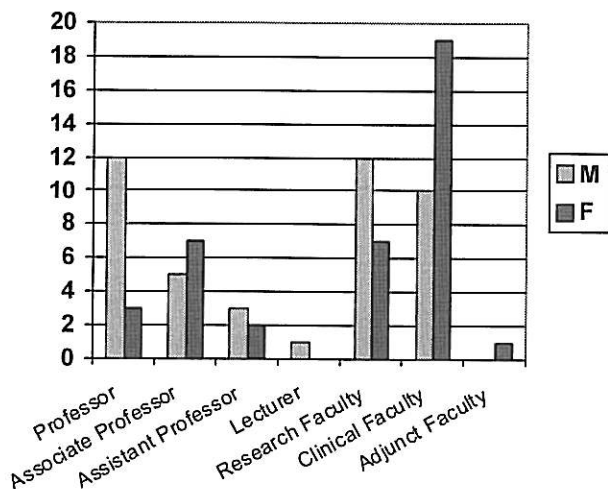
	Male	Female
Professor	80%	20%
Associate Professor	42%	58%
Assistant Professor	60%	40%
Lecturer	100%	0%
Research Faculty	63%	37%
Clinical Faculty	34%	66%
Adjunct Faculty	0%	100%

**Please see page two for
 Published Salary Rates by Rank**

Faculty Composition



Faculty Gender Head Count by Rank



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Percentage by Faculty Category

Professor	18.3%	Research Faculty	23.2%
Associate Professor	14.6%	Clinical Faculty	35.4%
Assistant Professor	6.1%	Adjunct Faculty	1.2%
Lecturer	1.2%		

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**University of Michigan Ann Arbor Campus
College of Pharmacy
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	Fiscal Yr	Male	12	\$171,256	\$172,794	\$122,187	\$223,389
	Fiscal Yr	Female	3	\$144,591	\$148,554	\$119,133	\$166,085
	Fiscal Yr	Total	15	\$165,923	\$166,085	\$119,133	\$223,389
Associate Professor							
	Fiscal Yr	Male	5	\$114,168	\$116,242	\$105,905	\$118,000
	Fiscal Yr	Female	7	\$116,811	\$117,812	\$100,458	\$138,918
	Fiscal Yr	Total	12	\$115,710	\$117,027	\$100,458	\$138,918
Assistant Professor							
	Fiscal Yr	Male	3	\$93,033	\$93,000	\$92,309	\$93,789
	Fiscal Yr	Female	2	\$94,522	\$94,522	\$93,789	\$95,254
	Fiscal Yr	Total	5	\$93,628	\$93,789	\$92,309	\$95,254
LEO Lecturer IV							
	Fiscal Yr	Male	1	\$78,306	\$78,306	\$78,306	\$78,306
	Fiscal Yr	Total	1	\$78,306	\$78,306	\$78,306	\$78,306
Research Professor							
	Fiscal Yr	Male	3	\$137,333	\$133,900	\$123,600	\$154,500
	Fiscal Yr	Total	3	\$137,333	\$133,900	\$123,600	\$154,500
Research Scientist							
	Fiscal Yr	Male	1	\$80,500	\$80,500	\$80,500	\$80,500
	Fiscal Yr	Total	1	\$80,500	\$80,500	\$80,500	\$80,500
Associate Research Scientist							
	Fiscal Yr	Male	4	\$78,849	\$78,188	\$76,622	\$82,400
	Fiscal Yr	Female	2	\$100,950	\$100,950	\$92,700	\$109,200
	Fiscal Yr	Total	6	\$86,216	\$80,575	\$76,622	\$109,200
Assistant Research Scientist							
	Fiscal Yr	Male	3	\$63,736	\$63,336	\$59,623	\$68,250
	Fiscal Yr	Female	5	\$60,100	\$56,925	\$50,000	\$68,534
	Fiscal Yr	Total	8	\$61,464	\$61,480	\$50,000	\$68,534
Research Investigator							
	Fiscal Yr	Male	1	\$69,600	\$69,600	\$69,600	\$69,600
	Fiscal Yr	Total	1	\$69,600	\$69,600	\$69,600	\$69,600
Clinical Associate Professor							
	Fiscal Yr	Male	5	\$123,443	\$115,610	\$110,173	\$152,968
	Fiscal Yr	Female	7	\$116,406	\$117,959	\$102,412	\$126,618
	Fiscal Yr	Total	12	\$119,338	\$116,785	\$102,412	\$152,968
Clinical Assistant Professor							
	Fiscal Yr	Male	5	\$110,644	\$107,916	\$97,053	\$133,888
	Fiscal Yr	Female	12	\$102,568	\$102,411	\$97,572	\$107,282
	Fiscal Yr	Total	17	\$104,943	\$102,865	\$97,053	\$133,888
Adjunct Clinical Assistant Professor							
	Fiscal Yr	Female	1	\$114,000	\$114,000	\$114,000	\$114,000
	Fiscal Yr	Total	1	\$114,000	\$114,000	\$114,000	\$114,000
TOTAL			82	\$113,720	\$109,628	\$50,000	\$223,389

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

Gerald R. Ford School of Public Policy

2008-09

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

Composition of the Faculty 2008-09

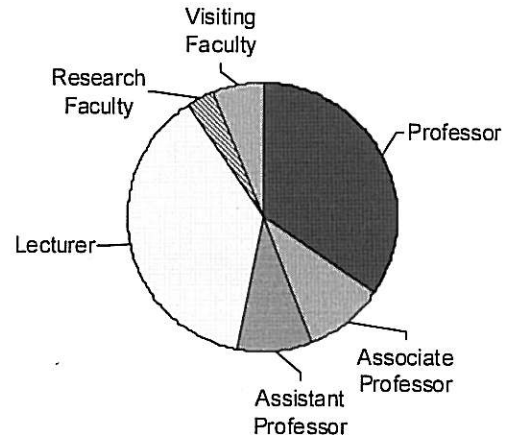
Total number of faculty all ranks: 32	Male	Female
	59%	41%

Gender by Rank

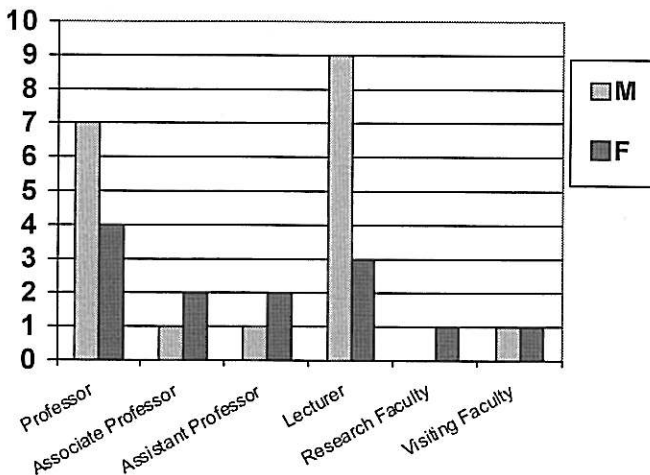
	Male	Female
Professor	64%	36%
Associate Professor	33%	67%
Assistant Professor	33%	67%
Lecturer	75%	25%
Research Faculty	0%	100%
Visiting Faculty	50%	50%

Please see page two for
Published Salary Rates by Rank

Faculty Composition



Faculty Gender Head Count by Rank



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Percentage by Faculty Category

Professor	34.4%	Lecturer	37.5%
Associate Professor	9.4%	Research Faculty	3.1%
Assistant Professor	9.4%	Visiting Faculty	6.3%

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**University of Michigan Ann Arbor Campus
Gerald R. Ford School of Public Policy
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
	University Yr	Male	7	\$167,314	\$180,000	\$116,000	\$238,160
	University Yr	Female	4	\$143,250	\$148,750	\$113,500	\$162,000
	University Yr	Total	11	\$158,564	\$154,500	\$113,500	\$238,160
Associate Professor							
	University Yr	Male	1	\$96,000	\$96,000	\$96,000	\$96,000
	University Yr	Female	2	\$119,750	\$119,750	\$89,500	\$150,000
	University Yr	Total	3	\$111,833	\$96,000	\$89,500	\$150,000
Assistant Professor							
	University Yr	Male	1	\$109,000	\$109,000	\$109,000	\$109,000
	University Yr	Female	2	\$97,500	\$97,500	\$88,000	\$107,000
	University Yr	Total	3	\$101,333	\$107,000	\$88,000	\$109,000
LEO Lecturer III							
	University Yr	Male	2	\$88,500	\$88,500	\$61,500	\$115,500
	University Yr	Female	1	\$94,250	\$94,250	\$94,250	\$94,250
	University Yr	Total	3	\$90,417	\$94,250	\$61,500	\$115,500
LEO Lecturer IV							
	University Yr	Male	1	\$60,780	\$60,780	\$60,780	\$60,780
	University Yr	Female	1	\$60,780	\$60,780	\$60,780	\$60,780
	University Yr	Total	2	\$60,780	\$60,780	\$60,780	\$60,780
LEO Intermittent Lecturer							
	University Yr	Male	5	\$80,839	\$85,455	\$50,000	\$96,970
	University Yr	Female	1	\$100,000	\$100,000	\$100,000	\$100,000
	University Yr	Total	6	\$84,032	\$90,112	\$50,000	\$100,000
LEO Adjunct Lecturer							
	University Yr	Male	1	\$89,760	\$89,760	\$89,760	\$89,760
	University Yr	Total	1	\$89,760	\$89,760	\$89,760	\$89,760
Research Investigator							
	Fiscal Yr	Female	1	\$93,000	\$93,000	\$93,000	\$93,000
	Fiscal Yr	Total	1	\$93,000	\$93,000	\$93,000	\$93,000
Visiting Professor I							
	University Yr	Male	1	\$8,000	\$8,000	\$8,000	\$8,000
	University Yr	Total	1	\$8,000	\$8,000	\$8,000	\$8,000
Visiting Assistant Professor II							
	University Yr	Female	1	\$105,000	\$105,000	\$105,000	\$105,000
	University Yr	Total	1	\$105,000	\$105,000	\$105,000	\$105,000
TOTAL			32	\$111,764	\$102,500	\$8,000	\$238,160

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

School of Public Health

2008-09

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

Composition of the Faculty 2008-09

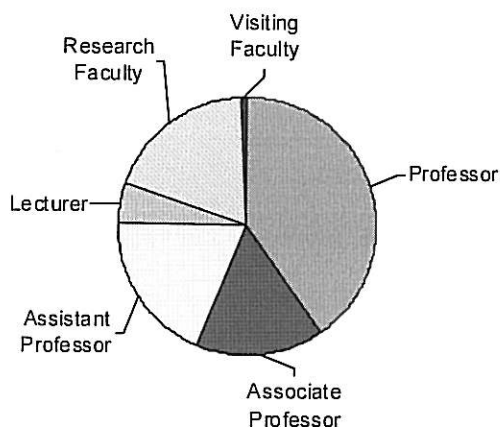
Total number of faculty all ranks: 142	Male	Female
	56%	44%

Gender by Rank

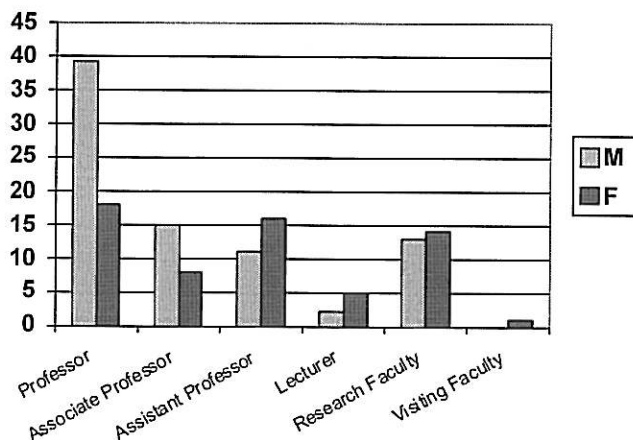
	Male	Female
Professor	68%	32%
Associate Professor	65%	35%
Assistant Professor	41%	59%
Lecturer	29%	71%
Research Faculty	48%	52%
Visiting Faculty	0%	100%

**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	40.1%	Lecturer	4.9%
Associate Professor	16.2%	Research Faculty	19.0%
Assistant Professor	19.0%	Visiting Faculty	0.7%

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 Ann Arbor Campus
School of Public Health
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor	University Yr	Male	39	\$138,670	\$133,000	\$87,427	\$191,472
	University Yr	Female	18	\$131,576	\$126,138	\$111,420	\$192,750
	University Yr	Total	57	\$136,430	\$129,000	\$87,427	\$192,750
Associate Professor	University Yr	Male	14	\$95,316	\$98,769	\$45,800	\$113,750
	University Yr	Female	8	\$98,291	\$96,113	\$87,130	\$115,000
	University Yr	Total	22	\$96,398	\$97,469	\$45,800	\$115,000
	Fiscal Yr	Male	1	\$193,783	\$193,783	\$193,783	\$193,783
	Fiscal Yr	Total	1	\$193,783	\$193,783	\$193,783	\$193,783
Assistant Professor	University Yr	Male	11	\$80,936	\$81,075	\$77,000	\$84,000
	University Yr	Female	16	\$77,677	\$75,025	\$69,900	\$100,000
	University Yr	Total	27	\$79,005	\$78,200	\$69,900	\$100,000
LEO Lecturer I	University Yr	Male	1	\$60,000	\$60,000	\$60,000	\$60,000
	University Yr	Total	1	\$60,000	\$60,000	\$60,000	\$60,000
LEO Lecturer III	University Yr	Female	1	\$57,000	\$57,000	\$57,000	\$57,000
	University Yr	Total	1	\$57,000	\$57,000	\$57,000	\$57,000
	Fiscal Yr	Female	1	\$94,306	\$94,306	\$94,306	\$94,306
	Fiscal Yr	Total	1	\$94,306	\$94,306	\$94,306	\$94,306
LEO Intermittent Lecturer	University Yr	Female	2	\$57,063	\$57,063	\$52,925	\$61,200
	University Yr	Total	2	\$57,063	\$57,063	\$52,925	\$61,200
LEO Adjunct Lecturer	Fiscal Yr	Male	1	\$58,500	\$58,500	\$58,500	\$58,500
	Fiscal Yr	Female	1	\$66,588	\$66,588	\$66,588	\$66,588
	Fiscal Yr	Total	2	\$62,544	\$62,544	\$58,500	\$66,588
Research Associate Professor	Fiscal Yr	Male	1	\$115,000	\$115,000	\$115,000	\$115,000
	Fiscal Yr	Female	2	\$144,875	\$144,875	\$121,000	\$168,750
	Fiscal Yr	Total	3	\$134,917	\$121,000	\$115,000	\$168,750
Research Assistant Professor	Fiscal Yr	Male	3	\$76,558	\$86,950	\$55,250	\$87,475
	Fiscal Yr	Female	4	\$84,000	\$88,000	\$70,000	\$90,000
	Fiscal Yr	Total	7	\$80,811	\$86,950	\$55,250	\$90,000

**University of Michigan Ann Arbor Campus
School of Public Health
Published Salary Rates 2008-09 by Rank
(con't)**

Associate Research Scientist							
Fiscal Yr	Male	2	\$80,213	\$80,213	\$63,600	\$96,825	
Fiscal Yr	Total	2	\$80,213	\$80,213	\$63,600	\$96,825	
Assistant Research Scientist							
Fiscal Yr	Male	6	\$75,979	\$76,438	\$72,500	\$78,500	
Fiscal Yr	Female	4	\$82,994	\$82,438	\$74,000	\$93,100	
Fiscal Yr	Total	10	\$78,785	\$76,438	\$72,500	\$93,100	
Research Investigator							
Fiscal Yr	Male	1	\$138,081	\$138,081	\$138,081	\$138,081	
Fiscal Yr	Female	4	\$76,294	\$74,813	\$67,750	\$87,800	
Fiscal Yr	Total	5	\$88,651	\$81,075	\$67,750	\$138,081	
Visiting Associate Professor I							
University Yr	Female	1	\$66,667	\$66,667	\$66,667	\$66,667	
University Yr	Total	1	\$66,667	\$66,667	\$66,667	\$66,667	
TOTAL		142	\$106,361	\$98,481	\$45,800	\$193,783	

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

School of Social Work

2008-09

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

Composition of the Faculty 2008-09

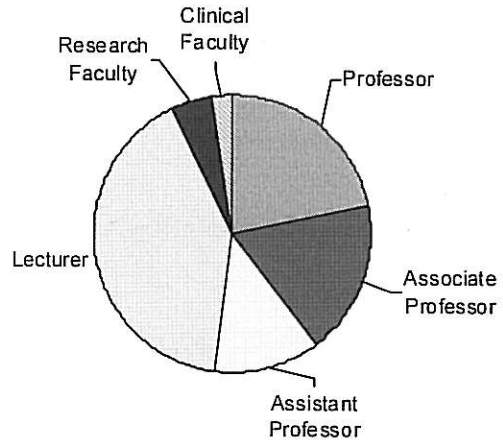
Total number of faculty all ranks: 83	Male	Female
	41%	59%

Gender by Rank

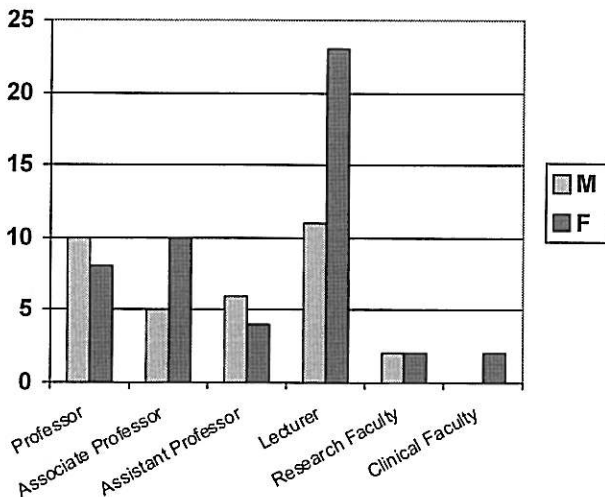
	Male	Female
Professor	56%	44%
Associate Professor	33%	67%
Assistant Professor	60%	40%
Lecturer	32%	68%
Research Faculty	50%	50%
Clinical Faculty	0%	100%

**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	21.7%	Lecturer	40.1%
Associate Professor	18.1%	Research Faculty	4.8%
Assistant Professor	12.1%	Clinical Faculty	2.4%

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 Ann Arbor Campus
School of Social Work
Published Salary Rates 2008-09 by Rank**

			#	Mean	Median	Minimum	Maximum
Professor							
University Yr	Male	10	\$131,914	\$129,938	\$88,674	\$185,000	
University Yr	Female	7	\$138,682	\$140,619	\$126,461	\$152,090	
University Yr	Total	17	\$134,700	\$133,135	\$88,674	\$185,000	
Fiscal Yr	Female	1	\$348,308	\$348,308	\$348,308	\$348,308	
Fiscal Yr	Total	1	\$348,308	\$348,308	\$348,308	\$348,308	
Associate Professor							
University Yr	Male	5	\$101,288	\$99,611	\$85,889	\$113,863	
University Yr	Female	9	\$100,032	\$101,864	\$90,677	\$108,392	
University Yr	Total	14	\$100,481	\$100,809	\$85,889	\$113,863	
Fiscal Yr	Female	1	\$127,018	\$127,018	\$127,018	\$127,018	
Fiscal Yr	Total	1	\$127,018	\$127,018	\$127,018	\$127,018	
Assistant Professor							
University Yr	Male	6	\$81,267	\$74,903	\$69,000	\$102,150	
University Yr	Female	4	\$83,199	\$81,030	\$72,039	\$98,695	
University Yr	Total	10	\$82,040	\$75,589	\$69,000	\$102,150	
LEO Lecturer I							
University Yr	Male	2	\$33,160	\$33,160	\$8,000	\$58,320	
University Yr	Female	4	\$37,703	\$36,720	\$32,640	\$44,734	
University Yr	Total	6	\$36,189	\$36,720	\$8,000	\$58,320	
LEO Lecturer II							
University Yr	Male	4	\$46,866	\$46,866	\$46,866	\$46,866	
University Yr	Female	5	\$47,231	\$46,866	\$46,866	\$47,779	
University Yr	Total	9	\$47,069	\$46,866	\$46,866	\$47,779	
LEO Lecturer III							
Fiscal Yr	Male	1	\$64,305	\$64,305	\$64,305	\$64,305	
Fiscal Yr	Female	2	\$56,392	\$56,392	\$56,250	\$56,535	
Fiscal Yr	Total	3	\$59,030	\$56,535	\$56,250	\$64,305	
LEO Lecturer IV							
University Yr	Female	1	\$44,747	\$44,747	\$44,747	\$44,747	
University Yr	Total	1	\$44,747	\$44,747	\$44,747	\$44,747	
Fiscal Yr	Male	1	\$67,426	\$67,426	\$67,426	\$67,426	
Fiscal Yr	Female	2	\$61,290	\$61,290	\$56,974	\$65,606	
Fiscal Yr	Total	3	\$63,335	\$65,606	\$56,974	\$67,426	
LEO Intermittent Lecturer							
University Yr	Male	1	\$32,000	\$32,000	\$32,000	\$32,000	
University Yr	Female	6	\$36,451	\$33,063	\$32,000	\$47,779	
University Yr	Total	7	\$35,815	\$32,000	\$32,000	\$47,779	

**University of Michigan Ann Arbor Campus
School of Social Work
Published Salary Rates 2008-09 by Rank
(con't)**

LEO Adjunct Lecturer						
University Yr	Male	2	\$41,820	\$41,820	\$41,820	\$41,820
University Yr	Female	3	\$43,071	\$41,820	\$41,820	\$45,574
University Yr	Total	5	\$42,571	\$41,820	\$41,820	\$45,574
Research Associate Professor						
University Yr	Female	1	\$99,109	\$99,109	\$99,109	\$99,109
University Yr	Total	1	\$99,109	\$99,109	\$99,109	\$99,109
Research Assistant Professor						
Fiscal Yr	Male	1	\$139,678	\$139,678	\$139,678	\$139,678
Fiscal Yr	Total	1	\$139,678	\$139,678	\$139,678	\$139,678
Assistant Research Scientist						
Fiscal Yr	Male	1	\$74,827	\$74,827	\$74,827	\$74,827
Fiscal Yr	Female	1	\$64,200	\$64,200	\$64,200	\$64,200
Fiscal Yr	Total	2	\$69,513	\$69,513	\$64,200	\$74,827
Clinical Assistant Professor						
Fiscal Yr	Female	2	\$87,209	\$87,209	\$83,269	\$91,150
Fiscal Yr	Total	2	\$87,209	\$87,209	\$83,269	\$91,150
TOTAL		83	\$85,069	\$76,178	\$8,000	\$348,308