## THE UNIVERSITY OF MICHIGAN-DEARBORN

Committee on the Economic Status of the Faculty

March 13, 2009

## ANNUAL REPORT TO THE FACULTY SENATE

## REPORT ON FACULTY SALARY

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## REPORT ON FACULTY SALARY

This report of the Committee on the Economic Status of the Faculty (Committee) focuses on market equity. The Committee utilized the *National Faculty Salary Survey:*Multi-Discipline Report 2007--2008 produced by the College and University Professional Association for Human Resources (CUPA) to determine whether faculty salaries at UM-Dearborn are comparable to faculty salaries at UM-Dearborn's Peer Institutions (See Appendix A for the list of UM-D Peer Institutions). The Committee's main conclusion is that faculty salaries are comparable. One hundred percent of the Assistant Professors, ninety-six percent of Associate Professors, and ninety-seven percent of Full Professors are being paid with 90% of the average salaries in their respective disciplines at UM-D Peer Institutions. Further, fifty-seven percent of Assistant Professors, fifty percent of Associate Professors, and fifty-six percent of Full Professors are being paid above the average salaries.

Comparisons between UM-D faculty salaries and UM-D Peer Institutions are summarized in six graphs. The first three graphs (See Appendix B - Salary Comparisons Between UM-D Faculty and UM-D Peer Institutions - Averages) illustrate the differences between average salaries of UM-D faculty and UM-D Peer Institutions. More specifically, each point on the graph represents the mean salary of faculty of a given rank in a given CUPA discipline category. CUPA discipline categories roughly correspond to UM-Dearborn disciplines, or in some cases departments. For more detail about the data used in the graphs, refer to the "CUPA Data" section below.

Each point on the graph corresponds on the vertical axis to the dollar difference between UM-Dearborn and UM-D Peer Institutions average salaries for a discipline category and faculty rank. Discipline categories are arranged in ascending order. The horizontal axis represents the percentile ranking of discipline categories. Thus the "50" on the horizontal axis is the fiftieth percentile or median of the ranked discipline categories.

To illustrate: the first (lowest) point on the "Full Professor Salaries Graph - Average" is the CUPA discipline category Education Administration & Supervision. The graph shows that the average salary for Full Professors of Education Administration & Supervision at UM-Dearborn is more than \$20,000 below the average salary for Professors of Education Administration & Supervision in schools of Education at UM-D Peer Institutions. The fiftieth percentile or median discipline categories for Full Professors are Fine & Studio Art and Mechanical Engineering. The average salaries of Full Professors in these two faculties are about equal to the average salaries of the faculties in the same CUPA discipline categories and rank at UM-D Peer Institutions. To find a particular discipline, go to the "Graph Data Ranked" section in Appendix D.

The last three graphs (See Appendix C - Salary Comparisons Between UM-D Faculty and UM-D Peer Institutions - Median) illustrate the median salary differences between UM-D faculty and UM-D Peer Institutions by discipline category and rank. Consistent with the data utilizing averages, UM-Dearborn salaries are comparable to their UM-D Peer Institution equivalents.

### Recommendations

The Committee understands that the campus is operating under a condition of constrained economic resources and these recommendations are given in that light. Without referring to salaries of individual faculty and acknowledging significant variation between disciplines, the Committee recommends increasing the salaries of those discipline category/rank areas that are outliers. Specifically, the Committee recommends that the salaries of those faculty members in those disciplines category/rank areas that are not being paid at least within 90% of their UM-D Peer Institution equivalents be increased so that their salaries are at the UM-D Peer Institution average. The cost of making this adjustment is approximately \$44,500.

The Committee acknowledges that the administration has made great strides in bringing all UM-D faculty salaries in line with the salaries at UM-D Peer Institutions. The Committee believes that it is important that at a minimum, that in real terms faculty salaries do not decrease in these constrained economic times. As such, the Committee recommends that a merit program for the 2009-2010 academic year be established in an amount equal to at least the rate of inflation. This is especially important given the proposed shift in health care costs from the institution to the faculty.

Finally in the longer term, given the quality of UM-D faculty and UM-Dearborn compared against UM-D Peer Institutions it should be the goal of this campus to bring average faculty salaries of all discipline category/rank areas above the CUPA averages of the UM-D Peer Institutions.

## **Acknowledgements**

The committee thanks Robert Gassel, Associate Vice Chancellor, Jeff Evans, Director of Human Resources, Noel Hornbacher, Assistant Controller, and Judy Kennard, Financial Analyst, for providing the CUPA data.

### **CUPA Data**

Data used in the graphs come from the *National Faculty Salary Survey: Multi-Discipline Report 2007-2008* produced by the College and University Professional Association for Human Resources (CUPA).

The CUPA survey has the important advantage of providing salary information by rank and by discipline category. CUPA discipline categories are usually, but not always the same as the disciplines or departments within colleges here at UM-Dearborn. For example, CUPA discipline categories are unrelated to School of Engineering administrative disciplines and CUPA discipline categories are similar but not identical to School of Management administrative departments.

Some faculty are not represented in the graphs because insufficient CUPA comparison data are available for their discipline category. While CUPA does report comparison data for librarians and curators, this data is not reported for UM-D Peer Institutions.

It should be noted that not all universities in Michigan (or in the region) participate in the CUPA survey, so the choice of comparable institutions is constrained. In addition, not all Michigan universities (or other potential comparable universities) who participate in the CUPA survey have schools of Engineering, Management, and Education.

<sup>&</sup>lt;sup>1</sup> The American Library Association (ALA) and the Association for Research Libraries (ARL) both publish annual salary surveys on academic librarians. In 2008, median salaries of librarians in the ARL libraries, of which University of Michigan - Ann Arbor is one, improved 3.7%. The 2008 ALA survey showed a mean salary increase for both academic and public librarians of 2%. More detail is available by subscription at ala.org.

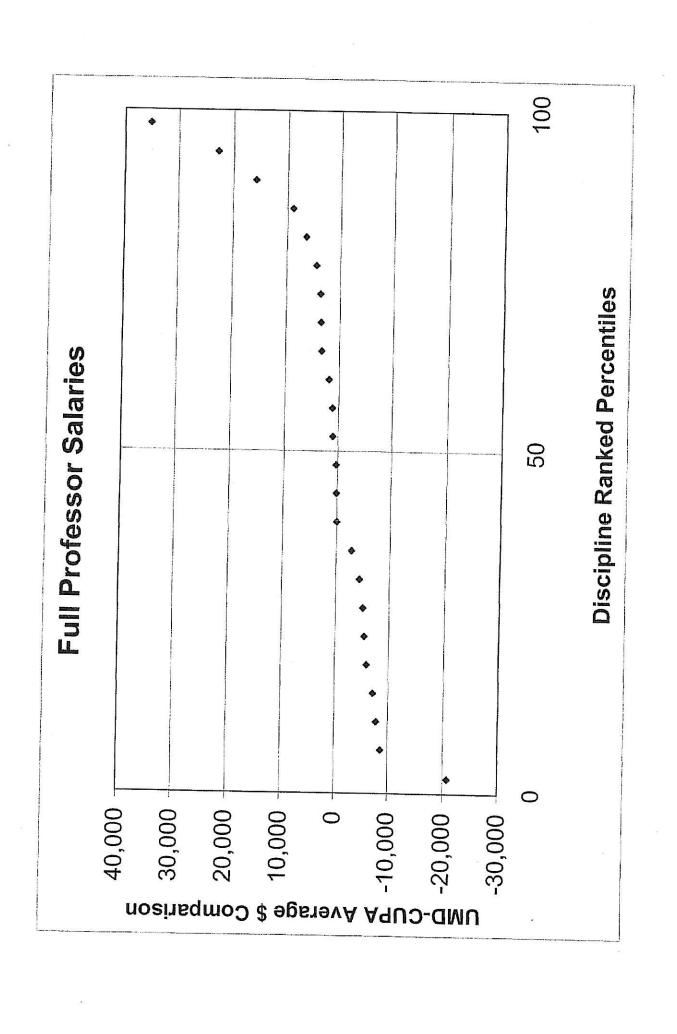
## APPENDIX A UM-D Peer Institutions

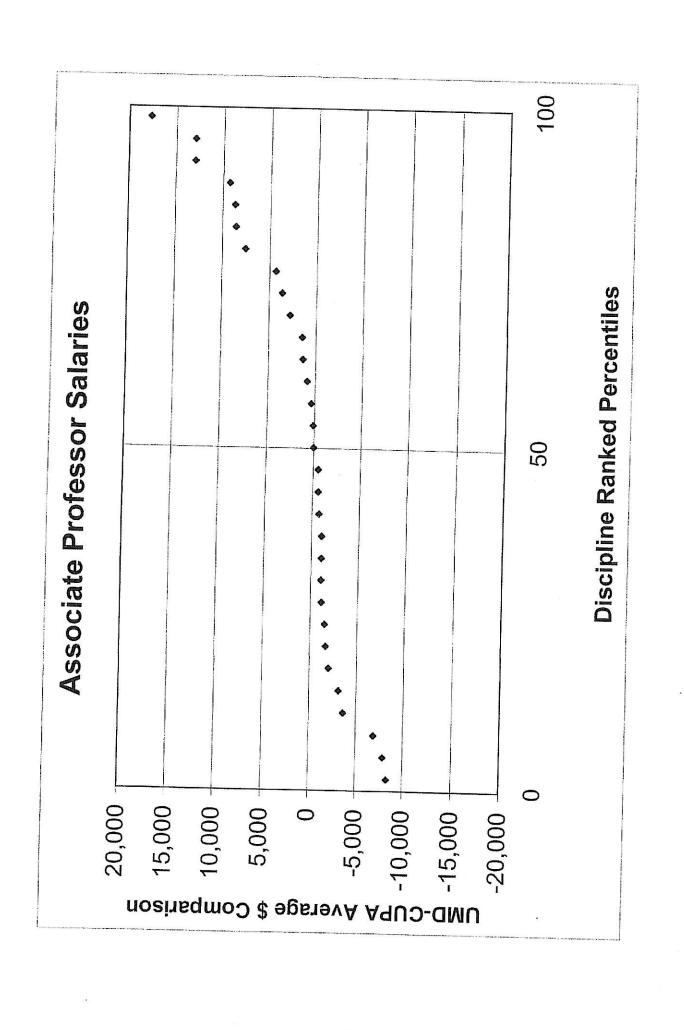
Central Michigan University Eastern Michigan University Ferris State University Grand Valley State University Michigan Tech. University Northern Michigan University Oakland University Saginaw Valley State University Southern Illinois University Edwardsville University of Michigan Flint University Missouri Rolla University of Northern Iowa University of Toledo University of Wisconsin Eau Claire University of Wisconsin Milwaukee Wayne State University Western Michigan University Wright State University Main Campus Youngstown State University

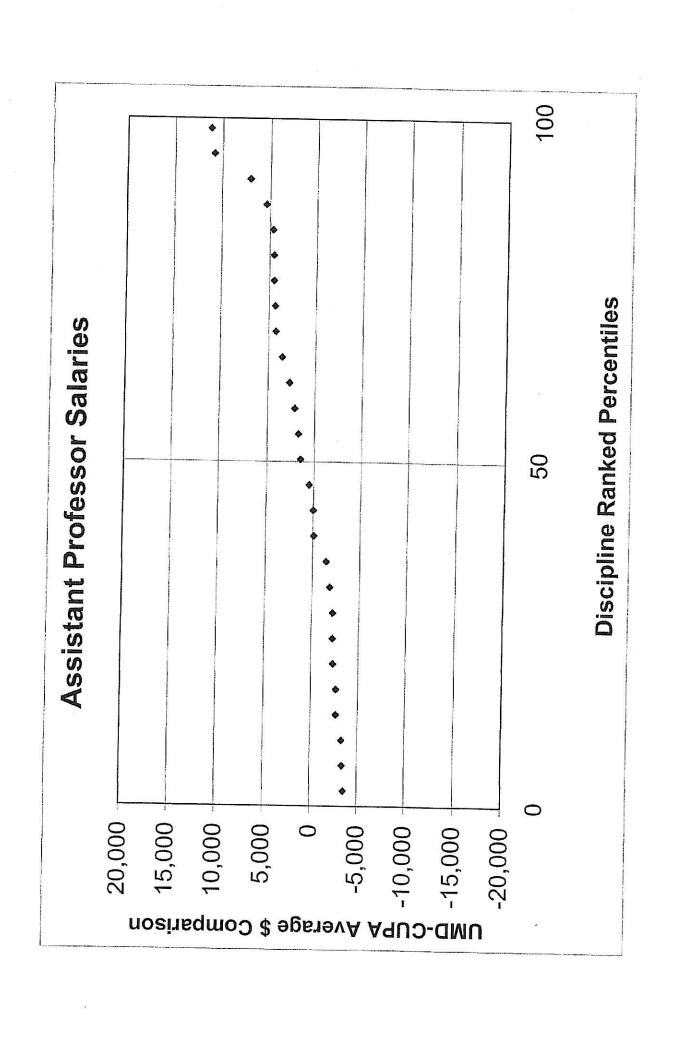
UM-D Peer Institutions include all Michigan public universities (excluding University of Michigan Ann Arbor) that have reported data to CUPA, as well as universities in the upper Mid West that are similar to UM-D.

## APPENDIX B Salary Comparisons Between UM-D Faculty and UM-D Peer Institutions – Averages

Full Professor Salaries Graph - Average Associate Professor Salaries Graph - Average Assistant Professor Salaries Graph - Average

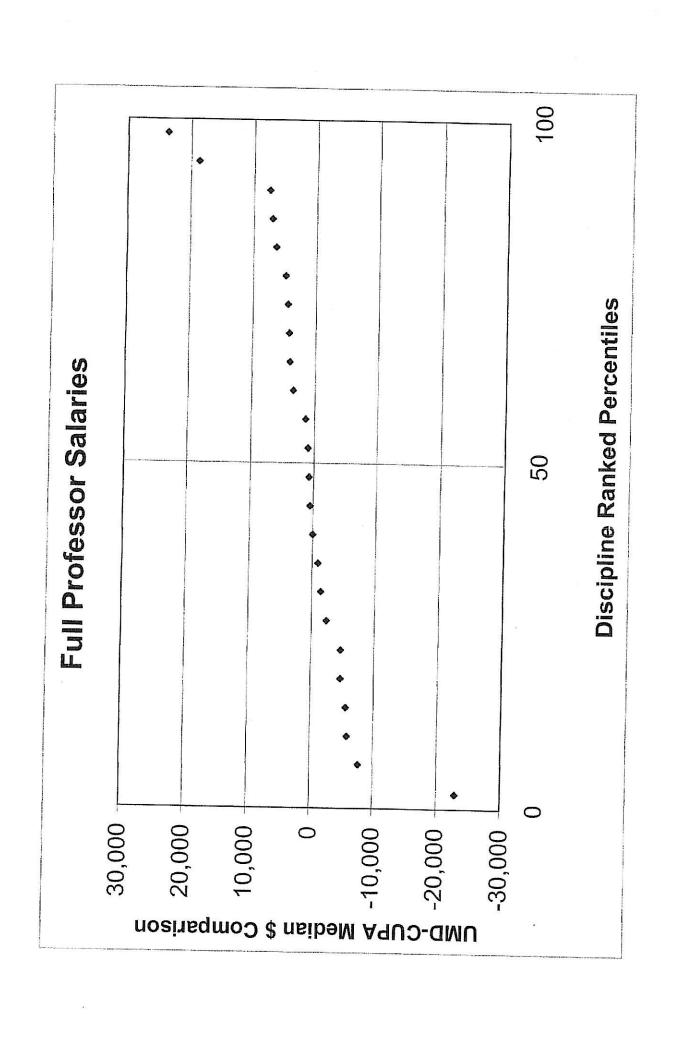


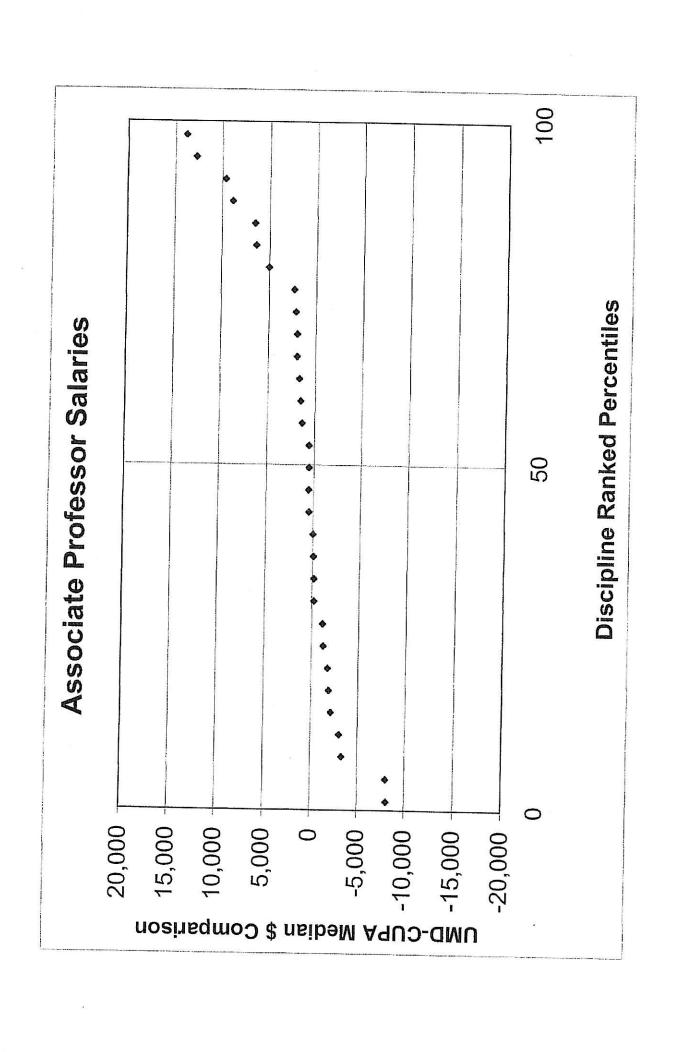


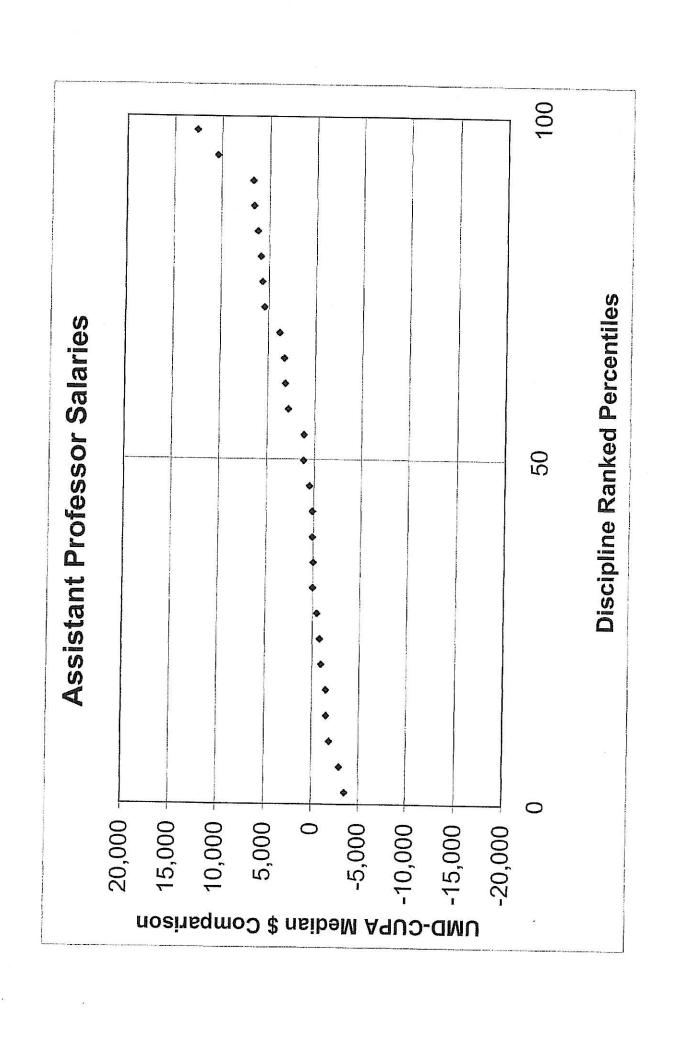


## APPENDIX C Salary Comparisons Between UM-D Faculty and UM-D Peer Institutions – Medians

Full Professor Salaries Graph – Median Associate Professor Salaries Graph – Median Assistant Professor Salaries Graph – Median







### APPENDIX D **CUPA Data**

Graph Data - Average Salary Data
Graph Data - Median Salary Data
CUPA Data - Ranked and Sorted
CUPA Data - Sorted by Rank
CUPA Data - Unranked and Unsorted

Raw CUPA Data

UMD % SUMD.   UMD % SUMD.   UMD   CUPA   SCUPA   SCU		AVERAGE SALARY DATA	ATA							
Assistant Professor		CotletTitle	ďΝ	UMD %	SUMD- SCUPA				4	Average Salary Percentile
Assistant Professor   9 90.1   3.391   88.173   75.50   75.51   9 1   1     Assistant Professor   9 90.1   3.390   53.470   53.50   53.50   1   1     Assistant Professor   9 90.1   2.688   53.690   65.800   9   1     Assistant Professor   9 90.1   2.789   53.90   63.30   9   1     Assistant Professor   9 90.1   2.789   53.90   63.70   9   1     Assistant Professor   9 90.1   2.789   53.90   65.11   9   0     Assistant Professor   9 90.1   1.639   98.41   100.273   22     Assistant Professor   1 00.0   1.639   98.41   100.273   22     Assistant Professor   1 0.00   1.639   98.41   100.273   22     Assistant Professor   2 0.00   1.639   98.43   10.283   10.43	14.19 Mechanical	Assistant Professor						1		
Assistant Professor   94.2   2,300   55,700   55,77   51   11     Assistant Professor   1   95,9   2,268   65,000   65,685   11     Assistant Professor   1   95,9   2,268   65,000   65,75   11     Assistant Professor   2   95,6   2,245   51,000   65,75   11     Assistant Professor   3   95,0   2,246   65,900   65,750   12     Assistant Professor   4   99,1   1,735   64,807   55,400   67,407   12     Assistant Professor   5   90,0   2,246   65,900   65,407   12     Assistant Professor   5   90,0   1,730   65,200   65,407   12     Assistant Professor   7   100,0   482   16,400   65,400   12     Assistant Professor   7   100,0   482   16,400   65,400   12     Assistant Professor   7   100,0   482   16,400   65,400   12     Assistant Professor   7   100,0   482   16,400   100,00   100,00     Assistant Professor   7   100,0   480   65,400   100,00   100,00     Assistant Professor   7   100,0   460   65,400   100,00   100,00     Assistant Professor   7   100,0   460   65,400   100,00   100,00     Assistant Professor   7   100,0   460   65,400   100,00   100,00     Assistant Professor   7   100,0   100,0   100,00   100,00   100,00     Assistant Professor   7   100,0   100,00   100,00   100,00   100,00     Associate Professor   7   100,0   100,00   100,00   100,00   100,00     Associate Professor   8   100,00   10	13.04 Ed Administration & Supervision	Assistant Professor	1	1.08		-	4			
Assistant Professor   1   56,1   2,256   6,500   6,5	45.06 Economics	Assistant Professor		94.2	_	1	-	i	11	551
Assistant Professor 1 953 - 2295 51 000 56 147 or 1 Assistant Professor 1 951 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	40.08 Physics	Assistant Professor	-	96.1		į	+	İ	14	5.
Assistant Professor 2 956 9.2375 51.00 55.375 1 1 1	13.10 Special Ed & Teaching	Assistant Professor	1	95.3		ì	-	2 5	To the secondary	F) (2
Assistant Professor 1 56.0 2-2198 53.901 56.417 81 6.000 Assistant Professor 4 99.1 -1.659 98.141 100.273 22 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	[27.] MATHEMATICS AND STATISTICS	Assistant Professor	2	95.6		1	-	2   2		51.6
Assistant Professor   1   1859   1816   1840   18	[13.] EDUCATION	Assistant Professor	-	0.96		1		92		,
Assistant Professor 6 99.1 1,1859 98.414 100,273 22 9  Assistant Professor 6 99.8 1 1,1859 98.4767 54,375 76 76 76 76 76 76 76 76 76 76 76 76 76	52.08 Finance & Financial Mot Srvcs	Assistant Professor	1	95.9			-	\$		
Assistant Professor	[26.] BIOLOGICAL AND BIOMEDICAL SCIFNCES	Assistant Professor	¥	98.1				23	Property and Personal	
Assistant Professor   4   100.0   54,777   54,875   75,4875   75	[42] PSYCHOLOGY	Assistant Professor	2	97.4			<u> </u>	101	The same and the same and the same	
Assistant Professor   1	13.13 Teacher Ed & Prof Dev, Subjects	Assistant Professor	4	99.8	The second second		54,87	76		
Assistant Professor   1	16.09 Romance	Accided Professor	5	100.0				99		7
Statistical Professor   100.28   1.4679   50.200   17   12   17   12   17   12   17   12   17   12   17   12   17   12   17   17	45.02 Anthropology	Assistant Professor	2	100.9	*************			22		7
Assistant Professor   2 104.2   2.108   53.759   52.050   47   12     Assistant Professor   2 105.2   2.726   53.648   50.201   12   14     Assistant Professor   1 104.2   3.538   52.564   50.031   30   14     Assistant Professor   1 104.4   4.223   52.564   50.031   30   14     Assistant Professor   1 104.4   4.223   52.564   50.031   30   14     Assistant Professor   2 106.2   4.459   75.00   73.260   12     Assistant Professor   2 105.0   4.664   75.00   73.260   15     Assistant Professor   2 105.0   4.664   75.00   73.260   15     Assistant Professor   2 105.0   4.664   75.00   73.260   15     Assistant Professor   2 105.0   4.664   75.00   75.265   11   11     Assistant Professor   2 105.0   4.664   75.00   75.265   11   11     Assistant Professor   2 105.0   4.664   7.667   70.830   70.830     Assistant Professor   2 105.0   4.664   7.667   70.830   70.830     Assistant Professor   2 11.7   10.827   103.255   50.168   2   11     Associate Professor   3 87.5   7.267   84.505   70.830   2   11     Associate Professor   4 87.5   7.208   86.835   2   14     Associate Professor   4 85.5   7.208   66.373   2   14     Associate Professor   4 85.5   7.208   66.373   2   14     Associate Professor   4 85.5   7.208   66.375   2   14     Associate Professor   4 85.7   7.208   66.308   65.056   1   16     Associate Professor   4 86.3   1.071   65.588   65.056   1   16     Associate Professor   4 86.3   1.071   65.588   65.056   1   16     Associate Professor   4 86.3   1.071   65.247   65.056   1   16     Associate Professor   4 80.3   1.071   65.288   66.056   1   16     Associate Professor   1 80.2   1.067   65.247   65.056   1   16     Associate Professor   1 80.2   1.067   65.247   65.056   1   16     Associate Professor   1 100.0   1.071   65.247   65.056   1   10     Associate Professor   1 100.0   1.071   65.088   65.056   1   16     Associate Professor   1 10.0   1.007   1.007   65.080   1.007   1.007   1.007   1.007   1.007   1.007   1.007   1.007   1.007   1.007   1.007   1.007   1.007   1.007   1.007	45.10 Political Science & Government	Accietant Professor		102.8	-		50,62	23		
Assistant Professor   2 105.3   52.286   50.220   112   16   14   15   16   14   16   16   16   16   16   16	[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	Assistant Defessor	2	103.2		j	52,05	47		-
Assistant Professor	45.11 Sociology	Assistant Professor	3	104.2		j	50,22	112		41
Assistant Professor	16.01 Linguistic, Comp & Rel Studies & Srvcs	Assistant Professor	2	105.3			51,12	46		9
Assistant Professor 1 100.4 4 4.223 15.224 50.031 st 13 4 Assistant Professor 2 100.2 4.493 53.200 48,707 57 12 2 12 2 12 2 12 2 12 2 12 2 12 2	54.01 History	Assistant Professor	- (	7.701		-	49,03	39		9
Assistant Professor   2 105   4.50   102,033   96,317   22   12     Assistant Professor   3 106   2 4,564   77,800   73,236   43   12     Assistant Professor   1 105   4,564   77,800   73,236   43   11     Assistant Professor   1 105   7,652   84,006   76,654   45   11     Assistant Professor   1 107   7,652   84,006   76,654   45   11     Associate Professor   1 10,827   10,8	52.03 Accounting & Related Sivis	Assistant Professor	7	100.4	4 223		50,03	64		9
Assistant Professor         106.2         4,564         77,800         73,236         49         12           SUPPORT SERVICES         Assistant Professor         2         105.0         4,681         96,941         94,260         15         5           Assistant Professor         1         110.7         1,0827         103,295         50,127         11 <td< td=""><td>100.07 Fine &amp; Studio Art</td><td>Assistant Professor</td><td>6</td><td>109.7</td><td>POSC +</td><td>1</td><td>10,27</td><td>22</td><td></td><td>T I</td></td<>	100.07 Fine & Studio Art	Assistant Professor	6	109.7	POSC +	1	10,27	22		T I
Assistant Professor   2 105.0   4,681   65,415   61,220   41   11     Support SERVICES   Assistant Professor   1 10.7   5,364   55,485   50,121   11   11     Assistant Professor   2 110.7   5,364   55,485   50,121   11   11     Assistant Professor   2 110.7   10,827   103,295   50,486   21   10     Associate Professor   1 12.6   11,199   99,754   88,555   62   10     Associate Professor   2 89,1   -7,872   64,535   72,407   38   12     Associate Professor   3 12,614   81,282   44,896   52   11     Associate Professor   4 90,4   6,841   64,052   72,407   38   12     Associate Professor   5 96,7   -3,614   81,282   64,896   52   11     Associate Professor   4 96,5   -3,101   65,988   66,889   22   7     Associate Professor   7 96,7   -3,614   81,282   64,896   52   11     Associate Professor   7 96,7   -1,681   62,518   66,039   18   9     Associate Professor   7 96,7   -1,681   62,518   64,199   18   9     Associate Professor   7 96,3   -1,071   63,384   66,039   18   10     Associate Professor   8 7,6   -1,146   62,518   64,139   18   10     Associate Professor   9 96,3   -1,071   63,385   64,433   15   10     Associate Professor   9 98,3   -1,071   63,385   64,433   15   10     Associate Professor   1 99,3   -592   83,573   62,131   10     Associate Professor   1 100,0   116   62,247   62,131   22     Associate Professor   1 100,0   146   62,247   62,131   22     Associate Professor   1 100,0   146   62,247   62,131   12     Associate Professor   1 100,0   146   62,437   62,131   12     Associate Professor   1 10,0   63,348   64,439   13   13   13     Associate Professor   1 10,0   63,449   13   17   22     Associate Professor   1 10,0   63,440   13   17   22     Associate Professor   1 10,0   64,953   63,494   13   17   22     Associate Professor   2 10,4   2 1,4   2 1,4   2 1,4   2 1,4   2 1,4     Associate Professor   1 10,0   64,953   63,494   13   17   2     Associate Professor   2 10,4   2 1,4   2   2   2     Associate Professor   2 10,4   2 1,4   2   2   2   2   2   2   2     Associate Professor   2 1	14.10 Electrical, Electronics & Communications	Assistant Professor		108.2	1 58A	1	46,70	67	2.	7
Assistant Professor   1   110.7   5,364   55,485   50,127   11   15   11   15   11   15   11   15   11   15   11   15   11   12   12   13   13	12. I.Z. Mgt Information Sys & Srycs	Assistant Professor	2	105.0	4 681	i	13,230	169		8
SUPPORT SERVICES         Assistant Professor         0         109.2         7,062         84,006         76,54         45         11           Associate Professor         1         11.7         10,827         103,295         92,468         21         10           Associate Professor         2         111.7         10,827         10,809         66,377         38         10           Associate Professor         2         89.1         -7,872         64,535         72,403         29         1           Associate Professor         4         90.4         -6,841         64,052         70,893         29         1           Associate Professor         4         95.7         -3,614         81,282         84,896         22         11           Associate Professor         4         95.7         -1,681         62,518         64,139         12           Associate Professor         4         97.6         -1,581         64,139         16         1           Associate Professor         4         97.6         -1,581         64,139         16         1           Associate Professor         4         97.6         -1,063         83,478         64,139         16         1		Assistant Professor	-	110.7	5 364	ì	50 424	2 3		. 84
Assistant Professor         2         111.7         10,827         103.296         92,468         21         10           Associate Professor         3         112.6         11.199         99,754         88.555         63.713         38         10           Associate Professor         2         89.1         7.872         64,532         72,407         38         12           Associate Professor         4         95.5         -3,614         81,282         84,896         52         11           Support Services         5         95.7         -3,614         81,282         84,896         52         11           Associate Professor         4         96.7         -3,614         81,282         84,896         52         11           Associate Professor         4         96.7         -3,614         81,282         64,199         16         15           Associate Professor         4         97.6         -1,538         63,498         65,036         16         1           Associate Professor         4         98.6         -1,146         81,210         62,518         1         1           Associate Professor         1         98.6         -1,061         63,458	NAME INTORMALION SCIENCES AND SUPPOR	Assistant Professor	9	109.2	7.052	1	76 954	45		/8
Associate Professor         112.6         11.199         99.754         88.555         63         11           SUPPORT SERVICES         Associate Professor         1         87.5         -8.283         58.090         66.373         38         10           SUPPORT SERVICES         Associate Professor         1         90.4         -7.872         64.535         72.407         38         12           Associate Professor         4         95.5         -3.101         65.588         68.689         22         11           Associate Professor         4         95.5         -3.101         65.588         68.689         22         11           Associate Professor         4         97.6         -1.581         62.518         64.199         18         16           Associate Professor         4         97.6         -1.581         62.518         64.132         18         16           Associate Professor         4         97.6         -1.581         62.433         18         16         16           Associate Professor         4         98.2         -1.064         63.459         64.623         16         16           Associate Professor         6         98.2         -1.067	52.02 Admin Mat & Onerations	Assistant Professor	2	111.7	10,827	Ľ	92 468	7		
Associate Professor 1 87.5 6,283 56,090 66,373 39 10 Associate Professor 5 95.7 -3,101 65,588 69,392 69 12 Associate Professor 95.5 -3,101 63,588 69,392 69 15 Associate Professor 7 98.6 -1,581 62,518 64,199 18 9 Associate Professor 7 98.6 -1,168 62,518 64,199 18 9 Associate Professor 7 98.6 -1,168 62,518 64,199 18 9 Associate Professor 7 98.6 -1,168 62,518 64,199 18 9 Associate Professor 7 98.6 -1,168 81,210 82,355 52 19 Associate Professor 8 98.2 -1,063 59,064 60,127 86 14 11 850 14 15 11 11 11 11 11 11 11 11 11 11 11 11	40.06 Geological & Earth Sci/Geosciences	Assistant Professor	6	112.6	11,199		88,555	8		Co
Associate Professor 1 90.4 -6.841 64,052 70,893 29 9 1	45.06 Economics	Associate Professor		87.5	-8,283		66,373	38	-	-
Associate Professor   1   90.4   -6,841   64,052   70,893   29   91     Associate Professor   2   95.7   -3,614   81,282   84,896   52   11     Associate Professor   1   97.4   -1,681   65,588   68,689   32   7     Associate Professor   1   97.4   -1,681   62,384   60,392   63   15     Associate Professor   1   98.5   -1,071   63,362   64,433   128   18     Associate Professor   1   98.1   -1,064   63,459   64,523   16   8   11     Associate Professor   2   98.2   -1,064   63,459   64,523   16   8   11     Associate Professor   3   100.0   11   65,854   65,034   15   11   11     Associate Professor   4   99.3   -1,071   63,362   64,433   128   14   11     Associate Professor   5   98.8   -7,43   62,605   63,348   15   14   11     Associate Professor   1   100.0   100   65,314   65,854   59   17   11     Associate Professor   1   100.0   100   65,314   65,854   59   17   11     Associate Professor   1   100.0   100   65,314   65,854   59   17   11     Associate Professor   1   100.0   100   65,314   65,854   59   17   11     Associate Professor   1   100.0   100   65,314   65,854   13   15     Associate Professor   1   100.0   100   65,314   65,854   13   15     Associate Professor   1   100.0   100   65,314   65,854   13   15     Associate Professor   1   100.0   100   65,314   65,854   13   15     Associate Professor   1   100.0   100   65,314   13   17   20     Associate Professor   1   100.0   100	13.04 Ed Administration & Sunervision	Associate Professor	2	89.1	-7,872		72,407	38	2	-
Associate Professor	SCIENCES AND SLIDBODT	Associate Professor	-	90.4	-6,841	64,052	70,893	29	3	-
Associate Professor         4         95.5         -3.101         65.588         68,689         32         7           Associate Professor         1         97.4         -1,681         62,518         60,392         63         15           Associate Professor         7         98.3         -1,538         63,498         66,036         91         1           Associate Professor         7         98.3         -1,014         61,210         82,356         91         1         1           Associate Professor         1         98.3         -1,014         61,452         1	50	Associate Professor	5	95.7	-3,614	81,282	84,896	52	-	
Associate Professor         1         96.7         -2.008         58,384         60,392         63         16           Associate Professor         4         97.6         -1,681         62,518         64,199         18         9         16         9         16         9         16         16         9         16         16         16         9         16         17         16         17         16         17         16         17         16         17         16         17         16         17         16         17         17         17         17         17         17         17         17         17	45.10 Political Science & Government	Associate Professor	4	95.5	-3,101	65,588	68,689	8	100000000000000000000000000000000000000	1
Associate Professor         4         96.6         -1,681         62,518         64,199         18         9           Associate Professor         7         98.6         -1,145         81,498         65,036         19         19           Associate Professor         4         98.3         -1,145         81,362         64,433         12         9           Associate Professor         1         98.4         -1,064         63,459         64,523         12         1         1           Associate Professor         6         98.2         -1,065         59,064         60,127         16         1	13.10 Special Ed & Teaching	Associate Professor	2	96.7	-2,008	58,384	60,392	63		18
Associate Professor 7 98.5 -1,538 63,498 65,036 81 16 Associate Professor 7 98.5 -1,145 81,210 82,355 52 9 Associate Professor 6 98.2 -1,064 63,459 64,523 126 16 16 Associate Professor 6 98.8 -7,1064 63,459 64,523 126 16 16 Associate Professor 6 98.8 -7,1063 59,064 60,127 86 14 Associate Professor 1 99.2 -540 65,344 115 16 Associate Professor 1 100.0 19 59,635 69,635 69,616 50 10 Associate Professor 1 100.0 19 69,635 69,616 50 10 Associate Professor 1 100.0 363 61,337 62,137 29 5 10 Associate Professor 1 100.1 363 61,337 62,137 29 5 10 Associate Professor 1 100.1 363 61,337 62,137 29 5 10 Associate Professor 6 100.1 363 61,337 85,149 133 17 29 Associate Professor 6 100.1 1,351 85,747 84,396 47 9 2 Associate Professor 6 102.3 1,459 64,953 63,494 133 17 29 Associate Professor 2 104.6 2,753 62,420 59,657 27 11 2	(40.05 Chemistry	Associate Professor		97.4	-1,681	62,518	64,199	18		2
Associate Professor   1   145   14	14.19 Mechanical	Associate Professor	4	97.6	-1,538	63,498	65,036	9		24
Associate Professor   1   98.3   -1,071   63,362   64,433   126   16     Associate Professor   1   98.4   -1,064   63,459   64,523   16   18     Associate Professor   1   99.2   -540   65,314   65,854   59   17   18     Associate Professor   1   99.2   -540   65,314   65,854   59   17   18     Associate Professor   1   100.0   19   69,635   59,616   50   10     Associate Professor   1   100.0   19   69,635   59,616   50   10     Associate Professor   1   100.1   1351   85,747   84,396   47   9     Associate Professor   1   101.4   855   60,177   69,325   50   10     Associate Professor   1   101.4   855   60,177   69,325   50   10     Associate Professor   1   101.6   1,351   85,747   84,396   47   9     Associate Professor   2   104.6   2,753   62,420   59,657   27   11   22     Associate Professor   2   104.6   2,753   62,420   59,657   27   11   22     Associate Professor   2   104.6   2,753   62,420   59,657   27   11   22     Associate Professor   2   104.6   2,753   62,420   59,657   27   11   22     Associate Professor   2   104.6   2,753   62,420   59,657   27   11   22     Associate Professor   2   104.6   2,753   62,420   59,657   27   11   22     Associate Professor   2   104.6   2,753   62,420   59,657   27   11   22     Associate Professor   2   104.6   2,753   62,420   59,657   27   11   22     Associate Professor   2   104.6   2,753   62,420   59,657   27   11   22     Associate Professor   2   104.6   2,753   62,420   29,657   27   11   22     Associate Professor   2   104.6   2,753   62,420   29,657   27   11   22     Associate Professor   3   104.6   2,753   62,420   29,657   27   11   22     Associate Professor   3   104.6   2,753   62,420   29,657   27   11   22     Associate Professor   4   104.6   104.6   104.6   104.6   104.6   104.6     Associate Professor   4   104.6   104.6   104.6   104.6   104.6     Associate Professor   4   104.6   104.6   104.6   104.6     Associate Professor   5   104.6   104.6   104.6     Associate Professor   5   104.6   104.6     Associate Professor   5   104	[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	Associate Professor	<del> </del>	20.0	-1,145	81,210	82,355	52		28
Associate Professor 6 98.8 -1,004 65,004 60,107 66 14 Associate Professor 6 98.8 -1,003 65,005 60,107 66 14 Associate Professor 1 99.3 -502 83,573 84,165 17 5 Associate Professor 1 99.2 540 65,314 65,854 59 17 Associate Professor 1 100.0 19 69,635 69,616 50 10 Associate Professor 1 100.2 116 62,247 62,131 29 5 17 Associate Professor 1 101.4 855 60,177 69,322 45 11 12 Associate Professor 6 102 3 1,459 64,953 63,494 133 17 Associate Professor 7 101.6 1,351 85,747 84,396 11 12 Associate Professor 7 101.6 1,351 85,747 84,396 11 12 Associate Professor 7 101.6 1,351 85,747 84,396 11 12 Associate Professor 8 101.6 2,763 62,493 63,494 133 17 Associate Professor 2 104 6 2,763 62,420 59,657 27 11 2	45.02 Anthropology	Associate Professor	4 .	500	170,1-	63,362	64,433	126	,	9
Associate Professor	54.01 History	Associate Professor		20.4	-1,064	63,459	64,523	16	·	34
Associate Professor   1   100.0   15   16   17   16   16   17   16   17   16   17   16   17   16   17   16   17   16   17   17	[42] PSYCHOLOGY	Associate Professor	0	98.2	-1,063	59,064	60,127	98	12	37
Associate Professor 1 99.2 -540 65,314 65,854 59 17 6 17 6 17 6 17 6 17 6 17 6 17 6 17	14.35 Industrial	Associate Defessor	ρ .	20.00	-743	62,605	63,348	115	13	40
Associate Professor   1 99.2   -540   65,314   65,854   59   17     Associate Professor   1 100.0   116   62,247   62,131   29   5     Associate Professor   1 100.6   363   61,930   61,567   81     Associate Professor   1 101.4   855   60,177   59,322   45   11     Associate Professor   8   101.6   1,351   85,747   84,396   47   9     Associate Professor   6   102.3   1,459   64,953   63,494   133   17   2     Associate Professor   2   104.6   2,763   62,420   59,657   27   11   2	The second secon	Associate Drefersor	+	29.3	-592	83,573	84,165	17	14	44
Associate Professor 1 100.0 19 59,635 59,616 so 10 Associate Professor 1 100.2 116 62,247 62,131 29 5 Associate Professor 1 100.4 855 60,177 59,32 45 11 Associate Professor 8 101.6 1,351 85,747 84,396 47 9 Associate Professor 6 102.3 1,459 64,953 63,494 133 17 Associate Professor 7 101.6 1,351 86,747 84,396 47 9 Associate Professor 2 104 6 2,763 62,420 59,657 27 11 2	And designate the professional and the foreign of the control of the professional and the control of the contro	Associate Design		39.5	-540	65,314	65,854	59	15,	47
Associate Professor   1 100.2   116 62.247 62.131 29 5	Wethods	Associate Designation	, N	0.001	6	59,635	59,616	20	16,	50
Associate Professor   1 (10.0)   363   51,930   61,567   50   9	The same of the sa	Associate Professor	<u> </u>	100.21	116	62,247	62,131	29 5	17.	53
10.14   855   60.177   59,322   45   11     Associate Professor	The second of th	Associate Dreferen		970.0	363	61,930	61,567	50	18,	57
Associate Professor	A STATE OF THE PARTY OF THE PAR	Associate Professor		4.01.4	855	60,177	59,322	45 11	19	90
Associate Professor 2 104.6 2,763 62,420 59,657 27 11 Associate Professor 104.6 2,763 62,420 59,657 27 11	A STATE OF THE PARTY OF THE PAR		0 1 0	0.00	100,	85,747	84,396	47 9	20,	63
Associate Professor		Associate Professor	2 -	104.6	2 763	62,423	50,494	133 17	21,	99
		Associate Professor		106.1	2000	02,420	/69'60	27 11	22	69

	AVERAGE SALARY DAY	<u>s</u>							
12.00.07	Codemile	<u>g</u>	% gwn	Sump		CUPA		Avorage Salary	Average Salary
JOUNT FINE & STUDIO ART	Associate Professor	1	107.4	4 326	63 180	E9 054			Percentiles
19. 13 actulogy	Associate Professor	2	111.5	<u>.</u>	1	20,000	20		76
14 NO DOMAGOS	Associate Professor	2	108.3		1	103 265	57 14		79
15.00 Ivalidities	Associate Professor	2	114.5	8 7.12		200,200	_i_		82
52 42 Met Information R. P. S.	Associate Professor	-	109.1	9 288	110 825	104 697	24 6		86
52.14 Modernation Sys & Stycs	Associate Professor	3	1124	1		101,337			89
12.11 Walkellig	Associate Professor	2	113.9		105.058	00 440	150		92
13 Of Ed Adminit, Will a Operations	Associate Professor	3	118.9	17 712		93,110	97	30,	95
15.57 LV AUTIII IISII AIIDI & SUDEIVISION	Professor	-	77.0	1	1	000,000	i	-	66
143.00 Eculionics 109 01 Communication & Modia Studias	Professor	4	9.06	-8.671	83.813	90,329	3 5		2
138 04 Dhilosophy	Professor	-	90.0		1	78.056	!	200	0
CLOSED TO SECTION OF THE PROPERTY OF THE PROPE	Professor	2	91.0			70 995	7 6		
142, F3T CHULOGY 14 25 Indication	Professor	4	93.0		1	R3 066	1	4,	15
	Professor	G	948	1	1	104 270	5 1 5	5)(	D
root Files	Professor	-	03.5	1	ì	1,000	2 !	0	23
Lead English Language AND LITERATURE/LETTERS	Professor	2	94.3	1	1	77 350	7	5	27
440.00 Chemistry	Professor	2	96.7	1	1	500,11	143	ξ	31
40.06 Geological & Earth Sci/Geosciences	Professor	4 -		ļ		87,080	88	ດົ	36
14.10 Electrical, Electronics & Communications	Doctor	1	23.3		_ [	81,899	32	10	40
50.07 Fine & Studio Art	ILIOIESSOI	4	100.1	134	. 1	106,059	22	+	44
14.19 Mechanical	Froiessor	-	100.4			76,161	_	12,	AR
127.1 MATHEMATICS AND STATISTICS	Professor	æ	100.9		106,939	105,975	74 10	13,	52
(11.1 COMPLITER AND INFORMATION SCIENCES AND STIPPOST SERVICES	Professor	6	101.4		Š.,	80,267	!	14,	56
	Professor	က	101.8	-	105,401	103,524	1	15.	61
45.11 Sociology	Professor	6	103.9	3,304	87,150	83,846	68 15	16,	65
45.10 Political Science & Government	Professor	က	104.4		84,140	80,621	36 13	17.	80
40 08 Physics	Professor	е	104.6		84,071	80.390	54 14	18.	167
45.02 Anthronology	Professor	4	105.4		88,018	83,548	L	19	77
52 02 Admin Mat 9 0 - 41	Professor	-	107.8	6.429	88.858	R2 429	_	000	
13 13 Toorbot Ed 8 Der O. B. E.	Professor	2	108.3		116.620	107 690	67 12	24	000
52 03 Accounting & Delpta See	Professor	2	118.7	15,771	100.151	84 380	2 8	22	000
rect and continued a related SIVES	Professor	4	1193	22 703	140 042	140 040		777	an
ILEN, BIOLUGICAL AND BIOMEDICAL SCIENCES	Professor	3	1414	35 194	120,012	10,019	52 12	8	94
		-		5	2 13603.	in (0,00	_	70/	200

	MEDIAN SALARY DATA								
	Code/Title		SUMD- SCUPA	Dbn Med	CUPA Median	身	Z	Median Salary N Sort	Wedlan Salary Percentiles
13.04 Ed Administration & Supervision	Assistant Desformer					翮.			
13.10 Special Ed & Teaching	Assistant Drofocou	- 0	6705	23,472	57,001	4	F	-	
45.06 Economics	Assistant Professor	7	1167-	000'10	78,87		1	2	
[27.] MATHEMATICS AND STATISTICS	Assistant Professor	1	15/3	52,000	5/900	1		<u>ي</u>	
[42.] PSYCHOLOGY	Assistant Professor	-	1474	52 225	502,444	1	1	4	
52.08 Finance & Financial Mgt Srvcs	Assistant Professor	7	-031	00,400	100 520	1	5	ň	
[13.] EDUCATION	Assistant Professor	+	-7.8g	51 810	50,00		5 0	1 0	21
13.12 Teacher Ed & Prof Dev, Levels & Methods	Assistant Professor	-	740	53 570	54.045	-	L	-	22
40.08 Physics	Assistant Professor	,	2	53 695	202.53	1		ō	7
16.09 Romance	Assistant Professor	0	0	54 64B	54 646	į.	<u>.</u>	20 0	5
14.19 Mechanical	Assistant Professor	u m	102	73 703	73 601	22 05	7	9	H C
(26.) BIOLOGICAL AND BIOMEDICAL SCIENCES	Assistant Professor	ın	151	55 125	74 97	1	1	=   ¢	35
13.13 Teacher Ed & Prof Dev, Subjects	Assistant Professor	z,	477	54.354	53 877	1	o a	13	45
14.10 Electrical, Electronics & Communications	Assistant Professor	m	1125	77.860	76.735		5 6	14.	7
45.02 Anthropology	Assistant Professor	-	1136	52.060	50 924	1	n d	ı,	000
145. TO Pollical Science & Government	Assistant Professor	2	2805	53,729	50.924	47	12	9	27.0
45.11 Sucibingy	Assistant Professor	2	3170	53,848	50.678	1	14,	17	0
19.01 Elliquislic, Comp & Rel Studies & Srycs	Assistant Professor	-	3278	52.564	49.286	1	ď	, œ	95
EN OF LINES.	Assistant Professor	3	3808	53,186	49,378	112	16:	6	68
57.0 O Find & Child A A	Assistant Professor	2	5444	54,254	48,810	1	13,	20,	72
	Assistant Professor	2	5659	53,200	47,541	1	12,	21	76
Og of Commission & Media States	Assistant Professor	9	5878	83,558	77,680	45	  =	22	67
52 12 Mai Information Cara Practice	Assistant Professor	+		55,485	49,292	41	111	33	83
152 02 Appointing 9 Dolland Plans	Assistant Professor	2	6627	98,941	92,314	15	5,	24,	87
52 02 Admin Mot & Operations	Assistant Professor	-		102,853	96,145	22	121	25,	91
52 14 Marketino	Assistant Professor	3	,	100,000	89,600	63	4	38,	94
45.06 Fconomics	Assistant Professor	2		103,295	90,706	21	10	27,	98
40.06 Geological & Farth Sci/Canardanas	Associate Professor	2	-8063	64,535	72,598	38	12,	  -	
TENICES AND SHORD TANGET	Associate Professor	-	-7993	58,090	66,083	38	10	2,1	4
52 02 Admin Mat & Operations	Associate Professor	5	-3335	79,191	82,526	52	1	က်	80
13 10 Special Ed & Teaching	Associate Professor	3	-3048	90,563	93,611	56	13,	4	1
13.04 Ed Administration & Supervision	Associate Professor	-	-2108	62,518	64,626	18	6	ري ا	14
14.19 Mechanical	Associate Professor	-	1	64,052	62,929	29	9.	ا ق	17
[26.1 BIOLOGICAL AND BIOMEDICAL SCIENCES	Associate Professor	7	- 1	79,355	81,120	25	9,	7	21
	Associate Professor	4	- 1	63,339	64,565	-	16;	ထ်	24
IZZ. I MATHEMATICS AND STATISTICS	Associate Professor	4	- !	62,759	63,893	81	16,	6	27
45.10 Political Science & Government	Assuciate Professor	9	i	63,075	63,301	133	17,	10,	30
13.13 Teacher Ed & Prof Dev Subjects	Assuciate Professor	2	_	58,384	58,573	63	5	111	33
13.12 Teacher Ed & Prof Dev. Levels & Methods	Associate Professor	4	(.	65,501	65,588	33	7,	12,	37
[42] PSYCHOLOGY	Associate Professor	-	_[	62,247	62,247	53	ű	13,	40
16.01 Indulatic Comp & Rel Studies & Spice	Associate Professor	9	- 1	62,893	62,438	115	16,	14,	43
54.01 History	Associate Professor	-		60,177	59,655	45	ļ Į	<del>ا</del> رِيُ	46
09.01 Communication & Media Studies	Associate Professor	9	_	60,309	59,782	98	14,	16,	50
40.08 Physics	Associate Professor	3		60,102	59,561	25	10,	17,	53
113.1 EDICATION	Associate Professor	-		65,314	64,004	65	17,	18,	56
38 01 Philosophy	Associate Professor		1531	61,930	60,399	23	6	19,	59
14.10 Flectical Flectionice & Commissions	Associate Professor	2	_	62,420	60,708	27	11,	20,	63
14.35 Industrial	Associate Professor	89		86,562	84,598	47	on on	24	99
(23.) ENGLISH LANGUAGE AND LITERATHER ETTERS	Associate Professor	4	1988	85,561	83,573	17	ທີ່	22	69
45.02 Anthropology	Associate Professor	4		61,819	59,647	148	16	23	72
The state of the s	Associate Professor		2353	63,459	61,106	16	9.	24.	75
					Commence School and September 1	CONTRACTOR PARTY	And in case of the case of the case of	- Contraction	

CESF Report 2009 Graphs and Dala-4 Budget Services 2/26/2009

50.07 Fine & Studio Art 52.08 Financial Mgt Srvss					一世 日本		THE PARTY OF THE P	The second secon	
50.07 Fine & Studio Art 52.08 Finance & Financial Mgt Srvcs	いたがいないできないというというというというという	STATE OF STREET					Medik	<b>.</b>	
52.08 Finance & Financial Mgt Srvss	Code/Title	d <sub>N</sub>	SCUPA	四語			Salary	V Median Sal	E
FO DO A COLLEGE OF THE PARTY OF	Associate Professor	-	500	6 63 180	58 17A	≅	THE STATE OF THE S	A SKY SUL	
COLOR OF COL	Associate Professor	2	6406	1	1	27 62	13;	100	2
16.09 Romance	Associate Professor	-	6546	-	Ι.	70	, in the	169	82
45.11 Sociology	Associate Professor	2	8865	1		36.00		(77)	82
52.14 Marketin	Associate Professor	2	9654	1		1	1017	9 8	88
59 12 Mai Information S. to 8 Section 2010	Associate Professor	2	12758	1		1		ROS	6
11 Of Ed Administration 8 S	Associate Professor	E	19775	1		1		30,	8
19.04 Ed Aufillianauon & Supervision	Professor	-	-22AR	1	102,029			] [3]	88
143 40 Capaiol Ed 9 T	Professor	0	-7677	1	1	2 2	B <sub>1</sub>		7
TA 1 DEVOLUTION	Professor	1	-5870	1	1	1	11:	- <del> </del>	9
(45.) PSYCHOLOGY	Professor	4	5617	1		- 1	7,	3	7
43.00 Economics	Professor	-	100	1	Ì	104	16,	4	13
U9.01 Communication & Media Studies	Decoration	4	-4/bz	-	89,570	0 53	14.	5,	19
[23.] ENGLISH LANGUAGE AND LITERATURE/LETTERS	Despire	1	-4/38	1		9 40	10,	9	23
	riolessor	2	-2360		75,310	0 143	16,	7.	27
40.05 Chemistry	Professor	9	-1424	995,76		0 15	ı,	000	3
50.07 Fine & Studio Art	Professor	2	-896			1	17,	o d	- 2
14.10 Flectrical Flectronice & Communications	Professor	-	3	76,453	76.453	1			8
14.19 Mechanical	Professor	4	459	Ľ	1	1		5/4	₹:
197 ) MATHEMATION AND OTATIOTICS	Professor	8	717	1		1	-	-10	4
1		6	931	80.069	1	4 40	101	77	48
45 11 Sociology		m	1396		1	-1		2012	77
54.01 Highory	Professor	Э	3481	L.		1		± ]±	8
40.08 Physics	Professor	3	4057	86,957		9 68	,	2) (2	5 0
45 10 Political Science & Contrament	Professor	4	4239		1	1		100	0
40 Of Goobaical & East Pario	Professor	3	4513	Ĺ		1		5	6
45.02 Anthropology	Professor	-	4896	1	76 950	50	141	igi Quantitati	2
CO CALLES A LE B CO.	Professor	-	64B2	1	276 60	1		100	3
Oz.uz Agrilli, Wgl & Uperations	Professor		7400	1	7/6,20	- 1		5	81
22.03 Accounting & Related Sivis	Professor	7	001		109,512	- 1	13, 2	<u>.</u>	86
13.13 Teacher Ed & Prof Dev, Subjects	Diofessor	4	(519		120,533	52	12, 2	2	90
I[26.] BIOLOGICAL AND BIOMEDICAL SCIENCES	Occasion in	7	18/10	1	81,441	1		3	94
TO A A SOCIAL TO THE WORK OF THE PARTY AND ADDRESS OF THE SOCIAL PROPERTY OF THE PARTY AND ADDRESS OF THE PARTY AND ADDRE	Jrrolessor	3	23614	103,832	80,218	88	16.	ر ا	8

Assistant Professor   1   S5477   S5287   S5287   S5081   S7001   S7		CUPA DATA RANKED AND SORTED	9	A. Foeu	. Salany	В. Сот	B. Comparison Group Statistics Reported Average Salari	oup Statis Verage Sa	(Fg (Fg)	uo pa		A's Avg. as B's	s % of		end of the Market	ter de month de copies (marches)	
The Companies of the		Code/Title	差			Average	Median	Minimum	ı Maximu			erage N	fedian	ĸ	6	*	S
Assistant Professor   Control   Co	Ed Administration & Supervision Teacher Ed & Prof Dev, Levels & Metho			53,472	53,47.					<b>B</b>	=	94.0	93.8	53.884			
Assistant Professor   1 53,085   53,085   63,535   53,595   53,5	Mechanical		3	68,730	-	Ì			i		9	94.2	99.2	52,382			
AutoSTATURINGS   Aussistant Professor   2 5/3100   5/1400   5/3200   5/340	Physics Special Ed & Tonching	Assistant Professor	-	53,695			1			3 4	14	95.1	93.4	69,092	71,967		
ADDIVEDICAL SCIENC   Assistant Professor   1 53,910   51,810   51,810   51,810   51,410   5	DUCATION	Assistant Professor	2	51,000						8 2	2 /	95.6	200.0	54 754	53,344		
Delicity   Comment   Assistant Professor   5 65.000   51.000   5	ATHEMATICS AND STATISTICS	Assistant Professor	- -	53 901	+	1	1			6 40	В	95.9	98.5	49,416	51.346	56 534	58 446
Vale   March	Economics		- -	65,000	65,000		1		1	8 92	16	96.0	97.2	53,834	54,294		1
Assistant Professor	OLOGICAL AND BIOMEDICAL SCIEN		5	54,587	55,125					1	4 6	96.1	97.2	63,645	64,494		
Auto-Ber, Subjects   Austriant Professor   4 54,472 5,434   54,425   54,427   46,426   54,472   47,512   54,472   57,524   54,472   57,547   54,472   57,547   54,472   57,547   54,472   57,547   54,472   57,547   54,472   57,547   54,472   57,547   54,472   57,547   54,472   57,547   54,472   57,547   54,472   57,547   54,472   57,547   54,472   57,547   54,472   57,547   54,472   57,547   57,5	SYCHOLOGY	Assistant Professor	4	98,414	309'66		,	1	-		9 6	97.4	99.3	52,153	54,587	59,213	
Assistant Portessor   2	Feacher Ed & Prof Dev. Suhjects	Assistant Professor	7	54,767	53,236				L	2 76	13.	99.8	100.1	52.384	53 778	103,813 55,755	
Assistant Professor 1 52,000 52,000 50,000 60,024 46,755 54,743 20 10,000 60,000 60,000 40,700 60,000 40,700 60,000 40,700 60,00	Romance	Assistant Professor	2 0	51 646	54,354	-				7 39	8	100.0	101.1	50,476	52,823	57.004	59 983
Abelland Struction         Assistant Professor         2         53.729         53.729         50.520         63.729         63.721         63.720         63.721	Anthropology	Assistant Professor	- 1	-10	52,040	i				6 22	7	100.9	100.0	50,502	51,558	51,988	-
Model Studies & Stuces   Assistiant Professor   3   52,326   53,146   50,220   46,376   50,346   50,	Political Science & Government		2	53,729	53,729		l			1	æ ;	102.8	102.2	47,979	49,982	52,295	
Assistant Professor   1 (102,863 109,41 99,91 1 (101,41	VICTORING & POLICE AND LITERATURE		3	N						1	7 4	104.2	105.5	49,468	50,247	54,310	
Assistant Professor   2, 53,484   53,446   51,123   56,076   61,575   61,675   61,	Act Information Svs & Space	Assistant Professor	-	$\Omega$	4						12	104.4	107.0	95 250	95,804	102 520	52,784
& Redia Studies & Screen Assistant Professor         2 77,300         77,300         71,72         9,17         9,17         10,102	ociology	****	2 0	nia	98,941						ı,	105.0	107.2	92,007	92,191	98 941	99,799
O. K. Fel Studies & Sives         Assistant Professor         1         62,564         61,254         61,254         61,254         61,254         61,254         61,254         61,254         61,264         61,2	lectrical, Electronics & Communications		9 6	nin.	77 860	1	1	İ	58,87		14	105.3	106.3	48,043	50,234	54.375	54 571
Masistant Professor   2 64.254 54.264 51.204 48.810   45.629 55.500   46.10   100.2     Assistant Professor   2 63.200   83.264 51.204   48.810   45.629 55.500   46.11   100.2     Assistant Professor   2 63.200   83.264   47.811   46.677 51.204   45.629   47.810   47.811     Assistant Professor   2 63.200   47.810   47.811   46.677 51.204   47.811	inguistic, Comp & Rel Studies & Srvcs		-	-10	52.564				78,24	i	6	106.2	101.4	69,255	74,610	77,800	77,931
National Studies   Associate Professor   2   32.00   53.200   48.707   47.541   45.577   53.200   45.101   100.2   1	istory	Assistant Professor	2	-	54,254		48,810	-	32,35 56,06	g 2	6	107.2	106.7	47,908	48,926	50,979	51,387
Media Studies         Assistant Professor         2 53,200         53,200         53,100         53,200 <td>MANULER AND INFORMATION SCIEN</td> <td>VIASsistant Professor</td> <td>ω</td> <td>1-41</td> <td>83,558</td> <td>İ</td> <td>77,680</td> <td>69,519</td> <td>86.00</td> <td>8 4</td> <td>2 =</td> <td>108.4</td> <td>111.2</td> <td>48,190</td> <td>48,392</td> <td>51,446</td> <td>53,131</td>	MANULER AND INFORMATION SCIEN	VIASsistant Professor	ω	1-41	83,558	İ	77,680	69,519	86.00	8 4	2 =	108.4	111.2	48,190	48,392	51,446	53,131
Associate Professor   Associate Professor   2 103.245   50,121   49,222   47,196   55,486   41   11   110,77     Perallons	Ommunication & Media Studies	Assistant Professor	2	53,200	53,200		47,541	45,677	53,200	29	12	109.2	1119	47 107	47 307	069,18	82,482
Associate Professor   1	arketing	Assistant Professor	- 6	103 205	55,485		49,292	47,196	55,48	4	=	110.7	112.6	48,163	49,016	51323	51 479
Associate Professor   1 58,090   58,000   66,373   56,083   58,000   76,700   36   14   112     Associate Professor   2 64,335   64,635   72,407   72,598   61,660   76,700   36   17   36   18     Associate Professor   4 64,035   64,035   64,035   65,588   61,660   76,700   36   17   36   18     Associate Professor   5 61,282   70,191   64,985   65,588   61,660   76,700   36   75   36   17     Associate Professor   2 68,384   60,392   58,738   70,129   62,133   70,129   62,140     Associate Professor   4 63,484   62,518   65,588   63,687   65,289   61,728   70,129   62,141     Associate Professor   5 61,086   63,489   60,405   63,482   66,418   64,482   66,418	Imin, Mgt & Operations	Assistant Professor	3 6	99.754	100 000	1	90,706	82,748	103,29	21	-	11.7	113.9,	86,661	88,665	690'66	99,752
Associate Professor 2 64,535 64,535 72,407 72,598 61,680 80,672 8 12 87.1	sological & Earth Sci/Geosciences	Associate Professor	-	58,090	58,090	66,373	66.083	58.090	76 76	8 8		112.6	111.3	83,641	88,157	95,074	95,750
Associate Professor   1 64,022   64,052   70,893   65,929   61,787   92,153   29   90,41     Associate Professor   2 65,588   66,381   66,588   66,787   62,778   32   7 95,5   1 95,5     Associate Professor   2 68,384   60,392   64,199   64,626   65,728   63,787   62,178   32   7 95,5   1 95,5     Associate Professor   2 68,384   60,392   64,189   64,626   65,728   63,189   63,728   18 9 97,4     Associate Professor   2 63,382   63,383   64,433   64,627   63,883   53,287   63,887   63,887   63,887   64,189   64,627   65,737   64,187   65,741   65,741   65,741   65,741   64,189   64,627   64,189   64,627   64,189   64,627   64,189   64,627   64,189   64,627   64,189   64,627   64,189   64,627   64,189   64,627   64,189   64,627   64,189   64,627   64,189   64,627   64,189   64,627   64,189	Administration 8 Superginian	Associate Professor	2		64,535	72,407	72,598	61,680	80.672	3 8		89.1	SR G	60,383	74,000	59,687	70,427
Associate Professor   Associate Professor	acher Ed & Prof Dev Strinerts		- -		64,052	70,893	62,929	61,787	92,153	29	6	90.4	97.2	64 052	65 232	00/0/	11,202
& Government         Associate Professor         2         58,384         58,384         66,389         66,326         80,462         95,725         52         11         95,7           aching         Associate Professor         1         62,518         62,578         66,136         63,893         53,230         80,865         11         95,7           Associate Professor         6         59,064         60,309         60,127         59,785         55,462         60,243         66,14         98,27         1         97,4           Associate Professor         6         59,064         60,309         64,126         54,155         78,323         60,432         16         98,27         1         98,2         1         98,2         1         98,2         1         98,2         1         98,2         1         98,2         1         98,2         1         98,2         1         98,2         1         98,2         1         98,2         1         98,2         1         98,2         1         98,2         1         98,2         1         98,2         1         1         1         1         1         1         1         1         1         1         1         1	APUTER AND INFORMATION SCIENCE		4 11		70 101	68,689	65,588	58,108	82,178	32	7	95.5	100.01	63,584	65.246	73.891	74 783
Associate Professor 1 62,518 62,518 64,135 55,462 66,243 84 8 96.7   12,123 63 15 96.7   12,123 63 15 96.7   13,123 63 15 96.7   14,123 94.4   14,123 94.4	ilical Science & Government		2	58,384	58.384	60,395	52,526	80,462	95,725	25	=	95.7	98.5	81,427	81,935	86,604	89,675
Associate Professor         4         63,49e         62,75g         65,036         63,893         53,782         65,462         66,243         es         97,64           D BIOMEDICAL SCIENC         Associate Professor         4         63,38g         60,127         59,782         55,462         66,243         es         14         98,2         1           Associate Professor         7         63,45g         63,45g         64,556         54,156         78,935         126         16         97,6         1           Associate Professor         7         63,45g         63,45g         64,556         64,156         74,106         96,530         22         98,8         1           Associate Professor         6         62,605         62,846         60,402         54,826         64,106         51,707         78,813         11         16         98,8         1           Associate Professor         6         62,605         62,846         60,102         59,616         60,389         64,828         64,828         64,828         61,707         78,811         16         98,8         1           Associate Professor         1         65,314         62,247         62,136         62,136         62,632	ecial Ed & Teaching	Associate Professor	-		62,518	64,199	64 626	56.076	60,129	83		96.71	-  -	58,015	58,494	63,316	64,113
Associate Professor   Associate Professor	emistry for	Associate Professor	4		62,759	65,036	63,893	53.230	80,865	2 2		97.4	30.7	62,518	63,190	67,719	67,927
Associate Professor   1 63,459   64,433   64,565   54,155   78,935   126   16   98,3	OGICAL AND BIOMEDICAL SCIENCE	Associate Professor	9		606,00	60,127	59,782	55,462	66,243	88		98.2		58 282	50 207	61,006	68,967
Associate Professor 7 81,210 79,355 81,723 61,106 51,773 84,402 16 6 98.4  Associate Professor 7 81,210 79,355 81,120 74,106 96,530 62 98 86  Associate Professor 1 65,314 65,314 65,848 62,488 81,021 15 16 98.8  Associate Professor 2 59,655 62,003 83,573 77,823 94,649 17 99.2  Associate Professor 1 62,247 62,131 62,247 62,131 62,548 10 100.0  Associate Professor 1 62,247 62,131 62,247 64,801 29,648 10,000  Associate Professor 1 60,177 60,177 60,178 69,655 65,825 62,159 14 100.2  Associate Professor 1 60,177 60,177 69,322 59,656 84,868 74,778 50 9 100.6  Associate Professor 1 60,177 60,177 69,322 59,655 65,825 62,159 14 101.4  Associate Professor 2 64,953 63,075 63,494 63,301 65,344 71,853 13 7 102.3  Associate Professor 2 62,420 62,420 63,494 63,301 65,349 71,1538 13 7 102.4  Associate Professor 2 62,420 62,420 69,675 60,708 60,359 65,855 14 101.4  Associate Professor 2 62,420 62,420 69,675 60,708 60,351 66,593 27 11 101.4  Associate Professor 3 63,341 61,819 59,709 69,675 60,399 65,856 14 106,50 10.6  Associate Professor 4 63,341 61,819 59,709 69,709 60,359 65,255 148 16 106.1 100.1	Ihropology	Associate Professor	4 +		63,339	64,433	64,565	54,155	78,935	126	16	98.3	1	60,930	63.362	67 001	67,473
Associate Professor 6   62,605   62,803   61,120   74,106   96,530   62   98 6     Associate Professor 1   65,314   65,314   65,814   61,624   61,707   77,813   115   16   98 8     Associate Professor 2   62,247   62,148   62,148   62,	chanical	Associate Professor	- -	84 2409	70,459	64,523	61,106	51,773	84,402	16			i	59,936	60.973	66.551	70,880
Associate Professor   Associate Professor	CHOLOGY	Associate Professor		62 605	69 803	82,333	81,120	74,106	96,530	52			1	77,779	79,448	84.576	87 153
Associate Professor         4         83,573         85,561         84,165         84,165         81,573         94,226         81,024         59,17         99,2           of Dev, Levels & Method Associate Professor         3         59,635         60,102         59,615         50,636         55,030         62,545         50,10         100.0           Associate Professor         1         62,247         62,247         62,131         62,247         63,939         54,868         74,778         50         100.0           Associate Professor         1         60,177	ysics ,	Associate Professor	-	65.314	65 314	55.24G	02,438	51,707	78.813	115				60,295	61,844	64,943	67.816
& Media Studies         Associate Professor         3         59.635         60,102         59.617         59.617         7,023         94,949         17         5         99.3           of Dev, Levels & Method Associate Professor         1         62,247         62,247         62,131         62,247         62,645         50.00         62,545         50         10.00           Associate Professor         1         61,930         61,667         60,399         54,868         74,778         59         100.2           Inics & Communications         Associate Professor         1         60,177         60,177         59,322         59,655         55,825         62,159         41         101.6           ND STATISTICS         Associate Professor         8,67,77         86,562         84,396         84,598         73,383         92,312         47         10.6           Associate Professor         64,963         63,075         63,494         63,301         55,344         71,538         13         17         102.3           Accandale Professor         2         62,420         62,420         69,709         59,647         50,386         65,249         11         104.6	ustrial	Associate Professor	4	83.573	85.561	Rd 165	04,004 82,672	27,626	87,024	59	-		i	61,262	63,538	68,859	
Associate Professor 1 62,247 62,131 62,247 58,927 64,801 29 100.0  Rel Studies & Srvcs Associate Professor 1 61,930 61,930 61,567 60,399 54,868 74,778 59 100.2  Rel Studies & Srvcs Associate Professor 1 60,177 60,177 59,322 59,655 65,825 62,159 46 11 101.4  ND STATISTICS Associate Professor 8 85,747 86,562 84,396 63,301 55,844 71,538 131 71 102.3  Associate Professor 2 62,420 62,420 59,657 60,708 50,351 65,593 77 11 104.6  Associate Professor 4 63,341 61,819 59,709 59,647 50,398 65,265 148 16 106.1  Associate Professor 1 63,180 63,180 58,854 58,174 52,390 66,279 21 13 107.4 1	mmunication & Media Studies	Associate Professor	6	59,635	60,102	59.616	59.561	55 030	84,049 80,548	2 5			i	79,974	82,133	84,806	86,775
& Rel Studies & Srvcs         Associate Professor         1         61,930         61,567         60,399         54,868         74,778         50         9         100.6           Inics & Communications         Associate Professor         1         60,177         60,177         59,322         59,655         55,825         62,159         46         11         101.4           ND STATISTICS         Associate Professor         8         64,953         63,476         66,562         84,396         73,883         92,312         47         9         101.6           Associate Professor         2         62,420         62,420         59,657         60,708         50,351         65,344         71,538         13         7         102.3           Accentale Professor         2         62,420         62,420         59,657         60,708         50,351         65,593         27         11         104.6           Associate Professor         4         63,341         61,819         59,647         50,398         65,265         18         16         106.1           Associate Professor         1         63,180         63,180         58,854         50,398         65,265         18         16         106.1	CATION	Associate Professor	-	62,247	62,247	62,131	62.247	58.972	64 801	000			-	59,229	59,421	61,136	61,487
Inics & Communications Associate Professor 1 60 177 60 177 59 322 59 655 65,825 62,159 46 11 1014 Associate Professor 2 62,420 62,420 69,709 59,657 60,708 50,361 65,938 133 17 102.3 Associate Professor 2 62,420 62,420 69,709 59,677 60,708 60,708 65,825 65,825 11 104,6 Associate Professor 4 63,341 61,819 59,709 59,647 50,398 65,265 148 16 106,1 104,6 Associate Professor 1 63,180 63,180 58,854 58,174 52,390 66,279 21 13 1074 1		272		61,930	61,930	61,567	60,399	54,868	74.778	2 6	L		i	50,03	52,081	62,805	63,204
ND STATISTICS Associate Professor 8 85,747 86,562 84,396 84,598 73,383 92,312 47 9 1016  ND STATISTICS Associate Professor 6 64,963 63,075 63,494 63,301 55,344 71,538 133 77 102.3  Associate Professor 2 62,420 62,420 59,657 60,708 50,351 66,593 27 11 104,6  Associate Professor 1 63,180 63,180 58,854 56,174 52,390 66,279 21 13 107.4 1			-	60,177	60,177	59,322	59,655	55,825	62,159	45	Ĺ	i	ا عام	50,045	28,787	60,930	63,612
Ace AND LITERATURE Associate Professor 1 63,180 63,180 58,854 58,174 52,390 66,279 61,708 50,1708 50,308 65,265 148 16 106.1	ICS AND STATISTICS		0	85,747	86,562	84,396	84,598	73,383	92,312	47	9 10		-	82 869	83 572	85 747	89,09
AGE AND LITERATURE Associate Professor         4         63,341         61,819         59,709         59,647         50,388         65,265         14         104,6           Associate Professor         1         63,180         63,180         58,854         58,174         52,390         66,279         21         13         107,4         17		Associate Professor	0 0	62.420	63,075	63,494	63,301	55,344	71,538	133	7 10	Ľ	-	60.717	61,310	67.250	67 080
Associate Professor 1 63,180 63,180 58,854 58,174 52,390 66,279 21 13 107.4	AGE AND LITERATURE	Associate Professor	4 4	63.341	61 810	50,500	60,708	50,351	66,593	27: 1				56,238	60,649	63,361	63,628
10, 10, 10, 10, 10, 10, 10, 10, 10, 10,	& Studio Art	Associate Professor	-	63,180	63,180	58.854	58 174	52 390	65,265	148		-	-	995'89	59,158	62,926	63,196
CESH Report 2009 Graphs and Data-4	CESF Report 2009 Graphs and Data-4	1988 S. Population variety of the grade property and a series are common and the series of the serie				The second second second		1224	00,210	170	3	4	08.6	56,815	57,459	59,902	61,457

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45 11 Sociology	Associate Professor	110	1	325 101,537		90,106	111.948	3, 5	100 1		21,213	1	111,943	112,947
50 10 Mot Information C. 1. 9	Associate Professor	2 73,	3,350 73,350	350 65,804	04 63,696		93 979	1 0	144 5	146	95,700		106,549	107,499
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15 00 Demons	Associate Professor	2 106,	_			1	106.058	0 0	1100	İ	٦! **.	101,891	102,951	105,770
For us Auriginee	Associate Professor	2 68,601					68 801	2 20	2.5.4		-	92,616	97,878	98,778
22.02 Admin, Mgt & Operations	Associale Professor	3 111,	,480 90,563				111 180	2 5	0.41		1	-	65,560	67,078
The same of the same of the same of	Professor	1 69,580	<u> </u>			1	140 705	8 8	201	119.1	-	1	96,490	97,504
allon & Media Studies	Professor	1 70.268	ļ.	İ	1		10,700	3	0.77	ĺ	85,142	j	97,439	98,563
	Professor	4 83.813	1-		1		31,975		90.0		-	_	82,024	83,825
38.01 Philosophy	Professor	2 72.5	-	12 79 325	70 900	-	111,101	53	90.6		_		102,342	104,737
	Professor	4 78 050	-	Ĺ	-	1	90,394	33 11	91.0		72,561	75,781	87,133	88.570
13.10 Special Ed & Teaching	Professor	7.2	-		1	1	102,476	104 16	93.0	Í			91,201	92,126
AND LITERATURE	Professor	2 720	+	1	1	1	86,773	17 7	93.5	92.5		75,686	80,268	81.064
14.35 Industrial	Professor	080	000 07 666	1	-	1	97,872	143 16	94.3		0.3	74,847	83,465	84.310
40.05 Chemistry	Professor	200	+	14 000	08,880	1	126,239	15 5	94.8			98,448	106.647	110.565
l & Earth Sci/Geosciences	Professor	910	- -	j	1	1	118,744	_	96.7				90.781	93.891
ions	Professor	106 103	102 108 652	_	1		103,445	32 11	99.9	106.4,	74,755		87,056	92.265
50.07 Fine & Studio Art	Professor	76.7	-				118,865	57 9	100.1				114,059	115,477
	****	108.0	1		1	į	92,398	70 15	100.4	100.0	71,412	73,380	81,337	81 632
ICS AND STATISTICS		-	+	00,000	5 105,838	90,322	120,228	74 10	100.9		99,863	103,732	114,850	116.943
TER AND INFORMATION SCIENC	-	15	+	1	1		98,134	181 17	101.4	102.8	74,868	78,053	83,122	86.724
54.01 History		-	_			1	125,078	44 11	101.8	101.8	95,695	98,444	107,846	110,291
		3 84 140	40 85 466	36 80 624	4 84 005	97,004	110,498	68 15	103.9	105.1	75,993	79,852	88,974	91,256
Science & Government		-	+	1		017,80	107,795	36 13	104.4	102.6	71,688	74,269	85,717	87,714
		-	18 85 730			0/6/10	102,762	24 14	104.6	106.6	73,624	75,317	85,054	85,246
	Professor	88 858	+	į	-	00,400	89,079	03 17	105.4	108.0	76,410	80,807	89,373	93,967
Operations	Professor	116 620	-	1	1	09,700	98,882	15 6	107.8	107.9	74,773	82,134	87,298	88,858
jects		100 1	F		7 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	12,300	144, 140	67 13	108.3	106.5	98,451	107,838	113,916	114,287
52.03 Accounting & Related Srvcs		140.8	12 128 052	-		2,243	140,0151	_[	118.7	123.0	78,325	80,480	89,136	93,786
CAL SCIENC	Professor	1202	73 103 832			00,200	140,012	1	119.31	116.8	108,920	115,336	125,883	126,049
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Note: Per Department of Justice Safe Harbor Guidelines, statistics will not display when the Number of Institutions is less than 5 (too few data) or, if weighted statistics are selected, when one institution's data comprise more than 25% of the total (unb

Eastern Michigan University	University of Michigan Flint
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Ferris State University	University of Northern Iowa
Grand Valley State University	University of Toledo
Michigan Tech, University	University of Wisconsin Eau Claire
Northern Michigan University	University of Wisconsin Miwaukee
Oakland University	Wayne State University
Saginaw Valley State University Western Michigan University	Western Michigan University
Southern Illinols University Edward:	Southern Illinols University Edward Wright State University Main Campus
University of Michigan Dearborn Youngstown State University.	Youngstown State University.

## Updated: 3/28/2008

	CUPA DATA SORTED BY RANK		A. Focus Salary	Salary	В. Сопр В	B. Comparison Group Statistics (Based on Reported Average Salaries*)	up Statisti erage Salz	ss (Based irles*)	E <sub>O</sub>	A's Aug	ug. as % of Ets				
	Gode/Title	£	Average	Dbn Med	Average	Median	Minimum	Maximum	NP	Average M	Median	2	ę	¥	É
09.01 Communication & Media Studies	Assistant Professor	- 1	55,485	55,485	50,121	49,292	47,196		5	110.7	112.6				
[13.] EDUCATION	Assistant Professor	- 0	54,006	51 810	İ	1	69,519		45	109.2	-				
13.04 Ed Administration & Supervision	Assistant Professor	- -	53,472	53,472		57 001	48,235	66,146	40 t	95.9	_	1	1	1	
13.10 Special Ed & Teaching	Assistant Professor	2	51,000	51,000		53,977	46,661		1 82	94.0	92.0	51 751	53,002	58,639	58,851
13.12 leacher Ed & Prof Dev. Levels & Methods	Assistant Professor	- -	53,570	53,570	56.877	54,019	48,086	77,386	31 6	94.2		1	1_	55,441	55.765
14.10 Electrical, Electronics & Communications	Assistant Professor	2	54,472	54,354	54,487	53,877	46,188	63,767	æ	100.0	-			57,004	59,983
14.19 Mechanical	Assistant Professor	9 60	68 730	73.703	72.25	73 604	61,511	78,242		106.2	İ	i		77,800	77,931
16.01 Linguistic, Comp & Rel Studies & Srvcs	Assistant Professor	-	52,564	52,564	49,031	49,286	41,814	52.564	39 50	107.21	93.4 106.7	69,092	71,967	75,273	75,403
175.09 Komance [23.1 FNG ISH I ANGUAGE AND LITEBATUBER ET	Assistant Professor	2	51,646	51,646	51,164	51,646	47,513	54,006		100.9	ľ		l	51.988	52.054
(26.) BIOLOGICAL AND BIOMEDICAL SCIENCES	Assistant Professor	2 3	54.587	55,125	50,220	49,378	43,794	59,915	112 16	104.2	106.0		l I	52,442	52,784
[27.] MATHEMATICS AND STATISTICS	Assistant Professor	1	53,901	53,901	56,147	55.444	48.344	67 978	9 4	96.0	99.3	52,153	784,587	59,213	59,333
140.08 Physics	Assistant Professor	-	53,695	53,695	56,353	53,695	47,577	71,973	43 15	95.3	100.0	1		60.235	63.804
45.02 Anthropology	Assistant Professor	4 .	54,767	53,236	54,875	54,707	48,287	65,482	76 15	99.8		i i		55,265	56,308
45.06 Economics	Assistant Professor	- -	65 000	65,000	57,568	50,924	46,755	55,424	23 B	102.8	102.2	- 1		52,295	52,624
45.10 Political Science & Government	Assistant Professor	2	53 729	53.729	52 050	50 924	45 872	62 223	45 14	2007	97.2	63,645	4	73,903	74,786
45.11 Sociology	Assistant Professor	2	53,848	53,848	51,123	50,678	43,767	58.874	46 14	105.3	106.3	48,400	747,00	54,370	34,626
50.07 Fine & Studio Art	Assistant Professor	2	53,200	53,200	48,707	47,541	45,677	53,200	67 12	109.2	111.9	47.197	į	49,925	51041
52.03 Accounting & Related Space	Assistant Professor	3	99,754	100,000	88,555	89,600	56,121	111,460	63 14	112.6	111.3	83,641	88,157	95,074	95,750
52.08 Finance & Financial Mpt Srvcs	Assistant Professor	-   7	98 414	99,603	100 272	96,145	85,000	114,797	22 12	104.4		95,252	95,882	102,528	102,766
52.12 Mgt Information Sys & Srvcs	Assistant Professor	2	98,941	98,941	94.260	92 314	87,356	100 680	23	105.1	97.9	98,414	100,113	103,813	105,355
52.14 Marketing	Assistant Professor	2	103,295	103,295	92,468	90,706	82,748	103,295	21 10	111.7	113.9	86 661	88 665	196,941	99,289
104.01 History	Assistant Professor	2	54,254	54,254	50,031	48,810	45,629	55,960	64 13	108.4	1112	48,190	48.392	51,446	53.131
[11.] COMPUTER AND INFORMATION SCIENCES A	Associate Professor	ω r	59,635	50,102	59,616	59,561	55,030	62,545	50 10	100.0	100.1	59,229	59,421	61,136	61,487
(13.) EDUCATION	Associate Professor	-	61,930	61,930	61.567	60,309	54 868	827,08 74 778	52 11	100 6	98.5	81,427	81,935	86,604	89,675
13.04 Ed Administration & Supervision	Associate Professor	1	64,052	64,052	70,893	65,929	61.787	92 153		90.4	97.2	64 052	02,707	056,10	210,50
13. to Special Ed & Teaching 13.12 Teacher Ed & Prof Day Levels & Methods	Associate Professor	-	62,518	62,518	64,199	64,626	56,076	69,328	18 9	97.4	96.7	62,518	63,190	67.719	67.927
13.13 Teacher Ed & Prof Dev, Subjects	Associate Professor	-	62,247	62,247	62,131	62,247	58,972	64,801	29 5	100.2	100.0	61,831	62,081	62,805	63,204
14.10 Electrical, Electronics & Communications	Associate Professor	8		86,562	84,396	84 598	73,383	92.312	32 7	1016	100.0,	63,584	65,246	73,891	74,783
14.19 Mechanical	Associate Professor	7	81,210	79,355	82,355	81,120	74,106	96,530	52 9	98.6	100.1	77.779	79,448	84.576	87 153
16.01 Linguistic. Comp & Rel Studies & Srycs	Associate Professor	₹ •	83,573	85,561	84,165	83,573	77,823	94,649	17 5	99.3	100.0	79,974	82,133	84,806	86,775
16.09 Котапсе	Associate Professor	- 0	68 601	68 6041	225,950	59,655	55,825	62,159	45 11	101.4	100.9	58,137	59,102	60,573	896'09
ANGUAGE AND LITERATURE/LET	Associate Professor	4	63,341	61,819	59,709	59.647	50 398	65 265	24 6	114.5	114.8	54,366	58,464	65,560	67,078
CIENCES	Associate Professor	4	63,362	63,339	64,433	64,565	54,155	78.935	L	98.3	98 1	60 930	63 362	67,920	67,170
38 01 Philosophic	Associate Professor	9	64,953	63,075	63,494	63,301	55,344	71,538	Ľ	102.3	102.6	60.717	61.310	67 260	67 980
PRODUCTION OF THE STREET COMMENTS OF THE STREET STREET, STREET STREET, STREET, STREET, STREET, STREET, STREET,	Associate Professor	7	62,420	62,420	59,657	60,708	50,351	66,593	27 11	104.6	102.8	56,238	60,649	63,361	63,628
cal & Earth Sci/Geosciences	Associate Professor	-	58,090	58 000	66 272	66,093	53,230	80,865	81 16	97.6	99.4	61,688	63,428	68,666	68,967
		-	65,314	65,314	65 854	64 004	54 828	81 02/	38 10	67.5	87.9	62,383	64,718	69,687	70,427
	Associate Professor	ø	62,605	62,893	63,348	62,438	51,707	78.813	115 16	98.8	100.3	60.202	64,038	68,859	70,383
145.02 Anthropology 145.06 Economics	Associate Professor		m 4	63,459	64,523	61,106	51,773	84,402	16 8	98.4	103.9	59,936	60,973	66,551	70,880
	Associate Professor Associate Professor	2 0	58 384	64,535 58,384	72,407	72,598	61,680	80,672		89.1	88.9	969'69	71,886	76,755	77,202
45.11 Sociology	Associate Professor	2	73 350	73.350	55 804	53,505	53,987	70,129		96.7	99.7,	58,015	58,494	63,316	64,113
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CESF Report 2009 Graphs and Data-4 Budget Services 2/26/2009

		STATE OF THE PARTY	O'COMPANIED IN	AND PROPERTY OF THE PERSON NAMED IN	AND REPORTED BY	STATE OF THE PERSON NAMED IN COLUMN	THE STREET STREET	CALL CONTRACTOR CONTRACTOR AND	A binding to be compact.	CONTRACT SERVICE COLUMNS	The state of the s	Commence of the Commence of th			
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	William of Marilla		A. Focus Salary	Salary		Reported Av	erage Salanies'	nles")		Sig	•				
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	Code/Title	÷	Average	Merc	Average	Monthly									
50.07 Fine & Studio Art	Associate Professor	-	63.180	63.180	58 R54	58 474	2000	10 00 00 00 00 00 00 00 00 00 00 00 00 0		WALE DE			9	92	80
52.02 Admin, Mgt & Operations	Associate Professor	6	111 480	90 563	03 768	00 644	050,000	677'00	13	4./0	108.6	į	57,459	59,902	61,457
52.03 Accounting & Related Srvcs	Associate Professor	-	110 825	110 825	101 537	1040 101	02,000	111,480	56 13	118.9	119.1	87,213	90,094	96,490	97,504
52.08 Finance & Financial Mgt Srvcs	Associate Professor	6	111 043	111 943	103 365	104,273	30,100	111,948	26 10	109.1	106.3	!	99,764	106,549	107,499
52.12 Mgt Information Sys & Srvcs	Associate Professor	le.	117 047	116 404	107.440	100,000	200,410	080,911	25 9	108.3	106.1	97,213	105,443	111,943	112,947
52.14 Marketing	Associate Professor	0	106 05B	106,056	03 110	670,201	37,130	117,047	15 5	112.4	114.0	100,785	101,891	102,951	105,770
54.01 History	Associate Professor	4	59.054	80,300	93,110	83,230	73,024	106,058;	28 10	113.9	113.7	89,837	92,616	97,878	98,778
09.01 Communication & Media Studies	Professor	+	70.268	20,00	700,127	28,782	55,462	66,243	86 14	98.2	100.9	58,282	59,207	61,286	62,113
[11.] COMPUTER AND INFORMATION SCIENCES APPRIES	Professor	- 6	105 104	104 020	403 504	900'57	66,010	91,915	40 10	90.0	93.7	73,864	74,312	82,024	83,825
13.04 Ed Administration & Supervision	Polessor	7	04,401	04,330	103,324	103,542	90,853	125,078	44 11	101.8	101.8	95,695	98,444	107,846	110.291
13.10 Special Ed & Teaching	Professor	-	000'60	09,300	90,329	92,469	69,580	110,706	20 8	77.0	75.2	85,142	90,788	97,439	98,563
13,13 Teacher Ed & Prof Dev Suhjects	Drofesor	- 0	400 454	400 474	17,917	78,715	72,836	86,773	17 7	93.5	92.5	73,281	75,686	80.268	81,064
14.10 Electrical. Electronics & Communications	Professor	7	100,131	100,151	84,380	81,441	72,243	100,151	28 B	118.7	123.0,	78,325	80,480	89,136	93.786
14.19 Mechanical	Doctor	+ 1	100.193	700'001	106,059	106,193	92,536	118,865	57 9	100.1	100.0	99,835	103,060	114,059	115 477
14.35 Industrial	Drofesson	D G	100,939	100,535	105,975	105,838	90,322	120,228	74 10	100.9	101.01	99,863	103.732	114.8501	116 943
[23.1 ENGLISH I ANGLIAGE AND LITEDATI IDEALET	Linessol	ام	38,930	94,356	104,370	98,990	92,338	126,239	15 5	94.8	10001	97,635	98.448	106.647	110 565
[26] BIOLOGICAL AND BIOMEDICAL SCIENCES	Professor	2	058,27	72,950	77,359	75,310	63,393		43 16	94.3	96.9	70,837	74.847	83.465	84 310
127.1 MATHEMATICS AND STATISTICS	Professor	e (	120,273	103,832	85,079	80,218	64,695		88 15	141.4	149.9	76,582	78,754	84.895	95 747
38.01 Philosophy	Professor	5 (	30,385	80,069	80,267	79,138	68,043	_	14 17	101.4	102.8	74,868	78,053	83.122	86 724
40.05 Chemistry	Professor	7	7 7 7 7 7 7	12.212	79,325	79,889	67,520	90,394	33 11	91.0	90.4	72,561	75,781	87,133	88.570
40.06 Geological & Earth Sci/Geosciences	Professor	7	04 0 40	17,40	87,080	85,107	71,828	118,744	95 17	96.7	98.9	80,970	83,270	90,781	93,891
40.08 Physics	Professor	- 7	88 048	01,040 05,730	62,649	/6,950	70,938		-	99.9	106.4,	74,755	76,750	87,056	92,265
[42.] PSYCHOLOGY	Professor	P	78.050	78 168	920.58	184,10	62,408			105.4	108.0	76,410	80,807	89,373	93,967
45.02 Anthropology	Professor	-	88 858	88 858	82,420	93,702	07.144	7		93.0	93.2	77,796	80,545	91,201	92,126
45.06 Economics	Professor	V	82 813	BOS Pa	02 404	04,570	00,000	4	1	107.8	107.9	74,773	82,134	87,298	88,858
45.10 Political Science & Government	Professor		84.074	04,000	92,404	0/6/88	71,234	- 1	53 14	90.6	93.6	84,405	88,069	102,342	104,737
45.11 Sociology	Professor	2 0	277	41410	080,00	18,901	0/5,70	1	54 14	104.6	106.6	73,624	75,317	85,054	85,246
50.07 Fine & Studio Art	Drofesor	,	70 450	00,400	00,b21	285,T8	59,210	107,795	36 13	104.4	102.6	71,688	74,269	85,717	87.714
52.02 Admin. Mat & Operations	Dioford	-	10,433	140,433	76,161	76,453	63,170		70 15	100.4	100.0	71,412	73,380	81,337	81,632
52.03 Accounting & Related Styce	Dressor	7	116,620	116,620	107,690	109,512	79,500	144,146	67 13	108.3	106.5,	98,451	107.838	113.916	114 287
54 01 History	Despoid	4	140,812	128,052	118,019	120,533	86,200		52 12	119.3	116.8	108.920	115,336	125 RR3	126 040
The second secon	Professor	3	87,150	86,957	83,846	82,900	67,604	110,498	68 15	103.9	105.1	75 993	79.852	88 974	01 256
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Note: Per Department of Justice Safe Harbor Guidelines, statistics will not display Meximum NP. NI Average. Meximum St. display when the Number of Institutions is less than 5 (too few data) or, if weighted statistics are selected, when one institution's data comprise more than 25% of the total (unb

Central Michigan University	University of Michigan Flint
Eastern Michigan University	University of Missouri Rolla
Ferris State University	University of Northern towa
Grand Valley State University	University of Toledo
Michigan Tech. University	University of Wisconsin Eau Claire
Northern Michigan University	University of Wisconsin Milwaukee
Oakland University	Wayne State University
Saginaw Valley Stale University Western Michigan University	Western Michigan University

Updated: 3/28/2008

National Faculty Salary Survey: Multi-Discipline Report (Average)

Focus Institution: University of Michigan-Dearbom Comparison Group: Faculty Study without UM-AA Year: 2007-08 Statistics: Unweighted

Key
NP - Number of Incumbents within the comparison group.
NI - Number of institutions in comparison group - (20).
- More than 150% of the group median
- Less than 75% of the group median

	CUPA DATA - UNRANKED UNSORTED	e.	A. Focus Salary		B. Compar Rej	mparison Group Statistics (Ba Reported Average Salanes)	p Stallsti rage Sala	is (Based nes <sup>1</sup> )	u <sub>o</sub>	A's Avg	1g. as % of 1818				, j
	Сривлив	ē	Averane	Dbn Med	Average	Total I									
09.01 Communication & Media Studies	Professor	ij	70 26B	8	Ħ.						Median	<b>9</b>	40	76	. 90
09.01 Communication & Media Studies	Associate Professor	-	59 635	60 102	50 846	00000	66,010	91,915		-	93.7	73,864		82,024	
OB.U1 Communication & Media Studies	Assistant Professor	-	55.485	55 485	50 121	200.00	02,030	02,045	20 40		100.1	59,229		61,136	
111. COMPUTER AND INFORMATION SCIET Professor	IEI Professor	6	105.401	04 938	03 424	103 645	02000	32,483	41	110.7	112.6	48,163	1	51,323	51,479
11. COMPUTER AND INFORMATION SCIET Associate Professor	IEI Associate Professor	2	81,282		84 896	R2 5261	80,033	870,021	4	101.8	101.8	95,695	98,444	107,846	ľ
ILLI COMPUTER AND INFORMATION SCIET Assistant Professor	IEI Assistant Professor	-	84,006	1	76 054	77 680	50 F402	27.00	52 11	20.00	98.5	81,427	81,935	86,604	89,675
(13.) EDUCATION	Associate Professor	-	61,930	1	R1 587	80 300	24 000	30,000		109.2	108.1	72,437	73,440	81,690	82,482
Tay EDUCATION	Assistant Professor	-	51,810	1	54 008	52 500	24,000 acc at	14,778	8 9	100.6	102.5;	58,343	59,787	61,930	63,612
13.04 Ed Administration & Supervision	Professor	-	69,580		90.320	92 469	A0 580	04 40	1	606	98.5	49,416	51,346	56,534	58,446
13.04 Ed Administration & Supervision	Associate Professor	-	_	1	70 803	65,20	00,200	10,700	9 02	10.77	75.2	85,142	90,788	97,439	98,563
13.04 Ed Administration & Supervision	Assistant Professor	-	ļ.,		56 861	57.001	707.10	92,133	6	90.4	97.2	64,052	65,232	74,718	76,418
13.10 Special Ed & Teaching	Professor	-	Ļ	1	77 047	20,72	1970	00,844	#	94.0	93.8	53,884	54,931	58,639	58,851
13.10 Special Ed & Teaching	Associate Professor	-	-	-	-	10,13	12,035;	06,7/3	17 7	93.5	92.5	73,281	75,688	80,268	81.084
13.10 Special Ed & Teaching	Assistant Professor	- 0	. .	1	66,199	64,626	920,03	69,328	18 9	97.4	96.7	62,518	63,190	67.719	67 927
13.12 Teacher Ed & Prof Dev. Levels & Methor Associate Professor	holAssociate Professor	+	4	.	-	53,977	46,661	58,918	18 7	95.6	94.5	51.751	53 092	55 110	55 1 1A
13.12 Teacher Ed & Prof Dev   evels & Metho Assistant Order	Month of the second of the sec	-	62,247	62,247	1	62,247	58,972	64,801	29 5	100.2	1000	G1 R31	62 081	62 00E	40000
13.13 Teacher Ed & Prof Dev Subjects	Desain I I I I I I I I I I I I I I I I I I I	-	_			54,019	48,085	77 386	3116	04.2	000	52 382	62 570	07,003	03,204
13 13 Teacher Ed & Dong Day, Control	Liniessor	7	151			81,441	72.243	100 151	7R B	1187	1220	702,302	02,00	25,441	55,765
13 13 Topological P. C. D. C. C.	Associate Professor	4		!	!	65 58R	5R 10R	82 4 79	1	7.00	163.0	(0,325)	60,480	89,136	93,786
13.13 Teachiel cu & Pror Dev, Subjects	Professor	5	_	i	1	53 077	46, 40	06,170	75	20.0	100.0	63,584	65,246	73,891	74,783
14.10 Electrical, Electronics & Communication Professor	or Professor	4	L	106.652	1	06 102	00,100	140.00	B .	0.001	101.1	50,478	52,823	57,004	59,983
14. 10 Electrical, Electronics & Communication Associate Professor		8	-	1	1	04 500	72 200	C99'01 1	9/18	100.1	100.0	99,835	103,060	114,059	115,477
14.10 Electrical, Electronics & Communication Assistant Professor		-	1-	1	1	76 736	0,000	82,312	47	101.6	101.4	82,869	83,572	85,747	87,951
14.19 Mechanical	Professor	8	F	i	105,075	00000	000	78,242	6	106.2	101.4	69,255	74,610	77,800	77,931
14.19 Mechanical	Associate Professor	1	+	i.	1	02,030	30,322	120,228	74 10	1009	101.0	99,863	103,732	114.850	116.943
14.19 Mechanical	Assistant Professor		-	72 703	3	U2.1,18	74,106	96,530	52 9	98.6	100.1	677,77	79,448	84.576	87.153
14.35 Industrial	Professor	, 4	+	;	i	73,601	61,485	85,814	39 10	95.1	93.4	69,092	71.967	75 273	75 403
14,35 Industrial	Associate Professor		1		į	98,990,	92,338	126,239	15, 5	94.8	100.0	97,635	98 448	108 847	110 585
16.01 Linquistic, Comp & Rel Studies & Source Associate Despess	A Accorde Drofessor	4	_	1	84,165	83,573	77,823	94,649	17 5	99.3	1000	79 974	87 193	84 806	2000
16.01 Linguistic, Comp & Rel Studies & Srycs, Assistant Professor	Assistant Professor				. 1		55,825	62,159	45 11	101.4	100.9	58 137	59 102	60,673	60 00
16.09 Romance	Associate Drofessor		+	1	-		41.814	52,564	39 8	107.2	106.7	47 ans	48 926	50.070	00,000
16.09 Котапсе	Aggistant Professor	7	1001	68,601	59,889		51,183	68,601	24 6	114.5	114.8	54 366	58 464	65 460	20,00
([23.] ENGLISH LANGUAGE AND LITERATUR Professor	H Professor	7 0	+	1	į	İ	47,513	54,006	7 22	100.9	100.0	50 502	51.558	51 gag	50.00
[23] ENGLISH LANGUAGE AND LITERATUR Associate Professor	R Associate Professor	4	2,830	-	i	75,310	63,393		143 16	94.3	96.9	70,837	74.847	83.465	84 310
23 ENGLISH LANGUAGE AND LITERATUR Assistant Professor	RASSISTANT Professor	2 0	-	1	1	1	50,398		148 16	106.1	106.2,	58 568	59 158	62 026	62 406
(26.) BIOLOGICAL AND BIOMEDICAL SCIEN Professor	Professor	2	-	-	1		43,794	L_	112 16	104.2	106.0	48.328	48 804	52 442	22 784
[26.] BIOLOGICAL AND BIOMEDICAL SCIEN Associate Description	J. Accordo Desferen	2	1,2/3	ĺ			64,695	120,273	88 16	1414	149 9.	76 582	78 754	24.00	25,70
[26.] BIOLOGICAL AND BIOMEDICAL SCIEN Assistant Professor	Assistant Professor	9	4	1		64,565	54,155	1	_	98.3	98 1.	60 930	63.362	67,093	197,747
[27.] MATHEMATICS AND STATISTICS	Profesor	0			56,020		49.392		Ĺ	97.4	99.3	52 153	54 587	50,000	7/4/0
127.1 MATHEMATICS AND STATISTICS	Associate Designation	9	-	-			68,043	1	101 17	101 4	1028.	74 868	78 059	2,200	00000
(27.1 MATHEMATICS AND STATISTICS	Assistant Onforce	9	4		63,494 6	63,301	55,344	71,538 1	33 17	102 3	102 8	RO 717	240	03,122	80,724
38.01 Philosophy	Description of the second of t	1 5	53,901   5.				48,344	67.978	46	98.0	07.0	22 824	24 204	01,200	07,980
38.01 Philosophy	Associate Disference	7	2,212 7		79,325 7		37,520	90,394	33 11	91.0	90.4	79 561	75.75	71076	61,037
140 05 Chemistry	Drefered Tightson	2	2,420 6,	62,420 5		60,708	50,351	66.593	111	104.6	100 B	56.238	10,10	67.733	88,570
The second secon	Briotesson 2	8	4,211 8	211 8		5,107	71,828	118,744	35 17;	98.7	080	070 08	83 270	03,367	63,628
CESE Report 2009 Graphs and Data A							and the second is a second	-	1112		2	20,000	03,610	50,781	93,891

CESF Report 2009 Graphs and Data-4 Budget Services 2/2/8/2009

National Faculty Salary Survey: Multi-Discipline Report (Average)

Focus Institution: University of Michigan-Dearborn Comparison Group: Faculty Study without UM-AA Year: 2007-08 Statistics: Unweighted

Key
NP - Number of Incumbents within the comparison group
NI - Number of Institutions in comparison group - (20)
- More than 150% of the group median
- Less than 75% of the group median

40.05 Chemistry	THE RESERVE THE PROPERTY OF THE PARTY OF THE	THE PERSONAL PROPERTY.	THE REAL PROPERTY.	A Course Could y	THE CHARLES	STATE OF STREET		STREET, ST.	THE PERSON		şa				The state of	
40.05 Chemistry	chine the control of			Eq.												
	According Order	No. of Lot, House, etc., in case, the same of the same		557	H		툴	mum Maximum	100.00	All Ave	NP NI Average Median		Ę.			
40.06 Geological & Earth Sci/Geosciences	Professor	4	53,498	62,759	65,036		53,230			16	97.6	_	88	63 42B	GR GGG	68 087
40.06 Geological & Earth Sci/Geosciences	Associate Designation	-	01,845	81,846	1	76				11	1	İ	L	78 750	87.056	משיר הם
40.08 Physics	Professor	1	58,090		.	-		76,760			87.5	1	1	64 718	50,000	70 427
40.08 Physics	locasion in the second	4	88,018	85,730				99.879			1	!		200 00	000	174'01
AO OB Divisios	Associate Professor	-	65,314	65,314					24 50	-	000	i	1	700'00	08,3/3	93,967
TASTO FINANCE	Assistant Professor	-	53,695	53,695			1			1	1	102.0	!	03,538	68,859	70,383
42 PSYCHOLOGY	Professor	7	78.050	78 168	İ	ĺ.	1	ľ	1	15				53,344	60,235	63,804
42.] PSYCHOLOGY	Associate Professor	a a	82 60E	208 69	1	1	1	1	76 104					80,545	91,201	92.126
[42.] PSYCHOLOGY	Assistant Professor	-	24 707	20,000	03,348				13 115	16				61.844	64 943	67.816
45 02 Anthropology	Professor	4	24,767	33,236	1	İ	-		32, 76	15 9	99.8	i	1	53.778	55 2651	56 308
45.02 Anthropology	Associate Designation	-	868,88	868,88	82,429	82,376			32 15	9 10	107.8			82 134	87 20B	88 850
45.02 Anthronology	Associate Floressur	-	63,459	63,459	64,523				12 16	8 8	ľ	1	-	80 073	007,100	20000
45 06 Fronomics	Assistant Projessor	-	52,060	52,060	50,628		46,755			H 10	ľ	1000	-	1	100,00	70,080
AS OR EXPONENT	Professor	7	83,813	84,808	92,484		1	Г	1			1	101777	1	CR770	570'7C
AS DE CENTRALES	Associate Professor	7	64,535	64,535	72.407	1	ŀ	1	1	-	100	1	-	i	102,342	104,737
3.00 Economics	Assistant Professor	-	65.000	65,000	67 GEB	1	-	7/000	1		-	1	-	1	76,755	77,202
45.10 Political Science & Government	Professor	3	84.071	83 414	80 300	-	Ì	1	1		-	į	1	64,494	73,903	74,786
45.10 Political Science & Government	Associate Professor	2	58 384	58 384	60.303	1	010,00	i	1		1	1			85,054	85,246
45, 10 Political Science & Government	Assistant Professor	2	53 729	53 720	52.050	50,073	1	1	1	i	1296	i		58,494	63,316	64,113
45.11 Sociology	Professor		87 170	05 ACC	22,000		1	1	5	12 10					54,310	54.626
45.11 Sociology	Associate Professor	3 0	40 010	00,400	129'00	81,985	1		98				71,688 7		85 717	87 714
45.11 Sociology	Assistant Professor	7	00000	13,350	65,804	63,696	I		57	L.		115.2, 60		1	70 780	72 004
50.07 Fine & Studlo Art	Professor	7	33,848	53,848	51,123				46	14 10	1	1	!	1	E4 27E	64.574
50.07 Fine & Studio Art	Accorde Despera		/6,453	78,453	76,161	76,453	63,170,		70		100.4	ì	1	73 380	01.00	10,10
50 07 Fine & Shidio Ad	A STATE OF THE STA		63,180	63,180	58,854	58,174	52,390		6	11 10		1	20 045	1	1000	700' 0
52.02 Admin Mat & Operations	Assistant Professor	CI	53,200	53,200	48,707	47,541	45.677	53,200		100	1	1110	1	1	206,902	61,457
50 no Admin Mark of Cherapolis	Professor	72	116,620	116,620	107,690	109 512	79 500	1	1	2 0	-	1	1	1	49,925	51,041
2.02 Admin, was a Operations	Associate Professor	6	111,480	90,563	93 768	93 611	82 000	111 100	5 1		j	÷	1		13,916	114,287
oz uz Admin, Mgt & Operations	Assistant Professor	6	99.754	100 000	88 555	200	100,20	i	Ä	13	i			90,094	96,490	97,504
22.03 Accounting & Related Srvcs	Professor	4	140.812	128 052	118 010	120 523	121,000	00400	1	14 117	1	1	_		95,074	95,750
52 03 Accounting & Related Srvcs	Associate Professor	-	110 825	110 825	104 597	104 030	00,200	1	3			-	_		125,883	126,049
52.03 Accounting & Related Srycs	Assistant Professor	-	102853	102 853	08 547	6/7/40	30,100	-	92	109.1	1	1		99,764 1	106,549	107,499
52.08 Finance & Financial Mgt Srvcs	Associate Professor	2	111 0.13	111043	100 000	04,140	000,00	1	2	_	104.4	107.0 95.			02,528	102.766
52.08 Finance & Financial Mgt Srvcs	Assistant Professor		08 414	000 00	200,000	156,501	74,993		22	108				105,443, 1	111,943	12.947
52.12 Mgt Information Sys & Srvcs	Associate Professor		417.047	200,000	27770	100,530	68,485	111,258	ន	96	98.1 9	97.9, 98,		Ľ	03.813	105 355
52.12 Mgt Information Svs & Srvcs	Assistant Professor	2	760,711	1 10,404	104,110	102,629	97,136	117,047	15	5 112	12.4	ľ	L	1	102 044	DE 770
52.14 Marketino	Coordinate Designation	+	96 941	98,941	94,260	92,314	87,356	100,680	15			!	;	1	77000	2000
52.14 Marketion	Associate Figuressor	2	106,058	106,056	93,110	93,298	73,024	108.058	28	113	-	Ì	1	-	1660	687'66
54 01 Hittory	Assister Professor	2	103,295	103,295	92,468	90,706	82,748	103 295	24		1	1130 00 001	-	27,010	8/9//8	98,778
The state of the s	Professor	c,	87,150	86,957	83,846;	82.900	67 604	110 408	1 1 1 1	1		i	1.	1	690,66	99,752
the sea of the control of the contro	Associate Professor	9	59,064	60,309	60,127	59.782	55.4621	66 243	2	3 8	1	J	Ĺ	į	88,974	91,258
The first constitution of the first of the f	Assistant Professor	7	54,254	54,254	50,031	48,810	45 6291	55 960	129	A 401	-	744.5		-	61,286	62,113
						The second second	Action was a second sec		7	1	j	i	100	755	51,446	,44b 53,131

National Faculty Salary Survey: Multi-Discipline Report (Average)

Focus Institution: University of Michigan-Dearborn Comparison Group: Faculty Study without UM-AA Year: 2007-08

Statistics: Unweighted

NP - Number of Incumbents willin the comparison group.

NI - Number of institutions in comparison group - (20).

- More than 150% of the group median

- Less than 75% of the group median

B. Comparison Group Statistics (Based on Reported Average Salaries) A. Focus Salary CUPA DATA - UNRANKED UNSORTED

A's Avg. as % of B's

Dbn NP Average Med Average Median Minimum Maximum איז Ni Average Median 25 Note: Per Department of Justice Safe Harbor Guidelines, statistics will not display when the Number of Institutions is less than 5 (too few data) or, if weighted statistics are selected, when one institution's data comprise more than 25% of the total (unb

Central Michigan University	miniconnection management in the property of Miniconnections of the Miniconnection of Miniconnections of the second of the secon
Eastern Michigan University	Compensity of Michigan Polity
Ferris State University	University of Northern Inwa
Grand Valley State University	Unversily of Tolano
Michigan Tech. University	University of Meropela Four Clairs
Northern Michigan University	Interest of Westateh Marieta
Oakland University	Wayne State University
Saginaw Valley State University	Western Michigan (Injury)
Southern Illinois University Edwardsville	Wright State University Main Camous
University of Michigan Dearborn	Youngstown State University

Updated: 3/28/2008

National Faculty Salary Survey: Multi-Discipline Report (Average)

Focus Institution: University of Michigan-Dearborn Comparison Group: Faculty Study without UM-AA Year: 2007-08 Statistics: Unweighted

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Code/Title	Dbn Average Mcd Average Mcd To 268 70,268 70,268 70,268 55,485 50,121 51,080 51	75,006 59,561 49,292 51,500 40,028	Minimum Maximum 66,010 91,915 55,030 62,545 47,196 55,000 35,371 42,333 90,833 125,078	5 4 2 4		M. Average Median  10 90.0 93.7  10 110.7 112.6  5 11.0 11.0 10.0 11.0 11.0 11.0 11.0 11.		25 73,864 69,229 48,163 50,000	40 74,312 59,421 49,016 50,900 39,016	75 82,024 61,136 51,323 53,000 40,105	83,825 61,487 51,479 53,400 40,551
N. JOURNALISM AND RE & Media Studies 1 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	DGRAMS 78,056 80,102 59,616 55,485 50,121 51,080 51,080 PORT SERVICE M,938 103,524 9,191 84,896	75,006 59,561 49,292 51,500 40,026	66,010 55,030 47,196 45,900 35,371	PROGRAMMENT STATEMENT		1100.0		73,864 59,229 48,163 50,000	74,312 59,421 49,016 50,900 39,016	82,024 61,136 51,323 53,000 40,105	83,825 61,487 51,479 53,400 40,551
1 7 7 7 8 5 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	70,288 78,056 50,102 59,616 55,485 50,121 51,080 39,067 PORT SERVICES 44,938 103,524 9,191 84,896					110.00		73,864 59,229 48,163 50,000	74,312 59,421 49,016 50,900 39,016	82,024 61,136 51,323 53,000 40,105	83,825 61,487 51,479 53,400 40,551
1   5   1   5   1   1   1   1   1   1	10,102 59,616 55,485 50,121 51,080 39,067 PORT SERVICE 14,938 103,524 9,191 84,896			<b>網報報</b>		110.0		59,229 48,163 50,000	59,421 49,016 50,900 39,016	61,136 61,136 51,323 53,000 40,105	51,487 51,479 53,400 40,551
INFORMATION SCIENCE  3 10 5 8 6 8	55,485 50,121 51,080 39,067 39,067 39,087 39,087 39,191 3,191 84,896	開闢。		2000 E		110.7		50,000	49,016 50,900 39,016	51,323 53,000 40,105	51,479 51,479 53,400 40,551
INFORMATION SCIENCE  3 10 5 8 6 8 1 1 8	51,080 39,067 39,067 39,067 4,938 103,524 9,191 84,896			(C) (C) (C) (C) (C) (C) (C) (C) (C) (C)		0.10		50,000	50,900 39,016	53,000 53,000 40,105	53,400 40,551
INFORMANION SCIENCE	39,067 PORT SERVICE: 4,938 103,524 9,191 84,896			理論		0.707		200	39,016	40,105	40,551
INFORMATION SCIENCE  1 10  5 8  6 8	PORT SERVICE 4,938 103,524 9,191 84,896					1010		37, 51101	2		
3 105,401 5 81,282 6 84,006 1 81,500				12	=======================================	404 0	THE PERSON NAMED IN COLUMN 2 IS NOT THE OWNER, THE OWNE				
5 81,282 6 84,006 1 81,500		1	-	1			r.	05 50F	00 444	107 040	10000
s 84,006 1 81,500				95 (25) 55	11	05.7	00.0	84 427	94,444	040,040	10,231
1 81,500			1	1	1	100 2	1	757.67	72 440	1000	02,070
The state of the s		1		1	2 4	4.00	ì	16,431	0,440	080,10	22,482
Instructor	55,321	54,196	45.315	68 333 11				756	0077	100.00	760
(13.) EDUCATION					疆			43,730	32,420	c00'60	60,871
Professor	96 4021	04 022			醫						
Professor 1 61 930	ļ	60,900	1	1	İ	0 000	1	1	83,770	88,653	89,572
Assistant Professor	1.810 54.008	52 599	48 235	64,170 BU		0.00	102.5	58,343	59,787	61,930	63,612
		2001		1	0 5	0.00	I	1	51,340	56,534	58,446
Instructor		3			7	-		- Control of the last of the l	1		The second second
13.02 Billigual, Multilingual & Multicultural							Mark Street	SHEET STREET, STREET	ACCOUNTS OF THE PARTY OF THE PA	Children Colonial Colonial	THE PERSON NAMED IN
Professor	The state of the s	No. of Concession, Name of Street, or other Persons, Name of Street, or other Persons, Name of Street, Name of	Hart secondario								
Associate Professor 1 61,900 61,900	1,900	The state and st		+			- f			+	-
			-		-		-	, december 200	-	1	avivad Laurence
New Assistant Professor	-	And the state of t			-	-	-			Contract of the same and the same	-
Instructor				-	-		The state of the s			And the second section of the second	Act Manual or Superior

National Faculty Salary Survey: Multi-Discipline Report (Average)

Focus Institution: University of Michigan-Dearbom Comparison Group: Faculty Study without UM-AA Year: 2007-08 Statistics: Unweighted

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Code/Title NP / Code/Title NP / Professor Associate Professor 1 Assistant Professor 1	Average			The state of the s	reported Average Salaries	ries")		8.8	g)				
		Dbn Med	Average	Median	Minimum Waximum	Eximina	Ď	in Average Media	Morilon	ue.	•	}	
			PRO 100							4	7	9	
Professor Professor			The second secon				121 2						
Assistant Professor	60,264	60,264				†	1						
					-		21 12						
New Assistant Professor			The second secon	-	-				-	_			and the second second second
Instructor		-				-	- 0		i	+			
13.04 Ed Administration & Supervision			THE PERSON NAMED IN				1 0	THE RESERVE OF THE PARTY OF THE	NACES CONTRACTOR OF	HANDEN BETTER	THE REAL PROPERTY.	Constitution of the last of th	NUMBER OF STREET
Professor 1	69,580	69,580	90.329	92.469		110 706	a luc	77.0	75.9	BE 440	007.00	1007 700	00 100
Associate Professor	64,052	64.052	70.893	65,929		92 153	1	2 6	07.0	64 052	90,700	1439	500,000
-	53,472	53,472	56.861	57.001	51.324	66 844	1	0.40	02.0	52 gb4	267,60	14,718	70,974
New Assistant Professor		-			+-	1000	1	2	20.00	100,00	04,301	800'00	20,031
Instructor	-		The second second second second			-	2 0	-	1				
13.10 Special Ed & Teaching							- 18	THE PERSON NAMED IN	AND DESCRIPTION OF THE PERSON	NEWSCHOOL STREET			
Professor	72,836	72,836	77.917	78.715	72 836	86 773	17 7	93.5	00 K	73 5547	75 200	100000	
Associate Professor	62,518	62,518	64.199	64.626	56.076	69 328	9	D. 70	06.7	20 540	13,000	007,200	01,004
Assistant Professor	51,000	51,000	53,325	53.977	46.661	58 918	2 4	05.0	200.7	54 754	03, 130	61/1/0	176'10
New Assistant Professor	51,000	51,000					1	2.5	54.5	2	25,032	33, 10	92,114
Instructor							- 6		į ·		1	+	The state of the s
13.12 Teacher Ed & Prof Day, Levels & Methods	92						- 50	S. Bridge Control		STREET, STREET	A CONTRACTOR OF THE PARTY OF TH	The State of the last of the l	Manual Control
Professor 1 (	66,835	66,835					17						70000000000000000000000000000000000000
	62,247	62,247	62,131	62.247	58.972	64 801		100 2	1000	61 831	E2 084	20000	100 69
Assistant Professor	53,570	53.570	56.877	54.019	48 086	77 3RE	Ì	04.2	000	200.10	52 520	500'70	03,204
New Assistant Professor							-	4:12	20.71	200,20	0,0,00	194,441	20,700
Instructor			45,366	50,798	24.945	52 240	76			AG RAE	40.947	2000	070 63

National Faculty Salary Survey: Multi-Discipline Report (Average)

Focus Institution: University of Michigan-Dearborn Comparison Group: Faculty Study without UM-AA Year: 2007-08 Statistics: Unweighted

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More than 150% of the group median

- Less than 75% of the group median Key

RAW DÄTA		A. Focus Salan	alary	B. Compe Re	arison Gro sported Av	B. Comparison Group Statistics (Based on Reported Average Salaries )	os (Based ( ries <sup>*</sup> )	LC.	A's Av	A's Avg. as % of B's				
Postorilo	9	V	mod 1											
13,13 Teacher Ed & Prof Dev, Subjects	Y	afibian		Average	Westen	weeran Minimum waximum	waximum		Ni Average Median	y Median	4	8	75	88
Professor	2	100,151	100,151	84,380	81,441	72,243	100,151	28	8 118.7		ľ	80.480	89 136	
Associate Professor	4	65,588	65,501	689'89	65,588	58,108	82,178	32		100.0	63.584		73.891	74 783
Assistant Professor	ທ	54,472	54,354	54,487	53,877	46,188	63,767	39	100.0		i		57,004	59 983
New Assistant Professor								9	4		l	-		200100
Instructor				43,948	42,565	29,997	58,500	6	7		41.500	42 226	46 786	48 831
13,99 Other											DESIGNATION OF THE PARTY OF THE			
Professor				-				-				Contraction of the last	Name of the Owner,	ALL ALL MANAGEMENT
Associate Professor							-		-					
Assistant Professor	-	53,000	53,000					-	1				-	***************************************
New Assistant Professor	-	53,000	53,000					F	1		***************************************		and the rest of the latest designation of th	
Instructor							<u> </u>		***************************************		-		+	
(14.) ENGINEERING								The State		STATE OF THE PARTY	No. of Contrast of			
14-10 Electrical, Electronics & Commur	il call	lene												
Professor	7	106,193	106,652	106,059	106,193	92,536	118,865	57	100.1		ľ	Ε.	114 059	115 477
Associate Professor	8	85,747	86,562	84,396	84,598	73,383	92.312	47	91 101.6	101 4	82 8691	83 572	1	87 051
Assistant Professor	n	77,800	77,860	73,236	76,735	61,511	78.242		9 106.2	-	1	1	77 800	77 031
New Assistant Professor	-	78,000	78,000	76,833	77,500	72,000	80,000	1			i	1	į	000 07
Instructor			-				-	<u> </u>			1	1		200,67
14,19 Mechanical														
Professor	8	106,939	106,555	105,975	105,838	90,322	120,228	74 10		101.0	99,863	103.732	114.850	116 943
Associate Professor	7	81,210	79,355	82,355	81,120	74,106	96,530	52		1	77.779	79 448	84 576	87 153
Assistant Professor	ю 	68,730	73,703	72,261	73,601	61,485	85,814	39: 10		93.4	1	71 967	75 273	75,403
New Assistant Professor								10			1		-	20,10
Instructor								-			-	-	The second second second second	man in the second section of the second

National Faculty Salary Survey: Multi-Discipline Report (Average)

Focus Institution: University of Michigan-Dearborn Comparison Group: Faculty Study without UM-AA Year: 2007-08 Statistics: Unweighted

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FAW DATA		A. Focus Salary	alary	B. Comp R	arison Gro oported Av	B. Comparison Group Statistics (Based on Reported Average Salaries*)	s (Based rines")	E	A's Av	A's Avg. as % of Bis				
			Don											
Code <u>llit</u> ie 14,35 Industrial		Average	Med	Average	图 新电池	Median Minimum Maximum	Махітит	d.	NI Averag	M Average Median	52	40	7.5	89
Professor	9	98,990	97,566	8	98,990	92.338	126.239	15	5 94		97 635	98 448	106 647	110 565
Associate Professor	4	83,573	85,561	84,165	83,573	77,823	94.649	12	5 99.3	3 100.0.	79 974	82 133	84 806	86 775
Assistant Professor	4	76,420	75,684	1	and the second s			1		4,000		1	5	2.7.3
New Assistant Professor	-	75,000	75,000				The state of the s	2	2		The state of the s	and the last of th		
								+		The state of the s		The state of the s	-	-
(16.) FOREIGN LANGUAGES, LITERATURES, A		AND THE							相關建造				THE PERSON NAMED IN	Service and Service
16.01 Linguistic, Comp & Rel Studies 8	es & Srvcs	g												
				77,846	77,350	63,584	94,438	27	6	-	71.363	74.208	83 897	84 076
Associate Professor	-	60,177	60,177	59,322	59,655	55,825	62,159	1	101.4		58.137	59.102	60,573	60 968
Assistant Professor	-	52,564	52,564	49,031	49,286	41,814	52,564	39	9 107.2	2 106.7	47,908	48.926	50 979	51 387
New Assistant Professor								1	4					
Instructor				36,166	37,163	30,096	39,483	16	9	]	34.972	36.458	38 428	38 615
16.05 Germanic											THE STREET			
Professor	-	75,772	75,772	The second secon	-	A STATE OF THE PERSON NAMED IN	A CHARLES OF THE OWNER, WHEN	4	3	- State of the last of the las		The second second		
Associate Professor		-					-	3	2					
Assistant Professor								4	2	-			-	THE PERSON NAMED IN COLUMN
New Assistant Professor					A Translation of the street,		Completed management and annual description of the Complete Comple	-		,	-	I.		
Instructor								-		***	-	-		
16:09 Romance											THE REAL PROPERTY.			
Professor		-						10	4			THE PERSON NAMED IN COLUMN	TO THE PERSON NAMED IN	The Charles of the Land
Associate Professor	2	68,601	68,601	59,889	59,736	51,183	68,601		6 114.5	114.8	54.366	58.464	65.560	67 07B
Assistant Professor	2	51,646	51,646	51,164	51,646	47,513	54,006	22	100.9		50.502	51,558	51 98B	52 054
New Assistant Professor	-	51,000	51,000					4	3		The same of the same of the same of	-		100,100
Instructor		-			-		The second section is a second section of the second section is a second section in the second section is a second section in the second section is a second section in the second section is a second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a second section in the second section in the second section is a section in the section in the section in the section is a section in the section in the section in the section is a section in the section in the section in the section in the section is a section in the section	3	2	-		and the first test and the same of the test	-	manufactor paper of the particular
			Married Street, Street	The state of the s		The state of the s			-	· *	-			

National Faculty Salary Survey: Multi-Discipline Report (Average)

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RAW DATA		A. Focus Salary	Salary	B. Camp	B. Comparison Group Statistics (Based on Reported Average Salaries*)	up Statistic erage Sala	s (Based o ries")	Ġ	A's A	A's Avg. as % c B's				and the state of t
Code/Title 18-11 Middle/Near Eastern & Semilic	₽ A	Average	Obn Med	Average	Median	Minimum Naximum	daximum	<u>\$</u>	N Avera	NI Average Median	25	<b>4</b> 0	75	
Professor			A Company of the Comp					-						
Associate Professor		***************************************					-	+	1	-	·			-
Assistant Professor	-	51,306	51,306	-	-			4		-				
New Assistant Professor		The same of the sa					-	1	1 +		The state of the s			
Instructor	al should	1 15						+-	-		-			
(23.01 General 23.01 General			Ø.											
Professor	2	72,950	72,950	Œ	75.310	63 393	97 R72	571	16 0,		臣		100 00	070,70
Associate Professor	4	63,341	61819			50.398	65.265	1		-	1		03,405	84,310
Assistant Professor	6	52,328	53,186	50,220	49.378	43.794	59 915	1	100.1	100.2	30,300	23,136	07,970	63,196
New Assistant Professor	-	50,500	50,500		1	42.638	55.750	1		1	1	İ	52,442	92,704
Instructor				38,799	Ì	28,841	50,339	1	1		1	1	43 113	75,05E
23.04 Composition	の語が										COC'CC (		HO, 1121	40,000
Professor					-		A STATE OF THE PARTY OF THE PAR		1					
Associate Professor	Ŋ	60,958	60,958					u					-	
Assistant Professor	2	53,823	53,823					1	2		-	The state of the s		-
New Assistant Professor								-			-			
linstructor								46	-	-	-			Supplement Agenty Supplement
(24.) LIBERAL ARTS AND SCIENCES, GENERA)			<b>(4)</b> [1] [1]	STUDIES AND HUMANITIES	9						AND SECTION	THE PARTIES AND ADDRESS OF THE PARTY OF THE	表示的可以	
24.01 Liberal Arts & Sci, Gen Studies &		anilies												
Professor						mere of policy speeds, 311 from	Chicago and Chicago	8	7.	Contract of the last		A STATE OF THE PARTY OF THE PAR		
Associate Professor	-	69,384	69,384	-			-		2	-				***************************************
			_				-	-	2		<del>-</del>	The same of the same of the same of		
New Assistant Professor							-	1					***	Services in the second services in the service of t
Instructor							-	1 6				The second section of the second second		statement to an and one of
			The second secon	THE PARTY AND IN COLUMN TWO IS NOT THE OWNER, THE PARTY AND THE PARTY AN	the contract of the past and the past of t									

National Faculty Salary Survey: Multi-Discipline Report (Average)

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	Takes American							NAME OF STREET	A	THE PERSON NAMED IN	TACIONAL PROPERTY.	THE RESERVE THE PERSON NAMED IN			
RAW DATA		A. Focus Salary	alary	B. Comp	arison Gro Pported Av	b. Comparison Group Statistics (Bas Reported Average Salaries*)	s (Based ( ries*)	u.	4	A's Avg. as % of B's	% of				
Code/Title	, a	Average	Dbn Med	Average	Wedian	Minimum Maximum	Naximim	<u>ş</u>	9	NP NI Averance Me	Mordian	ţ			
[26.] BIOLOGICAL AND BIOMEDICAL SCIENCE 28.01 General	SOIE!	SES								ah ah		ı	3	ē	on.
Professor	3	120,273	103,832	85,079	80,218	64,695	120,273	88		1414	g .	76.582	78 754	RA ROS	05,747
Associate Professor	4	63,362	63,339	64,433	64,565		78,935	126	16	98.3	i	60 930	63.362	67,003	67 479
Assistant Professor	3	54,587	55,125	56,020	54,974	49,392	71,319			97.4	99.3	52 153	54 587	50.213	50 333
New Assistant Professor	2	52,750	52,750	54,413	53,375	ľ	61,500			96.9	1	51 313	52 700	60 000	80,000
instructor			-	41,186	41,700		47,000	13		_	ı	39 242	41 400	44 767	45,689
[27.] MATHEMATICS AND STATISTICS [27.01 Mathematics															
Professor	6	81,386	80,069	80,267	79,138	68.043	98.134	181	17	101.4	ľ	74 RGR	78.053	83 123	12 Z ZB
Associate Professor	φ	64,953	63,075	63,494	63,301	55,344	71,538	133			102.6	60 717	61310	67 26n	67 080
Assistant Professor	-	53,901	53,901	56,147	55,444	48,344	67.978	92	16	96.0	1	53 834	24 294	50 017	61.037
New Assistant Professor				56,933	55,000	50,000	68,500	1	6		1	53 000	54 119	59,000	60,600
Instructor				43,732	44,273	32.967	53.361	1	8		  - 	28 OBO	40 20E	100,00	70,000
27.99 Other				SAMPLE HELD	Walter Committee	THE STREET		THE REAL PROPERTY.		THE REAL PROPERTY.		20,000	100E'54	43,132	49,009
Professor	-	82,963	82,963	The same of the sa	TO THE OWNER OF THE OWNER OWNER OF THE OWNER	The state of the s	STATE OF THE PARTY OF	1	1	No. of Concession, Name of Street, or other party of the Concession, Name of Street, or other party of the Concession, Name of					
Associate Professor	-	61,907	61,907					-	-		   	+	+	-	
Assistant Professor	2	52,722	52,722					2	1				-	-	-
New Assistant Professor	-	51,500	51,500			-		-	1			-	-		
Instructor								1	-			+			
(88) PHILOSOPHY AND RELIGIOUS ST		To the second		THE PROPERTY OF		SAN IN LINE SERVICES		THE REAL PROPERTY.		国際はは	STATE STATES	The Standard Street	Section Sections and sections	STATEMENT OF THE PARTY OF	STATE STATE OF THE PARTY OF THE
38.01 Philosophy															
Professor	2	72,212	72,212	79,325	79,889	67,520	90.394	33	1		7	72 561	75 7R1	87 133	BB 670
Associate Professor	2	62,420	62,420	29,657	60,708	50,351	66,593	27 1	1	04.6	02.8	56 238	60 640	63 361	82,520
Assistant Professor				50,047	51,190	41,749	56,953	27	91		1	47 100	47 948	54 488	57 02E
New Assistant Professor				51,401	51,000	42,507	60,000		5	-		47,500	49 600	56,000	56 800
Instructor		Section (section) to the section (section)		35,643	35,306	25,911	45,000	8	5			34,000	34.784	38.000	39.400

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National Faculty Salary Survey: Multi-Discipline Report (Average)

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RAW DATA		A. Focus Salary	ılary	B. Compa	rison Gro ported Av	B. Comparison Group Statistics (Based on Reported Average Salaries*)	ss (Based o ries*)	5	A's	A's Avg. as % of B's	% of				
Code/Title (40.) PHYSICAL SCIENCES 40.05 Chemistry	ĝ	Average	Dbn Med	Average	Median	Minimum Maximum	STEEL SHOW AND ADDRESS OF THE PARTY OF THE P	d Z	NI AVET	N Average Median	dian	8	6	75	80
Professor	2	84,211	84,211	87,080	85,107	71,828	118,744	95	17	96.7	1	80.970	83 270.	90.781	93.891
Associate Professor	4	63,498	62,759	65,036	63,893	53,230	80,865	81	16	97.6	99.4	61 688	63 428	68.666	68 967
Assistant Professor	3	55,047	55,200	55,555	54,283	50,366	70,438	73		Ĺ	1	52.058	53 003	55 921	56 534
New Assistant Professor	-	53,000	53,000	53,541	53,000	46,750	67,000	8	7	Ī.	1	49.500	51 200	54 517	55 407
-				39,806	40,865	31,005	47,500	8		L	1	36.236	39 825	43.146	43.559
40.05 Geological & Earth Sci/Geosciend	88								THE SAME OF THE			THE PROPERTY OF	THE PERSON NAMED IN	STREET, STREET	TANKS SERVICE
Professor	-	81,846	81,846	81,899	76,950	70.938	103.445	32	111	Ĺ	106 4.	74 755	76 750	87 05E	92 26K
Associate Professor	-	58,090		66,373	66,083	58,090	76.7601	38		87.5	H	62 383	64 71R	69 687	70 427
Assistant Professor			58,090	54,768	55,000	45,000	67,939	28		2	1	52,671	53.413	56 835	57 016
New Assistant Professor								3	67	-	-		21	2000	20.0
Instructor						-		2	2	-	   	-			-
40.08 Physics						THE STATE OF THE	THE PERSON NAMED IN		N. S. S. S. S. S. S. S. S. S. S. S. S. S.				SATERIAL		<b>建筑场域域</b>
Professor	4	88,018	85,730	83,548	81,491	65.408	99.879	103	17 16	L	8	76 410	RO ROZ	80 373	03 057
Associate Professor	-	65,314	65,314	65,854	64.004	54.828	81.024				1	64 282	63 538	20,00	70,00
Assistant Professor	-	53,695	53,695	56,353	53,695	47,577	71,973	1		953 1	1000	51 702	53 344	60.23	63 BOA
New Assistant Professor				57,406	53,500	46.500	77,500	_			1	50 000	52 300	63,000	64 600
Instructor			-				and in constitution of the		0		   	20,00	77,000	200,500	04,000
(42) PSYCHOLOGY													THE PERSON NAMED IN		
				THE REAL PROPERTY.											
Professor	4	78,050	78,168	83,966	83,782	67,144	102.476	104	16 9		L	77 796	80 545	91 201	92 12E
Associate Professor	9	62,605	62,893	63,348	62,438	51.707	1	1			;	60 205	61 844	64 043	67 846
Assistant Professor	4	54,767	53,236	54,875	54,707	48,287	1	1	-	99.8	1001	52 381	53 778	45 285	56 30B
New Assistant Professor				56,575	55,400	47,700	66,950	9	-	1	1	51.450	52 800	64 750	63 000
Instructor						A Comment of the Comm	}	4	3		-				220,00
						Manager of the State of the sta		and assessment of			and the second second second	the married and in Assessment	A town the same Acres		-

National Faculty Salary Survey: Multi-Discipline Report (Average)

Focus Institution: University of Michigan-Dearborn Comparison Group: Faculty Study without UM-AA Year: 2007-08

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RAWIDATA		L Focus Salary	lary	B. Compe Re	arison Gro sported Av	B. Comparison Group Statistics (Bar Reported Average Salaries†)	s (Based o	c	A's Avg E	A's Avg. as % of B's				
Code/Title		Dbn Average Med Average	Dbn Med	Average	Мedian	Midmum Maximum ve	Meximum.		Ni Averane Madion	Medien	ţ		ļ.	() ()
[44,] PUBLIC ADMINISTRATION AND SOCIAL 44.05 Public Policy Analysis	CIAL	SERVICE	ROFESS	SNO							1			) 6
Professor	-				THE PERSON NAMED IN COLUMN NAM									
Associate Professor	-							<u> </u>					-	
Assistant Professor	F	59,450	59,450				-	+	1		+			
New Assistant Professor								+			-			
Instructor								-		,			-	THE RESERVE STREET, ST
[45] SOCIAL SCIENCES [45,01 General														
Professor		The state of the s				The second second	A STATE OF THE PARTY OF THE PAR	2	1			The same		
Associate Professor	-	71,184	71,184				ļ	1	9		-	+	-	And in the Party of Standard States
Assistant Professor	-					-		6	-			+		
New Assistant Professor								<u> </u>			-	The second second	the case of the case of the case of	
Instructor								-					-	
45.02 Anthropology							THE PERSON NAMED IN		ACTURES SHIPS	THE STREET		STATE OF THE PARTY		STATE STATE
Professor	-	88,858	88,858	82,429	82,376	69.760	98.882	15	6! 107 B	107 9.	74 773	82 134	R7 208	88 852
Associate Professor	-	63,459	63,459	64,523	61,106	51,773	84,402	L	B 98.4	103.9	59 936	60 973	66 551	70 880
Assistant Professor	-	52,060	52,060	50,626	50,924	46.755	55.424			102.2	47 979	40 082	52 2051	52,624
New Assistant Professor								i				700'01	12,20	72,024
Instructor								_	2	]		$\dagger$		
l 45,06 Economics						STATE OF THE PARTY OF		響			SAN SERVICE	THE STREET	SHEET STREET	STATE OF STATE OF
Professor	4	83,813	84,808	92,484	89,570	71,234	111.161	53	14 90 6	93.6	84 405	RR OGal	102 342	104 737
Associate Professor	2	64,535	64,535	72,407	72,598	61,680	80.672	5		88.9	69 696	71 886	76.755	27, 202
Assistant Professor	-	65,000	65,000	67,668	66,873	51,483	86,120	45	14 96.1	97.2,	63.645	64 494	73 903	74 785
New Assistant Professor	-	65,000	65,000	63,341	64,000	47,886	82,000		7 102.6	101.6	56.750	61,000	68,000	69 800
Instructor										, <u>, , , , , , , , , , , , , , , , , , </u>				222
							and the same of the last of th	*********	A CONTRACTOR OF THE PARTY OF TH	or or other particular or or other particular	and and and and and and	The state of the s	The second second second	

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RAW DATA		A. Focus Selary	alary	B. Comparison Reporte	parison Group Statistics (B: Reported Average Salaries)	up Statistic orage Sala	pasi	5	A's.	A's Avg, as % of B's	<b>'</b> 5		off () to At constant		
			uqo .		200										
45.10 Political Science & Government	2	Average	Med	Average	Median	Minimum Maximum	Maximum	P.	NI Average	ige Median		<b>13</b>	9	72	810
Professor	9	84,071	83,414	80,390	78,901	67.570	102 762	25	14 10	104 6	108.6 7:	1624	75 317	85.054	245 246
Associate Professor	2	58,384	58,384	60,392	58,573	53.987	70.129	8			ı	3 0 15	58 494	63 316	64 113
Assistant Professor	2	53,729	53,729	52,050	50,924	45,872	62,223	47	Ĺ		05.5 46	468	50.247	54.310	54 626
New Assistant Professor				52,154	51,250	43,425	64,000	7	9		1	50,125	50,500	52 750	53.000
Instructor				39,634	39,189	29,507	50,616	ø	9		33	35,663	36,736	43,410	44,000
45,11 Sociology														<b>BENEFATE</b>	
Professor	63	84,140	85,466	80,621	81,985	59,210	107,795	36	13 10		١.	,688	74.269	85,717	87.714
Associate Professor	2	73,350	73,350	65,804	63,696	52,095	93,979	57	14 11	111.5 1	115.2, 60	60,965	62,130	70.789	72.091
Assistant Professor	Ŋ	53,848	53,848	51,123	50,678	43,767	58,874	46	14 10		1	48.043	50.234	54 375	54 571
New Assistant Professor				50,201	51,000	45,000	55,000	5	5		46	49,005	50.202	51.000	51.800
Instructor								10	4		-	-			
[50] VISUAL AND PERFORMING ARTS 50:07 Fine & Studio Art															
Professor	1	76,453	76,453	76,161	76,453	63.170	92.398	j02	15 100		100 0 71	412	73 380	81 237	81 632
Associate Professor	-	63,180	63,180	58,854	58,174	52,390	66,279	62	L	107.4	İ	56.815	57 459	59 902	61 457
Assistant Professor	2	53,200	53,200	48,707	47,541	45,677	53,200	29			1		47.397	49 925	51 041
New Assistant Professor				48,534	48,641	43,000	53,000	15	8		1		48 126	50 249	50 596
Instructor					42,965	28,473	44,952	9	9		37	37,894	41.451	44.499	44.505
[52,] BUSINESS, MANAGEMENT, MARKETI 52,02 Admin, Mgt & Operations	EIIN	NG, AND RE	AND RELATED SU	PPORT SE	RVICES										
Professor	2	116,620	116,620	107,690	109,512	79,500	144,146	- 29	13 108.3	í	١.		07.838	113 916	114 2R7
Associate Professor	ы	111,480	90,563	93,768	93,611	82,000	111,480	98			119.1, 87	1	90.094	96.490	97.504
Assistant Professor	3	99,754	100,000	88,555	89,600	56,121	111,460	8	112.6		1	į	88,157	95.074	95.750
New Assistant Professor	-	100,000	100,000	85,384	86,135	30,124	122,000	16	117.1			1	84,427	95,500	97,300
Instructor	-	Comment and comment and a transmission was separated.		58,223	53,333	44,775	73,000	13	7		49	49,148	52,113	62,079	70,232
											And and and amount of the shirt of				

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				В. Сепр	arison Gre	B. Comparison Group Statistics (Based on	es (Banad		SAT.	A's Avg. as 9, of				
RAW DATA		A. Focus Salary	alary	Œ.	sported Av	Reported Average Salaries*	rles1)			s in				
Code/Title	P.	NP Average	Dbn Med	Average	Median	Average Median Minimum Waximum ve	Meximum	a a	NI AVE	NI Averane Median	ų, E	Ę	1	
52.03 Accounting & Related Srycs													2	8
Professor	¥	140,812	128,052	118,019	120,533			52	12 1	119.3	Г.	115 335	125 RR3	126 040
Associate Professor	-	110,825	110,825		104,279		111.948			109 1 106 3	•	1	1	407 400
Assistant Professor	-	102,853	102,853	98,517	96,145	85,000	1	1		L	04 252	-	1	107 700
New Assistant Professor							-	1 6			٠.		1	102,700
Instructor				60,493	53,982	40.922	115,000	12	1 6		52 000	43 10B	57 004	84 052
52.06 Managerial Economics						THE REAL PROPERTY.				The second second	Participation of the last of t			000,10
Professor						The second secon		101	2					
Associate Professor	-	91,454	91 454					4	1 6					-
Assistant Professor						And the second course of the second second		10	, -		***************************************		-	A STATE OF A PARTY PROPERTY OF THE PARTY OF
New Assistant Professor						and the same of th		1						
Instructor			-					<del> </del> -	-					
52.07 Entrepreneurial & Small Operations	监													A STATE OF THE PARTY OF THE PAR
Professor					CONTRACTOR DESCRIPTION OF THE PERSON OF THE	A STREET, SQUARE, SALES	The state of the s	-	A STATE OF THE PARTY OF THE PAR					
Associate Professor			-	-				+	-					
Assistant Professor	-	103,000	103,000			-	-	-	-	-	the state of the s			publication of relative party of
New Assistant Professor	-	103,000	103,000			-		-	+-					-
Instructor			-					+	-				-	manufacture of manufacture of the public
52.08 Finance & Financial Mgt Srycs			STATE OF THE PARTY.									A STATE OF THE PARTY OF THE PAR	A STANSON OF THE PERSON	
Professor				120,187	109.970	Į.	192 928	28	jo		107 703	100 004	124 225	000 707
Associate Professor	2	111,943	111,943	103,365	105,537	74,993	116.090	25		108 3 106 1	1 97 213	1	-	142 047
Assistant Professor	4	98,414	609'66	100,273	100,530		111,258	23		-	1	100 113	402 043	176,347
New Assistant Professor								4		-	1	i	1	100,000
Instructor	Γ				-		+	7 =	2 6					Carried Control of the Control of th
THE RESIDENCE OF THE PARTY OF T	-	The second second second	A Print to the same of the sam	Andread and an order of the party of the par	1	4		7	ö					

National Faculty Salary Survey: Multi-Discipline Report (Average)

Focus Institution: University of Michigan-Dearborn Comparison Group: Faculty Study without UM-AA Year: 2007-08

Statistics: Unweighted

NP - Number of Incumbents within the comparison group.

NI - Number of institutions in comparison group - (20).

- More than 150% of the group median

- Less than 75% of the group median

RAW DATA		A. Focus Salary	alary	B. Comp R.	arison Gro eported Av	B. Comparison Group Statistics (Based on Reported Average Salaries)	ries1)	F	A's Avy	A's Avg. as % of B's				
Gode/Title	N.	NP Average	Dbn	Average	Median	Minimum Maximum	un ula kep	i Ž	M. Averano Median	Median	Ŕ	Ę		
52.10 Human Resources Mgt & Srvcs													2	3
Professor	-	119,665	119,665			Name of Persons and Persons an	The second second second	4	2		- Aller Marie Control			To be seen to be seen
Associate Professor								4	-					
Assistant Professor	-	94,989	94,989					10	23					
New Assistant Professor								+					T	***************************************
Instructor									-	-				-
52,12 Mgt Information Sys & Srycs					A STATE OF THE STA							STATISTICS OF THE PARTY OF THE	STREET, STREET	THE STATE OF THE PARTY OF THE P
Professor	_			107,698	110.850	82.789	122.140	121	5		109 755	110 412	112 054	11/1 701
Associate Professor	m	117,047	116,404	104,110	102,629	97,136	117.047	15	5 112.4	114.0,	100 785	101 801	102 951	105,770
Assistant Professor	2	98,941	98,941	94,260	92,314	87,356	100,680	15	1		92.007	93 194	98 941	99,770
New Assistant Professor								2				100100	1	207,00
Instructor								6	4					
52.14 Marketing							<b>阿斯阿斯斯</b>			Sept State State				
Professor				108,696	105,105	93,659	140,862	33	10.		96.611	100 331	117 407	118 875
Associate Professor	2	106,058	106,056	93,110	93,298	73,024	106.058	1	113.9	113.7.	89.837	92,616	97 R7R	98 778
Assistant Professor	2	103,295	103,295	92,468	90,706	82,748	103,295	1			86 661	88 665	99,050	00 752
New Assistant Professor								2		L.		200	200	20,105
Instructor				48,219	41.073	35.4681	64.000	9	2		41 0001	41 044	50 553	60 442
52 16 Taxallon												Manual Property	100,00	744.00
Professor		August 11 School of the land	The Control of the Co		The same of the sa	ACTUAL DESCRIPTION OF THE PROPERTY OF THE PROP	Company and the Company of the Compa	NAME OF TAXABLE PARTY.	AND DESCRIPTION OF THE PARTY OF			A STATE OF THE PERSON NAMED IN		では、
Associate Professor	-	126,469	126,469			-	-	<del> -</del>	-	-	-			
Assistant Professor							-					-		
New Assistant Professor				-	The transfer and the second se	a Parametra and an annual property		1		,			-	and the spilling property and the second
Instructor					-			<u> </u>	tring the second section of the second	,			and the same of the same of	a marganistic in the party of t
THE RESIDENCE OF THE PARTY OF T			or framework of the contract o	7		The base of the second second	- The second second	-	The second second	Ž		•		

National Faculty Salary Survey: Multi-Discipline Report (Average)

Focus Institution: Universily of Michigan-Dearborn Comparison Group: Faculty Study without UM-AA Year: 2007-08

Statistics: Unweighted

NP - Number of Incumbents within the comparison group. NI - Number of institutions in comparison group - (20). Key

- More than 150% of the group median - Less than 75% of the group median

RAW DATA		A. Focus Salary	alary	B. Compa Re	rison Grou ported Ave	B. Gomparison Group Statistics (Based on Reported Average Salanes†)	s (Based o	9	A's Avg. as % of B's	as % of s				
Code/Title (54.] HISTORY GENERAL 54.01 HISTORY	NP Av	Average	Dbn Med	Average	Median	Minimum Maximum	Aaximum	함	ni Average Mediar	Median	26	9	778	묾
Professor	8	87,150	86,957	83,846	82,900	67,604	110,498	68	5 103.9	105.1	75 993	79 852	RR 974	01 256
Associate Professor	10	59,064	60,309	60,127	59,782	55,462	66.243	1 98	4 98.2	100 9	58 282	59 207	61 28E	62 113
Assistant Professor	2	54,254	54,254	50,031	48,810	45,629	55,960	199	108.4	1112	48 190	48 392	51 44E	52 121
New Assistant Professor	,,,,,							8			2011	777	2	100
Instructor						_		2	3	,		***************************************		
SUMMARY											THE RESERVE			
Professor	78	89,873	88,694	90,748	89,463	74.367	113 118	42	9 101 6	103.0	83 803	87 101	o6 105 <sup>(</sup>	08 974
Associate Professor	66	74,339	73,683	72,055	71,380	62,409	83 437	41	102 2	103.3	68 542	70.429	74 046	75 228
	79	65,598	65,743	63,095	62,674	54.461	73.658	8	101.2	102.2	60 007	61.530	65 975	66 778
The second secon	0	I	I	44,380	43,729	33,073	56.777	10			40 482	42 652	48 539	40 703
New Assistant Professor	15	15 66,558	66,558	57,636	57,105	46,445	69,157	9	4 103.3	103.7	54,233	55,836	61,114	62,109
Summary Total: 271 74,092	271	74,092	73,670	65,583	64,870	54,151	79,229	27	7 102.1	103.0	61,431	63,528	69,330	70.617
This series are series and series and series and series and series are series and series are series and series are series and series are series and series are series	¢	:											FY 2008	FY 2008 Totals:

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\* For the minimum of reported minimum selaries and the maximum of reported maximum selaries, please see the Single Discipline Report.

% Change between 2005-07.
Analysis: The comparison data indic Fiscal Years to accomplish this goal.

FY 2007 Totals:

% Change between 2007-08 FY 2006 Totals:

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