



**AN ANALYSIS OF SALARIES PAID TO
THE UNIVERSITY OF MICHIGAN
REGULAR INSTRUCTIONAL FACULTY,
REGULAR CLINICAL INSTRUCTIONAL FACULTY,
LECTURERS AND
GRADUATE STUDENT INSTRUCTORS
2011 - 2012**

THE UNIVERSITY OF MICHIGAN

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AN ANALYSIS OF SALARIES PAID TO REGULAR INSTRUCTIONAL FACULTY,
REGULAR CLINICAL INSTRUCTIONAL FACULTY, LECTURERS AND GRADUATE STUDENT INSTRUCTORS
2011-2012

This report, published annually based upon fall term data, analyzes current salaries of the University of Michigan's regular instructional faculty, regular clinical instructional faculty, lecturers, and graduate student instructors appointed in academic units at the University of Michigan. The report contains appointments on file as of November 1, 2011, and reflects the individual's status effective on November 1, 2011. Although most changes in salary rates occur on an annual cycle, these data are subject to change by normal on-going personnel actions.

Questions and/or any apparent errors should be directed to Denise Stegall, Director Human Resource Information Services, 4073 Wolverine Tower, Ann Arbor, MI 48109-1281, (734) 763-5138.

Laurita Thomas
Associate Vice President for Human Resources

METHODOLOGY AND DEFINITIONS

Any individual whose primary appointment is an active (paid) regular instructional appointment, regular clinical instructional appointment, lecturer appointment, or a graduate student instructor appointment in an academic unit has been counted in this report, including department chairs, persons with time for research, and persons on sabbatical leave with salary. Supplemental faculty (adjunct not covered by a union contract, and visiting titles) are excluded from this report in addition to Deans and any appointment that is not in an academic unit. Such decisions were made on the basis of whether the staff member's salary had been set in the context of his/her role as instructional staff or in some other role.

For full-time staff, the salaries from all funding sources are used. Not included in this figure are monies that may be received by some University staff such as: summer teaching and/or research, extension teaching, incentive payments to Medical Staff, overtime, and temporary administrative differentials. For part-time staff, a full-time equivalent rate (same qualifications as above) is used.

The counts of the regular instructional faculty, regular instructional clinical faculty, lecturers, and graduate student instructors have been shown on either a university year or a fiscal year basis as appropriate. Individual staff whose salaries are paid from more than one department are included in the department where their primary appointment resides, and are included only once in the total count.

Regular Instructional Faculty: All those individuals receiving salaries under the title of Professor, Associate Professor, Assistant Professor, or Instructor and those Lecturers not covered by a union contract.

Regular Clinical Instructional Faculty: All those individuals receiving salaries under the title of Professor, Associate Professor, Assistant Professor, Instructor or Lecturer in the regular clinical instructional job family.

Lecturers: This report includes those Lecturers and Adjunct faculty covered by a union contract.

Graduate Student Instructors: All those individuals receiving salaries under the title of Graduate Student Instructors. Report excludes Graduate Student Research Assistants and Graduate Student Staff Assistants.

University Year: Full-time rate for two terms of service for staff holding appointments for one or two full terms.

Fiscal Year: Annual full-time rate for staff holding appointments on a twelve-month basis.

Primary Appointments: The appointment to which a staff member devotes the largest portion of their effort.

Salary Per Term/Effort: For university year Graduate Student Instructors, one-half of their full-time rate multiplied by their effort. For fiscal year Graduate Student Instructors one-third of their full-time rate multiplied by their effort.

TIPS FOR SEARCHING THE ON-LINE
“Analysis of salaries paid to the University of Michigan Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors”
booklet

CAMPUS
UM_ANN-ARBOR
UM_DEARBORN
UM_FLINT

SCHOOL/COLLEGE/UNIT
COLL_ARCH_URN_PLN
COLLEGE_ENGINEERING
COLLEGE_OF_LS&A
COLLEGE_PHARMACY
DBN_COL_ARTS_SCI_LTR
DBN_COL_BUSINESS
DBN_COL_ENGINEERING
DBN_SCH_EDUCATION
FLINT_CAS
FLINT_HLTH_PROF_STUD
FLINT_MGMT_DEAN
FLINT_SCHEDU_HMN_SVS
LAW_SCHOOL
MEDICAL_SCHOOL
SCHOOL_ART_DESIGN
SCHOOL_BUS_ADMIN
SCHOOL_DENTISTRY
SCHOOL_EDUCATION
SCHOOL_INFORMATION
SCHOOL_KINESIOLOGY
SCHOOL_MUSIC
SCHOOL_NAT_RES_ENVIR
SCHOOL_NURSING
SCHOOL_PUB_HEALTH
SCHOOL_PUB_POLICY
SCHOOL_SOCIAL_WORK

DEPARTMENT
Searching for an individual department name might be a little trickier. The Adobe default for search texts appears to be ‘any case’ and ‘any grouping of the word you are searching for’ however, you can change the search option to search on ‘whole words only’ and ‘upper or lower case only’. For example, if you enter ‘MATH’ in the search field you may or may not find “LSA Mathematics” depending on how your Adobe search engine is set up.

TIPS FOR SEARCHING THE ON-LINE
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Graduate Student Instructors”
report

M_HR_CAMPUS_CD	M_HE_ORG_GROUP	DEPT_DESCR
UM_ANN-ARBOR	COLL_ARCH_URN_PLN	Coll of Arch & Urban Planning
UM_ANN-ARBOR	COLL_ARCH_URN_PLN	Urban Planning
UM_ANN-ARBOR	COLLEGE_ENGINEERING	Aerospace Engineering
UM_ANN-ARBOR	COLLEGE_ENGINEERING	Atm, Oceanic & Space Sci.
UM_ANN-ARBOR	COLLEGE_ENGINEERING	Biomedical Engineering
UM_ANN-ARBOR	COLLEGE_ENGINEERING	Center for Health Engineering
UM_ANN-ARBOR	COLLEGE_ENGINEERING	Chemical Engineering Dept
UM_ANN-ARBOR	COLLEGE_ENGINEERING	Civil & Environmental Engr
UM_ANN-ARBOR	COLLEGE_ENGINEERING	CoE Assoc Dean Academic Affair
UM_ANN-ARBOR	COLLEGE_ENGINEERING	CoE Assoc Dean for Entrep Prog
UM_ANN-ARBOR	COLLEGE_ENGINEERING	COE EECS - CSE Division
UM_ANN-ARBOR	COLLEGE_ENGINEERING	COE EECS - ECE Division
UM_ANN-ARBOR	COLLEGE_ENGINEERING	CoE Interdisc Prof Program
UM_ANN-ARBOR	COLLEGE_ENGINEERING	CoE Technical Communications
UM_ANN-ARBOR	COLLEGE_ENGINEERING	CoE Undergraduate Education
UM_ANN-ARBOR	COLLEGE_ENGINEERING	Financial Engineering Program
UM_ANN-ARBOR	COLLEGE_ENGINEERING	Industrial Operations
UM_ANN-ARBOR	COLLEGE_ENGINEERING	Materials Science & Engin.
UM_ANN-ARBOR	COLLEGE_ENGINEERING	Mechanical Engineering
UM_ANN-ARBOR	COLLEGE_ENGINEERING	Naval Arch & Marine Dept
UM_ANN-ARBOR	COLLEGE_ENGINEERING	Nuclear Eng & Radiological Sci
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA American Culture
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Anthropology
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Asian Languages & Cultures
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Astronomy
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Biology - Undergraduate
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Biophysics
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Chemistry
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Classical Studies

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UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Communication Studies
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Comparative Literature
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA DAAS
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Earth & Environmental Sci.
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Ecology & Evolutionary Bio
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Economics
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA English Language & Lit.
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA English Language Institute
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Germanic Languages & Lit.
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA History
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA History of Art
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA II:Russ, EE, & Eurasian St
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Judaic Studies
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Linguistics
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Mathematics
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Molec./Cell./Develop. Bio
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Near Eastern Studies
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Organizational Studies
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Philosophy
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Physics
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Political Science
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Political Science: MIW
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Psychology
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Romance Languages & Lit.
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Screen Arts & Cultures
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Slavic Languages & Lit.
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Sociology
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Statistics
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Sweetland Writing Center

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UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA UG: Comprehensive Studies
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA UG: Curriculum Support
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA UG: Environment
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA UG: Hlth. Science Scholars
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA UG: Museum Studies Minor
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA UG: Residential College
UM_ANN-ARBOR	COLLEGE_OF_LS&A	LSA Women's Studies
UM_ANN-ARBOR	COLLEGE_OF_LS&A	UG: InterGroup Relations
UM_ANN-ARBOR	COLLEGE_PHARMACY	College of Pharmacy
UM_ANN-ARBOR	COLLEGE_PHARMACY	PHARMACY Clin, Soc & Admin Sci
UM_ANN-ARBOR	COLLEGE_PHARMACY	PHARMACY Medicinal Chemistry
UM_ANN-ARBOR	COLLEGE_PHARMACY	PHARMACY Pharmaceutical Sci
UM_ANN-ARBOR	LAW_SCHOOL	Law School
UM_ANN-ARBOR	MEDICAL_SCHOOL	Anesthesiology Department
UM_ANN-ARBOR	MEDICAL_SCHOOL	Bioinformatics
UM_ANN-ARBOR	MEDICAL_SCHOOL	Biological Chemistry Dept
UM_ANN-ARBOR	MEDICAL_SCHOOL	Cardiac Surgery Section
UM_ANN-ARBOR	MEDICAL_SCHOOL	Cell and Developmental Biology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Cellular Molecular Bio Grad Pg
UM_ANN-ARBOR	MEDICAL_SCHOOL	Child Behavioral Health
UM_ANN-ARBOR	MEDICAL_SCHOOL	Comp Med and Bioinformatics
UM_ANN-ARBOR	MEDICAL_SCHOOL	Department of Radiology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Dermatology Department
UM_ANN-ARBOR	MEDICAL_SCHOOL	Division of Anatomical Science
UM_ANN-ARBOR	MEDICAL_SCHOOL	Emergency Medicine Admin
UM_ANN-ARBOR	MEDICAL_SCHOOL	Emergency Medicine Hurley
UM_ANN-ARBOR	MEDICAL_SCHOOL	Emergency Medicine UM Adult
UM_ANN-ARBOR	MEDICAL_SCHOOL	Emergency Medicine UM CES
UM_ANN-ARBOR	MEDICAL_SCHOOL	Family Medicine

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UM_ANN-ARBOR	MEDICAL_SCHOOL	GSA - Administration (GSA/ADM)
UM_ANN-ARBOR	MEDICAL_SCHOOL	Human Genetics Department
UM_ANN-ARBOR	MEDICAL_SCHOOL	Int Med-Allergy
UM_ANN-ARBOR	MEDICAL_SCHOOL	Int Med-Cardiology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Int Med-Gastroenterology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Int Med-General Medicine
UM_ANN-ARBOR	MEDICAL_SCHOOL	Int Med-Geriatric Medicine
UM_ANN-ARBOR	MEDICAL_SCHOOL	Int Med-Hematology/Oncology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Int Med-Infectious Diseases
UM_ANN-ARBOR	MEDICAL_SCHOOL	Int Med-Molecular Med&Genetics
UM_ANN-ARBOR	MEDICAL_SCHOOL	Int Med-Nephrology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Int Med-Pulm./Critical Care
UM_ANN-ARBOR	MEDICAL_SCHOOL	Int Med-Rheumatology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Lab Animal Medicine Unit
UM_ANN-ARBOR	MEDICAL_SCHOOL	Med Ed/Ofc of Ed Resources&Res
UM_ANN-ARBOR	MEDICAL_SCHOOL	Medical Education Admin
UM_ANN-ARBOR	MEDICAL_SCHOOL	Medical Observation Unit - EM
UM_ANN-ARBOR	MEDICAL_SCHOOL	Metabolism, Endo & Diabetes
UM_ANN-ARBOR	MEDICAL_SCHOOL	Microbiology and Immunology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Molec & Integrative Physiology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Neurology Department
UM_ANN-ARBOR	MEDICAL_SCHOOL	Neurosurgery
UM_ANN-ARBOR	MEDICAL_SCHOOL	Obstetrics and Gynecology Dept
UM_ANN-ARBOR	MEDICAL_SCHOOL	Ophthalmology & Visual Science
UM_ANN-ARBOR	MEDICAL_SCHOOL	Orthopaedic Surgery
UM_ANN-ARBOR	MEDICAL_SCHOOL	Otorhinolaryngology Department
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pathology Department
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatric & Comm Diseases Dept
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatric Hospitalists

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UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatric Surgery Section
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatrics-Ambulatory Care Pgm
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatrics-Cardiology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatrics-Endocrinology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatrics-Gastroenterology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatrics-Genetics
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatrics-Hematology/Oncology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatrics-Immun/Rheumatology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatrics-Infectious Diseases
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatrics-Intensive Care
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatrics-Neonatal/Perinatal
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatrics-Nephrology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatrics-Neurology
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pediatrics-Pulmonary Medicine
UM_ANN-ARBOR	MEDICAL_SCHOOL	Pharmacology Department
UM_ANN-ARBOR	MEDICAL_SCHOOL	Physical Medicine & Rehab Dept
UM_ANN-ARBOR	MEDICAL_SCHOOL	Plastic Surgery Section
UM_ANN-ARBOR	MEDICAL_SCHOOL	Psychiatry Department
UM_ANN-ARBOR	MEDICAL_SCHOOL	Radiation Oncology - Ann Arbor
UM_ANN-ARBOR	MEDICAL_SCHOOL	Radiation Oncology-Providence
UM_ANN-ARBOR	MEDICAL_SCHOOL	Surgery Department
UM_ANN-ARBOR	MEDICAL_SCHOOL	Thoracic Surgery Section
UM_ANN-ARBOR	MEDICAL_SCHOOL	Transplant Surgery (STX)
UM_ANN-ARBOR	MEDICAL_SCHOOL	Urology Surgery
UM_ANN-ARBOR	MEDICAL_SCHOOL	Vascular Surgery Section
UM_ANN-ARBOR	SCHOOL_ART_DESIGN	School of Art and Design
UM_ANN-ARBOR	SCHOOL_BUS_ADMIN	ROSS SCH Doctoral Programs
UM_ANN-ARBOR	SCHOOL_BUS_ADMIN	Ross School of Business
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Bio & Materials Science

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UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Community Dentistry
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Dental Hygiene
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Hospital Dentistry
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Maxillofacial Surgery
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT OM Surgery/HD
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Oral Med/Path/Oncology
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Oral Surgery @ HospClinic
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Ortho/Peds Dentistry
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Orthodontics
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Pediatric
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Periodontics
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Periodontics and Oral Med
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Prosthodontics
UM_ANN-ARBOR	SCHOOL_DENTISTRY	DENT Cariology, Restor Sci & Endo
UM_ANN-ARBOR	SCHOOL_EDUCATION	School of Education
UM_ANN-ARBOR	SCHOOL_EDUCATION	SOE- Teacher Education
UM_ANN-ARBOR	SCHOOL_EDUCATION	SOE-CSHPE
UM_ANN-ARBOR	SCHOOL_EDUCATION	SOE-Educational Studies
UM_ANN-ARBOR	SCHOOL_INFORMATION	School of Information
UM_ANN-ARBOR	SCHOOL_KINESIOLOGY	School of Kinesiology
UM_ANN-ARBOR	SCHOOL_MUSIC	Department of Dance
UM_ANN-ARBOR	SCHOOL_MUSIC	Marching/Athletic Bands
UM_ANN-ARBOR	SCHOOL_MUSIC	School of Music
UM_ANN-ARBOR	SCHOOL_MUSIC	Theatre and Drama
UM_ANN-ARBOR	SCHOOL_NAT_RES_ENVIR	Sch of Nat Resources & Environ
UM_ANN-ARBOR	SCHOOL_NURSING	School of Nursing
UM_ANN-ARBOR	SCHOOL_PUB_HEALTH	Biostatistics Department
UM_ANN-ARBOR	SCHOOL_PUB_HEALTH	Environmental Health Sciences
UM_ANN-ARBOR	SCHOOL_PUB_HEALTH	Epidemiology Department

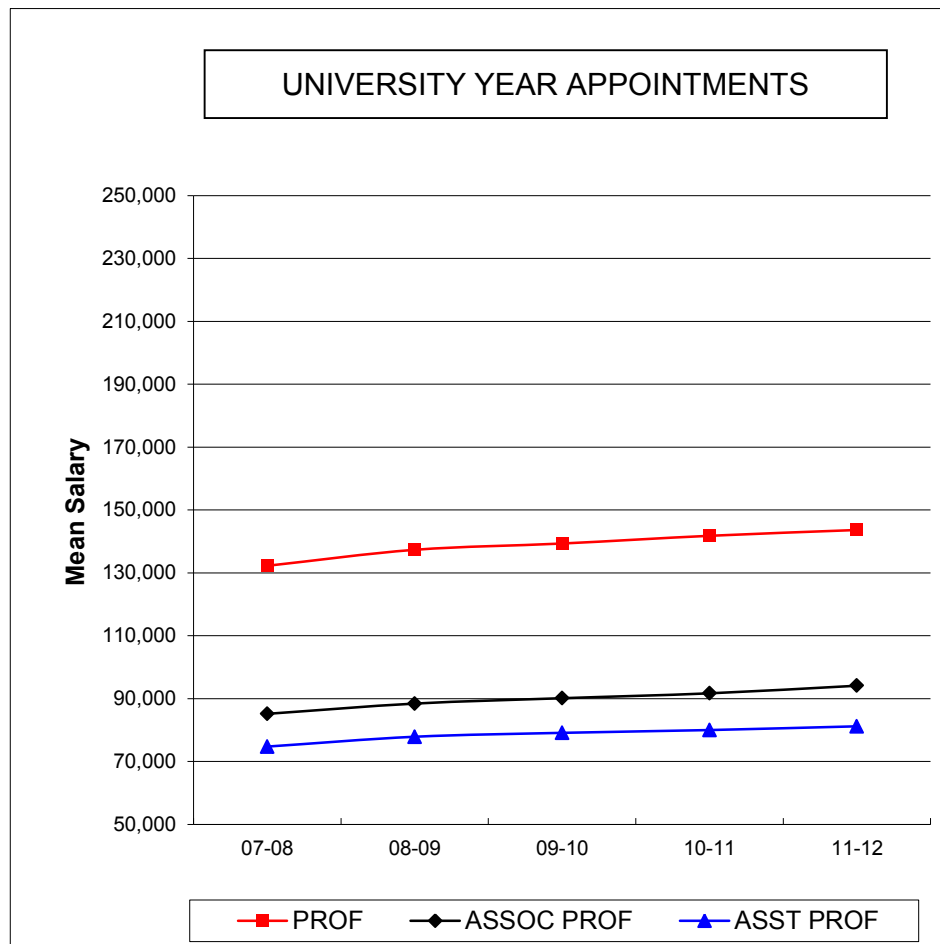
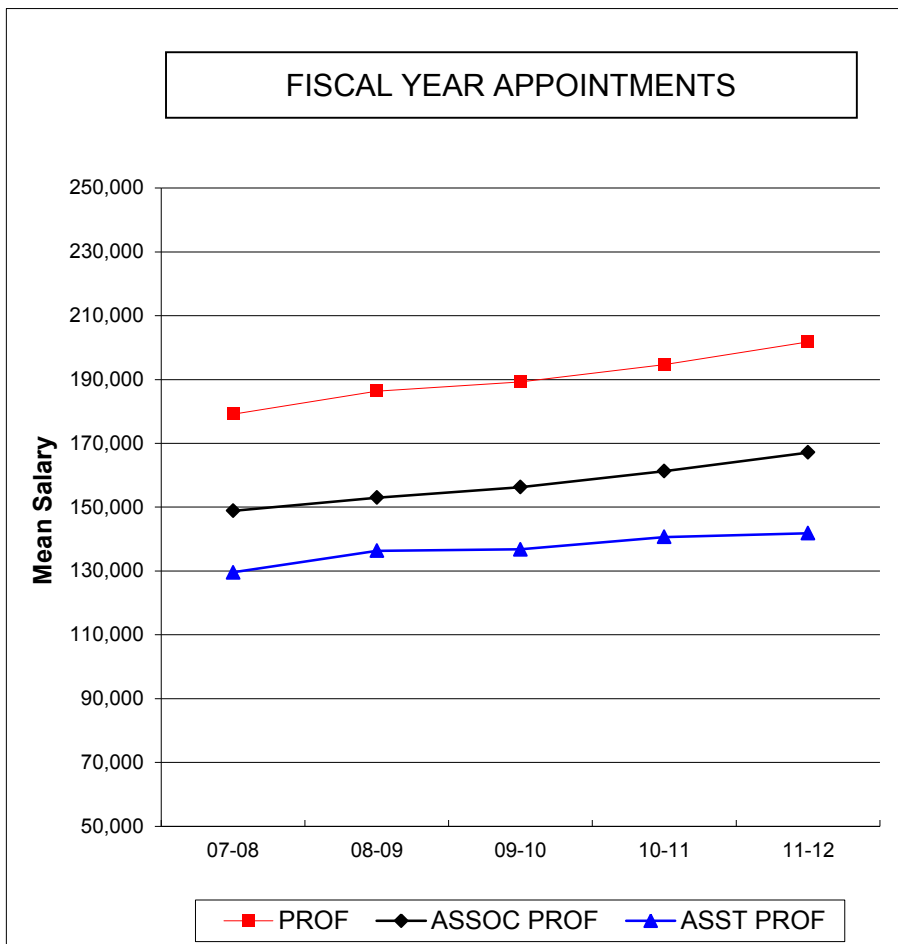
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UM_ANN-ARBOR	SCHOOL_PUB_HEALTH	Health Management and Policy
UM_ANN-ARBOR	SCHOOL_PUB_HEALTH	Hlth Behavior & Hlth Ed Dept
UM_ANN-ARBOR	SCHOOL_PUB_POLICY	G. Ford Sc Pub Pol
UM_ANN-ARBOR	SCHOOL_SOCIAL_WORK	School of Social Work
UM_DEARBORN	DBN_COL_ARTS_SCI_LTR	Dbn CASL College-Wide Programs
UM_DEARBORN	DBN_COL_ARTS_SCI_LTR	Dbn CASL Writing & Prgm Ctr
UM_DEARBORN	DBN_COL_ARTS_SCI_LTR	Dbn CASL-Behavioral Sciences
UM_DEARBORN	DBN_COL_ARTS_SCI_LTR	Dbn CASL-Biological Sciences
UM_DEARBORN	DBN_COL_ARTS_SCI_LTR	Dbn CASL-Math & Statistics
UM_DEARBORN	DBN_COL_ARTS_SCI_LTR	Dbn CASL-Natural Sciences
UM_DEARBORN	DBN_COL_ARTS_SCI_LTR	Dbn CASL-Physical Sciences
UM_DEARBORN	DBN_COL_ARTS_SCI_LTR	Dbn CASL-Psychology
UM_DEARBORN	DBN_COL_ARTS_SCI_LTR	Dbn CASL-Social Sciences
UM_DEARBORN	DBN_COL_ARTS_SCI_LTR	Dbn CASL-Sociology & Anthropol
UM_DEARBORN	DBN_COL_ARTS_SCI_LTR	Dbn-Language Culture Communctr
UM_DEARBORN	DBN_COL_ARTS_SCI_LTR	Dbn-Literature,Philosophy&Arts
UM_DEARBORN	DBN_COL_BUSINESS	Dbn Col of Bus-Acctg & Finance
UM_DEARBORN	DBN_COL_BUSINESS	Dbn Col of Bus-Mgmt Studies
UM_DEARBORN	DBN_COL_ENGINEERING	Dbn Col of Eng-Computer & Info
UM_DEARBORN	DBN_COL_ENGINEERING	Dbn Col of Eng-Electric & Comp
UM_DEARBORN	DBN_COL_ENGINEERING	Dbn Col of Eng-Indust & Sys En
UM_DEARBORN	DBN_COL_ENGINEERING	Dbn Coll of Eng-Mechanical Eng
UM_DEARBORN	DBN_SCH_EDUCATION	Dbn School of Education
UM_FLINT	FLINT_CAS	Flint Dept. of Chem/Biochem
UM_FLINT	FLINT_CAS	Flint Africana Studies Dept
UM_FLINT	FLINT_CAS	Flint Biology
UM_FLINT	FLINT_CAS	Flint Comm and Visual Arts
UM_FLINT	FLINT_CAS	Flint Comp Science, Eng and Ph
UM_FLINT	FLINT_CAS	Flint Earth & Resource Science

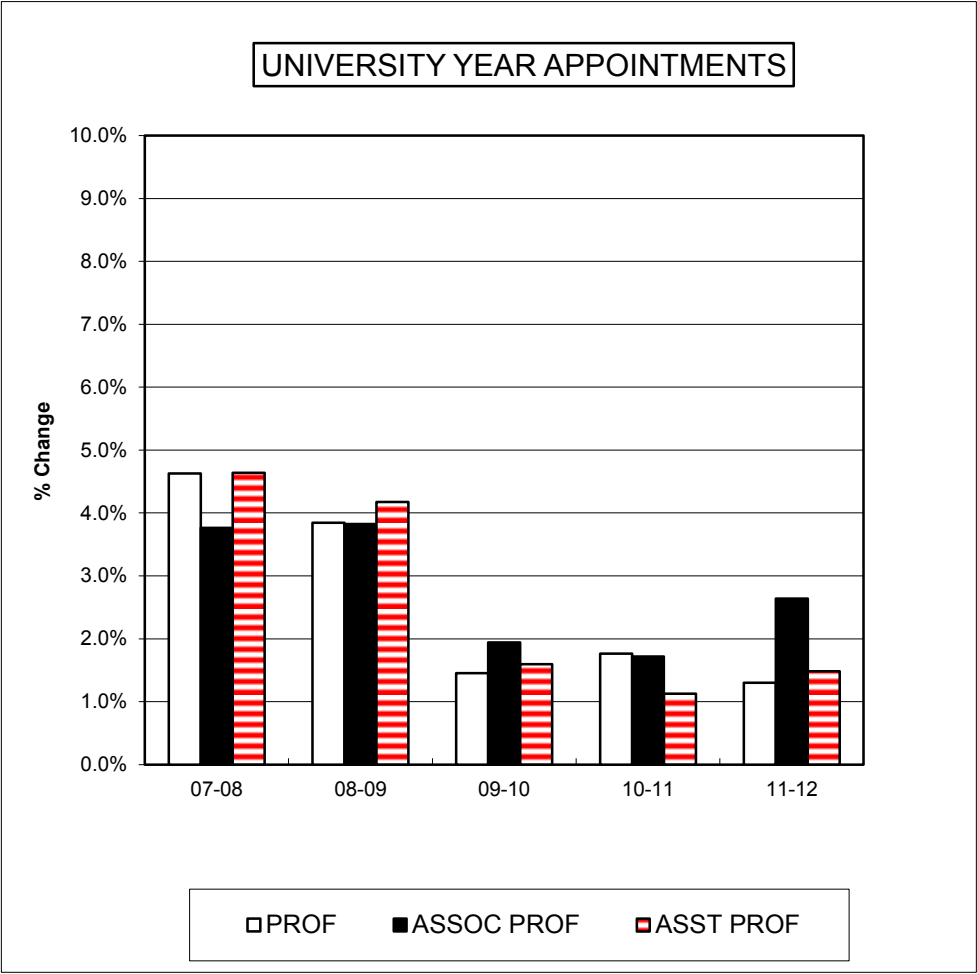
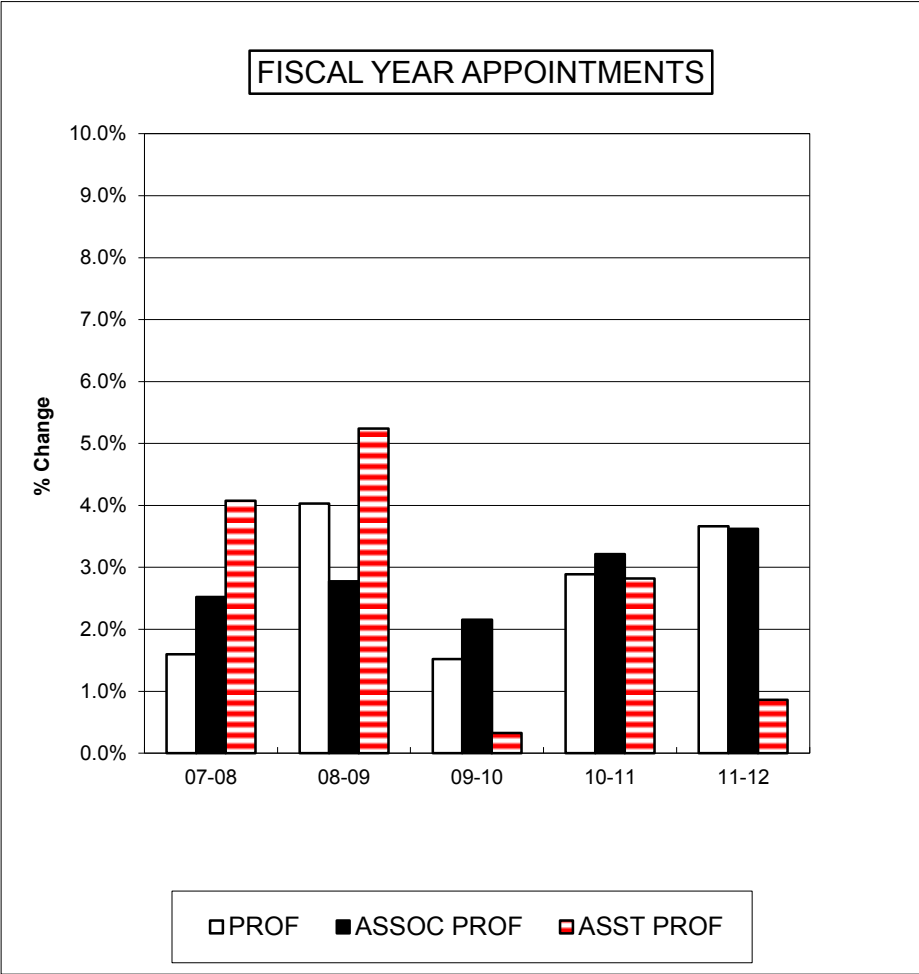
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UM_FLINT	FLINT_CAS	Flint Economics
UM_FLINT	FLINT_CAS	Flint English
UM_FLINT	FLINT_CAS	Flint Foreign Language
UM_FLINT	FLINT_CAS	Flint History
UM_FLINT	FLINT_CAS	Flint Mathematics
UM_FLINT	FLINT_CAS	Flint Mpa Program
UM_FLINT	FLINT_CAS	Flint Music
UM_FLINT	FLINT_CAS	Flint Philosophy
UM_FLINT	FLINT_CAS	Flint Political Science
UM_FLINT	FLINT_CAS	Flint Psychology
UM_FLINT	FLINT_CAS	Flint Soc,Anthropology & CJ
UM_FLINT	FLINT_CAS	Flint Theatre and Dance
UM_FLINT	FLINT_HLTH_PROF_STUD	Flint Dept Pub Hlth & Hlth Sci
UM_FLINT	FLINT_HLTH_PROF_STUD	Flint Nursing
UM_FLINT	FLINT_HLTH_PROF_STUD	Flint Physical Therapy
UM_FLINT	FLINT_MGMT_DEAN	Flint School of Management
UM_FLINT	FLINT_SCHEDU_HMN_SVS	Flint Early Childhood Edu
UM_FLINT	FLINT_SCHEDU_HMN_SVS	Flint Education
UM_FLINT	FLINT_SCHEDU_HMN_SVS	Flint Sch of Ed and Human Svcs
UM_FLINT	FLINT_SCHEDU_HMN_SVS	Flint Social Work

MEAN SALARIES OF REGULAR INSTRUCTIONAL STAFF
 2007-2008 THROUGH 2011-2012
 ALL CAMPUSES

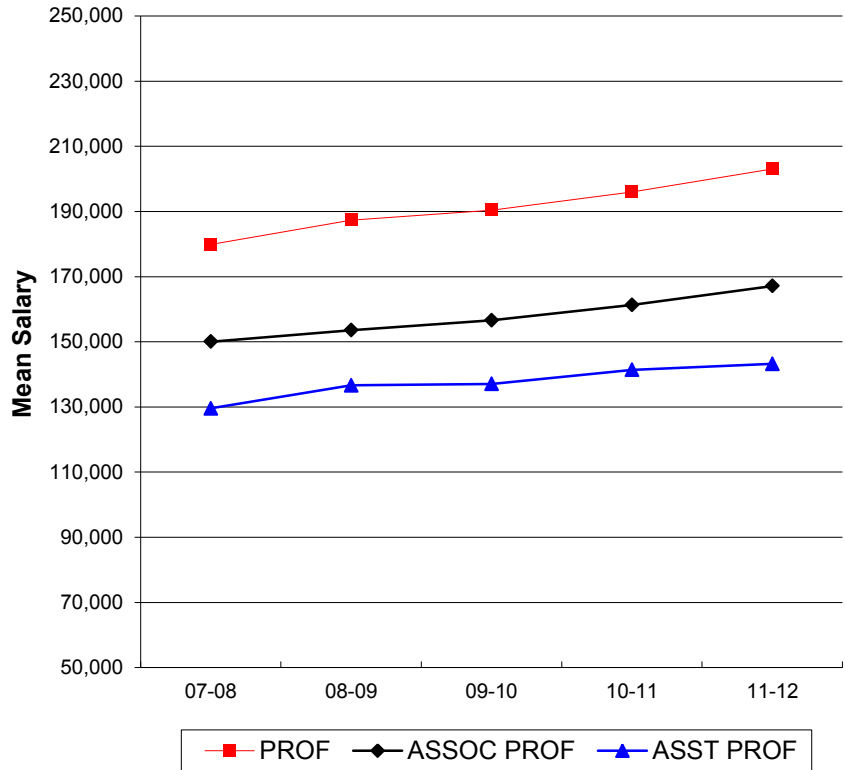


PERCENT CHANGE IN MEAN SALARIES BY RANK
 2007-2008 THROUGH 2011-2012
 ALL CAMPUSES

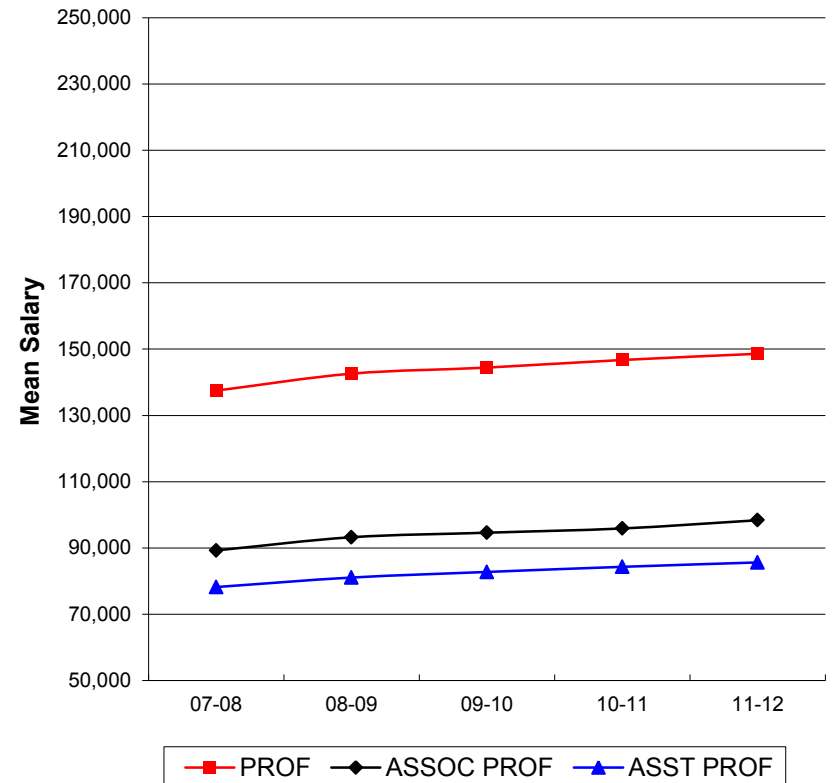


MEAN SALARIES OF REGULAR INSTRUCTIONAL STAFF
2007-2008 THROUGH 2011-2012
ANN ARBOR CAMPUS

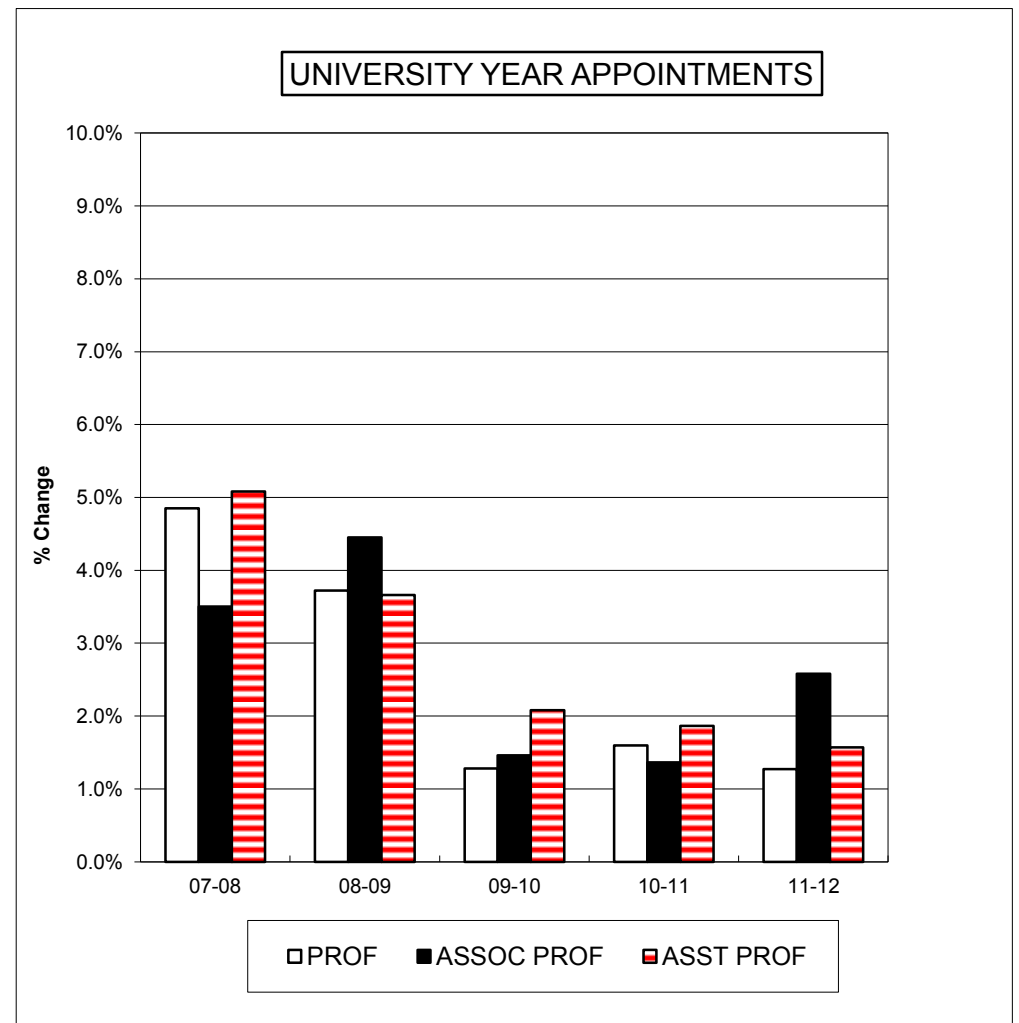
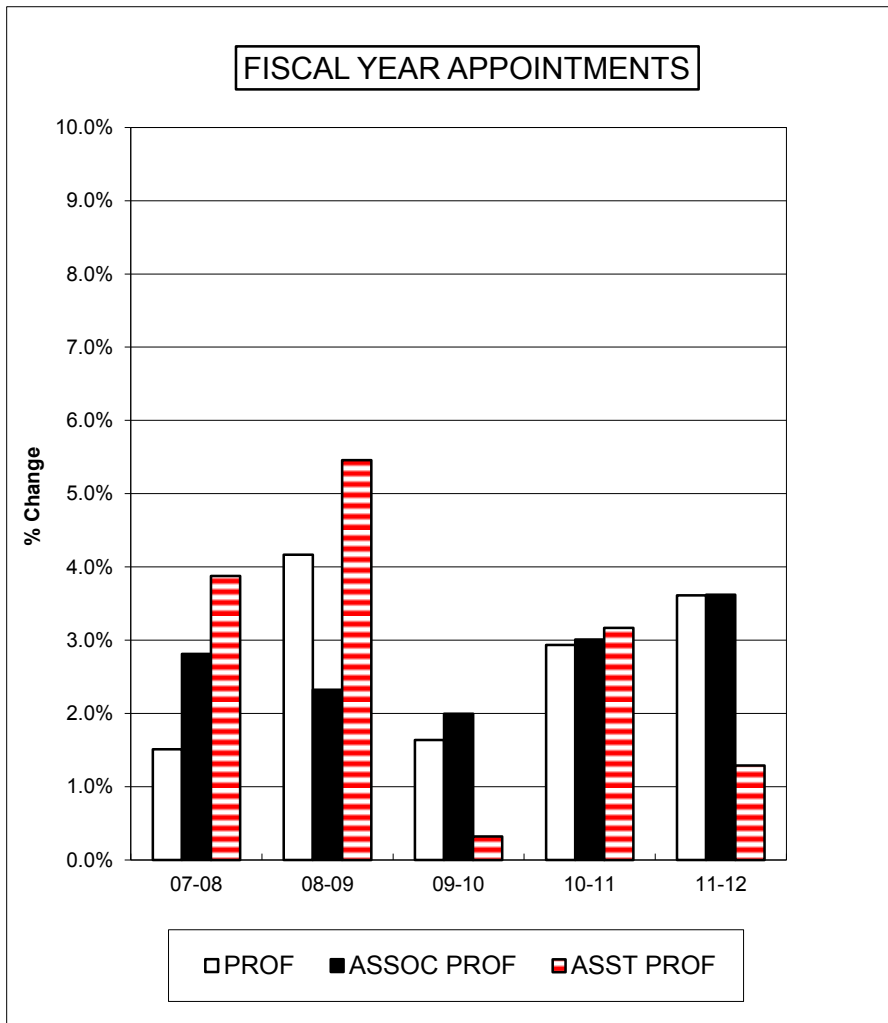
FISCAL YEAR APPOINTMENTS



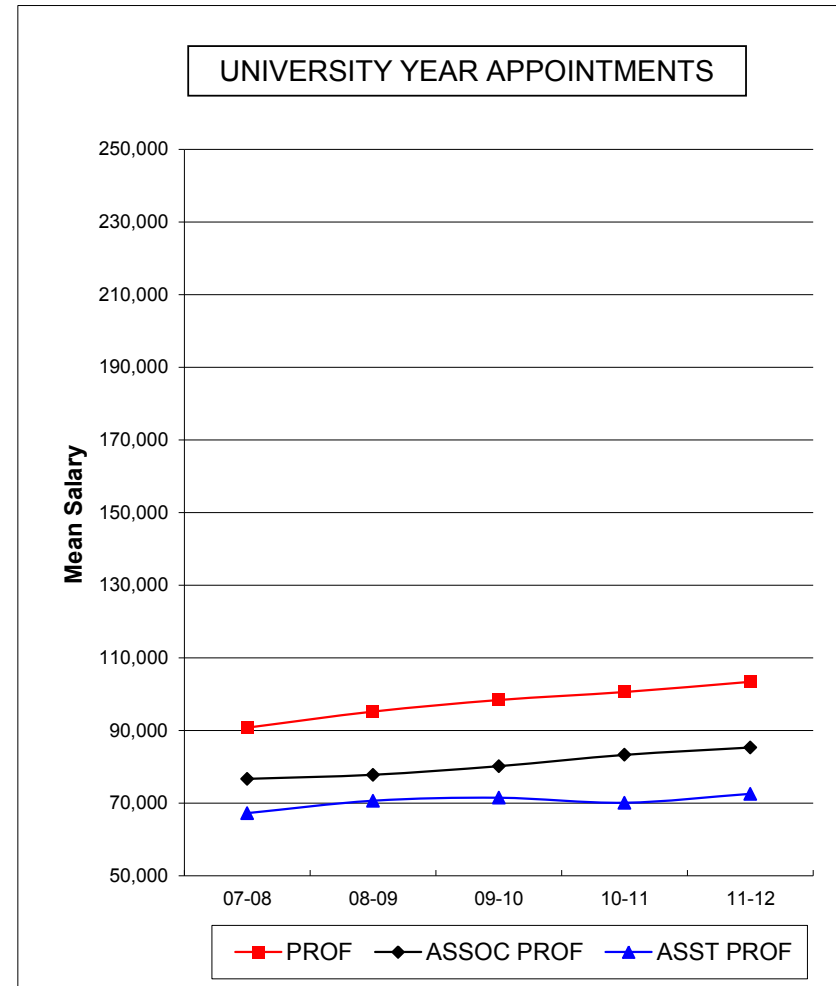
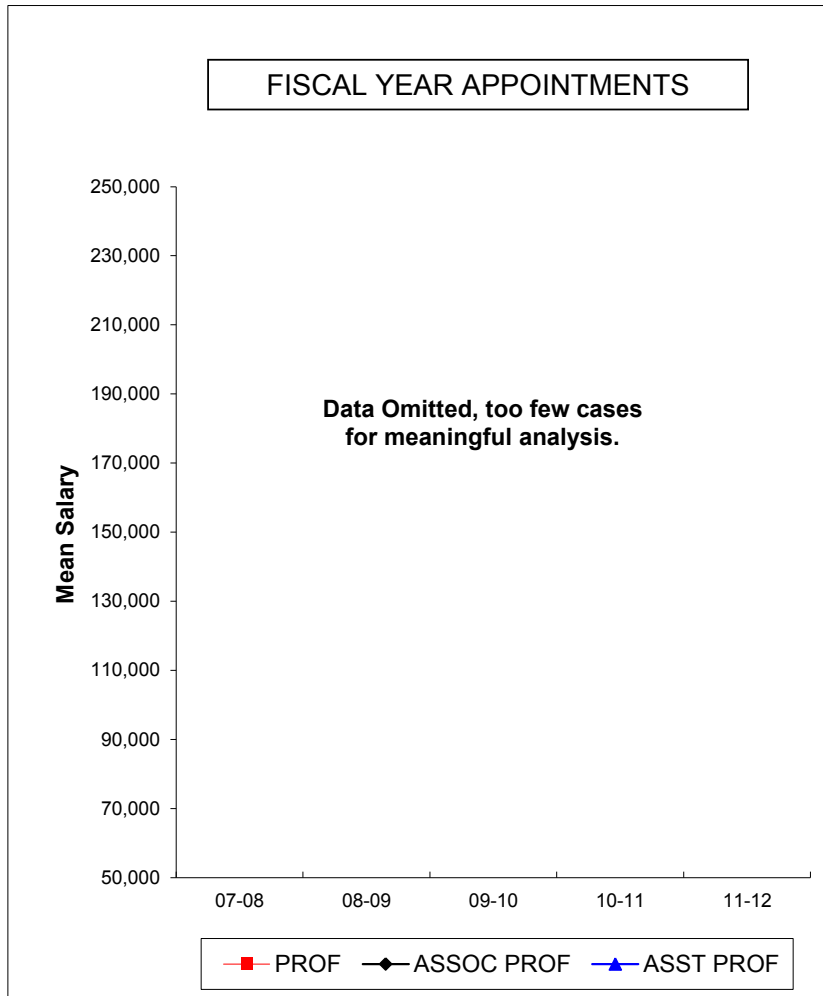
UNIVERSITY YEAR APPOINTMENTS



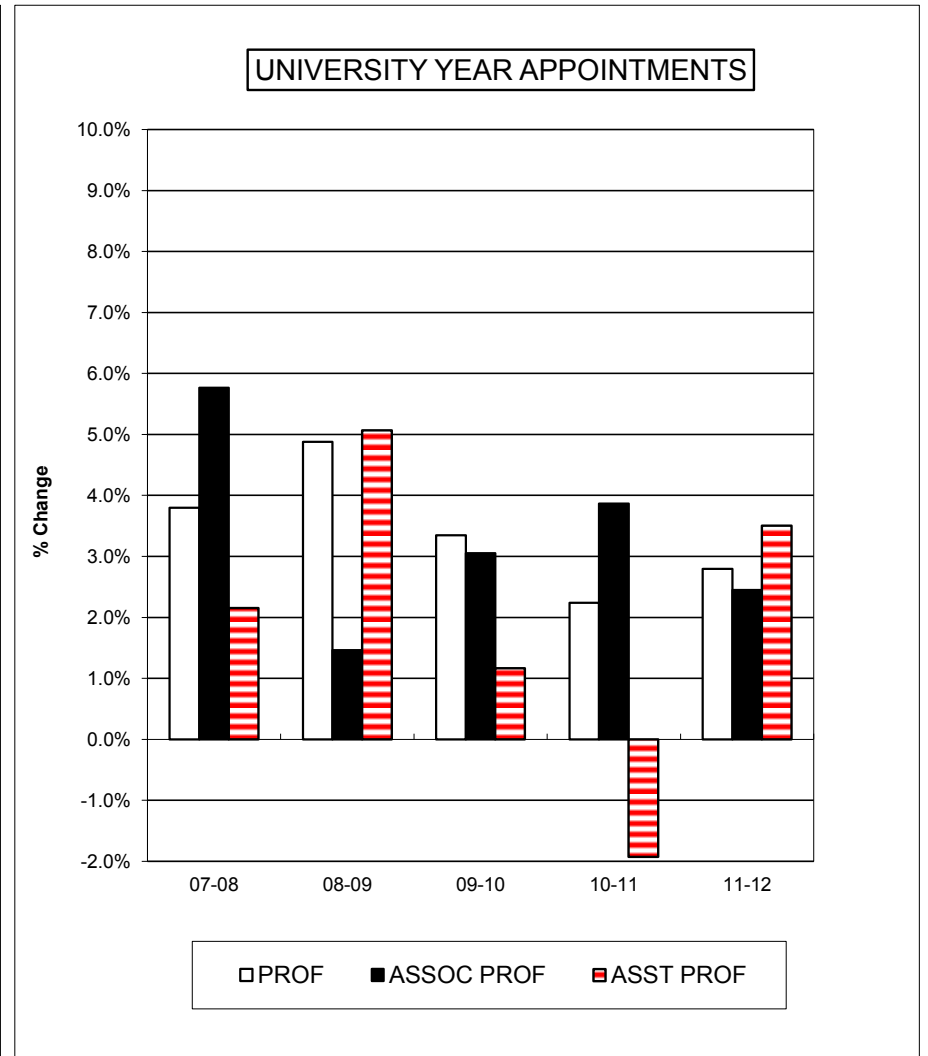
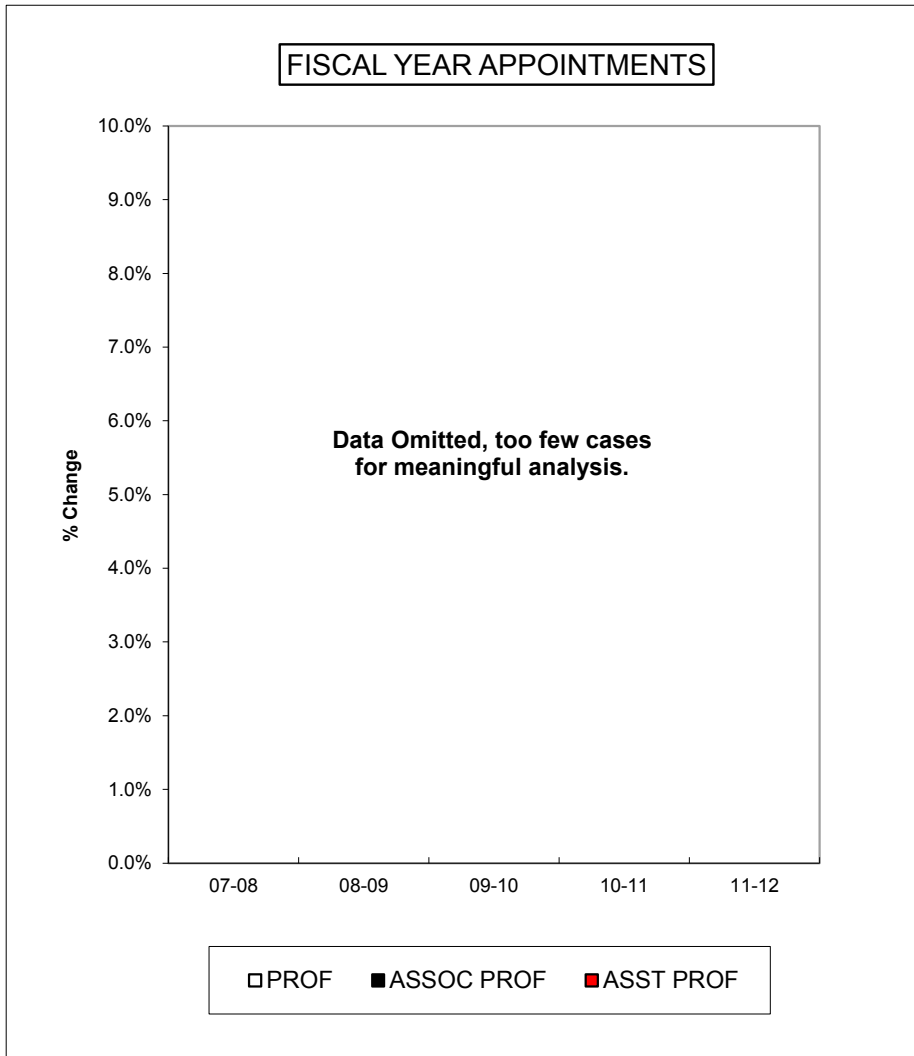
PERCENT CHANGE IN MEAN SALARIES BY RANK
 2007-2008 THROUGH 2011-2012
 ANN ARBOR CAMPUS



MEAN SALARIES OF REGULAR INSTRUCTIONAL STAFF
2007-2008 THROUGH 2011-2012
DEARBORN CAMPUS

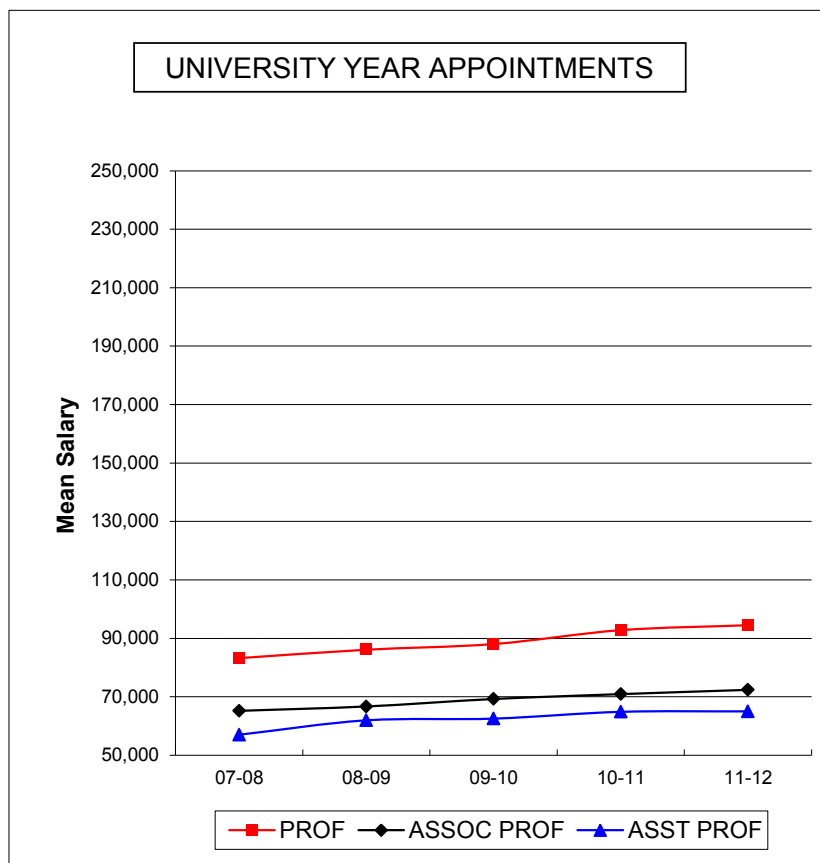
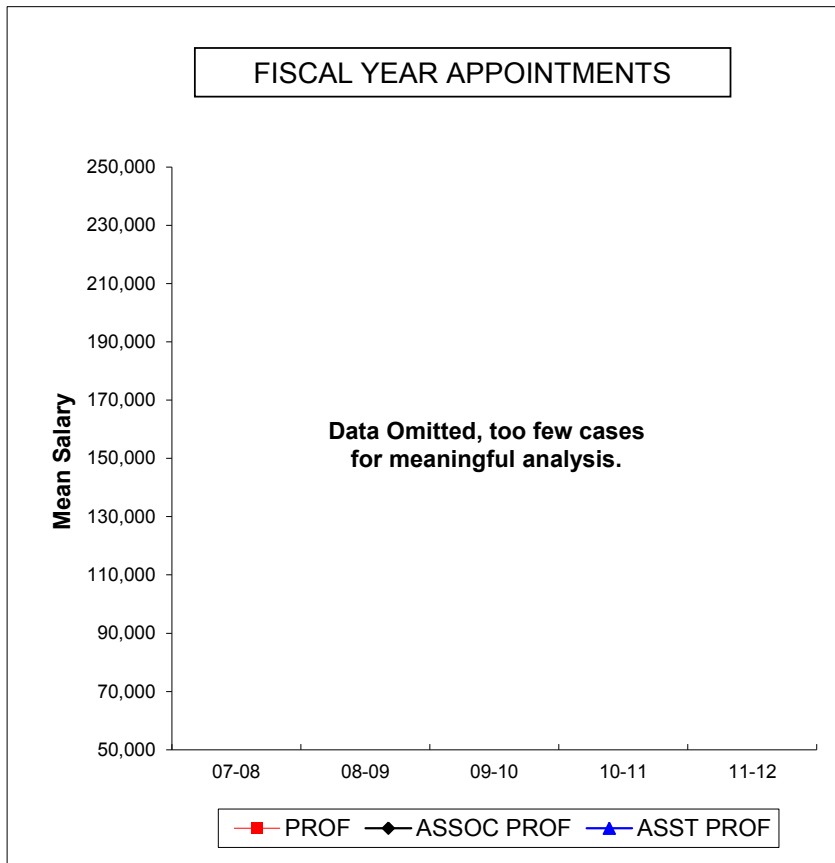


PERCENT CHANGE IN MEAN SALARIES BY RANK
 2007-2008 THROUGH 2011-2012
 DEARBORN CAMPUS

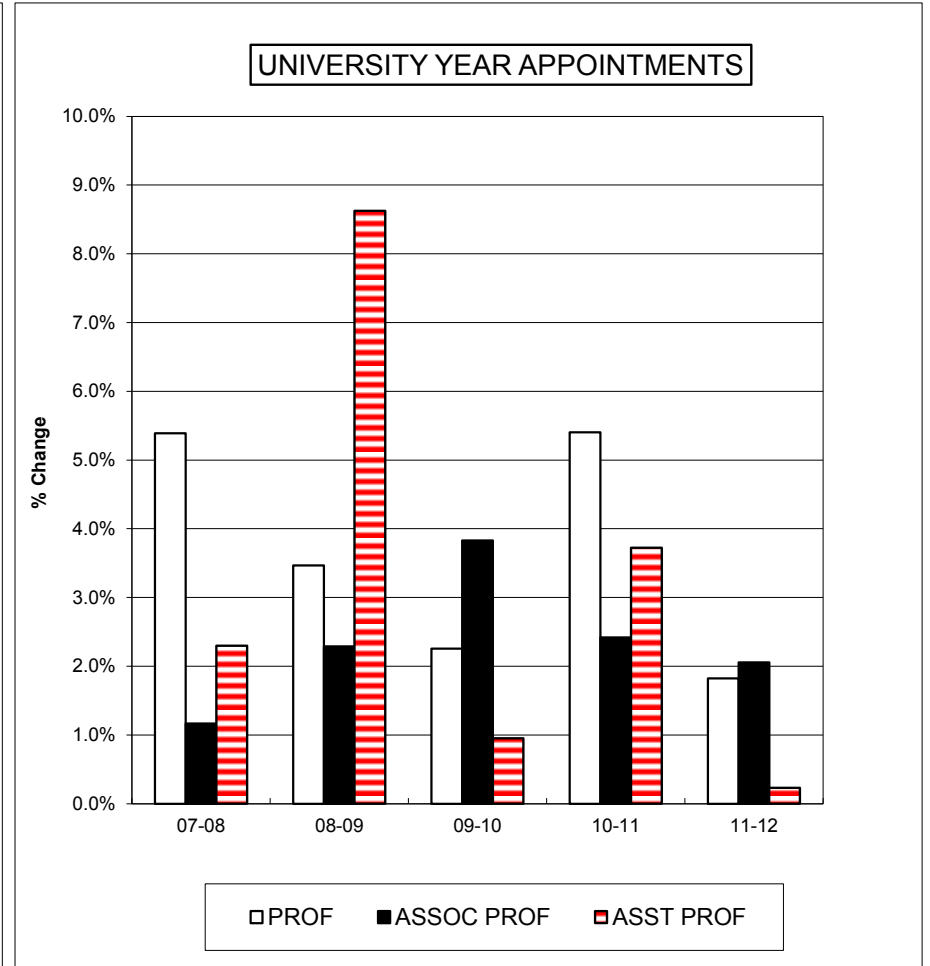
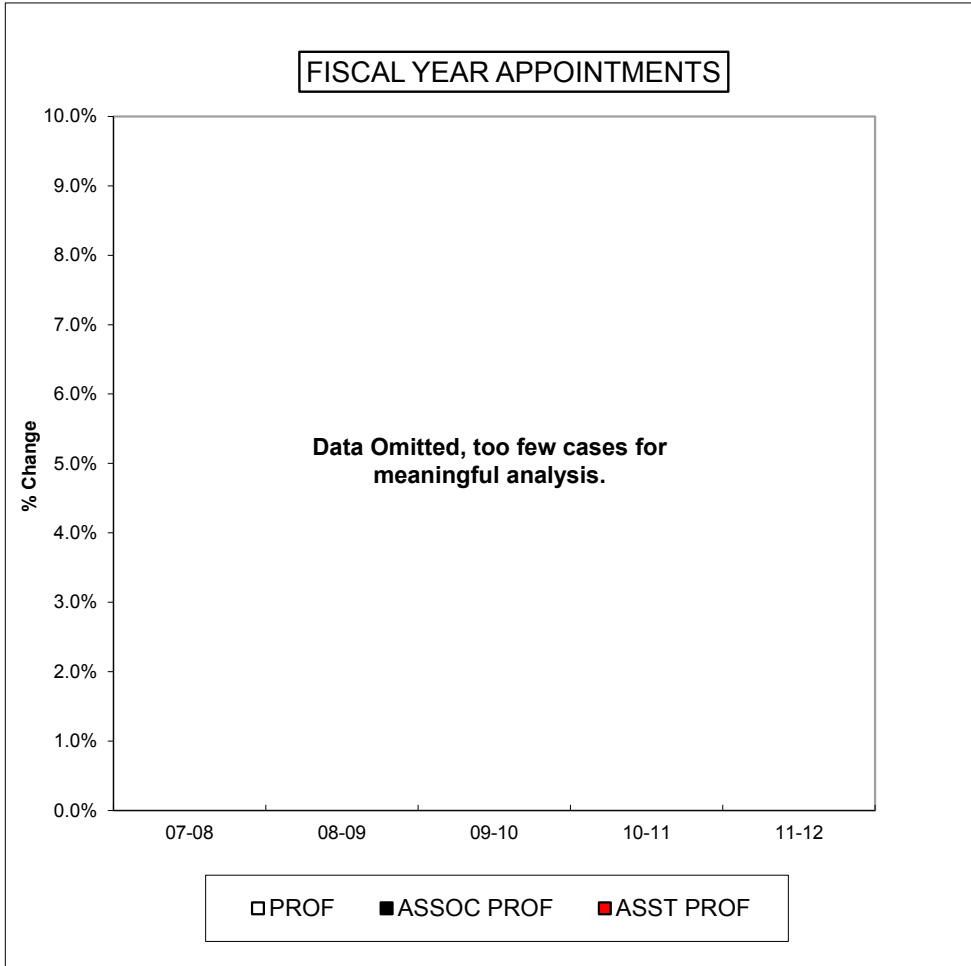


NOTE: The -1.9% change in mean salaries for FY 10-11 Assistant Professors was caused by new faculty being hired into this title with salaries below the average.

MEAN SALARIES OF REGULAR INSTRUCTIONAL STAFF
2007-2008 THROUGH 2011-2012
FLINT CAMPUS



PERCENT CHANGE IN MEAN SALARIES BY RANK
 2007-2008 THROUGH 2011-2012
 FLINT CAMPUS



University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
UM_ANN-ARBOR 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	957	938.57	148,599	138,000	53,160	326,000	57
Fiscal Year	503	475.75	203,105	202,500	96,055	453,155	58
ASSOC PROFESSOR							
University Year	492	484.08	98,367	93,035	57,527	237,000	47
Fiscal Year	232	214.90	167,137	161,532	66,165	306,400	49
ASST PROFESSOR							
University Year	451	441.18	85,639	80,361	52,275	208,000	37
Fiscal Year	235	222.63	143,233	134,045	73,998	275,000	40
INSTRUCTOR							
Fiscal Year	1	1.00	64,232	64,232	64,232	64,232	
Total Regular Instructional							
University Year	1,900	1,863.83	120,647	110,000	52,275	326,000	50
Fiscal Year	971	914.28	179,878	186,007	64,232	453,155	51
Regular Clinical Instructional							
CLINICAL PROFESSOR							
University Year	16	15.50	166,966	179,000	106,098	211,500	57
Fiscal Year	92	83.81	190,686	192,198	123,261	370,000	57
CLINICAL ASSOC PROF							
University Year	15	14.50	82,557	73,429	60,099	168,500	54
Fiscal Year	192	179.41	171,011	173,506	97,249	250,000	49
CLINICAL ASST PROF							
University Year	20	19.50	87,203	68,977	51,334	155,500	45
Fiscal Year	540	496.57	148,880	149,000	66,000	250,000	44
CLINICAL INSTRUCTOR							
Fiscal Year	174	156.90	140,075	155,000	45,277	203,694	39
CLINICAL LECTURER							
Fiscal Year	276	247.34	106,420	100,000	34,004	250,000	36
Total Regular Clinical Instructional							
University Year	51	49.50	110,860	85,471	51,334	211,500	51
Fiscal Year	1,274	1,164.03	144,833	149,000	34,004	370,000	43

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
UM_ANN-ARBOR 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	64	21.39	124,925	59,778	33,000	756,880	48
Fiscal Year	5	1.04	85,986	26,667	12,815	309,056	55
LEO Lecturer I							
University Year	254	170.43	54,426	38,289	33,000	609,146	42
Fiscal Year	4	1.83	77,243	55,480	8,250	189,763	49
LEO Lecturer II							
University Year	166	121.40	63,396	49,590	36,374	441,493	51
Fiscal Year	6	4.55	93,203	75,859	21,494	169,655	57
LEO Lecturer III							
University Year	61	54.84	55,442	50,367	35,721	94,813	43
Fiscal Year	8	7.75	74,228	67,624	50,000	107,224	52
LEO Lecturer IV							
University Year	147	140.35	64,380	59,620	40,286	118,248	54
Fiscal Year	43	40.23	107,709	97,232	54,098	228,512	54
Total LEO - Lecturers							
University Year	692	508.41	65,302	49,443	33,000	756,880	47
Fiscal Year	66	55.40	98,840	90,339	8,250	309,056	54
LEO - Adjunct Faculty							
LEO Adjunct Lecturer							
University Year	4	4.00	69,904	59,375	53,907	106,957	55
Fiscal Year	1	1.00	87,125	87,125	87,125	87,125	
Total LEO - Adjunct Faculty							
University Year	4	4.00	69,904	59,375	53,907	106,957	55
Fiscal Year	1	1.00	87,125	87,125	87,125	87,125	
Graduate Student Instructor							
GRAD STU INSTR							
University Year	1,734	781.94	35,427	35,404	35,404	40,000	27
Fiscal Year	50	22.56	52,309	53,106	13,277	53,106	28
Total Graduate Student Instructor							
University Year	1,734	781.94	35,427	35,404	35,404	40,000	27
Fiscal Year	50	22.56	52,309	53,106	13,277	53,106	28

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
UM_DEARBORN 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	74	72.00	103,395	95,936	74,035	195,646	61
Fiscal Year	6	6.00	174,286	193,179	98,050	194,950	59
ASSOC PROFESSOR							
University Year	107	106.50	85,308	71,830	63,272	185,039	51
ASST PROFESSOR							
University Year	74	74.00	72,552	60,347	53,000	127,320	39
Fiscal Year	1	1.00	55,000	55,000	55,000	55,000	
INSTRUCTOR							
University Year	1	1.00	54,500	54,500	54,500	54,500	
Fiscal Year	1	1.00	50,000	50,000	50,000	50,000	
Total Regular Instructional							
University Year	256	253.50	86,729	82,882	53,000	195,646	50
Fiscal Year	8	8.00	143,840	182,908	50,000	194,950	52
Regular Clinical Instructional							
CLINICAL ASSOC PROF							
University Year	1	1.00	64,150	64,150	64,150	64,150	
Total Regular Clinical Instructional							
University Year	1	1.00	64,150	64,150	64,150	64,150	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	10	3.08	32,077	32,000	28,270	37,638	51
LEO Lecturer I							
University Year	121	54.37	30,365	27,727	27,000	64,756	46
LEO Lecturer II							
University Year	93	62.12	33,931	34,097	28,559	50,662	57
LEO Lecturer III							
University Year	15	15.00	51,377	41,820	36,593	74,649	50
Fiscal Year	1	1.00	60,000	60,000	60,000	60,000	
LEO Lecturer IV							

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
UM_DEARBORN 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
University Year	19	19.00	56,356	53,512	40,792	84,762	58
Total LEO - Lecturers							
University Year	258	153.57	34,853	32,063	27,000	84,762	51
Fiscal Year	1	1.00	60,000	60,000	60,000	60,000	
Graduate Student Instructor							
GRAD STU INSTR							
University Year	3	0.85	35,404	35,404	35,404	35,404	26
Total Graduate Student Instructor							
University Year	3	0.85	35,404	35,404	35,404	35,404	26

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
UM_FLINT 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	36	36.00	94,488	86,493	73,025	132,989	60
Fiscal Year	6	5.50	119,368	119,171	91,800	145,418	55
ASSOC PROFESSOR							
University Year	53	52.00	72,360	68,731	56,999	117,605	50
ASST PROFESSOR							
University Year	84	84.00	64,992	56,758	51,000	125,454	41
Fiscal Year	4	3.75	82,674	82,997	81,600	83,102	46
INSTRUCTOR							
Fiscal Year	6	6.00	76,890	76,694	74,460	80,062	48
Total Regular Instructional							
University Year	173	172.00	73,387	68,782	51,000	132,989	48
Fiscal Year	16	15.25	94,265	82,997	74,460	145,418	50
Regular Clinical Instructional							
CLINICAL ASSOC PROF							
Fiscal Year	1	1.00	94,132	94,132	94,132	94,132	
CLINICAL ASST PROF							
University Year	8	8.00	66,607	66,244	65,573	68,000	58
Fiscal Year	2	2.00	147,275	147,275	85,914	208,635	53
Total Regular Clinical Instructional							
University Year	8	8.00	66,607	66,244	65,573	68,000	58
Fiscal Year	3	3.00	129,561	94,132	85,914	208,635	53
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	18	5.25	30,486	26,895	26,000	46,128	49
LEO Lecturer I							
University Year	166	76.56	30,352	28,135	26,000	52,152	47
LEO Lecturer II							
University Year	78	46.03	36,569	32,603	28,284	80,121	54
LEO Lecturer III							

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
UM_FLINT 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
University Year	11	9.30	46,896	48,857	30,000	64,832	55
LEO Lecturer IV							
University Year	30	30.00	55,489	55,112	41,471	76,049	53
Fiscal Year	1	1.00	76,106	76,106	76,106	76,106	
Total LEO - Lecturers							
University Year	303	167.14	35,050	30,600	26,000	80,121	50
Fiscal Year	1	1.00	76,106	76,106	76,106	76,106	
LEO - Adjunct Faculty							
LEO Adjunct Asst Professor							
University Year	1	0.58	51,000	51,000	51,000	51,000	
Total LEO - Adjunct Faculty							
University Year	1	0.58	51,000	51,000	51,000	51,000	
Graduate Student Instructor							
GRAD STU INSTR							
University Year	1	0.09	35,404	35,404	35,404	35,404	
Total Graduate Student Instructor							
University Year	1	0.09	35,404	35,404	35,404	35,404	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
COLLEGE_ENGINEERING 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	199	194.23	157,949	150,070	116,350	257,000	56
Fiscal Year	3	3.00	232,954	212,709	184,727	301,427	54
ASSOC PROFESSOR							
University Year	67	67.00	111,166	110,640	57,527	135,000	44
ASST PROFESSOR							
University Year	76	76.00	93,654	93,215	86,305	106,900	34
Total Regular Instructional							
University Year	342	337.23	134,496	128,945	57,527	257,000	49
Fiscal Year	3	3.00	232,954	212,709	184,727	301,427	54
Regular Clinical Instructional							
CLINICAL PROFESSOR							
Fiscal Year	2	1.90	278,150	278,150	186,300	370,000	62
Total Regular Clinical Instructional							
Fiscal Year	2	1.90	278,150	278,150	186,300	370,000	62
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	4	1.85	69,004	71,507	55,556	77,445	46
Fiscal Year	1	0.30	19,891	19,891	19,891	19,891	
LEO Lecturer I							
University Year	11	5.70	62,727	62,200	46,125	96,838	47
LEO Lecturer II							
University Year	5	2.95	68,063	72,632	49,766	80,000	51
Fiscal Year	1	0.30	21,494	21,494	21,494	21,494	
LEO Lecturer III							
University Year	7	6.60	74,396	80,373	52,070	94,813	44
Fiscal Year	1	1.00	81,488	81,488	81,488	81,488	
LEO Lecturer IV							
University Year	23	22.60	73,243	57,763	51,780	118,248	51
Total LEO - Lecturers							

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
COLLEGE_ENGINEERING 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
University Year	50	39.70	70,234	64,433	46,125	118,248	49
Fiscal Year	3	1.60	40,958	21,494	19,891	81,488	53
LEO - Adjunct Faculty							
LEO Adjunct Lecturer							
University Year	1	1.00	63,359	63,359	63,359	63,359	
Fiscal Year	1	1.00	87,125	87,125	87,125	87,125	
Total LEO - Adjunct Faculty							
University Year	1	1.00	63,359	63,359	63,359	63,359	
Fiscal Year	1	1.00	87,125	87,125	87,125	87,125	
Graduate Student Instructor							
GRAD STU INSTR							
University Year	243	109.75	35,566	35,404	35,404	40,000	26
Total Graduate Student Instructor							
University Year	243	109.75	35,566	35,404	35,404	40,000	26

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
COLLEGE_OF_LS&A 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	439	433.24	134,221	128,000	53,160	311,800	57
Fiscal Year	15	15.00	195,532	199,927	96,055	327,910	63
ASSOC PROFESSOR							
University Year	224	221.58	86,711	85,000	57,850	179,500	46
ASST PROFESSOR							
University Year	215	206.08	73,729	71,236	52,275	134,000	36
Total Regular Instructional							
University Year	878	860.90	107,287	99,466	52,275	311,800	49
Fiscal Year	15	15.00	195,532	199,927	96,055	327,910	63
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	11	6.34	46,474	41,739	33,000	92,238	51
LEO Lecturer I							
University Year	136	111.07	38,203	33,581	33,000	90,000	38
Fiscal Year	1	0.33	8,250	8,250	8,250	8,250	
LEO Lecturer II							
University Year	98	85.76	47,334	44,509	36,374	74,962	48
LEO Lecturer III							
University Year	36	33.89	50,922	48,329	35,721	85,081	43
LEO Lecturer IV							
University Year	106	101.43	61,893	59,008	41,708	109,722	56
Total LEO - Lecturers							
University Year	387	338.49	48,422	46,102	33,000	109,722	46
Fiscal Year	1	0.33	8,250	8,250	8,250	8,250	
LEO - Adjunct Faculty							
LEO Adjunct Lecturer							
University Year	3	3.00	72,085	55,392	53,907	106,957	60
Total LEO - Adjunct Faculty							
University Year	3	3.00	72,085	55,392	53,907	106,957	60

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
COLLEGE_OF_LS&A 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR							
University Year	1,149	560.49	35,404	35,404	35,404	35,404	27
Fiscal Year	1	0.50	13,277	13,277	13,277	13,277	
Total Graduate Student Instructor							
University Year	1,149	560.49	35,404	35,404	35,404	35,404	27
Fiscal Year	1	0.50	13,277	13,277	13,277	13,277	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
COLLEGE_PHARMACY 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
Fiscal Year	14	13.15	186,015	189,448	127,920	271,173	56
ASSOC PROFESSOR							
Fiscal Year	11	11.00	127,326	126,528	105,912	148,485	50
ASST PROFESSOR							
Fiscal Year	6	6.00	99,822	100,292	95,943	104,700	42
Total Regular Instructional							
Fiscal Year	31	30.15	148,507	133,223	95,943	271,173	51
Regular Clinical Instructional							
CLINICAL PROFESSOR							
Fiscal Year	3	2.90	142,341	142,032	141,623	143,368	54
CLINICAL ASSOC PROF							
Fiscal Year	11	10.60	121,341	120,865	109,200	131,446	49
CLINICAL ASST PROF							
Fiscal Year	13	13.00	112,882	108,198	100,400	175,000	37
Total Regular Clinical Instructional							
Fiscal Year	27	26.50	119,601	118,203	100,400	175,000	44
LEO - Lecturers							
LEO Lecturer IV							
Fiscal Year	1	1.00	90,991	90,991	90,991	90,991	
Total LEO - Lecturers							
Fiscal Year	1	1.00	90,991	90,991	90,991	90,991	
Graduate Student Instructor							
GRAD STU INSTR							
University Year	17	8.49	35,404	35,404	35,404	35,404	26
Total Graduate Student Instructor							
University Year	17	8.49	35,404	35,404	35,404	35,404	26

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
COLL_ARCH_URN_PLN 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	8	7.50	121,363	123,486	102,338	146,049	61
Fiscal Year	1	1.00	241,398	241,398	241,398	241,398	
ASSOC PROFESSOR							
University Year	19	17.80	93,682	92,697	77,937	107,630	50
ASST PROFESSOR							
University Year	21	21.00	66,504	63,985	60,000	87,352	39
Total Regular Instructional							
University Year	48	46.30	86,405	88,756	60,000	146,049	47
Fiscal Year	1	1.00	241,398	241,398	241,398	241,398	
Regular Clinical Instructional							
CLINICAL PROFESSOR							
University Year	3	3.00	106,187	106,098	106,098	106,365	58
Fiscal Year	1	0.25	186,052	186,052	186,052	186,052	
CLINICAL ASST PROF							
University Year	4	3.50	68,563	64,000	64,000	82,250	43
Total Regular Clinical Instructional							
University Year	7	6.50	84,687	82,250	64,000	106,365	49
Fiscal Year	1	0.25	186,052	186,052	186,052	186,052	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	4	2.08	38,360	33,000	33,000	54,439	47
LEO Lecturer I							
University Year	17	14.83	46,536	49,379	34,850	61,500	35
LEO Lecturer II							
University Year	2	2.00	47,637	47,637	45,359	49,914	38
LEO Lecturer III							
University Year	2	1.55	41,783	41,783	41,000	42,566	40
Fiscal Year	2	2.00	54,676	54,676	50,000	59,353	44
LEO Lecturer IV							

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
COLL_ARCH_URN_PLN 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
University Year	4	4.00	63,746	60,411	57,441	76,720	50
Fiscal Year	1	1.00	87,125	87,125	87,125	87,125	
Total LEO - Lecturers							
University Year	29	24.46	47,530	49,379	33,000	76,720	39
Fiscal Year	3	3.00	65,493	59,353	50,000	87,125	40
Graduate Student Instructor							
GRAD STU INSTR							
University Year	45	13.01	35,404	35,404	35,404	35,404	28
Total Graduate Student Instructor							
University Year	45	13.01	35,404	35,404	35,404	35,404	28

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DBN_COL_ARTS_SCI_LTR 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	39	37.50	89,472	89,761	74,035	115,834	62
Fiscal Year	1	1.00	98,050	98,050	98,050	98,050	
ASSOC PROFESSOR							
University Year	55	54.50	70,252	69,177	63,272	93,722	52
ASST PROFESSOR							
University Year	46	46.00	59,300	59,046	53,000	71,311	39
Fiscal Year	1	1.00	55,000	55,000	55,000	55,000	
INSTRUCTOR							
University Year	1	1.00	54,500	54,500	54,500	54,500	
Total Regular Instructional							
University Year	141	139.00	71,883	69,062	53,000	115,834	50
Fiscal Year	2	2.00	76,525	76,525	55,000	98,050	47
Regular Clinical Instructional							
CLINICAL ASSOC PROF							
University Year	1	1.00	64,150	64,150	64,150	64,150	
Total Regular Clinical Instructional							
University Year	1	1.00	64,150	64,150	64,150	64,150	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	2	0.50	34,047	34,047	30,455	37,638	47
LEO Lecturer I							
University Year	81	43.84	28,371	27,183	27,000	54,000	44
LEO Lecturer II							
University Year	65	47.87	34,268	34,098	30,815	50,662	55
LEO Lecturer III							
University Year	9	9.00	41,181	40,800	36,593	46,922	50
LEO Lecturer IV							
University Year	15	15.00	50,987	50,024	40,792	60,774	60

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 DBN_COL_ARTS_SCI_LTR 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Total LEO - Lecturers University Year	172	116.21	33,308	31,583	27,000	60,774	50

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DBN_COL_BUSINESS 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	10	10.00	146,949	138,982	127,651	195,646	57
ASSOC PROFESSOR University Year	17	17.00	133,010	125,761	99,842	185,039	48
ASST PROFESSOR University Year	12	12.00	116,978	115,570	107,000	127,320	40
Total Regular Instructional University Year	39	39.00	131,651	126,911	99,842	195,646	48
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.25	36,848	36,848	36,848	36,848	
LEO Lecturer I University Year	16	4.00	32,981	32,640	30,400	38,136	50
LEO Lecturer II University Year	6	2.75	36,741	35,866	33,816	42,667	59
LEO Lecturer III University Year	6	6.00	66,672	65,143	60,000	74,649	51
LEO Lecturer IV University Year	4	4.00	76,490	75,044	71,111	84,762	54
Total LEO - Lecturers University Year	33	17.00	45,181	35,482	30,400	84,762	53
Graduate Student Instructor							
GRAD STU INSTR University Year	1	0.35	35,404	35,404	35,404	35,404	
Total Graduate Student Instructor University Year	1	0.35	35,404	35,404	35,404	35,404	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DBN_COL_ENGINEERING 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	20	20.00	111,133	106,780	89,579	138,454	60
Fiscal Year	5	5.00	189,533	193,400	172,858	194,950	57
ASSOC PROFESSOR							
University Year	25	25.00	92,735	91,418	77,204	113,272	50
ASST PROFESSOR							
University Year	11	11.00	86,490	85,000	80,880	94,637	38
Total Regular Instructional							
University Year	56	56.00	98,079	94,770	77,204	138,454	51
Fiscal Year	5	5.00	189,533	193,400	172,858	194,950	57
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	4	1.00	32,320	32,320	32,000	32,640	49
LEO Lecturer I							
University Year	15	3.91	39,724	33,456	27,900	64,756	50
LEO Lecturer II							
University Year	4	2.85	33,207	33,964	29,122	35,780	62
Total LEO - Lecturers							
University Year	23	7.76	37,303	32,640	27,900	64,756	52
Graduate Student Instructor							
GRAD STU INSTR							
University Year	2	0.50	35,404	35,404	35,404	35,404	25
Total Graduate Student Instructor							
University Year	2	0.50	35,404	35,404	35,404	35,404	25

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DBN_SCH_EDUCATION 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	5	4.50	93,941	91,646	76,936	124,526	66
ASSOC PROFESSOR							
University Year	10	10.00	68,454	69,282	64,212	70,842	50
ASST PROFESSOR							
University Year	5	5.00	57,180	56,189	55,000	59,424	38
INSTRUCTOR							
Fiscal Year	1	1.00	50,000	50,000	50,000	50,000	
Total Regular Instructional							
University Year	20	19.50	72,008	69,282	55,000	124,526	51
Fiscal Year	1	1.00	50,000	50,000	50,000	50,000	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	3	1.33	28,851	28,278	28,270	30,004	54
LEO Lecturer I							
University Year	9	2.62	28,071	27,581	27,000	30,004	45
LEO Lecturer II							
University Year	18	8.65	31,939	32,042	28,559	33,634	62
LEO Lecturer III							
Fiscal Year	1	1.00	60,000	60,000	60,000	60,000	
Total LEO - Lecturers							
University Year	30	12.60	30,470	31,276	27,000	33,634	56
Fiscal Year	1	1.00	60,000	60,000	60,000	60,000	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
FLINT_CAS 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	28	28.00	89,344	86,089	78,748	132,989	59
ASSOC PROFESSOR University Year	42	41.00	70,757	68,757	63,558	92,170	51
ASST PROFESSOR University Year	57	57.00	58,658	55,890	53,050	79,793	39
Total Regular Instructional University Year	127	126.00	69,425	67,908	53,050	132,989	48
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.25	46,128	46,128	46,128	46,128	
LEO Lecturer I University Year	75	45.70	27,599	27,053	26,000	40,000	43
LEO Lecturer II University Year	54	35.17	35,421	32,603	28,284	80,121	53
LEO Lecturer III University Year	4	4.00	46,008	47,136	39,780	49,980	51
LEO Lecturer IV University Year	29	29.00	55,495	55,095	41,471	76,049	53
Total LEO - Lecturers University Year	163	114.12	35,719	30,066	26,000	80,121	49
LEO - Adjunct Faculty							
LEO Adjunct Asst Professor University Year	1	0.58	51,000	51,000	51,000	51,000	
Total LEO - Adjunct Faculty University Year	1	0.58	51,000	51,000	51,000	51,000	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
FLINT_HLTH_PROF_STUD 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	1	1.00	84,586	84,586	84,586	84,586	
Fiscal Year	5	5.00	118,445	114,358	91,800	145,418	54
ASSOC PROFESSOR							
University Year	1	1.00	73,446	73,446	73,446	73,446	
ASST PROFESSOR							
University Year	11	11.00	67,377	71,400	56,546	86,336	51
Fiscal Year	4	3.75	82,674	82,997	81,600	83,102	46
INSTRUCTOR							
Fiscal Year	6	6.00	76,890	76,694	74,460	80,062	48
Total Regular Instructional							
University Year	13	13.00	69,168	71,868	56,546	86,336	52
Fiscal Year	15	14.75	92,284	82,997	74,460	145,418	50
Regular Clinical Instructional							
CLINICAL ASSOC PROF							
Fiscal Year	1	1.00	94,132	94,132	94,132	94,132	
CLINICAL ASST PROF							
University Year	8	8.00	66,607	66,244	65,573	68,000	58
Fiscal Year	2	2.00	147,275	147,275	85,914	208,635	53
Total Regular Clinical Instructional							
University Year	8	8.00	66,607	66,244	65,573	68,000	58
Fiscal Year	3	3.00	129,561	94,132	85,914	208,635	53
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	17	5.00	29,565	26,895	26,000	38,718	47
LEO Lecturer I							
University Year	49	14.48	33,934	34,000	26,000	45,945	49
LEO Lecturer II							
University Year	12	5.43	43,356	44,120	33,207	59,370	56
LEO Lecturer III							

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
FLINT_HLTH_PROF_STUD 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
University Year	2	2.00	56,593	56,593	52,000	61,187	50
LEO Lecturer IV Fiscal Year	1	1.00	76,106	76,106	76,106	76,106	
Total LEO - Lecturers University Year	80	26.91	34,986	34,000	26,000	61,187	50
Fiscal Year	1	1.00	76,106	76,106	76,106	76,106	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
FLINT_MGMT_DEAN 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	5	5.00	126,748	127,010	121,948	131,953	61
Fiscal Year	1	0.50	123,984	123,984	123,984	123,984	
ASSOC PROFESSOR							
University Year	3	3.00	110,594	109,794	104,384	117,605	50
ASST PROFESSOR							
University Year	10	10.00	104,801	103,123	95,000	125,454	36
Total Regular Instructional							
University Year	18	18.00	111,863	107,323	95,000	131,953	45
Fiscal Year	1	0.50	123,984	123,984	123,984	123,984	
LEO - Lecturers							
LEO Lecturer I							
University Year	8	3.25	42,610	40,840	40,000	52,152	55
LEO Lecturer II							
University Year	3	2.00	47,455	47,873	44,908	49,584	47
LEO Lecturer III							
University Year	2	1.25	64,317	64,317	63,802	64,832	70
LEO Lecturer IV							
University Year	1	1.00	55,321	55,321	55,321	55,321	
Total LEO - Lecturers							
University Year	14	7.50	47,657	44,708	40,000	64,832	54
Graduate Student Instructor							
GRAD STU INSTR							
University Year	1	0.09	35,404	35,404	35,404	35,404	
Total Graduate Student Instructor							
University Year	1	0.09	35,404	35,404	35,404	35,404	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
FLINT_SCHEDU_HMN_SVS 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	2	2.00	90,806	90,806	73,025	108,586	64
ASSOC PROFESSOR							
University Year	7	7.00	65,439	65,590	56,999	75,620	47
ASST PROFESSOR							
University Year	6	6.00	54,448	54,348	51,000	59,516	51
Total Regular Instructional							
University Year	15	15.00	64,425	62,176	51,000	108,586	51
LEO - Lecturers							
LEO Lecturer I							
University Year	34	13.13	28,379	27,053	26,400	40,000	50
LEO Lecturer II							
University Year	9	3.43	30,773	30,590	28,284	37,016	63
LEO Lecturer III							
University Year	3	2.05	30,000	30,000	30,000	30,000	55
Total LEO - Lecturers							
University Year	46	18.61	28,953	27,785	26,400	40,000	53

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LAW_SCHOOL 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	41	40.50	248,014	261,500	184,500	299,000	54
Fiscal Year	1	1.00	226,500	226,500	226,500	226,500	
ASST PROFESSOR							
University Year	8	8.00	168,250	168,750	161,000	178,500	37
Total Regular Instructional							
University Year	49	48.50	234,992	228,500	161,000	299,000	51
Fiscal Year	1	1.00	226,500	226,500	226,500	226,500	
Regular Clinical Instructional							
CLINICAL PROFESSOR							
University Year	10	10.00	188,150	188,750	161,000	211,500	54
CLINICAL ASST PROF							
University Year	4	4.00	132,625	133,000	128,500	136,000	36
Fiscal Year	8	7.50	85,000	87,500	66,500	101,000	49
Total Regular Clinical Instructional							
University Year	14	14.00	172,286	179,000	128,500	211,500	48
Fiscal Year	8	7.50	85,000	87,500	66,500	101,000	49
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	8	0.60	494,996	572,833	166,666	756,880	59
Fiscal Year	1	0.03	309,056	309,056	309,056	309,056	
LEO Lecturer I							
University Year	7	1.98	335,239	304,573	49,471	609,146	48
LEO Lecturer II							
University Year	7	2.80	303,849	353,834	86,100	441,493	61
LEO Lecturer IV							
Fiscal Year	1	1.00	175,275	175,275	175,275	175,275	
Total LEO - Lecturers							
University Year	22	5.38	383,345	343,584	49,471	756,880	56
Fiscal Year	2	1.03	242,165	242,165	175,275	309,056	54

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
MEDICAL_SCHOOL 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	1	1.00	68,954	68,954	68,954	68,954	
Fiscal Year	435	409.24	203,331	202,601	108,974	392,436	57
ASSOC PROFESSOR							
Fiscal Year	201	184.10	173,180	173,770	87,418	306,400	48
ASST PROFESSOR							
Fiscal Year	212	199.83	147,400	140,275	73,998	275,000	40
Total Regular Instructional							
University Year	1	1.00	68,954	68,954	68,954	68,954	
Fiscal Year	848	793.17	182,202	190,248	73,998	392,436	51
Regular Clinical Instructional							
CLINICAL PROFESSOR							
Fiscal Year	75	69.50	192,326	199,929	123,600	240,000	56
CLINICAL ASSOC PROF							
Fiscal Year	165	152.81	179,635	186,000	98,942	250,000	49
CLINICAL ASST PROF							
Fiscal Year	471	429.15	156,233	160,500	66,000	250,000	44
CLINICAL INSTRUCTOR							
Fiscal Year	157	141.70	146,465	156,864	45,277	203,694	38
CLINICAL LECTURER							
Fiscal Year	266	237.54	107,731	100,000	34,004	250,000	35
Total Regular Clinical Instructional							
Fiscal Year	1,134	1,030.70	149,296	154,500	34,004	250,000	43
LEO - Lecturers							
LEO Lecturer III							
Fiscal Year	2	2.00	64,491	64,491	59,450	69,531	49
LEO Lecturer IV							
Fiscal Year	7	6.75	84,313	87,004	63,038	101,806	50
Total LEO - Lecturers							

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
MEDICAL_SCHOOL 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Fiscal Year	9	8.75	79,908	80,984	59,450	101,806	50
Graduate Student Instructor							
GRAD STU INSTR							
University Year	8	1.63	35,404	35,404	35,404	35,404	25
Fiscal Year	13	4.71	53,106	53,106	53,106	53,106	28
Total Graduate Student Instructor							
University Year	8	1.63	35,404	35,404	35,404	35,404	25
Fiscal Year	13	4.71	53,106	53,106	53,106	53,106	28

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_ART_DESIGN 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	13	13.00	106,251	99,187	93,163	135,184	60
Fiscal Year	1	1.00	153,025	153,025	153,025	153,025	
ASSOC PROFESSOR							
University Year	13	12.50	84,436	84,478	77,588	92,343	46
ASST PROFESSOR							
University Year	5	5.00	72,439	71,039	68,000	77,460	38
Total Regular Instructional							
University Year	31	30.50	91,649	88,268	68,000	135,184	51
Fiscal Year	1	1.00	153,025	153,025	153,025	153,025	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	1	0.33	43,298	43,298	43,298	43,298	
LEO Lecturer I							
University Year	15	7.27	45,727	40,333	38,018	111,273	40
Fiscal Year	1	0.33	13,909	13,909	13,909	13,909	
LEO Lecturer II							
University Year	11	6.61	52,838	51,704	43,087	72,926	54
LEO Lecturer III							
University Year	1	0.50	81,809	81,809	81,809	81,809	
Total LEO - Lecturers							
University Year	28	14.71	49,723	44,445	38,018	111,273	47
Fiscal Year	1	0.33	13,909	13,909	13,909	13,909	
Graduate Student Instructor							
GRAD STU INSTR							
University Year	22	5.28	35,404	35,404	35,404	35,404	30
Total Graduate Student Instructor							
University Year	22	5.28	35,404	35,404	35,404	35,404	30

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_BUS_ADMIN 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	52	50.60	223,173	228,250	141,000	326,000	57
Fiscal Year	2	1.56	329,011	329,011	204,867	453,155	61
ASSOC PROFESSOR							
University Year	25	25.00	183,800	182,500	106,000	237,000	46
Fiscal Year	1	1.00	216,000	216,000	216,000	216,000	
ASST PROFESSOR							
University Year	28	28.00	162,018	152,750	131,000	208,000	35
Total Regular Instructional							
University Year	105	103.60	197,490	195,000	106,000	326,000	49
Fiscal Year	3	2.56	291,341	216,000	204,867	453,155	53
Regular Clinical Instructional							
CLINICAL PROFESSOR							
University Year	1	1.00	211,000	211,000	211,000	211,000	
Fiscal Year	3	1.51	187,887	166,500	161,160	236,000	55
CLINICAL ASSOC PROF							
University Year	1	1.00	168,500	168,500	168,500	168,500	
CLINICAL ASST PROF							
University Year	2	2.00	147,750	147,750	140,000	155,500	52
Total Regular Clinical Instructional							
University Year	4	4.00	168,750	162,000	140,000	211,000	55
Fiscal Year	3	1.51	187,887	166,500	161,160	236,000	55
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	2	0.38	438,746	438,746	205,000	672,492	45
Fiscal Year	1	0.13	61,500	61,500	61,500	61,500	
LEO Lecturer I							
University Year	6	5.38	110,416	99,966	47,278	185,000	49
Fiscal Year	2	1.17	143,406	143,406	97,050	189,763	51
LEO Lecturer II							
University Year	5	3.62	75,081	55,305	45,160	119,688	59

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_BUS_ADMIN 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Fiscal Year	4	3.25	118,213	126,333	50,533	169,655	58
LEO Lecturer IV							
Fiscal Year	21	19.23	129,694	125,149	67,202	228,512	55
Total LEO - Lecturers							
University Year	13	9.38	147,338	103,562	45,160	672,492	52
Fiscal Year	28	23.78	126,598	120,327	50,533	228,512	55
Graduate Student Instructor							
GRAD STU INSTR							
University Year	17	5.12	35,404	35,404	35,404	35,404	24
Total Graduate Student Instructor							
University Year	17	5.12	35,404	35,404	35,404	35,404	24

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_DENTISTRY 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	1	0.60	159,790	159,790	159,790	159,790	
Fiscal Year	23	22.80	208,677	193,204	154,631	303,701	58
ASSOC PROFESSOR							
University Year	2	1.10	104,532	104,532	87,734	121,330	72
Fiscal Year	16	15.80	120,602	120,900	66,165	155,177	57
ASST PROFESSOR							
University Year	1	1.00	61,350	61,350	61,350	61,350	
Fiscal Year	17	16.80	106,583	106,731	96,941	139,163	43
Total Regular Instructional							
University Year	4	2.70	107,551	104,532	61,350	159,790	69
Fiscal Year	56	55.40	152,520	134,941	66,165	303,701	53
Regular Clinical Instructional							
CLINICAL PROFESSOR							
Fiscal Year	6	6.00	174,908	157,978	147,878	275,103	57
CLINICAL ASSOC PROF							
Fiscal Year	12	12.00	117,942	117,776	104,897	131,969	46
CLINICAL ASST PROF							
Fiscal Year	26	25.40	98,309	96,537	71,143	132,448	42
CLINICAL LECTURER							
Fiscal Year	10	9.80	71,558	74,272	47,672	95,000	40
Total Regular Clinical Instructional							
Fiscal Year	54	53.20	106,229	100,000	47,672	275,103	44

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_EDUCATION 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	18	16.85	144,484	133,320	111,352	217,117	60
Fiscal Year	3	3.00	143,614	134,118	133,083	163,641	69
ASSOC PROFESSOR							
University Year	13	12.95	102,843	105,000	85,790	122,310	48
ASST PROFESSOR							
University Year	8	8.00	72,438	73,250	64,121	79,500	42
Total Regular Instructional							
University Year	39	37.80	115,825	111,352	64,121	217,117	52
Fiscal Year	3	3.00	143,614	134,118	133,083	163,641	69
Regular Clinical Instructional							
CLINICAL PROFESSOR							
Fiscal Year	2	1.75	168,108	168,108	123,261	212,954	64
CLINICAL ASSOC PROF							
University Year	2	2.00	78,389	78,389	75,627	81,151	56
Fiscal Year	2	2.00	104,676	104,676	97,249	112,102	48
CLINICAL ASST PROF							
University Year	1	1.00	69,183	69,183	69,183	69,183	
Fiscal Year	3	3.00	85,905	86,016	84,660	87,040	41
Total Regular Clinical Instructional							
University Year	3	3.00	75,320	75,627	69,183	81,151	53
Fiscal Year	7	6.75	114,755	97,249	84,660	212,954	49
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	2	0.50	40,500	40,500	40,000	41,000	49
LEO Lecturer I							
University Year	19	7.18	43,205	42,866	40,000	48,642	52
LEO Lecturer II							
University Year	3	1.50	49,827	50,765	47,952	50,765	60
Fiscal Year	1	1.00	64,873	64,873	64,873	64,873	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_EDUCATION 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO Lecturer III							
University Year	1	0.50	56,545	56,545	56,545	56,545	
Fiscal Year	1	0.75	107,224	107,224	107,224	107,224	
LEO Lecturer IV							
Fiscal Year	4	4.00	96,886	96,507	89,688	104,842	60
Total LEO - Lecturers							
University Year	25	9.68	44,317	42,866	40,000	56,545	52
Fiscal Year	6	5.75	93,273	96,507	64,873	107,224	63
Graduate Student Instructor							
GRAD STU INSTR							
University Year	32	15.55	35,404	35,404	35,404	35,404	32
Total Graduate Student Instructor							
University Year	32	15.55	35,404	35,404	35,404	35,404	32

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_INFORMATION 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	12	11.75	155,975	137,098	112,014	268,783	56
ASSOC PROFESSOR University Year	5	4.50	101,213	104,563	92,616	109,974	48
ASST PROFESSOR University Year	10	10.00	100,492	99,131	78,600	126,000	36
Total Regular Instructional University Year	27	26.25	125,284	110,070	78,600	268,783	47
Regular Clinical Instructional							
CLINICAL ASSOC PROF University Year	1	1.00	121,895	121,895	121,895	121,895	
CLINICAL ASST PROF University Year	1	1.00	72,800	72,800	72,800	72,800	
Total Regular Clinical Instructional University Year	2	2.00	97,348	97,348	72,800	121,895	48
LEO - Lecturers							
LEO Intermittent Lecturer University Year	5	1.50	92,280	85,732	80,000	126,076	42
LEO Lecturer I University Year	1	0.25	89,590	89,590	89,590	89,590	
LEO Lecturer IV University Year	1	1.00	80,700	80,700	80,700	80,700	
Total LEO - Lecturers University Year	7	2.75	90,241	85,732	80,000	126,076	46
Graduate Student Instructor							
GRAD STU INSTR University Year	20	9.75	35,404	35,404	35,404	35,404	32
Total Graduate Student Instructor							

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 SCHOOL_INFORMATION 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
University Year	20	9.75	35,404	35,404	35,404	35,404	32

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_KINESIOLOGY 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	11	11.00	149,420	155,588	104,048	191,889	58
ASSOC PROFESSOR							
University Year	9	9.00	98,116	95,992	84,642	116,126	47
Fiscal Year	1	1.00	118,852	118,852	118,852	118,852	
ASST PROFESSOR							
University Year	7	7.00	79,669	82,000	71,750	88,445	36
INSTRUCTOR							
Fiscal Year	1	1.00	64,232	64,232	64,232	64,232	
Total Regular Instructional							
University Year	27	27.00	114,235	100,034	71,750	191,889	49
Fiscal Year	2	2.00	91,542	91,542	64,232	118,852	58
Regular Clinical Instructional							
CLINICAL ASSOC PROF							
University Year	1	1.00	91,749	91,749	91,749	91,749	
CLINICAL ASST PROF							
University Year	2	2.00	71,252	71,252	64,894	77,609	46
Total Regular Clinical Instructional							
University Year	3	3.00	78,084	77,609	64,894	91,749	51
LEO - Lecturers							
LEO Lecturer I							
University Year	6	3.88	62,350	39,170	33,620	125,000	45
LEO Lecturer II							
University Year	2	1.13	43,997	43,997	39,338	48,655	53
LEO Lecturer III							
University Year	1	1.00	55,350	55,350	55,350	55,350	
LEO Lecturer IV							
University Year	2	2.00	67,926	67,926	65,075	70,777	46
Total LEO - Lecturers							

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_KINESIOLOGY 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
University Year	11	8.01	59,390	48,655	33,620	125,000	46
Graduate Student Instructor							
GRAD STU INSTR							
University Year	13	3.90	35,404	35,404	35,404	35,404	28
Total Graduate Student Instructor							
University Year	13	3.90	35,404	35,404	35,404	35,404	28

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_MUSIC 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	53	52.75	106,959	101,416	74,377	187,674	60
Fiscal Year	1	1.00	104,107	104,107	104,107	104,107	
ASSOC PROFESSOR							
University Year	43	43.00	81,493	74,532	66,967	157,437	50
ASST PROFESSOR							
University Year	14	14.00	66,253	63,522	59,239	85,000	39
Total Regular Instructional							
University Year	110	109.75	91,823	84,851	59,239	187,674	54
Fiscal Year	1	1.00	104,107	104,107	104,107	104,107	
Regular Clinical Instructional							
CLINICAL ASSOC PROF							
University Year	10	9.50	69,944	70,992	60,099	85,471	53
CLINICAL ASST PROF							
University Year	6	6.00	59,887	59,904	51,334	68,771	51
Total Regular Clinical Instructional							
University Year	16	15.50	66,173	65,110	51,334	85,471	52
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	10	2.94	56,822	34,720	33,000	106,667	42
Fiscal Year	1	0.38	26,667	26,667	26,667	26,667	
LEO Lecturer I							
University Year	17	5.18	57,570	60,000	33,000	90,611	48
LEO Lecturer II							
University Year	12	4.43	79,208	86,312	38,154	113,141	52
LEO Lecturer III							
University Year	4	3.75	52,692	53,576	41,524	62,093	39
LEO Lecturer IV							
University Year	3	2.43	44,654	42,488	40,286	51,187	51
Fiscal Year	1	1.00	54,098	54,098	54,098	54,098	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_MUSIC 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Total LEO - Lecturers							
University Year	46	18.73	61,785	56,060	33,000	113,141	47
Fiscal Year	2	1.38	40,382	40,382	26,667	54,098	45
Graduate Student Instructor							
GRAD STU INSTR							
University Year	104	23.06	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor							
University Year	104	23.06	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_NAT_RES_ENVIR 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	18	17.35	130,283	129,134	105,621	161,460	59
Fiscal Year	1	1.00	300,000	300,000	300,000	300,000	
ASSOC PROFESSOR							
University Year	9	8.00	84,313	85,000	79,841	88,253	51
ASST PROFESSOR							
University Year	8	8.00	76,516	74,731	69,345	86,211	41
Total Regular Instructional							
University Year	35	33.35	106,172	105,621	69,345	161,460	53
Fiscal Year	1	1.00	300,000	300,000	300,000	300,000	
Regular Clinical Instructional							
CLINICAL PROFESSOR							
University Year	1	1.00	135,000	135,000	135,000	135,000	
Total Regular Clinical Instructional							
University Year	1	1.00	135,000	135,000	135,000	135,000	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	3	1.23	93,586	90,133	43,564	147,060	48
LEO Lecturer I							
University Year	2	0.33	134,545	134,545	110,000	159,091	49
Total LEO - Lecturers							
University Year	5	1.56	109,970	110,000	43,564	159,091	49
Graduate Student Instructor							
GRAD STU INSTR							
University Year	20	7.17	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor							
University Year	20	7.17	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_NURSING 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	7	6.60	141,637	140,000	119,033	174,441	65
Fiscal Year	3	3.00	187,757	196,890	150,000	216,382	59
ASSOC PROFESSOR							
University Year	10	9.40	106,288	103,656	95,000	125,000	59
Fiscal Year	2	2.00	150,705	150,705	150,000	151,410	57
ASST PROFESSOR							
University Year	11	10.10	84,200	80,361	76,508	103,656	52
Total Regular Instructional							
University Year	28	26.10	106,448	103,656	76,508	174,441	58
Fiscal Year	5	5.00	172,936	151,410	150,000	216,382	58
Regular Clinical Instructional							
CLINICAL ASSOC PROF							
Fiscal Year	2	2.00	117,500	117,500	116,000	119,000	64
CLINICAL ASST PROF							
Fiscal Year	16	15.72	95,217	94,841	89,500	100,940	53
CLINICAL INSTRUCTOR							
Fiscal Year	17	15.20	81,062	78,280	72,000	106,111	43
Total Regular Clinical Instructional							
Fiscal Year	35	32.92	89,615	92,185	72,000	119,000	49
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	4	1.28	44,249	37,822	37,355	64,000	51
LEO Lecturer I							
University Year	8	3.89	38,408	38,289	37,355	39,246	46
LEO Lecturer II							
University Year	8	5.35	61,413	53,499	52,766	112,672	60
LEO Lecturer III							
University Year	3	2.00	56,610	55,350	55,350	59,130	41

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_NURSING 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO Lecturer IV University Year	4	3.39	72,749	72,657	60,186	85,496	55
Total LEO - Lecturers University Year	27	15.91	53,200	53,018	37,355	112,672	52
Graduate Student Instructor							
GRAD STU INSTR University Year	10	4.64	35,404	35,404	35,404	35,404	32
Total Graduate Student Instructor University Year	10	4.64	35,404	35,404	35,404	35,404	32

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_PUB_HEALTH 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	55	53.10	145,723	138,000	91,800	210,650	57
ASSOC PROFESSOR							
University Year	30	30.50	107,488	105,138	78,528	168,050	47
ASST PROFESSOR							
University Year	28	28.00	85,550	85,125	73,200	98,300	37
Total Regular Instructional							
University Year	113	111.60	120,662	117,000	73,200	210,650	49
Regular Clinical Instructional							
CLINICAL ASST PROF							
Fiscal Year	1	1.00	130,000	130,000	130,000	130,000	
Total Regular Clinical Instructional							
Fiscal Year	1	1.00	130,000	130,000	130,000	130,000	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	4	0.90	80,552	68,134	66,000	119,940	49
LEO Lecturer I							
University Year	2	0.50	73,365	73,365	62,730	84,000	42
LEO Lecturer III							
University Year	3	2.80	56,374	61,083	45,000	63,038	50
Fiscal Year	1	1.00	101,062	101,062	101,062	101,062	
Total LEO - Lecturers							
University Year	9	4.20	70,895	66,000	45,000	119,940	48
Fiscal Year	1	1.00	101,062	101,062	101,062	101,062	
Graduate Student Instructor							
GRAD STU INSTR							
University Year	9	4.50	35,404	35,404	35,404	35,404	31
Fiscal Year	36	17.35	53,106	53,106	53,106	53,106	28
Total Graduate Student Instructor							

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 SCHOOL_PUB_HEALTH 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
University Year	9	4.50	35,404	35,404	35,404	35,404	31
Fiscal Year	36	17.35	53,106	53,106	53,106	53,106	28

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_PUB_POLICY 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	11	10.50	164,157	157,500	119,000	224,600	58
ASSOC PROFESSOR							
University Year	5	5.00	120,350	100,000	90,500	159,500	42
ASST PROFESSOR							
University Year	4	4.00	98,631	97,750	80,350	118,675	33
Total Regular Instructional							
University Year	20	19.50	140,100	142,000	80,350	224,600	49
Regular Clinical Instructional							
CLINICAL PROFESSOR							
University Year	1	0.50	125,400	125,400	125,400	125,400	
Total Regular Clinical Instructional							
University Year	1	0.50	125,400	125,400	125,400	125,400	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	1	0.33	90,909	90,909	90,909	90,909	
Fiscal Year	1	0.20	12,815	12,815	12,815	12,815	
LEO Lecturer I							
University Year	3	1.16	89,358	92,933	75,122	100,018	66
LEO Lecturer III							
University Year	3	2.25	67,006	61,500	57,000	82,517	37
LEO Lecturer IV							
University Year	4	3.50	80,536	71,017	70,597	109,514	45
Total LEO - Lecturers							
University Year	11	7.24	80,195	75,122	57,000	109,514	47
Fiscal Year	1	0.20	12,815	12,815	12,815	12,815	

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 SCHOOL_PUB_POLICY 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	18	6.10	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor University Year	18	6.10	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_SOCIAL_WORK 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	18	18.00	142,115	140,769	93,064	194,164	60
ASSOC PROFESSOR							
University Year	18	16.75	109,189	107,672	95,129	142,233	54
ASST PROFESSOR							
University Year	7	7.00	79,018	80,175	74,232	82,572	43
Total Regular Instructional							
University Year	43	41.75	118,060	111,822	74,232	194,164	55
Regular Clinical Instructional							
CLINICAL ASST PROF							
Fiscal Year	2	1.80	97,238	97,238	92,383	102,093	51
Total Regular Clinical Instructional							
Fiscal Year	2	1.80	97,238	97,238	92,383	102,093	51
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	5	1.13	38,454	33,620	33,000	50,624	44
LEO Lecturer I							
University Year	4	1.83	49,512	49,878	34,292	64,000	61
LEO Lecturer II							
University Year	13	5.25	52,809	54,530	37,976	69,213	54
LEO Lecturer III							
Fiscal Year	1	1.00	65,716	65,716	65,716	65,716	
LEO Lecturer IV							
Fiscal Year	7	6.25	74,670	76,262	65,359	85,003	55
Total LEO - Lecturers							
University Year	22	8.21	48,947	53,289	33,000	69,213	53
Fiscal Year	8	7.25	73,551	75,501	65,359	85,003	55

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SCHOOL_SOCIAL_WORK 2011/2012

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	7	3.50	35,404	35,404	35,404	35,404	32
Total Graduate Student Instructor University Year	7	3.50	35,404	35,404	35,404	35,404	32

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA UG: Museum Studies Minor 2011/2012

IPEDS Codes: 24.0199 30.1401

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	1	0.50	35,404	35,404	35,404	35,404	
Total Graduate Student Instructor University Year	1	0.50	35,404	35,404	35,404	35,404	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA UG: Curriculum Support 2011/2012

IPEDS Codes: 24.0199

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.78	33,000	33,000	33,000	33,000	
LEO Lecturer I University Year	3	1.66	34,874	33,033	33,000	38,589	37
LEO Lecturer II University Year	2	0.91	59,405	59,405	43,848	74,962	73
Total LEO - Lecturers University Year	6	3.35	42,739	35,811	33,000	74,962	48
LEO - Adjunct Faculty							
LEO Adjunct Lecturer University Year	1	1.00	106,957	106,957	106,957	106,957	
Total LEO - Adjunct Faculty University Year	1	1.00	106,957	106,957	106,957	106,957	
Graduate Student Instructor							
GRAD STU INSTR University Year	3	1.74	35,404	35,404	35,404	35,404	33
Total Graduate Student Instructor University Year	3	1.74	35,404	35,404	35,404	35,404	33

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Anthropology 2011/2012

IPEDS Codes: 45.0201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	15	15.00	117,000	124,064	90,000	144,140	61
Fiscal Year	6	6.00	133,696	138,472	96,055	155,479	68
ASSOC PROFESSOR							
University Year	7	6.50	82,962	84,500	72,576	94,000	47
ASST PROFESSOR							
University Year	8	8.00	68,808	68,306	67,000	71,844	41
Total Regular Instructional							
University Year	30	29.50	96,207	91,075	67,000	144,140	52
Fiscal Year	6	6.00	133,696	138,472	96,055	155,479	68
LEO - Lecturers							
LEO Lecturer I							
University Year	1	1.00	33,000	33,000	33,000	33,000	
Fiscal Year	1	0.33	8,250	8,250	8,250	8,250	
LEO Lecturer III							
University Year	2	1.05	49,132	49,132	40,180	58,084	47
LEO Lecturer IV							
University Year	2	1.72	61,318	61,318	53,564	69,072	54
Total LEO - Lecturers							
University Year	5	3.77	50,780	53,564	33,000	69,072	49
Fiscal Year	1	0.33	8,250	8,250	8,250	8,250	
Graduate Student Instructor							
GRAD STU INSTR							
University Year	35	17.40	35,404	35,404	35,404	35,404	28
Total Graduate Student Instructor							
University Year	35	17.40	35,404	35,404	35,404	35,404	28

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Astronomy 2011/2012

IPEDS Codes: 40.0201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	7	7.00	130,664	129,290	110,385	169,310	58
ASSOC PROFESSOR University Year	6	6.00	101,638	100,429	99,005	106,547	39
ASST PROFESSOR University Year	3	3.00	84,550	83,400	77,800	92,450	38
Total Regular Instructional University Year	16	16.00	111,133	105,155	77,800	169,310	47
Graduate Student Instructor							
GRAD STU INSTR University Year	8	4.00	35,404	35,404	35,404	35,404	24
Total Graduate Student Instructor University Year	8	4.00	35,404	35,404	35,404	35,404	24

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA UG: Environment 2011/2012

IPEDS Codes: 03.0103

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	1	1.00	134,884	134,884	134,884	134,884	
Total Regular Instructional University Year	1	1.00	134,884	134,884	134,884	134,884	
LEO - Lecturers							
LEO Intermittent Lecturer University Year	2	0.58	52,744	52,744	33,650	71,838	42
LEO Lecturer I University Year	4	1.08	58,032	61,871	33,000	75,388	48
LEO Lecturer II University Year	1	0.67	36,374	36,374	36,374	36,374	
LEO Lecturer III University Year	2	2.00	48,752	48,752	47,278	50,225	42
Total LEO - Lecturers University Year	9	4.33	52,388	50,225	33,000	75,388	46
Graduate Student Instructor							
GRAD STU INSTR University Year	18	8.33	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor University Year	18	8.33	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Chemistry 2011/2012

IPEDS Codes: 40.0501

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	23	22.00	134,397	131,000	96,400	180,770	51
ASSOC PROFESSOR							
University Year	2	2.00	96,525	96,525	94,500	98,550	40
ASST PROFESSOR							
University Year	12	12.00	80,755	81,930	73,150	83,600	35
Total Regular Instructional							
University Year	37	36.00	114,952	111,455	73,150	180,770	45
LEO - Lecturers							
LEO Lecturer IV							
University Year	4	4.00	78,792	77,457	72,515	87,737	56
Total LEO - Lecturers							
University Year	4	4.00	78,792	77,457	72,515	87,737	56
Graduate Student Instructor							
GRAD STU INSTR							
University Year	133	67.81	35,404	35,404	35,404	35,404	24
Fiscal Year	1	0.50	13,277	13,277	13,277	13,277	
Total Graduate Student Instructor							
University Year	133	67.81	35,404	35,404	35,404	35,404	24
Fiscal Year	1	0.50	13,277	13,277	13,277	13,277	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Classical Studies 2011/2012

IPEDS Codes: 16.1200 16.1202 16.1203

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	10	10.00	123,818	133,565	90,000	166,908	58
ASSOC PROFESSOR University Year	8	8.00	80,811	76,137	68,810	99,825	45
ASST PROFESSOR University Year	3	3.00	59,493	57,804	57,700	62,975	42
Total Regular Instructional University Year	21	21.00	98,245	90,950	57,700	166,908	51
LEO - Lecturers							
LEO Lecturer I University Year	9	5.33	34,513	33,000	33,000	45,100	36
LEO Lecturer II University Year	2	2.00	48,294	48,294	41,948	54,639	49
LEO Lecturer III University Year	1	1.00	46,125	46,125	46,125	46,125	
LEO Lecturer IV University Year	3	3.00	57,557	55,708	51,033	65,929	53
Total LEO - Lecturers University Year	15	11.33	41,733	33,620	33,000	65,929	41
Graduate Student Instructor							
GRAD STU INSTR University Year	37	18.30	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor University Year	37	18.30	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Organizational Studies 2011/2012

IPEDS Codes: 52.1003

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
ASSOC PROFESSOR University Year	3	3.00	98,787	89,602	85,009	121,750	39
ASST PROFESSOR University Year	2	2.00	71,389	71,389	70,778	72,000	36
Total Regular Instructional University Year	5	5.00	87,828	85,009	70,778	121,750	38
Graduate Student Instructor							
GRAD STU INSTR University Year	1	0.50	35,404	35,404	35,404	35,404	
Total Graduate Student Instructor University Year	1	0.50	35,404	35,404	35,404	35,404	

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 LSA UG: Hlth. Science Scholars 2011/2012

IPEDS Codes: 51.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	2	1.00	35,404	35,404	35,404	35,404	26
Total Graduate Student Instructor University Year	2	1.00	35,404	35,404	35,404	35,404	26

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Economics 2011/2012

IPEDS Codes: 45.0601

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	16	16.00	215,751	202,600	119,240	311,800	55
Fiscal Year	3	3.00	220,418	230,400	179,920	250,933	64
ASSOC PROFESSOR							
University Year	4	4.00	161,250	168,250	129,000	179,500	41
ASST PROFESSOR							
University Year	18	17.50	115,542	114,000	110,750	134,000	35
Total Regular Instructional							
University Year	38	37.50	162,546	131,500	110,750	311,800	44
Fiscal Year	3	3.00	220,418	230,400	179,920	250,933	64
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	1	0.67	92,238	92,238	92,238	92,238	
LEO Lecturer I							
University Year	2	1.89	58,888	58,888	58,835	58,940	34
LEO Lecturer II							
University Year	1	1.00	60,666	60,666	60,666	60,666	
LEO Lecturer III							
University Year	1	1.00	69,656	69,656	69,656	69,656	
LEO Lecturer IV							
University Year	4	3.71	79,095	75,616	70,180	94,969	60
Total LEO - Lecturers							
University Year	9	8.27	72,969	70,180	58,835	94,969	51
Graduate Student Instructor							
GRAD STU INSTR							
University Year	62	32.35	35,404	35,404	35,404	35,404	27
Total Graduate Student Instructor							
University Year	62	32.35	35,404	35,404	35,404	35,404	27

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA English Language & Lit. 2011/2012

IPEDS Codes: 23.0101 23.1302

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	34	33.50	124,748	121,176	92,975	185,151	59
ASSOC PROFESSOR University Year	23	23.00	77,529	78,341	57,850	107,000	49
ASST PROFESSOR University Year	4	4.00	64,965	61,950	60,920	75,040	37
Total Regular Instructional University Year	61	60.50	103,024	97,162	57,850	185,151	54
LEO - Lecturers							
LEO Lecturer I University Year	22	21.33	34,684	33,000	33,000	68,291	30
LEO Lecturer II University Year	8	7.67	46,198	46,144	43,987	49,044	44
LEO Lecturer III University Year	3	3.00	48,259	48,329	47,500	48,947	38
LEO Lecturer IV University Year	4	3.00	61,464	60,208	56,823	68,615	64
Total LEO - Lecturers University Year	37	35.00	41,169	33,000	33,000	68,615	38
Graduate Student Instructor							
GRAD STU INSTR University Year	107	50.75	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor University Year	107	50.75	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Sweetland Writing Center 2011/2012

IPEDS Codes: 23.0401

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Lecturer I University Year	6	5.33	35,035	33,646	33,000	41,201	36
LEO Lecturer II University Year	6	6.00	45,060	46,109	40,701	46,116	44
LEO Lecturer III University Year	6	5.67	48,103	48,525	45,000	50,367	38
LEO Lecturer IV University Year	1	1.00	55,375	55,375	55,375	55,375	
Total LEO - Lecturers University Year	19	18.00	43,398	46,102	33,000	55,375	40

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Asian Languages & Cultures 2011/2012

IPEDS Codes: 16.0300 16.0302 16.0301

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	6	6.00	127,977	104,250	96,380	220,000	61
ASSOC PROFESSOR University Year	5	5.00	75,290	77,000	66,500	82,950	48
ASST PROFESSOR University Year	7	7.00	67,080	65,000	62,070	82,000	37
Total Regular Instructional University Year	18	18.00	89,659	79,000	62,070	220,000	48
LEO - Lecturers							
LEO Lecturer I University Year	13	12.50	33,874	33,620	33,000	38,000	35
LEO Lecturer II University Year	7	7.00	40,780	41,518	36,732	48,157	43
LEO Lecturer III University Year	3	3.00	49,467	50,000	42,025	56,375	43
LEO Lecturer IV University Year	4	4.00	57,541	55,016	52,071	68,059	64
Total LEO - Lecturers University Year	27	26.50	40,903	36,732	33,000	68,059	42
Graduate Student Instructor							
GRAD STU INSTR University Year	14	6.15	35,404	35,404	35,404	35,404	28
Total Graduate Student Instructor University Year	14	6.15	35,404	35,404	35,404	35,404	28

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Earth & Environmental Sci. 2011/2012

IPEDS Codes: 40.0601

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	14	13.83	133,380	131,500	82,107	200,000	58
ASSOC PROFESSOR University Year	6	5.50	88,548	86,795	83,492	98,500	43
ASST PROFESSOR University Year	8	8.00	76,814	76,300	73,950	79,950	38
Total Regular Instructional University Year	28	27.33	107,611	94,314	73,950	200,000	49
LEO - Lecturers							
LEO Lecturer I University Year	1	0.33	35,485	35,485	35,485	35,485	
Total LEO - Lecturers University Year	1	0.33	35,485	35,485	35,485	35,485	
LEO - Adjunct Faculty							
LEO Adjunct Lecturer University Year	1	1.00	55,392	55,392	55,392	55,392	
Total LEO - Adjunct Faculty University Year	1	1.00	55,392	55,392	55,392	55,392	
Graduate Student Instructor							
GRAD STU INSTR University Year	19	9.78	35,404	35,404	35,404	35,404	25
Total Graduate Student Instructor University Year	19	9.78	35,404	35,404	35,404	35,404	25

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Germanic Languages & Lit. 2011/2012

IPEDS Codes: 16.0501 16.0502 05.0111

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	1	1.00	140,678	140,678	140,678	140,678	
ASSOC PROFESSOR University Year	10	10.00	87,715	85,822	75,000	106,812	49
Total Regular Instructional University Year	11	11.00	92,530	86,644	75,000	140,678	50
LEO - Lecturers							
LEO Lecturer I University Year	4	3.13	34,339	34,339	34,292	34,384	46
LEO Lecturer II University Year	7	5.63	43,209	42,313	36,731	51,081	42
LEO Lecturer III University Year	1	1.00	42,025	42,025	42,025	42,025	
LEO Lecturer IV University Year	5	5.00	56,889	55,434	47,239	70,399	53
Total LEO - Lecturers University Year	17	14.76	45,075	42,313	34,292	70,399	46
Graduate Student Instructor							
GRAD STU INSTR University Year	12	6.14	35,404	35,404	35,404	35,404	31
Total Graduate Student Instructor University Year	12	6.14	35,404	35,404	35,404	35,404	31

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA History 2011/2012

IPEDS Codes: 54.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	33	32.00	123,694	117,000	90,855	181,160	60
ASSOC PROFESSOR University Year	20	19.83	84,397	81,086	69,864	111,200	48
ASST PROFESSOR University Year	8	8.00	69,512	67,508	65,770	78,516	38
Total Regular Instructional University Year	61	59.83	103,704	95,543	65,770	181,160	53
LEO - Lecturers							
LEO Lecturer I University Year	1	0.50	33,000	33,000	33,000	33,000	
LEO Lecturer IV University Year	3	3.00	79,126	79,294	48,362	109,722	64
Total LEO - Lecturers University Year	4	3.50	67,595	63,828	33,000	109,722	56
Graduate Student Instructor							
GRAD STU INSTR University Year	50	22.46	35,404	35,404	35,404	35,404	28
Total Graduate Student Instructor University Year	50	22.46	35,404	35,404	35,404	35,404	28

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Judaic Studies 2011/2012

IPEDS Codes: 38.0206

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Lecturer I University Year	1	0.67	69,184	69,184	69,184	69,184	
Total LEO - Lecturers University Year	1	0.67	69,184	69,184	69,184	69,184	
Graduate Student Instructor							
GRAD STU INSTR University Year	1	0.50	35,404	35,404	35,404	35,404	
Total Graduate Student Instructor University Year	1	0.50	35,404	35,404	35,404	35,404	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA History of Art 2011/2012

IPEDS Codes: 50.0703

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	9	9.00	115,949	115,485	91,109	150,815	61
ASSOC PROFESSOR University Year	7	7.00	71,799	72,015	66,007	76,184	47
ASST PROFESSOR University Year	3	2.75	63,226	64,166	60,528	64,985	46
Total Regular Instructional University Year	19	18.75	91,359	76,184	60,528	150,815	54
LEO - Lecturers							
LEO Lecturer I University Year	1	1.00	34,000	34,000	34,000	34,000	
Total LEO - Lecturers University Year	1	1.00	34,000	34,000	34,000	34,000	
Graduate Student Instructor							
GRAD STU INSTR University Year	13	6.19	35,404	35,404	35,404	35,404	27
Total Graduate Student Instructor University Year	13	6.19	35,404	35,404	35,404	35,404	27

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Linguistics 2011/2012

IPEDS Codes: 16.0102

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	6	5.50	110,427	105,861	96,796	126,688	58
ASSOC PROFESSOR University Year	4	4.00	85,456	81,165	76,048	103,445	44
ASST PROFESSOR University Year	2	2.00	67,184	67,184	66,450	67,917	43
Total Regular Instructional University Year	12	11.50	94,896	100,031	66,450	126,688	51
LEO - Lecturers							
LEO Lecturer II University Year	1	0.67	53,055	53,055	53,055	53,055	
LEO Lecturer IV University Year	1	1.00	55,503	55,503	55,503	55,503	
Total LEO - Lecturers University Year	2	1.67	54,279	54,279	53,055	55,503	51
Graduate Student Instructor							
GRAD STU INSTR University Year	10	4.29	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor University Year	10	4.29	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA English Language Institute 2011/2012

IPEDS Codes: 13.1401

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Lecturer I University Year	1	1.00	36,500	36,500	36,500	36,500	
LEO Lecturer II University Year	4	3.80	44,793	44,509	42,974	47,180	54
LEO Lecturer IV University Year	7	7.00	53,616	53,549	44,854	68,524	57
Total LEO - Lecturers University Year	12	11.80	49,249	47,639	36,500	68,524	56
Graduate Student Instructor							
GRAD STU INSTR University Year	1	0.35	35,404	35,404	35,404	35,404	
Total Graduate Student Instructor University Year	1	0.35	35,404	35,404	35,404	35,404	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Mathematics 2011/2012

IPEDS Codes: 27.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	49	48.25	136,728	131,794	82,549	205,500	55
ASSOC PROFESSOR University Year	9	9.00	101,166	99,177	89,456	111,230	36
ASST PROFESSOR University Year	47	39.83	57,516	53,855	52,275	92,058	31
Total Regular Instructional University Year	105	97.08	98,223	99,177	52,275	205,500	43
LEO - Lecturers							
LEO Lecturer I University Year	3	2.67	71,910	72,000	53,731	90,000	43
LEO Lecturer III University Year	3	2.67	62,942	58,000	56,000	74,825	43
LEO Lecturer IV University Year	3	3.00	62,309	61,653	56,174	69,102	55
Total LEO - Lecturers University Year	9	8.34	65,721	61,653	53,731	90,000	47
Graduate Student Instructor							
GRAD STU INSTR University Year	94	46.05	35,404	35,404	35,404	35,404	25
Total Graduate Student Instructor University Year	94	46.05	35,404	35,404	35,404	35,404	25

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Near Eastern Studies 2011/2012

IPEDS Codes: 16.1103 16.1102 16.1599

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	8	8.00	101,143	100,814	53,160	141,229	64
ASSOC PROFESSOR University Year	10	10.00	78,692	80,300	62,442	100,000	50
ASST PROFESSOR University Year	3	3.00	64,189	64,000	60,742	67,825	38
Total Regular Instructional University Year	21	21.00	85,173	81,859	53,160	141,229	54
LEO - Lecturers							
LEO Lecturer I University Year	9	8.17	35,868	33,456	33,000	45,000	40
LEO Lecturer II University Year	3	3.00	43,561	42,380	38,888	49,415	63
LEO Lecturer IV University Year	4	4.00	46,980	47,355	44,306	48,905	52
Total LEO - Lecturers University Year	16	15.17	40,088	40,444	33,000	49,415	47
Graduate Student Instructor							
GRAD STU INSTR University Year	15	7.34	35,404	35,404	35,404	35,404	30
Total Graduate Student Instructor University Year	15	7.34	35,404	35,404	35,404	35,404	30

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Philosophy 2011/2012

IPEDS Codes: 38.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	13	12.75	152,191	150,000	111,480	226,000	58
ASSOC PROFESSOR University Year	4	4.00	90,000	94,000	70,000	102,000	48
ASST PROFESSOR University Year	5	5.00	83,938	86,540	77,250	87,800	32
Total Regular Instructional University Year	22	21.75	125,371	120,275	70,000	226,000	50
LEO - Lecturers							
LEO Lecturer II University Year	2	1.00	47,415	47,415	44,945	49,885	51
Total LEO - Lecturers University Year	2	1.00	47,415	47,415	44,945	49,885	51
Graduate Student Instructor							
GRAD STU INSTR University Year	18	9.69	35,404	35,404	35,404	35,404	28
Total Graduate Student Instructor University Year	18	9.69	35,404	35,404	35,404	35,404	28

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Physics 2011/2012

IPEDS Codes: 40.0801

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	31	31.00	130,371	128,175	101,430	218,467	58
ASSOC PROFESSOR University Year	6	6.00	92,426	92,089	83,695	99,010	42
ASST PROFESSOR University Year	12	12.00	82,295	82,895	75,000	87,435	35
Total Regular Instructional University Year	49	49.00	113,951	112,450	75,000	218,467	50
LEO - Lecturers							
LEO Lecturer I University Year	2	2.00	51,439	51,439	51,439	51,439	41
LEO Lecturer II University Year	2	2.00	64,300	64,300	63,462	65,138	47
Total LEO - Lecturers University Year	4	4.00	57,869	57,450	51,439	65,138	44
Graduate Student Instructor							
GRAD STU INSTR University Year	55	22.14	35,404	35,404	35,404	35,404	25
Total Graduate Student Instructor University Year	55	22.14	35,404	35,404	35,404	35,404	25

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Political Science 2011/2012

IPEDS Codes: 45.1001

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	24	23.86	178,163	171,142	96,859	288,900	55
ASSOC PROFESSOR University Year	8	8.00	105,450	105,103	84,756	119,644	44
ASST PROFESSOR University Year	8	8.00	83,707	82,225	75,052	94,000	34
Total Regular Instructional University Year	40	39.86	144,729	144,973	75,052	288,900	49
LEO - Lecturers							
LEO Lecturer II University Year	2	1.25	53,306	53,306	50,732	55,880	49
LEO Lecturer IV University Year	1	0.50	60,328	60,328	60,328	60,328	
Total LEO - Lecturers University Year	3	1.75	55,647	55,880	50,732	60,328	46
Graduate Student Instructor							
GRAD STU INSTR University Year	54	25.63	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor University Year	54	25.63	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Political Science: MIW 2011/2012

IPEDS Codes: 45.1001

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Lecturer I University Year	2	0.68	59,803	59,803	59,705	59,900	51
Total LEO - Lecturers University Year	2	0.68	59,803	59,803	59,705	59,900	51
Graduate Student Instructor							
GRAD STU INSTR University Year	1	0.50	35,404	35,404	35,404	35,404	
Total Graduate Student Instructor University Year	1	0.50	35,404	35,404	35,404	35,404	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Psychology 2011/2012

IPEDS Codes: 42.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	49	48.68	138,404	135,326	61,293	202,778	57
Fiscal Year	3	3.00	235,303	246,904	199,927	259,079	64
ASSOC PROFESSOR							
University Year	11	11.00	90,073	87,905	78,656	108,615	44
ASST PROFESSOR							
University Year	12	12.00	72,639	71,014	69,425	82,053	37
Total Regular Instructional							
University Year	72	71.68	120,060	109,092	61,293	202,778	52
Fiscal Year	3	3.00	235,303	246,904	199,927	259,079	64
LEO - Lecturers							
LEO Lecturer I							
University Year	4	1.99	33,548	33,272	33,000	34,648	43
LEO Lecturer II							
University Year	4	2.48	59,443	59,007	53,708	66,052	53
LEO Lecturer III							
University Year	3	2.50	67,870	60,898	57,629	85,081	52
LEO Lecturer IV							
University Year	1	1.00	55,682	55,682	55,682	55,682	
Total LEO - Lecturers							
University Year	12	7.97	52,605	56,632	33,000	85,081	49
Graduate Student Instructor							
GRAD STU INSTR							
University Year	88	44.75	35,404	35,404	35,404	35,404	27
Total Graduate Student Instructor							
University Year	88	44.75	35,404	35,404	35,404	35,404	27

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA UG: Residential College 2011/2012

IPEDS Codes: 24.0199

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	2	1.60	110,972	110,972	101,943	120,000	74
ASSOC PROFESSOR University Year	2	1.50	83,506	83,506	81,826	85,185	65
Total Regular Instructional University Year	4	3.10	97,239	93,564	81,826	120,000	69
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.33	35,025	35,025	35,025	35,025	
LEO Lecturer I University Year	7	4.28	34,962	33,000	33,000	43,504	40
LEO Lecturer II University Year	2	1.67	40,480	40,480	38,153	42,807	51
LEO Lecturer III University Year	1	1.00	43,440	43,440	43,440	43,440	
LEO Lecturer IV University Year	21	19.81	61,578	60,036	47,917	77,474	57
Total LEO - Lecturers University Year	32	27.09	53,040	54,819	33,000	77,474	53
Graduate Student Instructor							
GRAD STU INSTR University Year	2	1.00	35,404	35,404	35,404	35,404	25
Total Graduate Student Instructor University Year	2	1.00	35,404	35,404	35,404	35,404	25

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Romance Languages & Lit. 2011/2012

IPEDS Codes: 16.0900 16.0905 16.0901

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	12	12.00	102,032	94,505	90,000	123,400	51
ASSOC PROFESSOR University Year	9	9.00	75,210	73,334	63,800	87,621	51
ASST PROFESSOR University Year	4	4.00	65,667	65,624	64,960	66,460	36
Total Regular Instructional University Year	25	25.00	86,558	87,621	63,800	123,400	49
LEO - Lecturers							
LEO Lecturer I University Year	22	20.01	33,424	33,550	33,000	34,292	38
LEO Lecturer II University Year	22	22.00	41,118	42,053	36,731	46,329	43
LEO Lecturer III University Year	3	3.00	38,582	37,500	35,721	42,525	40
LEO Lecturer IV University Year	15	14.67	51,579	49,365	41,708	70,380	51
Total LEO - Lecturers University Year	62	59.68	40,796	41,515	33,000	70,380	43
Graduate Student Instructor							
GRAD STU INSTR University Year	34	17.14	35,404	35,404	35,404	35,404	30
Total Graduate Student Instructor University Year	34	17.14	35,404	35,404	35,404	35,404	30

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Slavic Languages & Lit. 2011/2012

IPEDS Codes: 16.0402 16.0400

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	2	2.00	99,298	99,298	98,825	99,771	70
ASSOC PROFESSOR University Year	3	3.00	72,882	71,970	71,136	75,540	54
ASST PROFESSOR University Year	3	2.50	62,538	62,100	61,884	63,630	38
Total Regular Instructional University Year	8	7.50	75,607	71,553	61,884	99,771	52
LEO - Lecturers							
LEO Lecturer I University Year	1	0.94	34,292	34,292	34,292	34,292	
LEO Lecturer II University Year	2	2.00	42,003	42,003	41,518	42,487	51
LEO Lecturer III University Year	1	1.00	47,799	47,799	47,799	47,799	
LEO Lecturer IV University Year	2	2.00	51,408	51,408	51,187	51,628	46
Total LEO - Lecturers University Year	6	5.94	44,819	45,143	34,292	51,628	46
Graduate Student Instructor							
GRAD STU INSTR University Year	7	3.49	35,404	35,404	35,404	35,404	27
Total Graduate Student Instructor University Year	7	3.49	35,404	35,404	35,404	35,404	27

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Sociology 2011/2012

IPEDS Codes: 45.1101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	10	9.77	128,996	130,825	92,946	156,747	56
Fiscal Year	2	2.00	272,981	272,981	218,051	327,910	46
ASSOC PROFESSOR							
University Year	8	7.75	98,271	94,425	88,817	115,335	45
ASST PROFESSOR							
University Year	4	4.00	83,063	83,835	78,133	86,450	39
Total Regular Instructional							
University Year	22	21.52	109,472	102,301	78,133	156,747	49
Fiscal Year	2	2.00	272,981	272,981	218,051	327,910	46
LEO - Lecturers							
LEO Lecturer I							
University Year	1	0.66	58,453	58,453	58,453	58,453	
LEO Lecturer II							
University Year	2	2.00	62,252	62,252	62,202	62,301	62
LEO Lecturer IV							
University Year	2	2.00	67,743	67,743	67,694	67,791	53
Total LEO - Lecturers							
University Year	5	4.66	63,688	62,301	58,453	67,791	55
Graduate Student Instructor							
GRAD STU INSTR							
University Year	37	17.10	35,404	35,404	35,404	35,404	30
Total Graduate Student Instructor							
University Year	37	17.10	35,404	35,404	35,404	35,404	30

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Communication Studies 2011/2012

IPEDS Codes: 09.0101 09.0102

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	6	6.00	145,934	139,920	130,000	176,220	58
Fiscal Year	1	1.00	217,679	217,679	217,679	217,679	
ASSOC PROFESSOR							
University Year	5	5.00	81,689	78,540	77,881	95,030	42
ASST PROFESSOR							
University Year	6	6.00	69,304	69,325	65,614	72,512	33
Total Regular Instructional							
University Year	17	17.00	99,993	78,540	65,614	176,220	45
Fiscal Year	1	1.00	217,679	217,679	217,679	217,679	
LEO - Lecturers							
LEO Lecturer I							
University Year	1	1.00	53,300	53,300	53,300	53,300	
LEO Lecturer II							
University Year	1	1.00	66,035	66,035	66,035	66,035	
LEO Lecturer IV							
University Year	1	1.00	90,938	90,938	90,938	90,938	
Total LEO - Lecturers							
University Year	3	3.00	70,091	66,035	53,300	90,938	49
Graduate Student Instructor							
GRAD STU INSTR							
University Year	25	12.74	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor							
University Year	25	12.74	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Statistics 2011/2012

IPEDS Codes: 27.0501

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	8	8.00	165,394	174,594	100,554	221,900	54
ASSOC PROFESSOR University Year	6	5.50	93,452	88,984	85,465	120,000	38
ASST PROFESSOR University Year	3	3.00	83,556	83,066	79,003	88,600	36
Total Regular Instructional University Year	17	16.50	125,561	100,554	79,003	221,900	45
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.50	41,857	41,857	41,857	41,857	
LEO Lecturer I University Year	2	2.00	64,822	64,822	54,000	75,644	45
LEO Lecturer II University Year	2	1.50	62,218	62,218	54,530	69,906	61
LEO Lecturer IV University Year	1	1.00	91,809	91,809	91,809	91,809	
Total LEO - Lecturers University Year	6	5.00	64,624	62,218	41,857	91,809	54
Graduate Student Instructor							
GRAD STU INSTR University Year	44	21.45	35,404	35,404	35,404	35,404	26
Total Graduate Student Instructor University Year	44	21.45	35,404	35,404	35,404	35,404	26

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Women's Studies 2011/2012

IPEDS Codes: 05.0207

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	2	2.00	136,810	136,810	110,000	163,620	46
ASSOC PROFESSOR University Year	6	6.00	74,488	74,800	69,550	77,804	49
ASST PROFESSOR University Year	2	2.00	65,640	65,640	64,780	66,500	40
Total Regular Instructional University Year	10	10.00	85,183	74,800	64,780	163,620	46
LEO - Lecturers							
LEO Lecturer II University Year	1	0.33	56,358	56,358	56,358	56,358	
LEO Lecturer IV University Year	3	2.35	82,698	73,833	69,345	104,915	65
Total LEO - Lecturers University Year	4	2.68	76,113	71,589	56,358	104,915	57
Graduate Student Instructor							
GRAD STU INSTR University Year	16	8.28	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor University Year	16	8.28	35,404	35,404	35,404	35,404	29

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 LSA Biology - Undergraduate 2011/2012

IPEDS Codes: 26.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	66	32.56	35,404	35,404	35,404	35,404	25
Total Graduate Student Instructor University Year	66	32.56	35,404	35,404	35,404	35,404	25

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Molec./Cell./Develop. Bio 2011/2012

IPEDS Codes: 26.0406 26.0204

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	14	14.00	120,327	112,900	100,173	155,880	53
ASSOC PROFESSOR University Year	5	5.00	87,394	86,394	85,104	91,869	45
ASST PROFESSOR University Year	11	11.00	78,923	78,299	76,125	82,190	38
Total Regular Instructional University Year	30	30.00	99,657	90,030	76,125	155,880	46
LEO - Lecturers							
LEO Lecturer I University Year	1	0.75	48,110	48,110	48,110	48,110	
LEO Lecturer II University Year	1	0.67	39,532	39,532	39,532	39,532	
LEO Lecturer III University Year	1	1.00	50,244	50,244	50,244	50,244	
LEO Lecturer IV University Year	4	4.00	68,929	65,775	64,119	80,048	56
Total LEO - Lecturers University Year	7	6.42	59,086	64,119	39,532	80,048	52
Graduate Student Instructor							
GRAD STU INSTR University Year	16	8.00	35,404	35,404	35,404	35,404	28
Total Graduate Student Instructor University Year	16	8.00	35,404	35,404	35,404	35,404	28

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Ecology & Evolutionary Bio 2011/2012

IPEDS Codes: 26.1301 26.1303

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	18	17.50	114,859	114,906	78,760	145,110	59
ASSOC PROFESSOR University Year	7	7.00	90,305	87,986	78,145	101,140	45
ASST PROFESSOR University Year	4	3.50	74,459	74,395	71,746	77,300	43
Total Regular Instructional University Year	29	28.00	103,360	100,000	71,746	145,110	53
LEO - Lecturers							
LEO Lecturer I University Year	1	0.33	33,000	33,000	33,000	33,000	
LEO Lecturer III University Year	2	2.00	43,973	43,973	41,820	46,125	37
LEO Lecturer IV University Year	1	1.00	58,530	58,530	58,530	58,530	
Total LEO - Lecturers University Year	4	3.33	44,869	43,973	33,000	58,530	39
Graduate Student Instructor							
GRAD STU INSTR University Year	10	5.00	35,404	35,404	35,404	35,404	26
Total Graduate Student Instructor University Year	10	5.00	35,404	35,404	35,404	35,404	26

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA DAAS 2011/2012

IPEDS Codes: 05.0201 05.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	6	6.00	114,210	113,793	91,350	136,352	52
ASSOC PROFESSOR University Year	3	3.00	83,278	89,212	70,621	90,000	45
ASST PROFESSOR University Year	3	3.00	64,228	66,704	58,661	67,320	41
Total Regular Instructional University Year	12	12.00	93,982	90,675	58,661	136,352	48
LEO - Lecturers							
LEO Lecturer I University Year	1	0.67	33,000	33,000	33,000	33,000	
LEO Lecturer II University Year	2	0.84	53,996	53,996	42,365	65,628	71
LEO Lecturer III University Year	2	2.00	57,784	57,784	47,278	68,291	59
Total LEO - Lecturers University Year	5	3.51	51,312	47,278	33,000	68,291	59
Graduate Student Instructor							
GRAD STU INSTR University Year	3	1.50	35,404	35,404	35,404	35,404	35
Total Graduate Student Instructor University Year	3	1.50	35,404	35,404	35,404	35,404	35

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA UG: Comprehensive Studies 2011/2012

IPEDS Codes: 24.0199

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Intermittent Lecturer University Year	2	2.00	33,863	33,863	33,000	34,726	53
LEO Lecturer I University Year	5	4.50	38,235	34,384	33,000	51,439	42
LEO Lecturer II University Year	5	5.00	48,785	46,381	37,184	66,035	53
LEO Lecturer IV University Year	3	3.00	55,194	51,122	50,657	63,803	44
Total LEO - Lecturers University Year	15	14.50	44,560	45,610	33,000	66,035	47
LEO - Adjunct Faculty							
LEO Adjunct Lecturer University Year	1	1.00	53,907	53,907	53,907	53,907	
Total LEO - Adjunct Faculty University Year	1	1.00	53,907	53,907	53,907	53,907	

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 UG: InterGroup Relations 2011/2012

IPEDS Codes: 24.0199

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	3	1.50	35,404	35,404	35,404	35,404	32
Total Graduate Student Instructor University Year	3	1.50	35,404	35,404	35,404	35,404	32

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Comparative Literature 2011/2012

IPEDS Codes: 16.0104

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	2	2.00	94,396	94,396	80,700	108,092	61
ASSOC PROFESSOR University Year	2	2.00	76,413	76,413	72,640	80,186	47
Total Regular Instructional University Year	4	4.00	85,405	80,443	72,640	108,092	54
Graduate Student Instructor							
GRAD STU INSTR University Year	6	3.00	35,404	35,404	35,404	35,404	30
Total Graduate Student Instructor University Year	6	3.00	35,404	35,404	35,404	35,404	30

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Screen Arts & Cultures 2011/2012

IPEDS Codes: 50.0601

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	2	2.00	121,981	121,981	115,000	128,962	60
ASSOC PROFESSOR University Year	4	4.00	80,538	78,054	71,045	95,000	41
ASST PROFESSOR University Year	2	2.00	62,337	62,337	61,299	63,374	35
Total Regular Instructional University Year	8	8.00	86,349	78,054	61,299	128,962	44
LEO - Lecturers							
LEO Lecturer I University Year	2	1.67	40,202	40,202	33,000	47,404	44
LEO Lecturer II University Year	4	2.17	53,167	55,812	42,915	58,127	44
LEO Lecturer IV University Year	5	4.67	71,121	70,890	65,556	76,913	55
Total LEO - Lecturers University Year	11	8.51	58,970	58,127	33,000	76,913	49
Graduate Student Instructor							
GRAD STU INSTR University Year	9	4.50	35,404	35,404	35,404	35,404	34
Total Graduate Student Instructor University Year	9	4.50	35,404	35,404	35,404	35,404	34

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA American Culture 2011/2012

IPEDS Codes: 05.0102

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	5	5.00	105,281	110,000	90,000	120,000	52
ASSOC PROFESSOR University Year	11	11.00	76,931	76,045	70,373	95,000	45
ASST PROFESSOR University Year	7	7.00	66,511	66,890	61,848	72,056	39
Total Regular Instructional University Year	23	23.00	79,923	74,094	61,848	120,000	45
LEO - Lecturers							
LEO Intermittent Lecturer University Year	2	1.00	47,069	47,069	45,280	48,859	52
LEO Lecturer I University Year	3	2.00	33,895	34,301	33,000	34,384	47
LEO Lecturer II University Year	2	1.50	61,343	61,343	53,562	69,125	64
LEO Lecturer III University Year	1	1.00	44,652	44,652	44,652	44,652	
LEO Lecturer IV University Year	1	1.00	67,484	67,484	67,484	67,484	
Total LEO - Lecturers University Year	9	6.50	47,849	45,280	33,000	69,125	54
Graduate Student Instructor							
GRAD STU INSTR University Year	13	5.84	35,404	35,404	35,404	35,404	30
Total Graduate Student Instructor University Year	13	5.84	35,404	35,404	35,404	35,404	30

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 LSA II:Russ, EE, & Eurasian St 2011/2012

IPEDS Codes: 05.0110

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	2	1.00	35,404	35,404	35,404	35,404	32
Total Graduate Student Instructor University Year	2	1.00	35,404	35,404	35,404	35,404	32

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
CoE Undergraduate Education 2011/2012

IPEDS Codes: 14.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Lecturer I University Year	2	2.00	46,640	46,640	46,638	46,642	41
LEO Lecturer II University Year	1	1.00	49,766	49,766	49,766	49,766	
LEO Lecturer III University Year	1	1.00	52,070	52,070	52,070	52,070	
LEO Lecturer IV University Year	12	11.60	55,702	54,298	51,780	69,076	51
Total LEO - Lecturers University Year	16	15.60	53,971	52,708	46,638	69,076	48
Graduate Student Instructor							
GRAD STU INSTR University Year	13	6.60	35,404	35,404	35,404	35,404	23
Total Graduate Student Instructor University Year	13	6.60	35,404	35,404	35,404	35,404	23

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
CoE Assoc Dean for Entrep Prog 2011/2012

IPEDS Codes: 14.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Lecturer II University Year	1	0.40	80,000	80,000	80,000	80,000	
Total LEO - Lecturers University Year	1	0.40	80,000	80,000	80,000	80,000	

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 CoE Interdisc Prof Program 2011/2012

IPEDS Codes: 14.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	6	2.60	35,404	35,404	35,404	35,404	30
Total Graduate Student Instructor University Year	6	2.60	35,404	35,404	35,404	35,404	30

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Financial Engineering Program 2011/2012

IPEDS Codes: 14.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.65	68,347	68,347	68,347	68,347	
Total LEO - Lecturers University Year	1	0.65	68,347	68,347	68,347	68,347	
Graduate Student Instructor							
GRAD STU INSTR University Year	1	0.50	35,404	35,404	35,404	35,404	
Total Graduate Student Instructor University Year	1	0.50	35,404	35,404	35,404	35,404	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Biomedical Engineering 2011/2012

IPEDS Codes: 14.0501

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	7	7.00	156,219	152,530	128,000	189,700	52
ASSOC PROFESSOR University Year	8	8.00	112,381	111,585	108,190	117,790	43
ASST PROFESSOR University Year	2	2.00	94,365	94,365	91,820	96,910	36
Total Regular Instructional University Year	17	17.00	128,312	117,020	91,820	189,700	46
LEO - Lecturers							
LEO Lecturer I University Year	1	0.45	62,200	62,200	62,200	62,200	
LEO Lecturer III University Year	2	1.90	80,475	80,475	70,000	90,950	47
LEO Lecturer IV University Year	1	1.00	105,078	105,078	105,078	105,078	
Total LEO - Lecturers University Year	4	3.35	82,057	80,475	62,200	105,078	46
Graduate Student Instructor							
GRAD STU INSTR University Year	10	4.00	35,404	35,404	35,404	35,404	25
Total Graduate Student Instructor University Year	10	4.00	35,404	35,404	35,404	35,404	25

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 CoE Assoc Dean Academic Affair 2011/2012

IPEDS Codes: 14.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	0.90	186,300	186,300	186,300	186,300	
Total Regular Clinical Instructional Fiscal Year	1	0.90	186,300	186,300	186,300	186,300	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Aerospace Engineering 2011/2012

IPEDS Codes: 14.0201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	13	12.20	157,416	156,060	123,120	206,240	57
ASSOC PROFESSOR University Year	4	4.00	115,438	114,025	107,420	126,280	49
ASST PROFESSOR University Year	6	6.00	96,997	95,000	93,000	106,900	34
Total Regular Instructional University Year	23	22.20	134,354	130,000	93,000	206,240	50
LEO - Lecturers							
LEO Lecturer I University Year	1	0.70	96,838	96,838	96,838	96,838	
LEO Lecturer III University Year	1	1.00	80,373	80,373	80,373	80,373	
Total LEO - Lecturers University Year	2	1.70	88,605	88,605	80,373	96,838	63
Graduate Student Instructor							
GRAD STU INSTR University Year	11	5.25	35,404	35,404	35,404	35,404	25
Total Graduate Student Instructor University Year	11	5.25	35,404	35,404	35,404	35,404	25

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Chemical Engineering Dept 2011/2012

IPEDS Codes: 14.0701

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	14	14.00	176,434	180,000	135,000	230,000	56
ASSOC PROFESSOR University Year	2	2.00	124,000	124,000	123,000	125,000	40
ASST PROFESSOR University Year	5	5.00	93,566	93,650	91,000	95,710	36
Total Regular Instructional University Year	21	21.00	151,710	142,160	91,000	230,000	50
LEO - Lecturers							
LEO Lecturer II University Year	1	0.75	58,906	58,906	58,906	58,906	
LEO Lecturer IV University Year	1	1.00	118,248	118,248	118,248	118,248	
Total LEO - Lecturers University Year	2	1.75	88,577	88,577	58,906	118,248	58
Graduate Student Instructor							
GRAD STU INSTR University Year	17	7.25	35,404	35,404	35,404	35,404	26
Total Graduate Student Instructor University Year	17	7.25	35,404	35,404	35,404	35,404	26

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Civil & Environmental Engr 2011/2012

IPEDS Codes: 14.0801 14.1401

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	13	12.50	153,012	151,840	125,740	179,900	55
ASSOC PROFESSOR University Year	7	7.00	109,186	107,590	99,810	115,150	43
ASST PROFESSOR University Year	7	7.00	90,276	90,200	87,390	92,000	34
Total Regular Instructional University Year	27	26.50	125,384	115,150	87,390	179,900	47
LEO - Lecturers							
LEO Lecturer I University Year	3	1.15	47,201	47,150	46,125	48,328	44
LEO Lecturer IV University Year	1	1.00	111,710	111,710	111,710	111,710	
Total LEO - Lecturers University Year	4	2.15	63,328	47,739	46,125	111,710	47
Graduate Student Instructor							
GRAD STU INSTR University Year	17	7.00	35,404	35,404	35,404	35,404	26
Total Graduate Student Instructor University Year	17	7.00	35,404	35,404	35,404	35,404	26

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
COE EECS - CSE Division 2011/2012

IPEDS Codes: 14.0999 11.0701

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	20	19.63	154,278	146,475	126,206	215,550	55
Fiscal Year	1	1.00	301,427	301,427	301,427	301,427	
ASSOC PROFESSOR							
University Year	9	9.00	110,801	107,790	101,310	123,500	43
ASST PROFESSOR							
University Year	11	11.00	95,624	95,500	90,165	100,000	34
Total Regular Instructional							
University Year	40	39.63	128,366	124,853	90,165	215,550	46
Fiscal Year	1	1.00	301,427	301,427	301,427	301,427	
LEO - Lecturers							
LEO Lecturer II							
University Year	1	0.20	72,632	72,632	72,632	72,632	
LEO Lecturer III							
University Year	1	1.00	80,499	80,499	80,499	80,499	
LEO Lecturer IV							
University Year	3	3.00	110,932	111,827	108,152	112,817	52
Total LEO - Lecturers							
University Year	5	4.20	97,186	108,152	72,632	112,817	45
Graduate Student Instructor							
GRAD STU INSTR							
University Year	43	20.75	35,404	35,404	35,404	35,404	25
Total Graduate Student Instructor							
University Year	43	20.75	35,404	35,404	35,404	35,404	25

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
COE EECS - ECE Division 2011/2012

IPEDS Codes: 14.0999 15.1202

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	37	37.00	156,183	147,520	122,000	257,000	55
ASSOC PROFESSOR University Year	9	9.00	110,404	109,290	103,000	125,840	39
ASST PROFESSOR University Year	11	11.00	94,543	95,000	91,200	98,000	35
Total Regular Instructional University Year	57	57.00	137,059	133,500	91,200	257,000	48
Graduate Student Instructor							
GRAD STU INSTR University Year	33	15.90	35,404	35,404	35,404	35,404	26
Total Graduate Student Instructor University Year	33	15.90	35,404	35,404	35,404	35,404	26

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
CoE Technical Communications 2011/2012

IPEDS Codes: 09.9999 23.1101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	1	1.00	134,270	134,270	134,270	134,270	
ASSOC PROFESSOR University Year	1	1.00	57,527	57,527	57,527	57,527	
Total Regular Instructional University Year	2	2.00	95,899	95,899	57,527	134,270	74
LEO - Lecturers							
LEO Lecturer III University Year	1	1.00	52,070	52,070	52,070	52,070	
LEO Lecturer IV University Year	3	3.00	56,216	57,763	52,408	58,476	56
Total LEO - Lecturers University Year	4	4.00	55,179	55,085	52,070	58,476	54

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Industrial Operations 2011/2012

IPEDS Codes: 14.3501 15.1501

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	15	14.50	159,681	150,000	124,670	223,380	57
ASSOC PROFESSOR							
University Year	4	4.00	115,595	109,860	107,660	135,000	47
ASST PROFESSOR							
University Year	3	3.00	91,060	91,000	90,000	92,180	32
Total Regular Instructional							
University Year	22	21.50	142,308	139,805	90,000	223,380	52
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	1	0.30	74,667	74,667	74,667	74,667	
Fiscal Year	1	0.30	19,891	19,891	19,891	19,891	
LEO Lecturer I							
University Year	4	1.40	74,020	73,707	66,666	82,000	44
LEO Lecturer II							
University Year	1	0.60	79,013	79,013	79,013	79,013	
Fiscal Year	1	0.30	21,494	21,494	21,494	21,494	
Total LEO - Lecturers							
University Year	6	2.30	74,960	76,013	66,666	82,000	46
Fiscal Year	2	0.60	20,693	20,693	19,891	21,494	59
Graduate Student Instructor							
GRAD STU INSTR							
University Year	23	8.25	36,000	36,000	36,000	36,000	27
Total Graduate Student Instructor							
University Year	23	8.25	36,000	36,000	36,000	36,000	27

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 Center for Health Engineering 2011/2012

IPEDS Codes: 14.0501

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	1.00	370,000	370,000	370,000	370,000	
Total Regular Clinical Instructional Fiscal Year	1	1.00	370,000	370,000	370,000	370,000	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Materials Science & Engin. 2011/2012

IPEDS Codes: 14.1001 14.1801

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	13	12.50	158,170	155,930	125,880	201,910	57
ASSOC PROFESSOR University Year	4	4.00	108,480	108,750	103,000	113,420	40
ASST PROFESSOR University Year	5	5.00	94,920	92,300	90,000	100,000	34
Total Regular Instructional University Year	22	21.50	134,761	131,250	90,000	201,910	49
LEO - Lecturers							
LEO Lecturer IV University Year	1	1.00	84,267	84,267	84,267	84,267	
Total LEO - Lecturers University Year	1	1.00	84,267	84,267	84,267	84,267	
Graduate Student Instructor							
GRAD STU INSTR University Year	12	4.75	35,404	35,404	35,404	35,404	27
Total Graduate Student Instructor University Year	12	4.75	35,404	35,404	35,404	35,404	27

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Mechanical Engineering 2011/2012

IPEDS Codes: 14.1901 14.1101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	32	30.40	149,423	138,250	120,565	223,220	55
Fiscal Year	1	1.00	184,727	184,727	184,727	184,727	
ASSOC PROFESSOR							
University Year	11	11.00	109,861	110,660	99,040	120,000	45
ASST PROFESSOR							
University Year	14	14.00	91,489	90,055	86,305	98,000	33
Total Regular Instructional							
University Year	57	55.40	127,559	126,130	86,305	223,220	48
Fiscal Year	1	1.00	184,727	184,727	184,727	184,727	
LEO - Lecturers							
LEO Lecturer III							
Fiscal Year	1	1.00	81,488	81,488	81,488	81,488	
Total LEO - Lecturers							
Fiscal Year	1	1.00	81,488	81,488	81,488	81,488	
LEO - Adjunct Faculty							
LEO Adjunct Lecturer							
Fiscal Year	1	1.00	87,125	87,125	87,125	87,125	
Total LEO - Adjunct Faculty							
Fiscal Year	1	1.00	87,125	87,125	87,125	87,125	
Graduate Student Instructor							
GRAD STU INSTR							
University Year	44	20.65	35,404	35,404	35,404	35,404	26
Total Graduate Student Instructor							
University Year	44	20.65	35,404	35,404	35,404	35,404	26

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Atm, Oceanic & Space Sci. 2011/2012

IPEDS Codes: 40.0401 40.0607

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	13	13.00	168,165	155,110	137,000	231,500	60
Fiscal Year	1	1.00	212,709	212,709	212,709	212,709	
ASSOC PROFESSOR							
University Year	2	2.00	121,250	121,250	121,000	121,500	41
ASST PROFESSOR							
University Year	6	6.00	91,257	91,660	88,450	93,770	37
Total Regular Instructional							
University Year	21	21.00	141,723	141,000	88,450	231,500	51
Fiscal Year	1	1.00	212,709	212,709	212,709	212,709	
LEO - Lecturers							
LEO Lecturer III							
University Year	1	0.70	94,813	94,813	94,813	94,813	
LEO Lecturer IV							
University Year	1	1.00	95,430	95,430	95,430	95,430	
Total LEO - Lecturers							
University Year	2	1.70	95,121	95,121	94,813	95,430	50
LEO - Adjunct Faculty							
LEO Adjunct Lecturer							
University Year	1	1.00	63,359	63,359	63,359	63,359	
Total LEO - Adjunct Faculty							
University Year	1	1.00	63,359	63,359	63,359	63,359	
Graduate Student Instructor							
GRAD STU INSTR							
University Year	3	1.50	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor							
University Year	3	1.50	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Naval Arch & Marine Dept 2011/2012

IPEDS Codes: 14.2201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	6	6.00	163,770	161,510	135,200	199,660	58
ASSOC PROFESSOR University Year	3	3.00	113,793	113,130	107,630	120,620	51
ASST PROFESSOR University Year	4	4.00	98,575	98,640	91,680	105,340	35
Total Regular Instructional University Year	13	13.00	132,177	120,620	91,680	199,660	49
LEO - Lecturers							
LEO Intermittent Lecturer University Year	2	0.90	66,501	66,501	55,556	77,445	46
Total LEO - Lecturers University Year	2	0.90	66,501	66,501	55,556	77,445	46
Graduate Student Instructor							
GRAD STU INSTR University Year	3	1.50	35,404	35,404	35,404	35,404	22
Total Graduate Student Instructor University Year	3	1.50	35,404	35,404	35,404	35,404	22

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Nuclear Eng & Radiological Sci 2011/2012

IPEDS Codes: 14.2301

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	15	14.50	162,155	152,520	116,350	209,230	60
ASSOC PROFESSOR University Year	3	3.00	112,667	113,000	107,000	118,000	39
ASST PROFESSOR University Year	2	2.00	92,455	92,455	91,800	93,110	36
Total Regular Instructional University Year	20	19.50	147,762	149,965	91,800	209,230	54
Graduate Student Instructor							
GRAD STU INSTR University Year	7	3.25	39,086	40,000	36,800	40,000	26
Total Graduate Student Instructor University Year	7	3.25	39,086	40,000	36,800	40,000	26

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 Cellular Molecular Bio Grad Pg 2011/2012

IPEDS Codes: 26.0406

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR Fiscal Year	2	0.50	53,106	53,106	53,106	53,106	26
Total Graduate Student Instructor Fiscal Year	2	0.50	53,106	53,106	53,106	53,106	26

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Bioinformatics 2011/2012

IPEDS Codes: 26.1103

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR Fiscal Year	1	0.50	53,106	53,106	53,106	53,106	
Total Graduate Student Instructor Fiscal Year	1	0.50	53,106	53,106	53,106	53,106	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Comp Med and Bioinformatics 2011/2012

IPEDS Codes: 26.1103

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
ASSOC PROFESSOR Fiscal Year	1	1.00	162,236	162,236	162,236	162,236	
ASST PROFESSOR Fiscal Year	1	1.00	110,000	110,000	110,000	110,000	
Total Regular Instructional Fiscal Year	2	2.00	136,118	136,118	110,000	162,236	39

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Cell and Developmental Biology 2011/2012

IPEDS Codes: 26.0499 51.1201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	5	5.00	171,004	159,120	125,460	239,338	63
ASSOC PROFESSOR Fiscal Year	6	5.79	116,797	117,387	96,853	150,858	50
ASST PROFESSOR Fiscal Year	5	5.00	104,236	104,000	102,326	106,620	38
Total Regular Instructional Fiscal Year	16	15.79	129,811	117,387	96,853	239,338	50
Graduate Student Instructor							
GRAD STU INSTR Fiscal Year	7	3.00	53,106	53,106	53,106	53,106	27
Total Graduate Student Instructor Fiscal Year	7	3.00	53,106	53,106	53,106	53,106	27

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Anesthesiology Department 2011/2012

IPEDS Codes: 51.1201 60.0402

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	10	9.62	211,979	196,536	161,058	338,452	59
ASSOC PROFESSOR Fiscal Year	4	4.00	165,330	169,975	98,120	223,250	50
ASST PROFESSOR Fiscal Year	8	8.00	171,895	184,250	80,658	189,000	40
Total Regular Instructional Fiscal Year	22	21.62	188,921	185,923	80,658	338,452	50
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	2	2.00	180,750	180,750	172,000	189,500	62
CLINICAL ASSOC PROF Fiscal Year	8	6.85	154,918	152,000	147,000	170,340	55
CLINICAL ASST PROF Fiscal Year	36	32.00	140,447	146,500	123,250	158,350	49
CLINICAL INSTRUCTOR Fiscal Year	16	15.50	147,369	157,400	120,000	157,400	37
CLINICAL LECTURER Fiscal Year	38	35.89	126,487	123,250	85,000	181,625	36
Total Regular Clinical Instructional Fiscal Year	100	92.24	138,213	138,000	85,000	189,500	43

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Biological Chemistry Dept 2011/2012

IPEDS Codes: 26.0202 51.1201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	1	1.00	68,954	68,954	68,954	68,954	
Fiscal Year	10	9.25	170,414	160,824	120,591	243,125	60
ASSOC PROFESSOR							
Fiscal Year	5	5.00	113,617	118,542	101,032	119,175	50
ASST PROFESSOR							
Fiscal Year	2	2.00	100,008	100,008	97,956	102,060	39
Total Regular Instructional							
University Year	1	1.00	68,954	68,954	68,954	68,954	
Fiscal Year	17	16.25	145,426	151,241	97,956	243,125	55
Graduate Student Instructor							
GRAD STU INSTR							
Fiscal Year	2	0.46	53,106	53,106	53,106	53,106	24
Total Graduate Student Instructor							
Fiscal Year	2	0.46	53,106	53,106	53,106	53,106	24

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dermatology Department 2011/2012

IPEDS Codes: 51.1201 60.0410

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	6	5.07	259,976	262,945	191,280	299,223	59
ASSOC PROFESSOR Fiscal Year	1	1.00	133,012	133,012	133,012	133,012	
ASST PROFESSOR Fiscal Year	1	1.00	159,135	159,135	159,135	159,135	
Total Regular Instructional Fiscal Year	8	7.07	231,501	258,169	133,012	299,223	57
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	4	3.30	139,138	130,599	123,806	171,546	43
CLINICAL ASST PROF Fiscal Year	3	1.78	129,467	120,200	117,992	150,210	41
CLINICAL LECTURER Fiscal Year	4	2.70	96,913	101,500	72,100	112,551	39
Total Regular Clinical Instructional Fiscal Year	11	7.78	121,146	120,200	72,100	171,546	41

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Family Medicine 2011/2012

IPEDS Codes: 51.1201 60.0413

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	5	4.90	143,884	148,091	111,245	164,008	56
ASSOC PROFESSOR Fiscal Year	3	2.38	124,020	134,520	102,347	135,193	48
ASST PROFESSOR Fiscal Year	2	1.75	130,884	130,884	121,894	139,874	46
Total Regular Instructional Fiscal Year	10	9.03	135,325	137,533	102,347	164,008	51
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	3	3.00	142,295	140,198	138,293	148,394	63
CLINICAL ASSOC PROF Fiscal Year	7	7.00	123,170	125,832	107,014	137,711	51
CLINICAL ASST PROF Fiscal Year	27	24.15	98,556	94,141	83,141	149,013	43
CLINICAL INSTRUCTOR Fiscal Year	3	2.00	81,924	82,639	79,790	83,342	46
CLINICAL LECTURER Fiscal Year	17	16.35	78,949	82,190	62,482	95,190	35
Total Regular Clinical Instructional Fiscal Year	57	52.50	97,158	91,084	62,482	149,013	43

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Human Genetics Department 2011/2012

IPEDS Codes: 26.0806 51.1201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
Fiscal Year	7	7.00	165,949	153,538	130,870	211,206	61
ASSOC PROFESSOR							
Fiscal Year	1	1.00	136,483	136,483	136,483	136,483	
ASST PROFESSOR							
Fiscal Year	4	4.00	104,890	100,826	98,663	119,246	42
Total Regular Instructional							
Fiscal Year	12	12.00	143,141	138,256	98,663	211,206	53
Regular Clinical Instructional							
CLINICAL ASSOC PROF							
Fiscal Year	1	1.00	98,942	98,942	98,942	98,942	
CLINICAL INSTRUCTOR							
Fiscal Year	1	0.75	68,624	68,624	68,624	68,624	
Total Regular Clinical Instructional							
Fiscal Year	2	1.75	83,783	83,783	68,624	98,942	48
Graduate Student Instructor							
GRAD STU INSTR							
University Year	1	0.50	35,404	35,404	35,404	35,404	
Fiscal Year	1	0.25	53,106	53,106	53,106	53,106	
Total Graduate Student Instructor							
University Year	1	0.50	35,404	35,404	35,404	35,404	
Fiscal Year	1	0.25	53,106	53,106	53,106	53,106	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Int Med-Allergy 2011/2012

IPEDS Codes: 51.1201 60.0403

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	1	1.00	225,000	225,000	225,000	225,000	
ASST PROFESSOR Fiscal Year	2	2.00	163,333	163,333	155,000	171,666	37
Total Regular Instructional Fiscal Year	3	3.00	183,889	171,666	155,000	225,000	44
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	2	2.00	207,235	207,235	197,576	216,894	51
CLINICAL ASST PROF Fiscal Year	2	2.00	186,871	186,871	177,510	196,232	62
CLINICAL INSTRUCTOR Fiscal Year	2	1.75	169,172	169,172	142,100	196,244	48
Total Regular Clinical Instructional Fiscal Year	6	5.75	187,760	196,238	142,100	216,894	53

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Int Med-Rheumatology 2011/2012

IPEDS Codes: 51.1201 60.0574

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	6	5.17	211,698	218,673	180,822	225,000	59
ASSOC PROFESSOR Fiscal Year	5	4.75	170,775	173,770	140,944	203,097	52
ASST PROFESSOR Fiscal Year	1	1.00	109,001	109,001	109,001	109,001	
Total Regular Instructional Fiscal Year	12	10.92	186,089	191,421	109,001	225,000	54
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	7	6.63	141,227	145,917	130,000	149,051	42
CLINICAL INSTRUCTOR Fiscal Year	3	3.00	126,937	128,398	123,000	129,413	38
CLINICAL LECTURER Fiscal Year	3	3.00	80,000	80,000	80,000	80,000	34
Total Regular Clinical Instructional Fiscal Year	13	12.63	123,800	130,000	80,000	149,051	39

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Int Med-Cardiology 2011/2012

IPEDS Codes: 51.1201 60.0504

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	16	15.62	223,029	225,000	202,594	260,000	56
ASSOC PROFESSOR Fiscal Year	7	6.32	207,973	225,000	140,002	225,000	47
ASST PROFESSOR Fiscal Year	8	8.00	153,582	147,173	108,973	225,000	43
Total Regular Instructional Fiscal Year	31	29.94	201,707	225,000	108,973	260,000	51
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	3	2.40	222,644	225,000	217,931	225,000	61
CLINICAL ASSOC PROF Fiscal Year	7	5.98	225,000	225,000	225,000	225,000	46
CLINICAL ASST PROF Fiscal Year	11	9.76	200,131	208,975	110,000	225,000	47
CLINICAL LECTURER Fiscal Year	16	14.34	139,746	155,000	75,000	225,000	35
Total Regular Clinical Instructional Fiscal Year	37	32.48	180,549	200,000	75,000	225,000	43

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Metabolism, Endo & Diabetes 2011/2012

IPEDS Codes: 51.1201 60.0516

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	9	8.20	202,633	199,614	178,297	225,000	57
ASSOC PROFESSOR Fiscal Year	4	3.50	162,695	157,556	141,350	194,318	45
ASST PROFESSOR Fiscal Year	3	3.00	123,504	125,460	115,005	130,047	41
Total Regular Instructional Fiscal Year	16	14.70	177,812	189,994	115,005	225,000	51
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	3	2.50	176,334	167,305	160,079	201,619	58
CLINICAL ASSOC PROF Fiscal Year	2	1.55	158,276	158,276	151,551	165,000	50
CLINICAL ASST PROF Fiscal Year	10	8.64	132,849	131,913	121,800	145,656	43
CLINICAL INSTRUCTOR Fiscal Year	1	1.00	111,650	111,650	111,650	111,650	
CLINICAL LECTURER Fiscal Year	1	0.17	85,000	85,000	85,000	85,000	
Total Regular Clinical Instructional Fiscal Year	17	13.86	139,453	137,300	85,000	201,619	46

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Int Med-Gastroenterology 2011/2012

IPEDS Codes: 51.1201 60.0414

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	13	11.87	223,777	225,000	209,100	225,000	57
ASSOC PROFESSOR Fiscal Year	8	6.25	215,294	219,337	198,096	225,000	48
ASST PROFESSOR Fiscal Year	15	14.41	190,261	200,000	80,000	225,000	40
Total Regular Instructional Fiscal Year	36	32.53	207,927	220,900	80,000	225,000	48
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	2	2.00	206,342	206,342	204,533	208,151	54
CLINICAL ASST PROF Fiscal Year	7	6.82	216,133	225,000	201,133	225,000	48
CLINICAL LECTURER Fiscal Year	8	7.18	160,000	182,500	70,000	220,000	36
Total Regular Clinical Instructional Fiscal Year	17	16.00	188,566	205,000	70,000	225,000	43

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Int Med-General Medicine 2011/2012

IPEDS Codes: 51.1201 60.0415

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	12	7.65	214,651	216,820	183,634	225,000	52
ASSOC PROFESSOR Fiscal Year	7	4.90	175,549	191,327	133,250	205,999	46
ASST PROFESSOR Fiscal Year	4	1.67	149,592	148,388	142,100	159,490	38
Total Regular Instructional Fiscal Year	23	14.22	191,436	200,000	133,250	225,000	48
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	1.00	223,686	223,686	223,686	223,686	
CLINICAL ASSOC PROF Fiscal Year	5	5.00	204,578	204,318	180,560	225,000	50
CLINICAL ASST PROF Fiscal Year	49	42.36	182,989	182,201	99,499	218,041	46
CLINICAL INSTRUCTOR Fiscal Year	42	37.38	164,624	161,831	140,000	193,465	37
CLINICAL LECTURER Fiscal Year	18	16.68	144,749	148,000	85,000	170,000	32
Total Regular Clinical Instructional Fiscal Year	115	102.42	171,589	171,016	85,000	225,000	40

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Int Med-Hematology/Oncology 2011/2012

IPEDS Codes: 51.1201 60.0524

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	13	12.50	225,714	225,000	210,296	262,719	58
ASSOC PROFESSOR Fiscal Year	5	4.50	206,842	218,468	178,845	225,000	46
ASST PROFESSOR Fiscal Year	9	9.00	141,410	146,013	111,152	163,509	43
Total Regular Instructional Fiscal Year	27	26.00	194,118	218,468	111,152	262,719	51
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	7	6.70	221,440	225,000	203,000	225,000	54
CLINICAL ASSOC PROF Fiscal Year	7	6.64	205,704	207,800	173,874	224,256	51
CLINICAL ASST PROF Fiscal Year	12	11.33	174,257	168,253	146,370	225,000	46
CLINICAL LECTURER Fiscal Year	7	5.92	117,139	128,750	79,000	140,000	38
Total Regular Clinical Instructional Fiscal Year	33	30.59	178,820	186,354	79,000	225,000	47

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
IntMed-Geri & Palliative Med. 2011/2012

IPEDS Codes: 51.1201 60.0520

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	4	2.98	212,586	217,784	189,778	225,000	57
ASSOC PROFESSOR Fiscal Year	1	0.55	160,925	160,925	160,925	160,925	
ASST PROFESSOR Fiscal Year	5	4.20	117,622	129,540	84,613	147,900	38
Total Regular Instructional Fiscal Year	10	7.73	159,938	154,413	84,613	225,000	46
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	4	1.68	170,398	172,745	146,906	189,195	55
CLINICAL ASST PROF Fiscal Year	6	5.06	156,726	147,292	140,680	191,531	50
CLINICAL INSTRUCTOR Fiscal Year	3	3.00	184,447	178,072	176,001	199,268	41
CLINICAL LECTURER Fiscal Year	1	0.13	86,367	86,367	86,367	86,367	
Total Regular Clinical Instructional Fiscal Year	14	9.87	161,547	168,045	86,367	199,268	49

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Int Med-Infectious Diseases 2011/2012

IPEDS Codes: 51.1201 60.0527

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	6	4.33	200,762	200,886	188,927	211,456	58
ASSOC PROFESSOR Fiscal Year	3	3.00	164,931	167,391	156,153	171,248	45
Total Regular Instructional Fiscal Year	9	7.33	188,818	191,265	156,153	211,456	54
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	2	1.50	165,801	165,801	133,427	198,174	64
CLINICAL ASSOC PROF Fiscal Year	4	3.02	152,452	152,598	142,974	161,638	44
CLINICAL ASST PROF Fiscal Year	4	3.72	122,594	123,170	115,000	129,036	38
CLINICAL LECTURER Fiscal Year	1	1.00	62,000	62,000	62,000	62,000	
Total Regular Clinical Instructional Fiscal Year	11	9.24	135,799	133,427	62,000	198,174	45

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Int Med-Molecular Med&Genetics 2011/2012

IPEDS Codes: 51.1201 26.0204

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	4	4.00	219,065	225,000	201,261	225,000	55
ASSOC PROFESSOR Fiscal Year	5	5.00	119,973	117,010	114,750	127,046	45
ASST PROFESSOR Fiscal Year	1	1.00	101,766	101,766	101,766	101,766	
Total Regular Instructional Fiscal Year	10	10.00	157,789	126,216	101,766	225,000	48
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	1	1.00	74,140	74,140	74,140	74,140	
Total Regular Clinical Instructional Fiscal Year	1	1.00	74,140	74,140	74,140	74,140	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Int Med-Pulm./Critical Care 2011/2012

IPEDS Codes: 51.1201 60.0571

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	9	8.67	210,964	221,293	160,005	225,000	56
ASSOC PROFESSOR Fiscal Year	7	6.20	184,897	188,521	159,309	192,984	47
ASST PROFESSOR Fiscal Year	6	5.70	150,634	152,476	100,296	174,250	38
Total Regular Instructional Fiscal Year	22	20.57	186,216	188,447	100,296	225,000	48
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	3	3.00	215,263	225,000	195,788	225,000	51
CLINICAL ASST PROF Fiscal Year	7	6.38	176,285	172,977	150,000	225,000	42
CLINICAL LECTURER Fiscal Year	5	2.92	71,331	72,500	64,480	74,675	35
Total Regular Clinical Instructional Fiscal Year	15	12.30	149,096	169,125	64,480	225,000	41

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Int Med-Nephrology 2011/2012

IPEDS Codes: 51.1201 60.0539

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	11	9.98	227,697	225,000	224,400	255,262	57
ASSOC PROFESSOR Fiscal Year	3	2.50	199,282	199,990	195,000	202,855	47
ASST PROFESSOR Fiscal Year	4	3.93	166,317	165,971	156,825	176,501	45
Total Regular Instructional Fiscal Year	18	16.41	209,321	225,000	156,825	255,262	52
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	0.67	212,049	212,049	212,049	212,049	
CLINICAL ASSOC PROF Fiscal Year	2	2.00	202,017	202,017	200,000	204,033	52
CLINICAL ASST PROF Fiscal Year	7	6.45	183,839	182,963	167,000	196,157	42
CLINICAL LECTURER Fiscal Year	6	5.32	107,000	97,500	75,000	170,000	38
Total Regular Clinical Instructional Fiscal Year	16	14.44	159,059	177,984	75,000	212,049	42

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Lab Animal Medicine Unit 2011/2012

IPEDS Codes: 51.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	2	2.00	161,937	161,937	154,500	169,373	54
ASSOC PROFESSOR Fiscal Year	3	3.00	147,523	146,392	114,463	181,715	55
Total Regular Instructional Fiscal Year	5	5.00	153,289	154,500	114,463	181,715	55
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	1.00	186,465	186,465	186,465	186,465	
CLINICAL ASSOC PROF Fiscal Year	1	1.00	136,591	136,591	136,591	136,591	
CLINICAL ASST PROF Fiscal Year	4	4.00	115,717	116,699	107,464	122,004	43
CLINICAL INSTRUCTOR Fiscal Year	1	1.00	99,725	99,725	99,725	99,725	
Total Regular Clinical Instructional Fiscal Year	7	7.00	126,521	116,699	99,725	186,465	42

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Microbiology and Immunology 2011/2012

IPEDS Codes: 26.0503 51.1201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	11	10.50	167,701	154,671	141,523	228,001	54
ASSOC PROFESSOR Fiscal Year	5	5.00	111,923	106,024	90,695	135,868	49
ASST PROFESSOR Fiscal Year	6	6.00	97,085	97,862	92,700	99,143	39
Total Regular Instructional Fiscal Year	22	21.50	135,765	138,696	90,695	228,001	49
Graduate Student Instructor							
GRAD STU INSTR University Year	2	0.23	35,404	35,404	35,404	35,404	24
Total Graduate Student Instructor University Year	2	0.23	35,404	35,404	35,404	35,404	24

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Neurology Department 2011/2012

IPEDS Codes: 51.1201 60.0417

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	11	8.65	253,519	256,093	198,441	329,409	58
ASSOC PROFESSOR Fiscal Year	5	4.16	185,951	171,694	159,505	236,385	45
ASST PROFESSOR Fiscal Year	8	7.83	134,477	134,343	128,177	140,675	37
Total Regular Instructional Fiscal Year	24	20.64	199,761	199,306	128,177	329,409	48
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	2	2.00	226,803	226,803	225,493	228,112	53
CLINICAL ASSOC PROF Fiscal Year	7	6.62	173,723	170,432	158,325	198,767	46
CLINICAL ASST PROF Fiscal Year	13	12.38	147,167	140,675	130,000	180,884	41
CLINICAL INSTRUCTOR Fiscal Year	1	1.00	162,843	162,843	162,843	162,843	
CLINICAL LECTURER Fiscal Year	7	4.74	77,509	63,007	60,051	130,000	39
Total Regular Clinical Instructional Fiscal Year	30	26.74	142,942	140,675	60,051	228,112	42

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Obstetrics and Gynecology Dept 2011/2012

IPEDS Codes: 51.1201 60.0419

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	11	10.80	207,820	217,500	108,974	317,402	55
ASSOC PROFESSOR Fiscal Year	5	4.00	165,185	171,000	111,925	186,000	51
ASST PROFESSOR Fiscal Year	6	6.00	132,282	155,500	73,998	160,500	44
Total Regular Instructional Fiscal Year	22	20.80	177,529	178,500	73,998	317,402	51
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	5	4.90	205,158	217,500	155,792	217,500	54
CLINICAL ASSOC PROF Fiscal Year	4	3.95	186,000	186,000	186,000	186,000	46
CLINICAL ASST PROF Fiscal Year	18	17.12	157,694	160,500	115,000	160,500	41
CLINICAL INSTRUCTOR Fiscal Year	6	5.05	138,834	140,500	135,500	140,501	41
CLINICAL LECTURER Fiscal Year	6	6.00	85,508	60,051	58,472	140,500	33
Total Regular Clinical Instructional Fiscal Year	39	37.02	152,675	160,500	58,472	217,500	42

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Ophthalmology & Visual Science 2011/2012

IPEDS Codes: 51.1201 60.0421

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	21	20.92	173,892	154,500	111,682	354,600	60
ASSOC PROFESSOR Fiscal Year	6	5.47	167,303	151,250	121,548	250,000	45
ASST PROFESSOR Fiscal Year	7	6.25	150,452	162,500	113,500	173,900	37
Total Regular Instructional Fiscal Year	34	32.64	167,903	156,163	111,682	354,600	52
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	1.00	123,600	123,600	123,600	123,600	
CLINICAL ASSOC PROF Fiscal Year	1	0.91	116,395	116,395	116,395	116,395	
CLINICAL ASST PROF Fiscal Year	12	10.25	97,788	100,000	66,000	135,078	46
CLINICAL INSTRUCTOR Fiscal Year	20	15.85	86,863	89,000	45,277	160,000	40
CLINICAL LECTURER Fiscal Year	12	9.85	59,500	40,000	34,004	160,000	32
Total Regular Clinical Instructional Fiscal Year	46	37.86	84,016	87,491	34,004	160,000	40

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Otorhinolaryngology Department 2011/2012

IPEDS Codes: 51.1201 60.0423

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	18	17.80	209,009	231,215	126,538	240,000	60
ASSOC PROFESSOR Fiscal Year	5	4.30	168,470	220,000	87,418	220,000	46
Total Regular Instructional Fiscal Year	23	22.10	200,196	220,000	87,418	240,000	57
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	2	2.00	210,000	210,000	180,001	240,000	53
CLINICAL ASSOC PROF Fiscal Year	6	5.70	220,000	220,000	220,000	220,000	45
CLINICAL ASST PROF Fiscal Year	6	5.45	197,027	200,000	182,161	200,000	42
CLINICAL LECTURER Fiscal Year	8	5.72	79,592	63,007	63,007	190,000	34
Total Regular Clinical Instructional Fiscal Year	22	18.87	161,768	200,000	63,007	240,000	41

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pathology Department 2011/2012

IPEDS Codes: 26.0910 51.1201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	25	24.05	198,599	182,502	149,471	299,899	56
ASSOC PROFESSOR Fiscal Year	8	7.50	140,891	138,854	119,997	160,180	49
ASST PROFESSOR Fiscal Year	11	11.00	108,359	102,481	82,534	145,360	43
Total Regular Instructional Fiscal Year	44	42.55	165,546	161,883	82,534	299,899	52
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	7	6.85	170,190	168,579	160,092	180,966	53
CLINICAL ASSOC PROF Fiscal Year	7	7.00	130,466	133,813	105,823	143,276	52
CLINICAL ASST PROF Fiscal Year	22	22.00	113,883	117,387	71,574	132,437	38
CLINICAL LECTURER Fiscal Year	6	6.00	60,051	60,051	60,051	60,051	37
Total Regular Clinical Instructional Fiscal Year	42	41.85	118,341	118,778	60,051	180,966	43

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 Pediatric & Comm Diseases Dept 2011/2012

IPEDS Codes: 51.1201 60.0425

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL LECTURER Fiscal Year	1	1.00	110,000	110,000	110,000	110,000	
Total Regular Clinical Instructional Fiscal Year	1	1.00	110,000	110,000	110,000	110,000	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatrics-Endocrinology 2011/2012

IPEDS Codes: 51.1201 60.0553

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	3	3.00	190,610	194,733	171,405	205,691	59
ASST PROFESSOR Fiscal Year	2	2.00	130,806	130,806	128,808	132,804	42
Total Regular Instructional Fiscal Year	5	5.00	166,688	171,405	128,808	205,691	52
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	1	1.00	146,828	146,828	146,828	146,828	
CLINICAL ASST PROF Fiscal Year	2	2.00	129,167	129,167	128,750	129,584	45
CLINICAL LECTURER Fiscal Year	1	1.00	80,000	80,000	80,000	80,000	
Total Regular Clinical Instructional Fiscal Year	4	4.00	121,291	129,167	80,000	146,828	44

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatrics-Ambulatory Care Pgm 2011/2012

IPEDS Codes: 51.1201 60.0425

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	1	1.00	205,691	205,691	205,691	205,691	
ASSOC PROFESSOR Fiscal Year	2	1.80	152,593	152,593	136,578	168,609	44
ASST PROFESSOR Fiscal Year	5	4.85	133,921	133,657	131,073	136,262	43
Total Regular Instructional Fiscal Year	8	7.65	147,560	135,608	131,073	205,691	44
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	1.00	141,630	141,630	141,630	141,630	
CLINICAL ASST PROF Fiscal Year	22	19.06	110,883	110,000	110,000	129,434	48
CLINICAL INSTRUCTOR Fiscal Year	7	5.87	100,000	100,000	100,000	100,000	39
CLINICAL LECTURER Fiscal Year	7	4.79	100,836	100,000	65,852	120,000	32
Total Regular Clinical Instructional Fiscal Year	37	30.72	107,754	110,000	65,852	141,630	43

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatrics-Cardiology 2011/2012

IPEDS Codes: 51.1201 60.0549

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	4	4.00	192,198	192,198	192,198	192,198	64
ASSOC PROFESSOR Fiscal Year	1	1.00	180,353	180,353	180,353	180,353	
ASST PROFESSOR Fiscal Year	1	1.00	123,600	123,600	123,600	123,600	
Total Regular Instructional Fiscal Year	6	6.00	178,791	192,198	123,600	192,198	56
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	5	4.20	210,029	194,064	192,198	236,900	56
CLINICAL ASSOC PROF Fiscal Year	6	5.75	174,966	173,650	154,500	206,036	47
CLINICAL ASST PROF Fiscal Year	9	8.60	147,650	152,955	120,000	175,048	37
CLINICAL LECTURER Fiscal Year	4	4.00	80,000	80,000	80,000	80,000	34
Total Regular Clinical Instructional Fiscal Year	24	22.55	156,200	156,000	80,000	236,900	43

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatrics-Neonatal/Perinatal 2011/2012

IPEDS Codes: 51.1201 60.0425

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	3	3.00	200,266	192,198	192,198	216,403	58
Total Regular Instructional Fiscal Year	3	3.00	200,266	192,198	192,198	216,403	58
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	3	3.00	173,980	173,137	151,204	197,600	48
CLINICAL ASST PROF Fiscal Year	2	1.50	133,980	133,980	132,000	135,960	41
CLINICAL LECTURER Fiscal Year	8	7.40	114,138	113,300	110,000	123,600	31
Total Regular Clinical Instructional Fiscal Year	13	11.90	131,000	119,600	110,000	197,600	36

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatrics-Genetics 2011/2012

IPEDS Codes: 51.1201 60.0425

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
ASSOC PROFESSOR Fiscal Year	2	2.00	136,889	136,889	130,397	143,381	46
Total Regular Instructional Fiscal Year	2	2.00	136,889	136,889	130,397	143,381	46
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	1	1.00	125,000	125,000	125,000	125,000	
CLINICAL ASST PROF Fiscal Year	2	2.00	134,300	134,300	123,600	145,000	42
CLINICAL LECTURER Fiscal Year	1	1.00	87,550	87,550	87,550	87,550	
Total Regular Clinical Instructional Fiscal Year	4	4.00	120,288	124,300	87,550	145,000	45

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatrics-Hematology/Oncology 2011/2012

IPEDS Codes: 51.1201 60.0555

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	3	3.00	203,045	199,700	186,600	222,835	61
ASSOC PROFESSOR Fiscal Year	3	3.00	162,015	152,955	142,358	190,733	46
ASST PROFESSOR Fiscal Year	3	3.00	128,488	128,528	119,236	137,700	41
Total Regular Instructional Fiscal Year	9	9.00	164,516	152,955	119,236	222,835	49
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	2	2.00	174,506	174,506	168,168	180,845	51
CLINICAL ASSOC PROF Fiscal Year	2	2.00	167,169	167,169	142,140	192,198	46
CLINICAL ASST PROF Fiscal Year	4	4.00	121,610	121,557	95,805	147,519	43
CLINICAL LECTURER Fiscal Year	4	3.41	82,569	81,700	76,700	90,177	35
Total Regular Clinical Instructional Fiscal Year	12	11.41	125,005	121,557	76,700	192,198	42

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatrics-Neurology 2011/2012

IPEDS Codes: 51.1201 60.0404

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	2	2.00	194,289	194,289	184,389	204,189	62
ASST PROFESSOR Fiscal Year	1	1.00	135,158	135,158	135,158	135,158	
Total Regular Instructional Fiscal Year	3	3.00	174,579	184,389	135,158	204,189	55
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	2	2.00	192,198	192,198	192,198	192,198	54
CLINICAL ASSOC PROF Fiscal Year	1	0.95	144,228	144,228	144,228	144,228	
CLINICAL ASST PROF Fiscal Year	3	2.90	136,444	135,188	130,000	144,144	37
Total Regular Clinical Instructional Fiscal Year	6	5.85	156,326	144,186	130,000	192,198	45

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatric Hospitalists 2011/2012

IPEDS Codes: 51.1201 60.0425

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	1.00	192,188	192,188	192,188	192,188	
CLINICAL ASST PROF Fiscal Year	7	6.55	133,618	128,369	119,700	150,294	41
CLINICAL LECTURER Fiscal Year	3	2.80	102,253	100,000	94,760	112,000	31
Total Regular Clinical Instructional Fiscal Year	11	10.35	130,388	127,309	94,760	192,188	40

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Child Behavioral Health 2011/2012

IPEDS Codes: 51.1201 60.0425

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	1	1.00	168,683	168,683	168,683	168,683	
ASSOC PROFESSOR Fiscal Year	1	1.00	152,043	152,043	152,043	152,043	
Total Regular Instructional Fiscal Year	2	2.00	160,363	160,363	152,043	168,683	48
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	1.00	154,500	154,500	154,500	154,500	
CLINICAL ASSOC PROF Fiscal Year	1	1.00	143,223	143,223	143,223	143,223	
CLINICAL ASST PROF Fiscal Year	7	7.00	92,285	73,549	70,720	137,917	37
Total Regular Clinical Instructional Fiscal Year	9	9.00	104,858	86,000	70,720	154,500	42

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatrics-Immun/Rheumatology 2011/2012

IPEDS Codes: 51.1201 60.0425

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	1.00	162,368	162,368	162,368	162,368	
CLINICAL ASSOC PROF Fiscal Year	1	1.00	148,793	148,793	148,793	148,793	
Total Regular Clinical Instructional Fiscal Year	2	2.00	155,581	155,581	148,793	162,368	55

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatrics-Gastroenterology 2011/2012

IPEDS Codes: 51.1201 60.0425

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	1	1.00	186,600	186,600	186,600	186,600	
ASSOC PROFESSOR Fiscal Year	1	1.00	150,469	150,469	150,469	150,469	
ASST PROFESSOR Fiscal Year	1	1.00	139,125	139,125	139,125	139,125	
Total Regular Instructional Fiscal Year	3	3.00	158,731	150,469	139,125	186,600	50
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	2	2.00	169,631	169,631	154,500	184,761	58
CLINICAL LECTURER Fiscal Year	1	1.00	122,400	122,400	122,400	122,400	
Total Regular Clinical Instructional Fiscal Year	3	3.00	153,887	154,500	122,400	184,761	54

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatrics-Infectious Diseases 2011/2012

IPEDS Codes: 51.1201 60.0425

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	2	2.00	202,601	202,601	202,601	202,601	62
ASSOC PROFESSOR Fiscal Year	1	1.00	126,629	126,629	126,629	126,629	
ASST PROFESSOR Fiscal Year	2	2.00	122,149	122,149	118,831	125,466	41
Total Regular Instructional Fiscal Year	5	5.00	155,226	126,629	118,831	202,601	52
Regular Clinical Instructional							
CLINICAL LECTURER Fiscal Year	2	2.00	94,200	94,200	88,400	100,000	34
Total Regular Clinical Instructional Fiscal Year	2	2.00	94,200	94,200	88,400	100,000	34

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatrics-Nephrology 2011/2012

IPEDS Codes: 51.1201 60.0557

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
ASSOC PROFESSOR Fiscal Year	2	2.00	179,726	179,726	177,969	181,483	49
ASST PROFESSOR Fiscal Year	1	1.00	133,939	133,939	133,939	133,939	
Total Regular Instructional Fiscal Year	3	3.00	164,464	177,969	133,939	181,483	46
Regular Clinical Instructional							
CLINICAL LECTURER Fiscal Year	5	4.47	113,890	118,450	96,000	130,000	35
Total Regular Clinical Instructional Fiscal Year	5	4.47	113,890	118,450	96,000	130,000	35

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatrics-Intensive Care 2011/2012

IPEDS Codes: 51.1201 60.0425

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	3	3.00	197,166	196,700	192,198	202,601	58
ASSOC PROFESSOR Fiscal Year	2	2.00	208,039	208,039	177,376	238,702	48
ASST PROFESSOR Fiscal Year	2	2.00	153,479	153,479	147,429	159,528	42
Total Regular Instructional Fiscal Year	7	7.00	187,791	192,198	147,429	238,702	50
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	2	2.00	133,214	133,214	123,600	142,827	42
Total Regular Clinical Instructional Fiscal Year	2	2.00	133,214	133,214	123,600	142,827	42

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatrics-Pulmonary Medicine 2011/2012

IPEDS Codes: 51.1201 60.0425

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	2	2.00	195,949	195,949	192,198	199,700	57
ASSOC PROFESSOR Fiscal Year	1	1.00	145,835	145,835	145,835	145,835	
ASST PROFESSOR Fiscal Year	1	1.00	141,960	141,960	141,960	141,960	
Total Regular Instructional Fiscal Year	4	4.00	169,923	169,017	141,960	199,700	50
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	2	2.00	130,119	130,119	128,177	132,061	44
CLINICAL LECTURER Fiscal Year	2	2.00	109,000	109,000	100,000	118,000	40
Total Regular Clinical Instructional Fiscal Year	4	4.00	119,560	123,089	100,000	132,061	42

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pharmacology Department 2011/2012

IPEDS Codes: 26.1001 51.1201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	15	15.00	159,824	160,000	115,300	217,407	63
ASSOC PROFESSOR Fiscal Year	3	3.00	123,312	127,123	107,814	135,000	46
ASST PROFESSOR Fiscal Year	2	2.00	105,211	105,211	100,785	109,637	42
Total Regular Instructional Fiscal Year	20	20.00	148,886	150,230	100,785	217,407	58
Graduate Student Instructor							
GRAD STU INSTR University Year	1	0.14	35,404	35,404	35,404	35,404	
Total Graduate Student Instructor University Year	1	0.14	35,404	35,404	35,404	35,404	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Physical Medicine & Rehab Dept 2011/2012

IPEDS Codes: 51.1201 60.0426

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	6	6.00	172,428	171,054	136,506	213,448	55
ASSOC PROFESSOR Fiscal Year	2	2.00	167,970	167,970	129,430	206,510	52
ASST PROFESSOR Fiscal Year	7	6.44	100,609	93,359	87,524	161,614	38
Total Regular Instructional Fiscal Year	15	14.44	138,318	136,506	87,524	213,448	47
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	5	4.30	196,490	213,448	136,506	213,448	62
CLINICAL ASSOC PROF Fiscal Year	5	4.80	153,680	178,333	116,699	178,333	53
CLINICAL ASST PROF Fiscal Year	13	11.50	149,492	161,614	87,524	161,615	43
CLINICAL INSTRUCTOR Fiscal Year	8	7.75	141,606	150,469	79,568	150,469	41
CLINICAL LECTURER Fiscal Year	2	2.00	102,279	102,279	58,472	146,086	34
Total Regular Clinical Instructional Fiscal Year	33	30.35	152,474	156,907	58,472	213,448	47

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Molec & Integrative Physiology 2011/2012

IPEDS Codes: 26.0902 26.0901

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	13	12.80	182,654	165,238	141,920	325,500	58
ASSOC PROFESSOR Fiscal Year	8	8.00	125,986	123,653	112,528	149,247	47
ASST PROFESSOR Fiscal Year	3	3.00	93,963	94,554	90,000	97,335	34
Total Regular Instructional Fiscal Year	24	23.80	152,678	148,574	90,000	325,500	51
LEO - Lecturers							
LEO Lecturer III Fiscal Year	1	1.00	59,450	59,450	59,450	59,450	
LEO Lecturer IV Fiscal Year	1	1.00	63,038	63,038	63,038	63,038	
Total LEO - Lecturers Fiscal Year	2	2.00	61,244	61,244	59,450	63,038	47
Graduate Student Instructor							
GRAD STU INSTR University Year	4	0.76	35,404	35,404	35,404	35,404	25
Total Graduate Student Instructor University Year	4	0.76	35,404	35,404	35,404	35,404	25

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 Medical Education Admin 2011/2012

IPEDS Codes: 51.1201 51.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
Fiscal Year	1	1.00	173,166	173,166	173,166	173,166	
Total Regular Instructional							
Fiscal Year	1	1.00	173,166	173,166	173,166	173,166	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Med Ed/Ofc of Ed Resources&Res 2011/2012

IPEDS Codes: 51.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	5	4.40	167,834	165,374	163,580	173,815	60
ASST PROFESSOR Fiscal Year	4	4.00	103,346	102,803	95,000	112,778	43
Total Regular Instructional Fiscal Year	9	8.40	139,173	163,580	95,000	173,815	52

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Division of Anatomical Science 2011/2012

IPEDS Codes: 26.0403

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Lecturer III Fiscal Year	1	1.00	69,531	69,531	69,531	69,531	
LEO Lecturer IV Fiscal Year	6	5.75	87,859	87,115	76,853	101,806	51
Total LEO - Lecturers Fiscal Year	7	6.75	85,241	87,004	69,531	101,806	50

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Psychiatry Department 2011/2012

IPEDS Codes: 51.1201 60.0428

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	17	15.31	210,913	201,781	123,760	315,000	60
ASSOC PROFESSOR Fiscal Year	13	8.23	179,287	171,360	128,750	273,018	53
ASST PROFESSOR Fiscal Year	14	12.05	136,230	147,299	97,154	170,000	40
Total Regular Instructional Fiscal Year	44	35.59	177,806	173,515	97,154	315,000	51
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	4	4.00	204,860	200,399	198,641	220,000	57
CLINICAL ASSOC PROF Fiscal Year	4	3.64	153,405	169,300	100,258	174,763	53
CLINICAL ASST PROF Fiscal Year	18	15.58	148,797	158,642	89,472	170,000	45
CLINICAL INSTRUCTOR Fiscal Year	9	8.30	152,880	155,000	135,916	155,000	37
CLINICAL LECTURER Fiscal Year	10	9.06	105,695	87,331	76,500	150,000	38
Total Regular Clinical Instructional Fiscal Year	45	40.58	145,428	155,000	76,500	220,000	43

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Department of Radiology 2011/2012

IPEDS Codes: 51.1201 60.0411

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	34	32.77	200,440	200,000	173,000	347,533	58
ASSOC PROFESSOR Fiscal Year	4	4.00	200,000	200,000	200,000	200,000	50
ASST PROFESSOR Fiscal Year	6	5.50	159,167	180,000	97,000	200,000	37
Total Regular Instructional Fiscal Year	44	42.27	194,772	200,000	97,000	347,533	54
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	4	3.05	200,000	200,000	200,000	200,000	56
CLINICAL ASSOC PROF Fiscal Year	19	17.33	196,211	200,000	128,000	200,000	46
CLINICAL ASST PROF Fiscal Year	42	37.23	198,738	200,000	147,000	200,000	44
CLINICAL LECTURER Fiscal Year	22	20.63	99,705	59,000	58,210	200,000	36
Total Regular Clinical Instructional Fiscal Year	87	78.24	173,201	200,000	58,210	200,000	43

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Radiation Oncology - Ann Arbor 2011/2012

IPEDS Codes: 51.1201 60.0430

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	10	10.00	208,863	196,741	178,145	332,460	57
ASSOC PROFESSOR Fiscal Year	2	2.00	163,125	163,125	106,581	219,670	45
ASST PROFESSOR Fiscal Year	3	2.69	147,260	134,045	104,040	203,694	39
Total Regular Instructional Fiscal Year	15	14.69	190,444	193,481	104,040	332,460	52
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	4	4.00	203,694	203,694	203,694	203,694	54
CLINICAL ASSOC PROF Fiscal Year	5	4.49	170,541	180,000	115,747	203,694	48
CLINICAL ASST PROF Fiscal Year	11	10.16	179,165	188,752	146,727	203,694	45
CLINICAL INSTRUCTOR Fiscal Year	6	5.50	178,935	196,299	136,813	203,694	42
Total Regular Clinical Instructional Fiscal Year	26	24.15	181,227	199,156	115,747	203,694	46

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 Radiation Oncology-Providence 2011/2012

IPEDS Codes: 51.1201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	1	1.00	206,600	206,600	206,600	206,600	
Total Regular Clinical Instructional Fiscal Year	1	1.00	206,600	206,600	206,600	206,600	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Surgery Department 2011/2012

IPEDS Codes: 51.1201 60.0414

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	3	3.00	199,543	192,320	186,310	220,000	50
ASSOC PROFESSOR Fiscal Year	1	1.00	128,750	128,750	128,750	128,750	
Total Regular Instructional Fiscal Year	4	4.00	181,845	189,315	128,750	220,000	49

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 Emergency Medicine Admin 2011/2012

IPEDS Codes: 51.1201 60.0412

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL LECTURER Fiscal Year	1	1.00	75,900	75,900	75,900	75,900	
Total Regular Clinical Instructional Fiscal Year	1	1.00	75,900	75,900	75,900	75,900	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Emergency Medicine UM Adult 2011/2012

IPEDS Codes: 60.0412

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	1	1.00	249,032	249,032	249,032	249,032	
ASSOC PROFESSOR Fiscal Year	5	5.00	206,141	222,400	139,050	224,455	46
ASST PROFESSOR Fiscal Year	1	1.00	168,059	168,059	168,059	168,059	
Total Regular Instructional Fiscal Year	7	7.00	206,828	222,400	139,050	249,032	47
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	6	6.00	212,218	214,129	199,500	218,050	54
CLINICAL ASST PROF Fiscal Year	10	10.00	186,758	190,303	167,633	194,433	46
CLINICAL INSTRUCTOR Fiscal Year	9	9.00	171,958	168,303	128,350	194,168	39
CLINICAL LECTURER Fiscal Year	5	4.39	153,915	167,633	101,723	167,861	37
Total Regular Clinical Instructional Fiscal Year	30	29.39	181,936	188,319	101,723	218,050	44

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Emergency Medicine UM CES 2011/2012

IPEDS Codes: 60.0412

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	2	1.80	211,794	211,794	211,732	211,857	52
CLINICAL ASST PROF Fiscal Year	8	7.85	178,313	175,775	167,861	194,275	44
CLINICAL INSTRUCTOR Fiscal Year	2	2.00	165,252	165,252	162,750	167,755	39
CLINICAL LECTURER Fiscal Year	3	3.00	126,687	117,267	113,700	149,094	35
Total Regular Clinical Instructional Fiscal Year	15	14.65	170,711	168,195	113,700	211,857	43

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Emergency Medicine Hurley 2011/2012

IPEDS Codes: 60.0412

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	2	2.00	192,398	192,398	178,125	206,670	51
CLINICAL ASST PROF Fiscal Year	7	7.00	197,092	201,409	149,850	235,427	48
CLINICAL INSTRUCTOR Fiscal Year	13	12.50	179,343	182,250	157,950	201,420	37
CLINICAL LECTURER Fiscal Year	2	2.00	165,527	165,527	162,750	168,303	37
Total Regular Clinical Instructional Fiscal Year	24	23.50	184,456	188,360	149,850	235,427	41

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Medical Observation Unit - EM 2011/2012

IPEDS Codes: 60.0412

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	2	2.00	190,118	190,118	186,250	193,986	49
CLINICAL INSTRUCTOR Fiscal Year	2	2.00	192,243	192,243	192,236	192,250	50
CLINICAL LECTURER Fiscal Year	1	1.00	192,236	192,236	192,236	192,236	
Total Regular Clinical Instructional Fiscal Year	5	5.00	191,392	192,236	186,250	193,986	51

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
GSA - Administration (GSA/ADM) 2011/2012

IPEDS Codes: 51.1201 60.0414

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	12	11.13	228,504	220,000	215,990	326,061	53
ASSOC PROFESSOR Fiscal Year	7	7.00	220,000	220,000	220,000	220,000	49
ASST PROFESSOR Fiscal Year	9	7.93	200,700	220,000	103,721	220,000	39
Total Regular Instructional Fiscal Year	28	26.06	217,441	220,000	103,721	326,061	48
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	2	1.80	165,000	165,000	165,000	165,000	60
CLINICAL ASSOC PROF Fiscal Year	2	1.80	165,000	165,000	165,000	165,000	51
CLINICAL ASST PROF Fiscal Year	8	6.81	165,000	165,000	165,000	165,000	39
CLINICAL LECTURER Fiscal Year	4	4.00	93,750	70,000	70,000	165,000	38
Total Regular Clinical Instructional Fiscal Year	16	14.41	147,188	165,000	70,000	165,000	42

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Transplant Surgery (STX) 2011/2012

IPEDS Codes: 60.0599

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	6	5.50	205,859	220,000	135,153	220,000	56
ASSOC PROFESSOR Fiscal Year	4	4.00	211,441	220,000	185,764	220,000	45
ASST PROFESSOR Fiscal Year	2	1.90	220,000	220,000	220,000	220,000	41
Total Regular Instructional Fiscal Year	12	11.40	210,076	220,000	135,153	220,000	50
Regular Clinical Instructional							
CLINICAL LECTURER Fiscal Year	2	2.00	74,984	74,984	74,263	75,705	34
Total Regular Clinical Instructional Fiscal Year	2	2.00	74,984	74,984	74,263	75,705	34

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Cardiac Surgery Section 2011/2012

IPEDS Codes: 51.1201 60.0504

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	4	4.00	220,000	220,000	220,000	220,000	59
ASSOC PROFESSOR Fiscal Year	4	4.00	195,286	220,000	121,142	220,000	49
ASST PROFESSOR Fiscal Year	3	3.00	220,000	220,000	220,000	220,000	42
Total Regular Instructional Fiscal Year	11	11.00	211,013	220,000	121,142	220,000	51
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	1.00	165,000	165,000	165,000	165,000	
CLINICAL ASSOC PROF Fiscal Year	2	2.00	148,500	148,500	132,000	165,000	53
CLINICAL ASST PROF Fiscal Year	4	4.00	186,250	165,000	165,000	250,000	46
CLINICAL LECTURER Fiscal Year	1	1.00	83,103	83,103	83,103	83,103	
Total Regular Clinical Instructional Fiscal Year	8	8.00	161,263	165,000	83,103	250,000	49

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Neurosurgery 2011/2012

IPEDS Codes: 51.1201 60.0578

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	8	8.00	242,015	250,000	126,451	392,436	54
ASSOC PROFESSOR Fiscal Year	2	2.00	275,000	275,000	275,000	275,000	42
ASST PROFESSOR Fiscal Year	5	5.00	203,245	275,000	92,882	275,000	39
Total Regular Instructional Fiscal Year	15	15.00	233,490	275,000	92,882	392,436	47
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	3	3.00	246,270	250,000	238,811	250,000	45
CLINICAL ASST PROF Fiscal Year	4	4.00	231,091	231,092	212,180	250,000	41
CLINICAL LECTURER Fiscal Year	4	3.13	117,500	75,000	70,000	250,000	33
Total Regular Clinical Instructional Fiscal Year	11	10.13	193,925	238,811	70,000	250,000	39

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Orthopaedic Surgery 2011/2012

IPEDS Codes: 51.1201 60.0422

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	4	4.00	206,250	210,000	195,000	210,000	53
ASSOC PROFESSOR Fiscal Year	6	6.00	211,304	205,000	141,422	306,400	48
ASST PROFESSOR Fiscal Year	5	4.11	156,985	179,441	102,483	200,000	40
Total Regular Instructional Fiscal Year	15	14.11	191,850	205,000	102,483	306,400	47
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	0.63	210,000	210,000	210,000	210,000	
CLINICAL ASSOC PROF Fiscal Year	6	6.00	205,000	205,000	205,000	205,000	49
CLINICAL ASST PROF Fiscal Year	7	6.50	187,857	200,000	115,000	200,000	46
CLINICAL INSTRUCTOR Fiscal Year	2	1.50	157,500	157,500	115,000	200,000	36
CLINICAL LECTURER Fiscal Year	1	0.80	110,000	110,000	110,000	110,000	
Total Regular Clinical Instructional Fiscal Year	17	15.43	187,059	200,000	110,000	210,000	46

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Pediatric Surgery Section 2011/2012

IPEDS Codes: 51.1201 60.0565

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	3	3.00	220,000	220,000	220,000	220,000	52
ASSOC PROFESSOR Fiscal Year	2	2.00	220,000	220,000	220,000	220,000	48
ASST PROFESSOR Fiscal Year	2	2.00	220,000	220,000	220,000	220,000	40
Total Regular Instructional Fiscal Year	7	7.00	220,000	220,000	220,000	220,000	47
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	2	1.75	165,000	165,000	165,000	165,000	57
CLINICAL ASST PROF Fiscal Year	2	2.00	165,000	165,000	165,000	165,000	38
CLINICAL LECTURER Fiscal Year	2	2.00	110,900	110,900	61,800	160,000	34
Total Regular Clinical Instructional Fiscal Year	6	5.75	146,967	165,000	61,800	165,000	43

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Plastic Surgery Section 2011/2012

IPEDS Codes: 51.1201 60.0427

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	5	4.58	220,000	220,000	220,000	220,000	52
ASSOC PROFESSOR Fiscal Year	1	1.00	220,000	220,000	220,000	220,000	
Total Regular Instructional Fiscal Year	6	5.58	220,000	220,000	220,000	220,000	51
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	1	1.00	165,000	165,000	165,000	165,000	
CLINICAL ASST PROF Fiscal Year	3	2.44	165,000	165,000	165,000	165,000	37
Total Regular Clinical Instructional Fiscal Year	4	3.44	165,000	165,000	165,000	165,000	38

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 Thoracic Surgery Section 2011/2012

IPEDS Codes: 51.1201 60.0262

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	2	2.00	205,668	205,668	191,337	220,000	63
ASSOC PROFESSOR Fiscal Year	1	1.00	220,000	220,000	220,000	220,000	
ASST PROFESSOR Fiscal Year	2	2.00	220,000	220,000	220,000	220,000	37
Total Regular Instructional Fiscal Year	5	5.00	214,267	220,000	191,337	220,000	49

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Urology Surgery 2011/2012

IPEDS Codes: 51.1201 60.0433

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	11	9.96	214,924	245,000	142,816	245,000	56
ASSOC PROFESSOR Fiscal Year	6	6.00	220,000	220,000	220,000	220,000	43
ASST PROFESSOR Fiscal Year	3	2.80	205,000	205,000	205,000	205,000	36
Total Regular Instructional Fiscal Year	20	18.76	214,958	220,000	142,816	245,000	49
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	3	2.50	220,000	220,000	220,000	220,000	45
CLINICAL ASST PROF Fiscal Year	5	4.19	203,977	205,000	199,885	205,000	39
CLINICAL LECTURER Fiscal Year	1	1.00	68,804	68,804	68,804	68,804	
Total Regular Clinical Instructional Fiscal Year	9	7.69	194,299	205,000	68,804	220,000	40

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Vascular Surgery Section 2011/2012

IPEDS Codes: 51.1201 60.0434

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	4	3.26	216,920	220,000	207,680	220,000	62
ASSOC PROFESSOR Fiscal Year	1	1.00	139,740	139,740	139,740	139,740	
ASST PROFESSOR Fiscal Year	3	1.82	220,000	220,000	220,000	220,000	39
Total Regular Instructional Fiscal Year	8	6.08	208,428	220,000	139,740	220,000	52
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	1.00	165,000	165,000	165,000	165,000	
CLINICAL ASSOC PROF Fiscal Year	1	0.80	165,000	165,000	165,000	165,000	
CLINICAL LECTURER Fiscal Year	2	1.75	152,853	152,853	152,762	152,945	38
Total Regular Clinical Instructional Fiscal Year	4	3.55	158,927	158,972	152,762	165,000	44

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Coll of Arch & Urban Planning 2011/2012

IPEDS Codes: 04.0201 04.0301

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	4	4.00	119,550	114,907	102,338	146,049	61
Fiscal Year	1	1.00	241,398	241,398	241,398	241,398	
ASSOC PROFESSOR							
University Year	15	13.80	94,185	95,663	77,937	107,630	51
ASST PROFESSOR							
University Year	17	17.00	66,589	64,026	60,000	87,352	39
Total Regular Instructional							
University Year	36	34.80	83,972	83,362	60,000	146,049	46
Fiscal Year	1	1.00	241,398	241,398	241,398	241,398	
Regular Clinical Instructional							
CLINICAL PROFESSOR							
University Year	3	3.00	106,187	106,098	106,098	106,365	58
CLINICAL ASST PROF							
University Year	4	3.50	68,563	64,000	64,000	82,250	43
Total Regular Clinical Instructional							
University Year	7	6.50	84,687	82,250	64,000	106,365	49
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	1	0.50	33,000	33,000	33,000	33,000	
LEO Lecturer I							
University Year	17	14.83	46,536	49,379	34,850	61,500	35
LEO Lecturer II							
University Year	2	2.00	47,637	47,637	45,359	49,914	38
LEO Lecturer III							
University Year	1	1.00	41,000	41,000	41,000	41,000	
Fiscal Year	1	1.00	50,000	50,000	50,000	50,000	
LEO Lecturer IV							

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Coll of Arch & Urban Planning 2011/2012

IPEDS Codes: 04.0201 04.0301

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
University Year	3	3.00	59,421	57,784	57,441	63,038	49
Fiscal Year	1	1.00	87,125	87,125	87,125	87,125	
Total LEO - Lecturers							
University Year	24	21.33	47,444	49,647	33,000	63,038	37
Fiscal Year	2	2.00	68,563	68,563	50,000	87,125	30
Graduate Student Instructor							
GRAD STU INSTR							
University Year	34	8.76	35,404	35,404	35,404	35,404	28
Total Graduate Student Instructor							
University Year	34	8.76	35,404	35,404	35,404	35,404	28

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Urban Planning 2011/2012

IPEDS Codes: 04.0301

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	4	3.50	123,175	124,781	110,327	132,811	61
ASSOC PROFESSOR University Year	4	4.00	91,795	90,789	88,631	96,969	48
ASST PROFESSOR University Year	4	4.00	66,145	63,857	63,624	73,243	39
Total Regular Instructional University Year	12	11.50	93,705	90,789	63,624	132,811	49
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	0.25	186,052	186,052	186,052	186,052	
Total Regular Clinical Instructional Fiscal Year	1	0.25	186,052	186,052	186,052	186,052	
LEO - Lecturers							
LEO Intermittent Lecturer University Year	3	1.58	40,146	33,000	33,000	54,439	51
LEO Lecturer III University Year	1	0.55	42,566	42,566	42,566	42,566	
Fiscal Year	1	1.00	59,353	59,353	59,353	59,353	
LEO Lecturer IV University Year	1	1.00	76,720	76,720	76,720	76,720	
Total LEO - Lecturers University Year	5	3.13	47,945	42,566	33,000	76,720	50
Fiscal Year	1	1.00	59,353	59,353	59,353	59,353	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Urban Planning 2011/2012

IPEDS Codes: 04.0301

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	11	4.25	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor University Year	11	4.25	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
School of Art and Design 2011/2012

IPEDS Codes: 50.0701 50.0401

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	13	13.00	106,251	99,187	93,163	135,184	60
Fiscal Year	1	1.00	153,025	153,025	153,025	153,025	
ASSOC PROFESSOR							
University Year	13	12.50	84,436	84,478	77,588	92,343	46
ASST PROFESSOR							
University Year	5	5.00	72,439	71,039	68,000	77,460	38
Total Regular Instructional							
University Year	31	30.50	91,649	88,268	68,000	135,184	51
Fiscal Year	1	1.00	153,025	153,025	153,025	153,025	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	1	0.33	43,298	43,298	43,298	43,298	
LEO Lecturer I							
University Year	15	7.27	45,727	40,333	38,018	111,273	40
Fiscal Year	1	0.33	13,909	13,909	13,909	13,909	
LEO Lecturer II							
University Year	11	6.61	52,838	51,704	43,087	72,926	54
LEO Lecturer III							
University Year	1	0.50	81,809	81,809	81,809	81,809	
Total LEO - Lecturers							
University Year	28	14.71	49,723	44,445	38,018	111,273	47
Fiscal Year	1	0.33	13,909	13,909	13,909	13,909	
Graduate Student Instructor							
GRAD STU INSTR							
University Year	22	5.28	35,404	35,404	35,404	35,404	30
Total Graduate Student Instructor							
University Year	22	5.28	35,404	35,404	35,404	35,404	30

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Ross School of Business 2011/2012

IPEDS Codes: 52.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	52	50.60	223,173	228,250	141,000	326,000	57
Fiscal Year	2	1.56	329,011	329,011	204,867	453,155	61
ASSOC PROFESSOR							
University Year	25	25.00	183,800	182,500	106,000	237,000	46
Fiscal Year	1	1.00	216,000	216,000	216,000	216,000	
ASST PROFESSOR							
University Year	28	28.00	162,018	152,750	131,000	208,000	35
Total Regular Instructional							
University Year	105	103.60	197,490	195,000	106,000	326,000	49
Fiscal Year	3	2.56	291,341	216,000	204,867	453,155	53
Regular Clinical Instructional							
CLINICAL PROFESSOR							
University Year	1	1.00	211,000	211,000	211,000	211,000	
Fiscal Year	3	1.51	187,887	166,500	161,160	236,000	55
CLINICAL ASSOC PROF							
University Year	1	1.00	168,500	168,500	168,500	168,500	
CLINICAL ASST PROF							
University Year	2	2.00	147,750	147,750	140,000	155,500	52
Total Regular Clinical Instructional							
University Year	4	4.00	168,750	162,000	140,000	211,000	55
Fiscal Year	3	1.51	187,887	166,500	161,160	236,000	55
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	2	0.38	438,746	438,746	205,000	672,492	45
Fiscal Year	1	0.13	61,500	61,500	61,500	61,500	
LEO Lecturer I							
University Year	6	5.38	110,416	99,966	47,278	185,000	49
Fiscal Year	2	1.17	143,406	143,406	97,050	189,763	51

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Ross School of Business 2011/2012

IPEDS Codes: 52.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO Lecturer II							
University Year	5	3.62	75,081	55,305	45,160	119,688	59
Fiscal Year	4	3.25	118,213	126,333	50,533	169,655	58
LEO Lecturer IV							
Fiscal Year	21	19.23	129,694	125,149	67,202	228,512	55
Total LEO - Lecturers							
University Year	13	9.38	147,338	103,562	45,160	672,492	52
Fiscal Year	28	23.78	126,598	120,327	50,533	228,512	55

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 ROSS SCH Doctoral Programs 2011/2012

IPEDS Codes: 52.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	17	5.12	35,404	35,404	35,404	35,404	24
Total Graduate Student Instructor University Year	17	5.12	35,404	35,404	35,404	35,404	24

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DENT Bio & Materials Science 2011/2012

IPEDS Codes: 51.0401 51.0505

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	5	5.00	195,288	174,592	167,004	290,591	56
ASSOC PROFESSOR Fiscal Year	7	7.00	113,188	118,801	66,165	132,354	59
ASST PROFESSOR Fiscal Year	3	3.00	97,990	97,273	96,941	99,755	40
Total Regular Instructional Fiscal Year	15	15.00	137,515	123,000	66,165	290,591	54

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DENT Prosthodontics 2011/2012

IPEDS Codes: 51.0401 60.0108 51.0511

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
Fiscal Year	2	2.00	175,958	175,958	162,564	189,351	60
ASSOC PROFESSOR							
University Year	1	0.50	87,734	87,734	87,734	87,734	
Fiscal Year	1	1.00	124,850	124,850	124,850	124,850	
ASST PROFESSOR							
Fiscal Year	4	4.00	104,498	104,626	100,958	107,783	46
Total Regular Instructional							
University Year	1	0.50	87,734	87,734	87,734	87,734	
Fiscal Year	7	7.00	127,823	107,783	100,958	189,351	51
Regular Clinical Instructional							
CLINICAL ASSOC PROF							
Fiscal Year	2	2.00	114,037	114,037	111,074	116,999	45
CLINICAL ASST PROF							
Fiscal Year	7	7.00	97,159	93,534	92,465	107,113	42
CLINICAL LECTURER							
Fiscal Year	2	2.00	77,500	77,500	75,000	80,000	51
Total Regular Clinical Instructional							
Fiscal Year	11	11.00	96,653	93,534	75,000	116,999	44

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DENTCariology, Restor Sci & Endo 2011/2012

IPEDS Codes: 51.0401 60.0103 51.0506

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	1	0.60	159,790	159,790	159,790	159,790	
Fiscal Year	5	5.00	208,876	209,624	168,711	242,534	62
ASSOC PROFESSOR							
University Year	1	0.60	121,330	121,330	121,330	121,330	
Fiscal Year	5	4.80	130,411	137,528	109,833	155,177	55
Total Regular Instructional							
University Year	2	1.20	140,560	140,560	121,330	159,790	65
Fiscal Year	10	9.80	169,643	161,944	109,833	242,534	58
Regular Clinical Instructional							
CLINICAL PROFESSOR							
Fiscal Year	3	3.00	159,284	161,609	154,347	161,896	61
CLINICAL ASSOC PROF							
Fiscal Year	6	6.00	113,863	113,286	104,897	123,802	47
CLINICAL ASST PROF							
Fiscal Year	2	2.00	91,724	91,724	90,550	92,898	31
CLINICAL LECTURER							
Fiscal Year	2	2.00	74,000	74,000	73,000	75,000	34
Total Regular Clinical Instructional							
Fiscal Year	13	13.00	114,806	109,731	73,000	161,896	45

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DENT Community Dentistry 2011/2012

IPEDS Codes: 51.0401 60.0102

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
Fiscal Year	1	1.00	154,631	154,631	154,631	154,631	
Total Regular Instructional							
Fiscal Year	1	1.00	154,631	154,631	154,631	154,631	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DENT Ortho/Peds Dentistry 2011/2012

IPEDS Codes: 51.0401 60.0105 51.0508

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	1	1.00	303,701	303,701	303,701	303,701	
ASST PROFESSOR Fiscal Year	1	1.00	107,363	107,363	107,363	107,363	
Total Regular Instructional Fiscal Year	2	2.00	205,532	205,532	107,363	303,701	53
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	1	1.00	95,000	95,000	95,000	95,000	
Total Regular Clinical Instructional Fiscal Year	1	1.00	95,000	95,000	95,000	95,000	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DENT OM Surgery/HD 2011/2012

IPEDS Codes: 51.0401

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
ASST PROFESSOR Fiscal Year	1	1.00	139,163	139,163	139,163	139,163	
Total Regular Instructional Fiscal Year	1	1.00	139,163	139,163	139,163	139,163	
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	3	2.80	109,507	100,000	96,073	132,448	51
Total Regular Clinical Instructional Fiscal Year	3	2.80	109,507	100,000	96,073	132,448	51

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 DENT Oral Med/Path/Oncology 2011/2012

IPEDS Codes: 51.0401 60.0104 51.0503

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
ASSOC PROFESSOR Fiscal Year	1	1.00	140,475	140,475	140,475	140,475	
Total Regular Instructional Fiscal Year	1	1.00	140,475	140,475	140,475	140,475	

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 DENT Oral Surgery @ HospClinic 2011/2012

IPEDS Codes: 51.0401 60.0199

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	1	1.00	100,000	100,000	100,000	100,000	
Total Regular Clinical Instructional Fiscal Year	1	1.00	100,000	100,000	100,000	100,000	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DENT Dental Hygiene 2011/2012

IPEDS Codes: 51.0602 51.0599

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
ASSOC PROFESSOR Fiscal Year	1	1.00	101,932	101,932	101,932	101,932	
ASST PROFESSOR University Year	1	1.00	61,350	61,350	61,350	61,350	
Total Regular Instructional University Year	1	1.00	61,350	61,350	61,350	61,350	
Fiscal Year	1	1.00	101,932	101,932	101,932	101,932	
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	1	1.00	71,750	71,750	71,750	71,750	
Total Regular Clinical Instructional Fiscal Year	1	1.00	71,750	71,750	71,750	71,750	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DENT Periodontics and Oral Med 2011/2012

IPEDS Codes: 51.0401 60.0107 51.0510

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	6	6.00	223,676	214,682	174,505	286,033	54
ASSOC PROFESSOR Fiscal Year	1	1.00	118,014	118,014	118,014	118,014	
ASST PROFESSOR Fiscal Year	5	4.80	105,916	106,731	101,987	111,450	38
Total Regular Instructional Fiscal Year	12	11.80	165,804	146,260	101,987	286,033	48
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	2	2.00	148,247	148,247	147,878	148,617	52
CLINICAL ASSOC PROF Fiscal Year	2	2.00	120,999	120,999	120,999	120,999	48
CLINICAL ASST PROF Fiscal Year	6	6.00	96,219	100,658	71,143	104,456	43
CLINICAL LECTURER Fiscal Year	3	2.80	69,026	73,544	58,534	75,000	39
Total Regular Clinical Instructional Fiscal Year	13	12.80	101,760	104,317	58,534	148,617	44

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 DENT Hospital Dentistry 2011/2012

IPEDS Codes: 51.0401 60.0199

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	1	1.00	131,969	131,969	131,969	131,969	
Total Regular Clinical Instructional Fiscal Year	1	1.00	131,969	131,969	131,969	131,969	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DENT Maxillofacial Surgery 2011/2012

IPEDS Codes: 51.0401 60.0101 51.0507

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	1	1.00	205,920	205,920	205,920	205,920	
Total Regular Instructional Fiscal Year	1	1.00	205,920	205,920	205,920	205,920	
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	1.00	275,103	275,103	275,103	275,103	
CLINICAL ASST PROF Fiscal Year	3	2.60	105,521	100,000	90,955	125,609	40
CLINICAL LECTURER Fiscal Year	1	1.00	47,672	47,672	47,672	47,672	
Total Regular Clinical Instructional Fiscal Year	5	4.60	127,868	100,000	47,672	275,103	41

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DENT Orthodontics 2011/2012

IPEDS Codes: 51.0401 60.0105 51.0508

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	1	0.80	227,328	227,328	227,328	227,328	
ASST PROFESSOR Fiscal Year	2	2.00	107,402	107,402	105,000	109,804	44
Total Regular Instructional Fiscal Year	3	2.80	147,377	109,804	105,000	227,328	52
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	1	1.00	130,092	130,092	130,092	130,092	
Total Regular Clinical Instructional Fiscal Year	1	1.00	130,092	130,092	130,092	130,092	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
DENT Pediatric 2011/2012

IPEDS Codes: 51.0401 60.0106 51.0509

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
ASST PROFESSOR Fiscal Year	1	1.00	109,040	109,040	109,040	109,040	
Total Regular Instructional Fiscal Year	1	1.00	109,040	109,040	109,040	109,040	
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	2	2.00	101,659	101,659	95,000	108,318	34
CLINICAL LECTURER Fiscal Year	2	2.00	78,915	78,915	62,830	95,000	42
Total Regular Clinical Instructional Fiscal Year	4	4.00	90,287	95,000	62,830	108,318	38

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 DENT Periodontics 2011/2012

IPEDS Codes: 51.0401 60.0107 51.0510

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
Fiscal Year	1	1.00	193,204	193,204	193,204	193,204	
Total Regular Instructional							
Fiscal Year	1	1.00	193,204	193,204	193,204	193,204	

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 School of Education 2011/2012

IPEDS Codes: 13.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	1	1.00	212,954	212,954	212,954	212,954	
Total Regular Clinical Instructional Fiscal Year	1	1.00	212,954	212,954	212,954	212,954	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SOE-CSHPE 2011/2012

IPEDS Codes: 13.0406

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	5	5.00	145,422	133,092	115,000	178,279	57
ASSOC PROFESSOR University Year	3	3.00	99,818	96,934	87,521	115,000	49
ASST PROFESSOR University Year	2	2.00	71,811	71,811	64,121	79,500	41
Total Regular Instructional University Year	10	10.00	117,019	115,000	64,121	178,279	51
Graduate Student Instructor							
GRAD STU INSTR University Year	3	1.35	35,404	35,404	35,404	35,404	32
Total Graduate Student Instructor University Year	3	1.35	35,404	35,404	35,404	35,404	32

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SOE- Teacher Education 2011/2012

IPEDS Codes: 13.1206

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Intermittent Lecturer University Year	2	0.50	40,500	40,500	40,000	41,000	49
LEO Lecturer I University Year	15	5.85	43,519	42,866	40,000	48,642	52
LEO Lecturer II University Year	3	1.50	49,827	50,765	47,952	50,765	60
Total LEO - Lecturers University Year	20	7.85	44,164	43,187	40,000	50,765	53
Graduate Student Instructor							
GRAD STU INSTR University Year	22	11.00	35,404	35,404	35,404	35,404	33
Total Graduate Student Instructor University Year	22	11.00	35,404	35,404	35,404	35,404	33

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SOE-Educational Studies 2011/2012

IPEDS Codes: 13.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	13	11.85	144,124	133,547	111,352	217,117	62
Fiscal Year	3	3.00	143,614	134,118	133,083	163,641	69
ASSOC PROFESSOR							
University Year	10	9.95	103,751	105,598	85,790	122,310	48
ASST PROFESSOR							
University Year	6	6.00	72,648	73,250	65,394	78,000	42
Total Regular Instructional							
University Year	29	27.80	115,414	111,147	65,394	217,117	53
Fiscal Year	3	3.00	143,614	134,118	133,083	163,641	69
Regular Clinical Instructional							
CLINICAL PROFESSOR							
Fiscal Year	1	0.75	123,261	123,261	123,261	123,261	
CLINICAL ASSOC PROF							
University Year	2	2.00	78,389	78,389	75,627	81,151	56
Fiscal Year	2	2.00	104,676	104,676	97,249	112,102	48
CLINICAL ASST PROF							
University Year	1	1.00	69,183	69,183	69,183	69,183	
Fiscal Year	3	3.00	85,905	86,016	84,660	87,040	41
Total Regular Clinical Instructional							
University Year	3	3.00	75,320	75,627	69,183	81,151	53
Fiscal Year	6	5.75	98,388	92,145	84,660	123,261	48
LEO - Lecturers							
LEO Lecturer I							
University Year	4	1.33	42,025	42,025	42,025	42,025	50
LEO Lecturer II							
Fiscal Year	1	1.00	64,873	64,873	64,873	64,873	
LEO Lecturer III							
University Year	1	0.50	56,545	56,545	56,545	56,545	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SOE-Educational Studies 2011/2012

IPEDS Codes: 13.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Fiscal Year	1	0.75	107,224	107,224	107,224	107,224	
LEO Lecturer IV							
Fiscal Year	4	4.00	96,886	96,507	89,688	104,842	60
Total LEO - Lecturers							
University Year	5	1.83	44,929	42,025	42,025	56,545	49
Fiscal Year	6	5.75	93,273	96,507	64,873	107,224	63
Graduate Student Instructor							
GRAD STU INSTR							
University Year	7	3.20	35,404	35,404	35,404	35,404	28
Total Graduate Student Instructor							
University Year	7	3.20	35,404	35,404	35,404	35,404	28

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Law School 2011/2012

IPEDS Codes: 22.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	41	40.50	248,014	261,500	184,500	299,000	54
Fiscal Year	1	1.00	226,500	226,500	226,500	226,500	
ASST PROFESSOR							
University Year	8	8.00	168,250	168,750	161,000	178,500	37
Total Regular Instructional							
University Year	49	48.50	234,992	228,500	161,000	299,000	51
Fiscal Year	1	1.00	226,500	226,500	226,500	226,500	
Regular Clinical Instructional							
CLINICAL PROFESSOR							
University Year	10	10.00	188,150	188,750	161,000	211,500	54
CLINICAL ASST PROF							
University Year	4	4.00	132,625	133,000	128,500	136,000	36
Fiscal Year	8	7.50	85,000	87,500	66,500	101,000	49
Total Regular Clinical Instructional							
University Year	14	14.00	172,286	179,000	128,500	211,500	48
Fiscal Year	8	7.50	85,000	87,500	66,500	101,000	49
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	8	0.60	494,996	572,833	166,666	756,880	59
Fiscal Year	1	0.03	309,056	309,056	309,056	309,056	
LEO Lecturer I							
University Year	7	1.98	335,239	304,573	49,471	609,146	48
LEO Lecturer II							
University Year	7	2.80	303,849	353,834	86,100	441,493	61
LEO Lecturer IV							
Fiscal Year	1	1.00	175,275	175,275	175,275	175,275	
Total LEO - Lecturers							
University Year	22	5.38	383,345	343,584	49,471	756,880	56

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 Law School 2011/2012

IPEDS Codes: 22.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Fiscal Year	2	1.03	242,165	242,165	175,275	309,056	54

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
School of Information 2011/2012

IPEDS Codes: 11.0401 25.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	12	11.75	155,975	137,098	112,014	268,783	56
ASSOC PROFESSOR University Year	5	4.50	101,213	104,563	92,616	109,974	48
ASST PROFESSOR University Year	10	10.00	100,492	99,131	78,600	126,000	36
Total Regular Instructional University Year	27	26.25	125,284	110,070	78,600	268,783	47
Regular Clinical Instructional							
CLINICAL ASSOC PROF University Year	1	1.00	121,895	121,895	121,895	121,895	
CLINICAL ASST PROF University Year	1	1.00	72,800	72,800	72,800	72,800	
Total Regular Clinical Instructional University Year	2	2.00	97,348	97,348	72,800	121,895	48
LEO - Lecturers							
LEO Intermittent Lecturer University Year	5	1.50	92,280	85,732	80,000	126,076	42
LEO Lecturer I University Year	1	0.25	89,590	89,590	89,590	89,590	
LEO Lecturer IV University Year	1	1.00	80,700	80,700	80,700	80,700	
Total LEO - Lecturers University Year	7	2.75	90,241	85,732	80,000	126,076	46

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
School of Information 2011/2012

IPEDS Codes: 11.0401 25.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	20	9.75	35,404	35,404	35,404	35,404	32
Total Graduate Student Instructor University Year	20	9.75	35,404	35,404	35,404	35,404	32

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
School of Music 2011/2012

IPEDS Codes: 50.0901 50.0501

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	39	38.75	112,148	105,461	80,213	187,674	60
Fiscal Year	1	1.00	104,107	104,107	104,107	104,107	
ASSOC PROFESSOR							
University Year	37	37.00	82,797	75,009	66,967	157,437	49
ASST PROFESSOR							
University Year	14	14.00	66,253	63,522	59,239	85,000	39
Total Regular Instructional							
University Year	90	89.75	92,942	87,434	59,239	187,674	52
Fiscal Year	1	1.00	104,107	104,107	104,107	104,107	
Regular Clinical Instructional							
CLINICAL ASSOC PROF							
University Year	6	5.50	74,097	73,179	60,839	85,471	54
CLINICAL ASST PROF							
University Year	3	3.00	61,545	64,530	51,334	68,771	47
Total Regular Clinical Instructional							
University Year	9	8.50	69,913	69,532	51,334	85,471	51
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	8	2.31	53,214	33,300	33,000	101,433	43
LEO Lecturer I							
University Year	15	4.43	60,718	61,600	33,000	90,611	48
LEO Lecturer II							
University Year	11	4.05	82,499	94,421	38,154	113,141	52
LEO Lecturer III							
University Year	4	3.75	52,692	53,576	41,524	62,093	39
LEO Lecturer IV							
University Year	3	2.43	44,654	42,488	40,286	51,187	51

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
School of Music 2011/2012

IPEDS Codes: 50.0901 50.0501

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Total LEO - Lecturers							
University Year	41	16.97	63,139	60,000	33,000	113,141	47
Graduate Student Instructor							
GRAD STU INSTR							
University Year	101	21.56	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor							
University Year	101	21.56	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Marching/Athletic Bands 2011/2012

IPEDS Codes: 50.0999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	3	1.50	35,404	35,404	35,404	35,404	27
Total Graduate Student Instructor University Year	3	1.50	35,404	35,404	35,404	35,404	27

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Department of Dance 2011/2012

IPEDS Codes: 50.0301

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	6	6.00	93,038	82,956	76,081	128,628	60
ASSOC PROFESSOR University Year	2	2.00	73,667	73,667	73,153	74,180	52
Total Regular Instructional University Year	8	8.00	88,195	80,530	73,153	128,628	58
Regular Clinical Instructional							
CLINICAL ASSOC PROF University Year	2	2.00	66,275	66,275	60,099	72,452	48
Total Regular Clinical Instructional University Year	2	2.00	66,275	66,275	60,099	72,452	48
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.38	106,667	106,667	106,667	106,667	
Fiscal Year	1	0.38	26,667	26,667	26,667	26,667	
LEO Lecturer I University Year	2	0.75	33,956	33,956	33,620	34,292	47
LEO Lecturer II University Year	1	0.38	43,002	43,002	43,002	43,002	
LEO Lecturer IV Fiscal Year	1	1.00	54,098	54,098	54,098	54,098	
Total LEO - Lecturers University Year	4	1.51	54,395	38,647	33,620	106,667	50
Fiscal Year	2	1.38	40,382	40,382	26,667	54,098	45

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Theatre and Drama 2011/2012

IPEDS Codes: 50.0501

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	8	8.00	92,100	87,904	74,377	119,510	64
ASSOC PROFESSOR University Year	4	4.00	73,341	69,565	67,436	86,799	57
Total Regular Instructional University Year	12	12.00	85,847	82,660	67,436	119,510	61
Regular Clinical Instructional							
CLINICAL ASSOC PROF University Year	2	2.00	61,154	61,154	60,504	61,804	56
CLINICAL ASST PROF University Year	3	3.00	58,228	55,279	53,717	65,690	55
Total Regular Clinical Instructional University Year	5	5.00	59,399	60,504	53,717	65,690	55
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.25	35,840	35,840	35,840	35,840	
Total LEO - Lecturers University Year	1	0.25	35,840	35,840	35,840	35,840	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Sch of Nat Resources & Environ 2011/2012

IPEDS Codes: 03.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	18	17.35	130,283	129,134	105,621	161,460	59
Fiscal Year	1	1.00	300,000	300,000	300,000	300,000	
ASSOC PROFESSOR							
University Year	9	8.00	84,313	85,000	79,841	88,253	51
ASST PROFESSOR							
University Year	8	8.00	76,516	74,731	69,345	86,211	41
Total Regular Instructional							
University Year	35	33.35	106,172	105,621	69,345	161,460	53
Fiscal Year	1	1.00	300,000	300,000	300,000	300,000	
Regular Clinical Instructional							
CLINICAL PROFESSOR							
University Year	1	1.00	135,000	135,000	135,000	135,000	
Total Regular Clinical Instructional							
University Year	1	1.00	135,000	135,000	135,000	135,000	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	3	1.23	93,586	90,133	43,564	147,060	48
LEO Lecturer I							
University Year	2	0.33	134,545	134,545	110,000	159,091	49
Total LEO - Lecturers							
University Year	5	1.56	109,970	110,000	43,564	159,091	49
Graduate Student Instructor							
GRAD STU INSTR							
University Year	20	7.17	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor							
University Year	20	7.17	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
School of Nursing 2011/2012

IPEDS Codes: 51.1601 51.1608

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	7	6.60	141,637	140,000	119,033	174,441	65
Fiscal Year	3	3.00	187,757	196,890	150,000	216,382	59
ASSOC PROFESSOR							
University Year	10	9.40	106,288	103,656	95,000	125,000	59
Fiscal Year	2	2.00	150,705	150,705	150,000	151,410	57
ASST PROFESSOR							
University Year	11	10.10	84,200	80,361	76,508	103,656	52
Total Regular Instructional							
University Year	28	26.10	106,448	103,656	76,508	174,441	58
Fiscal Year	5	5.00	172,936	151,410	150,000	216,382	58
Regular Clinical Instructional							
CLINICAL ASSOC PROF							
Fiscal Year	2	2.00	117,500	117,500	116,000	119,000	64
CLINICAL ASST PROF							
Fiscal Year	16	15.72	95,217	94,841	89,500	100,940	53
CLINICAL INSTRUCTOR							
Fiscal Year	17	15.20	81,062	78,280	72,000	106,111	43
Total Regular Clinical Instructional							
Fiscal Year	35	32.92	89,615	92,185	72,000	119,000	49
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	4	1.28	44,249	37,822	37,355	64,000	51
LEO Lecturer I							
University Year	8	3.89	38,408	38,289	37,355	39,246	46
LEO Lecturer II							
University Year	8	5.35	61,413	53,499	52,766	112,672	60
LEO Lecturer III							

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
School of Nursing 2011/2012

IPEDS Codes: 51.1601 51.1608

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
University Year	3	2.00	56,610	55,350	55,350	59,130	41
LEO Lecturer IV University Year	4	3.39	72,749	72,657	60,186	85,496	55
Total LEO - Lecturers University Year	27	15.91	53,200	53,018	37,355	112,672	52
Graduate Student Instructor							
GRAD STU INSTR University Year	10	4.64	35,404	35,404	35,404	35,404	32
Total Graduate Student Instructor University Year	10	4.64	35,404	35,404	35,404	35,404	32

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
College of Pharmacy 2011/2012

IPEDS Codes: 51.2001 51.2004 40.0506

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	1	1.00	100,400	100,400	100,400	100,400	
Total Regular Clinical Instructional Fiscal Year	1	1.00	100,400	100,400	100,400	100,400	
Graduate Student Instructor							
GRAD STU INSTR University Year	17	8.49	35,404	35,404	35,404	35,404	26
Total Graduate Student Instructor University Year	17	8.49	35,404	35,404	35,404	35,404	26

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
PHARMACY Clin, Soc & Admin Sci 2011/2012

IPEDS Codes: 51.2001

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	5	4.50	154,583	160,182	127,920	187,340	55
ASSOC PROFESSOR Fiscal Year	7	7.00	124,335	122,317	105,912	141,015	50
ASST PROFESSOR Fiscal Year	1	1.00	99,004	99,004	99,004	99,004	
Total Regular Instructional Fiscal Year	13	12.50	134,020	127,920	99,004	187,340	52
Regular Clinical Instructional							
CLINICAL PROFESSOR Fiscal Year	3	2.90	142,341	142,032	141,623	143,368	54
CLINICAL ASSOC PROF Fiscal Year	11	10.60	121,341	120,865	109,200	131,446	49
CLINICAL ASST PROF Fiscal Year	12	12.00	113,923	108,751	100,400	175,000	38
Total Regular Clinical Instructional Fiscal Year	26	25.50	120,340	118,289	100,400	175,000	45

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
PHARMACY Medicinal Chemistry 2011/2012

IPEDS Codes: 51.2001 51.2004 40.0506

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	4	4.00	203,664	200,430	142,623	271,173	56
ASSOC PROFESSOR Fiscal Year	1	1.00	120,131	120,131	120,131	120,131	
ASST PROFESSOR Fiscal Year	4	4.00	100,950	101,579	95,943	104,700	40
Total Regular Instructional Fiscal Year	9	9.00	148,732	120,131	95,943	271,173	49
LEO - Lecturers							
LEO Lecturer IV Fiscal Year	1	1.00	90,991	90,991	90,991	90,991	
Total LEO - Lecturers Fiscal Year	1	1.00	90,991	90,991	90,991	90,991	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
PHARMACY Pharmaceutical Sci 2011/2012

IPEDS Codes: 51.2001 51.2003 40.0506

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	5	4.65	203,328	210,000	146,779	237,780	57
ASSOC PROFESSOR Fiscal Year	3	3.00	136,701	133,223	128,394	148,485	49
ASST PROFESSOR Fiscal Year	1	1.00	96,125	96,125	96,125	96,125	
Total Regular Instructional Fiscal Year	9	8.65	169,208	148,485	96,125	237,780	52

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
School of Kinesiology 2011/2012

IPEDS Codes: 31.0505 31.0504 13.1314

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	11	11.00	149,420	155,588	104,048	191,889	58
ASSOC PROFESSOR							
University Year	9	9.00	98,116	95,992	84,642	116,126	47
Fiscal Year	1	1.00	118,852	118,852	118,852	118,852	
ASST PROFESSOR							
University Year	7	7.00	79,669	82,000	71,750	88,445	36
INSTRUCTOR							
Fiscal Year	1	1.00	64,232	64,232	64,232	64,232	
Total Regular Instructional							
University Year	27	27.00	114,235	100,034	71,750	191,889	49
Fiscal Year	2	2.00	91,542	91,542	64,232	118,852	58
Regular Clinical Instructional							
CLINICAL ASSOC PROF							
University Year	1	1.00	91,749	91,749	91,749	91,749	
CLINICAL ASST PROF							
University Year	2	2.00	71,252	71,252	64,894	77,609	46
Total Regular Clinical Instructional							
University Year	3	3.00	78,084	77,609	64,894	91,749	51
LEO - Lecturers							
LEO Lecturer I							
University Year	6	3.88	62,350	39,170	33,620	125,000	45
LEO Lecturer II							
University Year	2	1.13	43,997	43,997	39,338	48,655	53
LEO Lecturer III							
University Year	1	1.00	55,350	55,350	55,350	55,350	
LEO Lecturer IV							
University Year	2	2.00	67,926	67,926	65,075	70,777	46

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 School of Kinesiology 2011/2012

IPEDS Codes: 31.0505 31.0504 13.1314

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Total LEO - Lecturers							
University Year	11	8.01	59,390	48,655	33,620	125,000	46
Graduate Student Instructor							
GRAD STU INSTR							
University Year	13	3.90	35,404	35,404	35,404	35,404	28
Total Graduate Student Instructor							
University Year	13	3.90	35,404	35,404	35,404	35,404	28

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Health Management and Policy 2011/2012

IPEDS Codes: 51.2211 51.0701 51.0799

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	11	10.10	150,945	139,900	124,037	210,650	59
ASSOC PROFESSOR University Year	8	8.00	99,918	100,969	78,528	113,600	49
ASST PROFESSOR University Year	5	5.00	89,690	93,000	73,200	98,300	37
Total Regular Instructional University Year	24	23.10	121,174	110,200	73,200	210,650	51
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.27	119,940	119,940	119,940	119,940	
Total LEO - Lecturers University Year	1	0.27	119,940	119,940	119,940	119,940	
Graduate Student Instructor							
GRAD STU INSTR Fiscal Year	11	5.25	53,106	53,106	53,106	53,106	29
Total Graduate Student Instructor Fiscal Year	11	5.25	53,106	53,106	53,106	53,106	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Biostatistics Department 2011/2012

IPEDS Codes: 26.1102

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	10	10.00	156,388	159,825	122,000	199,500	51
ASSOC PROFESSOR University Year	7	7.00	111,346	111,825	99,300	120,900	44
ASST PROFESSOR University Year	7	7.00	85,700	85,000	83,600	91,200	34
Total Regular Instructional University Year	24	24.00	122,634	114,800	83,600	199,500	44
Graduate Student Instructor							
GRAD STU INSTR Fiscal Year	15	7.50	53,106	53,106	53,106	53,106	25
Total Graduate Student Instructor Fiscal Year	15	7.50	53,106	53,106	53,106	53,106	25

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Environmental Health Sciences 2011/2012

IPEDS Codes: 51.2202 51.2206

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	12	12.00	136,170	134,475	98,200	183,950	57
ASSOC PROFESSOR University Year	4	4.00	109,975	108,500	92,700	130,200	41
ASST PROFESSOR University Year	6	6.00	84,583	84,250	80,800	90,000	37
Total Regular Instructional University Year	22	22.00	117,338	125,325	80,800	183,950	49
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.15	69,700	69,700	69,700	69,700	
LEO Lecturer I University Year	2	0.50	73,365	73,365	62,730	84,000	42
LEO Lecturer III University Year	2	2.00	62,060	62,060	61,083	63,038	49
Fiscal Year	1	1.00	101,062	101,062	101,062	101,062	
Total LEO - Lecturers University Year	5	2.65	68,110	63,038	61,083	84,000	45
Fiscal Year	1	1.00	101,062	101,062	101,062	101,062	
Graduate Student Instructor							
GRAD STU INSTR Fiscal Year	5	2.10	53,106	53,106	53,106	53,106	30
Total Graduate Student Instructor Fiscal Year	5	2.10	53,106	53,106	53,106	53,106	30

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Epidemiology Department 2011/2012

IPEDS Codes: 26.1309

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	10	9.50	139,657	145,425	91,800	180,525	60
ASSOC PROFESSOR University Year	7	7.00	111,359	103,750	91,330	168,050	50
ASST PROFESSOR University Year	5	5.00	81,360	82,000	75,000	89,800	38
Total Regular Instructional University Year	22	21.50	117,403	110,753	75,000	180,525	52
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	1	1.00	130,000	130,000	130,000	130,000	
Total Regular Clinical Instructional Fiscal Year	1	1.00	130,000	130,000	130,000	130,000	
LEO - Lecturers							
LEO Lecturer III University Year	1	0.80	45,000	45,000	45,000	45,000	
Total LEO - Lecturers University Year	1	0.80	45,000	45,000	45,000	45,000	
Graduate Student Instructor							
GRAD STU INSTR University Year	9	4.50	35,404	35,404	35,404	35,404	31
Total Graduate Student Instructor University Year	9	4.50	35,404	35,404	35,404	35,404	31

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Hlth Behavior & Hlth Ed Dept 2011/2012

IPEDS Codes: 51.2207

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	12	11.50	146,658	134,863	115,800	210,650	58
ASSOC PROFESSOR University Year	4	4.50	106,619	103,388	97,600	122,100	49
ASST PROFESSOR University Year	5	5.00	86,550	85,900	85,250	89,300	39
Total Regular Instructional University Year	21	21.00	124,720	128,707	85,250	210,650	52
LEO - Lecturers							
LEO Intermittent Lecturer University Year	2	0.48	66,284	66,284	66,000	66,568	50
Total LEO - Lecturers University Year	2	0.48	66,284	66,284	66,000	66,568	50
Graduate Student Instructor							
GRAD STU INSTR Fiscal Year	5	2.50	53,106	53,106	53,106	53,106	32
Total Graduate Student Instructor Fiscal Year	5	2.50	53,106	53,106	53,106	53,106	32

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
G. Ford Sc Pub Pol 2011/2012

IPEDS Codes: 44.0501 44.0401

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	11	10.50	164,157	157,500	119,000	224,600	58
ASSOC PROFESSOR University Year	5	5.00	120,350	100,000	90,500	159,500	42
ASST PROFESSOR University Year	4	4.00	98,631	97,750	80,350	118,675	33
Total Regular Instructional University Year	20	19.50	140,100	142,000	80,350	224,600	49
Regular Clinical Instructional							
CLINICAL PROFESSOR University Year	1	0.50	125,400	125,400	125,400	125,400	
Total Regular Clinical Instructional University Year	1	0.50	125,400	125,400	125,400	125,400	
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.33	90,909	90,909	90,909	90,909	
Fiscal Year	1	0.20	12,815	12,815	12,815	12,815	
LEO Lecturer I University Year	3	1.16	89,358	92,933	75,122	100,018	66
LEO Lecturer III University Year	3	2.25	67,006	61,500	57,000	82,517	37
LEO Lecturer IV University Year	4	3.50	80,536	71,017	70,597	109,514	45
Total LEO - Lecturers University Year	11	7.24	80,195	75,122	57,000	109,514	47
Fiscal Year	1	0.20	12,815	12,815	12,815	12,815	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
G. Ford Sc Pub Pol 2011/2012

IPEDS Codes: 44.0501 44.0401

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	18	6.10	35,404	35,404	35,404	35,404	29
Total Graduate Student Instructor University Year	18	6.10	35,404	35,404	35,404	35,404	29

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
School of Social Work 2011/2012

IPEDS Codes: 44.0701

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	18	18.00	142,115	140,769	93,064	194,164	60
ASSOC PROFESSOR University Year	18	16.75	109,189	107,672	95,129	142,233	54
ASST PROFESSOR University Year	7	7.00	79,018	80,175	74,232	82,572	43
Total Regular Instructional University Year	43	41.75	118,060	111,822	74,232	194,164	55
Regular Clinical Instructional							
CLINICAL ASST PROF Fiscal Year	2	1.80	97,238	97,238	92,383	102,093	51
Total Regular Clinical Instructional Fiscal Year	2	1.80	97,238	97,238	92,383	102,093	51
LEO - Lecturers							
LEO Intermittent Lecturer University Year	5	1.13	38,454	33,620	33,000	50,624	44
LEO Lecturer I University Year	4	1.83	49,512	49,878	34,292	64,000	61
LEO Lecturer II University Year	13	5.25	52,809	54,530	37,976	69,213	54
LEO Lecturer III Fiscal Year	1	1.00	65,716	65,716	65,716	65,716	
LEO Lecturer IV Fiscal Year	7	6.25	74,670	76,262	65,359	85,003	55
Total LEO - Lecturers University Year	22	8.21	48,947	53,289	33,000	69,213	53
Fiscal Year	8	7.25	73,551	75,501	65,359	85,003	55

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 School of Social Work 2011/2012

IPEDS Codes: 44.0701

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Graduate Student Instructor							
GRAD STU INSTR University Year	7	3.50	35,404	35,404	35,404	35,404	32
Total Graduate Student Instructor University Year	7	3.50	35,404	35,404	35,404	35,404	32

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
LSA Biophysics 2011/2012

IPEDS Codes: 26.0203

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	1	1.00	141,510	141,510	141,510	141,510	
ASST PROFESSOR University Year	1	1.00	79,800	79,800	79,800	79,800	
Total Regular Instructional University Year	2	2.00	110,655	110,655	79,800	141,510	52
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.48	41,739	41,739	41,739	41,739	
Total LEO - Lecturers University Year	1	0.48	41,739	41,739	41,739	41,739	
Graduate Student Instructor							
GRAD STU INSTR University Year	4	1.75	35,404	35,404	35,404	35,404	26
Total Graduate Student Instructor University Year	4	1.75	35,404	35,404	35,404	35,404	26

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn Col of Bus-Acctg & Finance 2011/2012

IPEDS Codes: 52.0801 52.0801

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	5	5.00	158,617	150,770	134,549	195,646	59
ASSOC PROFESSOR University Year	8	8.00	135,537	125,027	119,532	170,708	46
ASST PROFESSOR University Year	4	4.00	125,433	125,750	122,913	127,320	42
Total Regular Instructional University Year	17	17.00	139,948	127,320	119,532	195,646	49
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.25	36,848	36,848	36,848	36,848	
LEO Lecturer I University Year	6	1.50	32,836	31,475	30,400	38,136	46
LEO Lecturer II University Year	5	2.25	36,993	36,251	33,816	42,667	57
LEO Lecturer III University Year	2	2.00	69,317	69,317	63,985	74,649	52
LEO Lecturer IV University Year	3	3.00	77,074	75,348	71,111	84,762	53
Total LEO - Lecturers University Year	17	9.00	46,393	36,848	30,400	84,762	52
Graduate Student Instructor							
GRAD STU INSTR University Year	1	0.35	35,404	35,404	35,404	35,404	
Total Graduate Student Instructor University Year	1	0.35	35,404	35,404	35,404	35,404	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn Col of Bus-Mgmt Studies 2011/2012

IPEDS Codes: 52.0201 52.0201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	5	5.00	135,281	130,858	127,651	147,152	54
ASSOC PROFESSOR University Year	9	9.00	130,764	126,911	99,842	185,039	50
ASST PROFESSOR University Year	8	8.00	112,750	112,921	107,000	123,018	40
Total Regular Instructional University Year	22	22.00	125,240	123,040	99,842	185,039	47
LEO - Lecturers							
LEO Lecturer I University Year	10	2.50	33,069	32,640	32,000	36,928	53
LEO Lecturer II University Year	1	0.50	35,482	35,482	35,482	35,482	
LEO Lecturer III University Year	4	4.00	65,349	65,142	60,000	71,111	51
LEO Lecturer IV University Year	1	1.00	74,739	74,739	74,739	74,739	
Total LEO - Lecturers University Year	16	8.00	43,894	32,959	32,000	74,739	53

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn School of Education 2011/2012

IPEDS Codes: 13.0101 13.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	5	4.50	93,941	91,646	76,936	124,526	66
ASSOC PROFESSOR							
University Year	10	10.00	68,454	69,282	64,212	70,842	50
ASST PROFESSOR							
University Year	5	5.00	57,180	56,189	55,000	59,424	38
INSTRUCTOR							
Fiscal Year	1	1.00	50,000	50,000	50,000	50,000	
Total Regular Instructional							
University Year	20	19.50	72,008	69,282	55,000	124,526	51
Fiscal Year	1	1.00	50,000	50,000	50,000	50,000	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	3	1.33	28,851	28,278	28,270	30,004	54
LEO Lecturer I							
University Year	9	2.62	28,071	27,581	27,000	30,004	45
LEO Lecturer II							
University Year	18	8.65	31,939	32,042	28,559	33,634	62
LEO Lecturer III							
Fiscal Year	1	1.00	60,000	60,000	60,000	60,000	
Total LEO - Lecturers							
University Year	30	12.60	30,470	31,276	27,000	33,634	56
Fiscal Year	1	1.00	60,000	60,000	60,000	60,000	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn Coll of Eng-Mechanical Eng 2011/2012

IPEDS Codes: 14.1901 14.1901

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	8	8.00	114,174	108,936	94,958	138,454	61
Fiscal Year	2	2.00	194,175	194,175	193,400	194,950	60
ASSOC PROFESSOR							
University Year	6	6.00	85,779	86,954	77,204	91,418	46
ASST PROFESSOR							
University Year	2	2.00	86,420	86,420	85,000	87,839	40
Total Regular Instructional							
University Year	16	16.00	100,057	93,188	77,204	138,454	52
Fiscal Year	2	2.00	194,175	194,175	193,400	194,950	60
LEO - Lecturers							
LEO Lecturer I							
University Year	4	0.66	54,420	54,000	54,000	55,679	53
LEO Lecturer II							
University Year	1	1.00	29,122	29,122	29,122	29,122	
Total LEO - Lecturers							
University Year	5	1.66	49,360	54,000	29,122	55,679	56

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn Col of Eng-Electric & Comp 2011/2012

IPEDS Codes: 14.1001 14.1001

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	5	5.00	112,555	102,647	100,789	135,976	58
Fiscal Year	1	1.00	192,958	192,958	192,958	192,958	
ASSOC PROFESSOR							
University Year	8	8.00	94,975	94,740	81,935	113,272	51
ASST PROFESSOR							
University Year	2	2.00	84,432	84,432	83,864	85,000	36
Total Regular Instructional							
University Year	15	15.00	99,429	96,393	81,935	135,976	51
Fiscal Year	1	1.00	192,958	192,958	192,958	192,958	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	4	1.00	32,320	32,320	32,000	32,640	49
LEO Lecturer I							
University Year	5	1.55	40,154	33,456	32,000	64,756	52
LEO Lecturer II							
University Year	2	1.10	35,780	35,780	35,780	35,780	56
Total LEO - Lecturers							
University Year	11	3.65	36,510	33,456	32,000	64,756	51
Graduate Student Instructor							
GRAD STU INSTR							
University Year	2	0.50	35,404	35,404	35,404	35,404	25
Total Graduate Student Instructor							
University Year	2	0.50	35,404	35,404	35,404	35,404	25

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn Col of Eng-Computer & Info 2011/2012

IPEDS Codes: 11.0101 11.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	2	2.00	107,601	107,601	95,865	119,337	57
Fiscal Year	1	1.00	193,500	193,500	193,500	193,500	
ASSOC PROFESSOR							
University Year	8	8.00	97,462	97,627	84,568	108,000	53
ASST PROFESSOR							
University Year	4	4.00	90,418	89,351	88,334	94,637	37
Total Regular Instructional							
University Year	14	14.00	96,898	93,808	84,568	119,337	49
Fiscal Year	1	1.00	193,500	193,500	193,500	193,500	
LEO - Lecturers							
LEO Lecturer I							
University Year	4	1.25	28,575	28,800	27,900	28,800	45
Total LEO - Lecturers							
University Year	4	1.25	28,575	28,800	27,900	28,800	45

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn Col of Eng-Indust & Sys En 2011/2012

IPEDS Codes: 14.3501 14.3501

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	5	5.00	106,259	105,064	89,579	122,317	61
Fiscal Year	1	1.00	172,858	172,858	172,858	172,858	
ASSOC PROFESSOR							
University Year	3	3.00	88,067	90,762	77,439	95,999	48
ASST PROFESSOR							
University Year	3	3.00	82,673	82,474	80,880	84,666	39
Total Regular Instructional							
University Year	11	11.00	94,865	90,762	77,439	122,317	52
Fiscal Year	1	1.00	172,858	172,858	172,858	172,858	
LEO - Lecturers							
LEO Lecturer I							
University Year	2	0.45	31,552	31,552	30,872	32,232	53
LEO Lecturer II							
University Year	1	0.75	32,148	32,148	32,148	32,148	
Total LEO - Lecturers							
University Year	3	1.20	31,751	32,148	30,872	32,232	58

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn CASL College-Wide Programs 2011/2012

IPEDS Codes: 24.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	1	1.00	84,772	84,772	84,772	84,772	
ASSOC PROFESSOR University Year	1	1.00	80,211	80,211	80,211	80,211	
ASST PROFESSOR University Year	1	1.00	58,000	58,000	58,000	58,000	
Total Regular Instructional University Year	3	3.00	74,328	80,211	58,000	84,772	51

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn-Language Culture Communctn 2011/2012

IPEDS Codes: 09.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	3	2.50	80,404	81,921	75,703	83,587	55
Fiscal Year	1	1.00	98,050	98,050	98,050	98,050	
ASSOC PROFESSOR							
University Year	10	10.00	69,411	66,832	63,830	93,722	49
ASST PROFESSOR							
University Year	3	3.00	55,723	53,750	53,750	59,670	35
INSTRUCTOR							
University Year	1	1.00	54,500	54,500	54,500	54,500	
Total Regular Instructional							
University Year	17	16.50	68,058	66,742	53,750	93,722	47
Fiscal Year	1	1.00	98,050	98,050	98,050	98,050	
Regular Clinical Instructional							
CLINICAL ASSOC PROF							
University Year	1	1.00	64,150	64,150	64,150	64,150	
Total Regular Clinical Instructional							
University Year	1	1.00	64,150	64,150	64,150	64,150	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	1	0.25	37,638	37,638	37,638	37,638	
LEO Lecturer I							
University Year	13	7.33	28,251	27,000	27,000	37,638	41
LEO Lecturer II							
University Year	11	7.84	34,128	33,550	30,815	40,311	49
LEO Lecturer III							
University Year	4	4.00	41,944	40,344	40,165	46,922	49
LEO Lecturer IV							
University Year	4	4.00	48,824	47,812	44,539	55,134	65

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 Dbn-Language Culture Communctn 2011/2012

IPEDS Codes: 09.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Total LEO - Lecturers University Year	33	23.42	34,648	33,265	27,000	55,134	48

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn CASL Writing & Prgm Ctr 2011/2012

IPEDS Codes: 09.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Lecturer I University Year	6	5.00	27,303	27,183	27,000	27,727	36
LEO Lecturer II University Year	11	8.25	34,263	34,098	30,815	40,311	57
Total LEO - Lecturers University Year	17	13.25	31,807	33,549	27,000	40,311	49

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn-Literature, Philosophy&Arts 2011/2012

IPEDS Codes: 23.0101 38.0199

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	5	4.00	83,543	84,254	80,242	85,376	59
ASSOC PROFESSOR University Year	7	7.00	69,248	69,062	66,806	75,277	55
ASST PROFESSOR University Year	6	6.00	55,018	54,758	53,000	56,925	35
Total Regular Instructional University Year	18	17.00	68,476	68,276	53,000	85,376	49
LEO - Lecturers							
LEO Lecturer I University Year	14	5.88	27,630	27,183	27,000	29,130	47
LEO Lecturer II University Year	9	5.88	35,337	34,125	30,854	50,662	49
Total LEO - Lecturers University Year	23	11.76	30,646	28,836	27,000	50,662	48

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn CASL-Social Sciences 2011/2012

IPEDS Codes: 45.0101 45.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	10	10.00	89,994	93,298	74,035	99,611	60
ASSOC PROFESSOR University Year	8	8.00	68,591	67,548	63,272	77,510	54
ASST PROFESSOR University Year	10	10.00	61,634	59,172	55,927	71,311	39
Fiscal Year	1	1.00	55,000	55,000	55,000	55,000	
Total Regular Instructional University Year	28	28.00	73,750	69,114	55,927	99,611	51
Fiscal Year	1	1.00	55,000	55,000	55,000	55,000	
LEO - Lecturers							
LEO Lecturer I University Year	7	2.50	31,406	27,183	27,183	54,000	44
LEO Lecturer II University Year	9	6.50	34,959	34,122	31,424	43,803	53
LEO Lecturer IV University Year	1	1.00	44,579	44,579	44,579	44,579	
Total LEO - Lecturers University Year	17	10.00	34,062	34,098	27,183	54,000	50

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn CASL-Natural Sciences 2011/2012

IPEDS Codes: 26.9999 26.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	1	1.00	115,834	115,834	115,834	115,834	
Total Regular Instructional University Year	1	1.00	115,834	115,834	115,834	115,834	
LEO - Lecturers							
LEO Lecturer I University Year	6	4.12	28,339	27,729	27,000	31,741	49
LEO Lecturer II University Year	8	6.13	33,483	34,125	31,934	34,746	62
LEO Lecturer III University Year	1	1.00	40,800	40,800	40,800	40,800	
LEO Lecturer IV University Year	7	7.00	53,843	53,512	48,735	60,774	55
Total LEO - Lecturers University Year	22	18.25	38,891	34,178	27,000	60,774	55

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn CASL-Biological Sciences 2011/2012

IPEDS Codes: 26.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	1	1.00	85,989	85,989	85,989	85,989	
ASSOC PROFESSOR University Year	4	4.00	69,066	68,977	68,723	69,586	52
ASST PROFESSOR University Year	6	6.00	59,217	59,663	57,010	60,530	39
Total Regular Instructional University Year	11	11.00	65,232	60,530	57,010	85,989	45
LEO - Lecturers							
LEO Lecturer I University Year	8	6.05	27,114	27,000	27,000	27,727	40
Total LEO - Lecturers University Year	8	6.05	27,114	27,000	27,000	27,727	40

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn CASL-Physical Sciences 2011/2012

IPEDS Codes: 40.0101 40.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	5	5.00	91,807	90,547	89,147	98,003	62
ASSOC PROFESSOR University Year	8	8.00	69,914	70,074	66,541	73,553	52
ASST PROFESSOR University Year	3	3.00	59,364	59,197	58,895	60,000	45
Total Regular Instructional University Year	16	16.00	74,778	70,501	58,895	98,003	54
LEO - Lecturers							
LEO Lecturer I University Year	5	2.13	27,536	27,183	27,000	29,129	47
LEO Lecturer II University Year	1	0.75	31,118	31,118	31,118	31,118	
LEO Lecturer III University Year	2	2.00	39,207	39,207	36,593	41,820	45
Total LEO - Lecturers University Year	8	4.88	30,901	28,156	27,000	41,820	47

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 Dbn CASL-Behavioral Sciences 2011/2012

IPEDS Codes: 42.0101 45.1101 42.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Lecturer I University Year	5	1.75	27,000	27,000	27,000	27,000	42
Total LEO - Lecturers University Year	5	1.75	27,000	27,000	27,000	27,000	42

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn CASL-Sociology & Anthropol 2011/2012

IPEDS Codes: 45.1101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	3	3.00	93,598	94,706	90,082	96,006	66
ASSOC PROFESSOR University Year	5	5.00	73,135	70,394	66,285	86,570	54
ASST PROFESSOR University Year	6	6.00	59,541	58,786	56,891	63,516	44
Total Regular Instructional University Year	14	14.00	71,694	66,589	56,891	96,006	52
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.25	30,455	30,455	30,455	30,455	
LEO Lecturer I University Year	7	2.33	31,871	27,183	27,000	54,000	49
LEO Lecturer II University Year	4	3.00	34,104	34,097	34,096	34,123	61
Total LEO - Lecturers University Year	12	5.58	32,497	30,757	27,000	54,000	53

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn CASL-Psychology 2011/2012

IPEDS Codes: 42.9999

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	3	3.00	85,191	89,761	75,158	90,655	58
ASSOC PROFESSOR University Year	6	6.00	70,517	70,504	69,213	71,830	50
ASST PROFESSOR University Year	5	5.00	61,579	61,790	59,689	63,339	36
Total Regular Instructional University Year	14	14.00	70,469	70,022	59,689	90,655	47
LEO - Lecturers							
LEO Lecturer I University Year	5	3.00	28,121	27,727	27,000	29,566	44
LEO Lecturer II University Year	3	1.75	34,105	34,096	34,096	34,123	63
LEO Lecturer IV University Year	1	1.00	40,792	40,792	40,792	40,792	
Total LEO - Lecturers University Year	9	5.75	31,524	29,566	27,000	40,792	52

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Dbn CASL-Math & Statistics 2011/2012

IPEDS Codes: 27.0101 27.0501 27.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	7	7.00	92,648	93,027	83,146	98,305	66
ASSOC PROFESSOR University Year	6	5.50	71,952	69,546	68,502	84,497	55
ASST PROFESSOR University Year	6	6.00	59,612	59,330	57,640	62,246	37
Total Regular Instructional University Year	19	18.50	75,680	69,656	57,640	98,305	54
LEO - Lecturers							
LEO Lecturer I University Year	5	3.75	27,390	27,316	27,000	27,727	47
LEO Lecturer II University Year	9	7.77	33,856	34,097	31,129	34,744	56
LEO Lecturer III University Year	2	2.00	41,820	41,820	41,820	41,820	57
LEO Lecturer IV University Year	2	2.00	53,621	53,621	50,024	57,219	66
Total LEO - Lecturers University Year	18	15.52	35,141	34,096	27,000	57,219	55

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Africana Studies Dept 2011/2012

IPEDS Codes: 05.0201 05.0201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	1	1.00	86,317	86,317	86,317	86,317	
ASSOC PROFESSOR University Year	1	1.00	67,908	67,908	67,908	67,908	
ASST PROFESSOR University Year	1	1.00	54,629	54,629	54,629	54,629	
Total Regular Instructional University Year	3	3.00	69,618	67,908	54,629	86,317	61
LEO - Lecturers							
LEO Lecturer II University Year	4	2.25	40,779	31,858	30,547	68,854	63
Total LEO - Lecturers University Year	4	2.25	40,779	31,858	30,547	68,854	63

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Biology 2011/2012

IPEDS Codes: 26.0101 26.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	1	1.00	84,740	84,740	84,740	84,740	
ASSOC PROFESSOR University Year	2	2.00	67,213	67,213	65,694	68,731	52
ASST PROFESSOR University Year	4	4.00	55,238	55,050	54,850	56,000	41
Total Regular Instructional University Year	7	7.00	62,874	56,000	54,850	84,740	47
LEO - Lecturers							
LEO Lecturer I University Year	9	5.88	28,148	27,053	26,000	34,628	35
LEO Lecturer II University Year	4	2.71	41,518	42,975	35,438	44,682	45
LEO Lecturer III University Year	1	1.00	39,780	39,780	39,780	39,780	
LEO Lecturer IV University Year	6	6.00	56,715	55,488	52,099	64,210	54
Total LEO - Lecturers University Year	20	15.59	39,974	37,609	26,000	64,210	44

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Dept. of Chem/Biochem 2011/2012

IPEDS Codes: 40.0501 40.0501

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	1	1.00	97,914	97,914	97,914	97,914	
ASSOC PROFESSOR University Year	2	2.00	66,544	66,544	63,558	69,530	39
ASST PROFESSOR University Year	3	3.00	54,873	55,270	53,650	55,700	38
Total Regular Instructional University Year	6	6.00	65,937	59,629	53,650	97,914	43
LEO - Lecturers							
LEO Lecturer I University Year	1	1.00	28,135	28,135	28,135	28,135	
LEO Lecturer II University Year	1	1.00	52,008	52,008	52,008	52,008	
LEO Lecturer IV University Year	3	3.00	58,627	59,201	51,391	65,287	59
Total LEO - Lecturers University Year	5	5.00	51,205	52,008	28,135	65,287	59

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Comm and Visual Arts 2011/2012

IPEDS Codes: 09.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
ASSOC PROFESSOR University Year	3	3.00	69,374	69,970	66,259	71,893	52
ASST PROFESSOR University Year	8	8.00	56,241	55,445	54,500	61,720	39
Total Regular Instructional University Year	11	11.00	59,823	56,360	54,500	71,893	42
LEO - Lecturers							
LEO Lecturer I University Year	21	12.25	28,112	27,053	26,000	40,000	46
LEO Lecturer II University Year	6	4.25	32,180	31,813	30,047	34,672	49
LEO Lecturer IV University Year	4	4.00	52,955	55,251	44,613	56,706	55
Total LEO - Lecturers University Year	31	20.50	32,105	28,734	26,000	56,706	48

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Comp Science, Eng and Ph 2011/2012

IPEDS Codes: 11.0701

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	2	2.00	90,695	90,695	84,680	96,709	52
ASSOC PROFESSOR University Year	3	3.00	89,593	89,315	87,295	92,170	56
ASST PROFESSOR University Year	9	9.00	70,325	73,000	56,500	79,793	41
Total Regular Instructional University Year	14	14.00	77,364	73,922	56,500	96,709	46
LEO - Lecturers							
LEO Lecturer I University Year	9	5.55	27,084	26,928	26,000	28,560	45
LEO Lecturer II University Year	3	1.72	32,610	32,604	32,603	32,623	50
LEO Lecturer IV University Year	3	3.00	65,938	70,361	51,404	76,049	58
Total LEO - Lecturers University Year	15	10.27	35,960	28,560	26,000	76,049	49

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Earth & Resource Science 2011/2012

IPEDS Codes: 03.0104

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	2	2.00	87,083	87,083	86,484	87,681	55
ASSOC PROFESSOR University Year	1	1.00	71,886	71,886	71,886	71,886	
ASST PROFESSOR University Year	1	1.00	54,650	54,650	54,650	54,650	
Total Regular Instructional University Year	4	4.00	75,175	79,185	54,650	87,681	53
LEO - Lecturers							
LEO Lecturer I University Year	2	1.33	27,594	27,594	27,053	28,135	37
LEO Lecturer II University Year	1	0.45	32,603	32,603	32,603	32,603	
LEO Lecturer IV University Year	1	1.00	48,945	48,945	48,945	48,945	
Total LEO - Lecturers University Year	4	2.78	34,184	30,369	27,053	48,945	45

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Economics 2011/2012

IPEDS Codes: 45.0601 45.0601

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	1	1.00	103,954	103,954	103,954	103,954	
ASSOC PROFESSOR University Year	1	1.00	79,870	79,870	79,870	79,870	
ASST PROFESSOR University Year	2	2.00	72,972	72,972	72,603	73,340	31
Total Regular Instructional University Year	4	4.00	82,442	76,605	72,603	103,954	43
LEO - Lecturers							
LEO Lecturer I University Year	1	1.00	28,135	28,135	28,135	28,135	
LEO Lecturer II University Year	2	1.25	43,576	43,576	43,576	43,576	53
LEO Lecturer IV University Year	1	1.00	54,008	54,008	54,008	54,008	
Total LEO - Lecturers University Year	4	3.25	42,324	43,576	28,135	54,008	53

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint English 2011/2012

IPEDS Codes: 23.0101 23.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	5	5.00	87,660	84,754	78,822	100,451	60
ASSOC PROFESSOR University Year	5	5.00	67,001	66,993	63,937	69,706	42
ASST PROFESSOR University Year	5	5.00	55,303	54,150	53,050	59,000	38
Total Regular Instructional University Year	15	15.00	69,988	66,993	53,050	100,451	47
LEO - Lecturers							
LEO Lecturer I University Year	8	5.75	26,380	26,265	26,000	27,053	36
LEO Lecturer II University Year	4	3.25	31,954	31,864	30,066	34,021	43
LEO Lecturer IV University Year	6	6.00	50,540	46,106	41,471	65,082	51
Total LEO - Lecturers University Year	18	15.00	35,672	30,066	26,000	65,082	43

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Foreign Language 2011/2012

IPEDS Codes: 16.0101 16.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	2	2.00	105,868	105,868	78,748	132,989	64
ASSOC PROFESSOR University Year	3	2.50	65,084	65,168	64,173	65,910	59
ASST PROFESSOR University Year	1	1.00	55,000	55,000	55,000	55,000	
Total Regular Instructional University Year	6	5.50	76,998	65,539	55,000	132,989	58
LEO - Lecturers							
LEO Lecturer I University Year	4	2.67	28,350	27,336	26,265	32,464	49
LEO Lecturer II University Year	3	2.67	33,484	32,280	31,810	36,362	57
LEO Lecturer III University Year	1	1.00	48,857	48,857	48,857	48,857	
LEO Lecturer IV University Year	1	1.00	52,278	52,278	52,278	52,278	
Total LEO - Lecturers University Year	9	7.34	34,998	32,280	26,265	52,278	51

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint History 2011/2012

IPEDS Codes: 54.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	2	2.00	85,323	85,323	84,786	85,860	62
ASSOC PROFESSOR University Year	2	1.50	77,260	77,260	68,659	85,860	56
ASST PROFESSOR University Year	2	2.00	54,820	54,820	53,400	56,240	40
Total Regular Instructional University Year	6	5.50	72,468	76,723	53,400	85,860	52
LEO - Lecturers							
LEO Lecturer III University Year	1	1.00	45,416	45,416	45,416	45,416	
Total LEO - Lecturers University Year	1	1.00	45,416	45,416	45,416	45,416	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Mathematics 2011/2012

IPEDS Codes: 27.0101 27.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	4	4.00	85,788	85,706	81,053	90,688	55
ASSOC PROFESSOR University Year	3	3.00	70,428	69,170	65,362	76,751	49
ASST PROFESSOR University Year	3	3.00	57,895	59,000	54,625	60,060	39
Total Regular Instructional University Year	10	10.00	72,812	72,961	54,625	90,688	48
LEO - Lecturers							
LEO Lecturer I University Year	2	1.00	27,053	27,053	27,053	27,053	45
LEO Lecturer II University Year	7	5.00	32,863	32,603	30,066	39,391	62
Total LEO - Lecturers University Year	9	6.00	31,572	32,603	27,053	39,391	58
LEO - Adjunct Faculty							
LEO Adjunct Asst Professor University Year	1	0.58	51,000	51,000	51,000	51,000	
Total LEO - Adjunct Faculty University Year	1	0.58	51,000	51,000	51,000	51,000	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Mpa Program 2011/2012

IPEDS Codes: 44.0401 44.0401

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Intermittent Lecturer University Year	1	0.25	46,128	46,128	46,128	46,128	
LEO Lecturer I University Year	1	0.52	28,135	28,135	28,135	28,135	
LEO Lecturer II University Year	3	2.25	32,575	31,540	29,729	36,456	65
LEO Lecturer IV University Year	1	1.00	67,538	67,538	67,538	67,538	
Total LEO - Lecturers University Year	6	4.02	39,921	33,998	28,135	67,538	67

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Music 2011/2012

IPEDS Codes: 50.0901 50.0901

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
ASSOC PROFESSOR University Year	1	1.00	68,782	68,782	68,782	68,782	
ASST PROFESSOR University Year	4	4.00	55,165	55,088	54,000	56,485	40
Total Regular Instructional University Year	5	5.00	57,888	55,700	54,000	68,782	43
LEO - Lecturers							
LEO Lecturer I University Year	4	1.73	27,165	26,928	26,520	28,284	50
LEO Lecturer II University Year	11	4.74	30,806	30,547	28,284	32,603	50
Total LEO - Lecturers University Year	15	6.47	29,835	30,065	26,520	32,603	50

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Philosophy 2011/2012

IPEDS Codes: 38.0101 38.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	1	1.00	102,082	102,082	102,082	102,082	
ASSOC PROFESSOR University Year	2	2.00	72,288	72,288	70,969	73,606	44
ASST PROFESSOR University Year	2	2.00	54,100	54,100	54,000	54,200	32
Total Regular Instructional University Year	5	5.00	70,971	70,969	54,000	102,082	43
LEO - Lecturers							
LEO Lecturer I University Year	3	2.25	27,423	28,135	26,000	28,135	42
LEO Lecturer IV University Year	1	1.00	45,700	45,700	45,700	45,700	
Total LEO - Lecturers University Year	4	3.25	31,993	28,135	26,000	45,700	43

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Political Science 2011/2012

IPEDS Codes: 45.1001 45.1001

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	2	2.00	87,621	87,621	87,020	88,221	58
ASSOC PROFESSOR University Year	1	1.00	69,591	69,591	69,591	69,591	
ASST PROFESSOR University Year	2	2.00	58,178	58,178	56,175	60,181	55
Total Regular Instructional University Year	5	5.00	72,238	69,591	56,175	88,221	53
LEO - Lecturers							
LEO Lecturer II University Year	1	0.50	80,121	80,121	80,121	80,121	
LEO Lecturer IV University Year	1	1.00	55,095	55,095	55,095	55,095	
Total LEO - Lecturers University Year	2	1.50	67,608	67,608	55,095	80,121	56

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Psychology 2011/2012

IPEDS Codes: 42.0101 42.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	3	3.00	83,322	85,102	79,087	85,776	51
ASSOC PROFESSOR University Year	2	2.00	67,356	67,356	66,208	68,504	51
ASST PROFESSOR University Year	4	4.00	57,034	57,147	55,075	58,767	39
Total Regular Instructional University Year	9	9.00	68,090	66,208	55,075	85,776	46
LEO - Lecturers							
LEO Lecturer I University Year	2	0.75	27,200	27,200	26,265	28,135	40
LEO Lecturer II University Year	2	1.75	43,085	43,085	30,066	56,104	42
LEO Lecturer IV University Year	1	1.00	56,741	56,741	56,741	56,741	
Total LEO - Lecturers University Year	5	3.50	39,462	30,066	26,265	56,741	40

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Soc, Anthropology & CJ 2011/2012

IPEDS Codes: 45.1101 45.0201 45.1101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
ASSOC PROFESSOR University Year	9	9.00	70,045	69,363	63,727	77,350	55
ASST PROFESSOR University Year	2	2.00	55,920	55,920	54,840	57,000	39
Total Regular Instructional University Year	11	11.00	67,477	68,630	54,840	77,350	52
LEO - Lecturers							
LEO Lecturer I University Year	3	1.27	28,368	28,135	27,553	29,417	42
Total LEO - Lecturers University Year	3	1.27	28,368	28,135	27,553	29,417	42

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Theatre and Dance 2011/2012

IPEDS Codes: 50.0501

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	1	1.00	82,041	82,041	82,041	82,041	
ASSOC PROFESSOR University Year	1	1.00	63,600	63,600	63,600	63,600	
ASST PROFESSOR University Year	4	4.00	54,957	54,813	53,200	57,000	34
Total Regular Instructional University Year	6	6.00	60,911	55,963	53,200	82,041	42
LEO - Lecturers							
LEO Lecturer I University Year	5	2.75	26,776	26,265	26,000	28,560	43
LEO Lecturer II University Year	2	1.38	29,847	29,847	29,458	30,235	43
LEO Lecturer III University Year	1	1.00	49,980	49,980	49,980	49,980	
Total LEO - Lecturers University Year	8	5.13	30,444	27,807	26,000	49,980	42

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Education 2011/2012

IPEDS Codes: 13.0101 13.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR University Year	2	2.00	90,806	90,806	73,025	108,586	64
ASSOC PROFESSOR University Year	6	6.00	65,414	65,305	56,999	75,620	47
ASST PROFESSOR University Year	3	3.00	54,989	55,954	52,742	56,270	51
Total Regular Instructional University Year	11	11.00	67,188	64,992	52,742	108,586	51
LEO - Lecturers							
LEO Lecturer I University Year	27	10.38	28,713	27,192	26,400	40,000	51
LEO Lecturer II University Year	8	3.18	30,978	30,851	28,284	37,016	63
LEO Lecturer III University Year	3	2.05	30,000	30,000	30,000	30,000	55
Total LEO - Lecturers University Year	38	15.61	29,292	28,135	26,400	40,000	54

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 Flint Early Childhood Edu 2011/2012

IPEDS Codes: 13.1210

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
LEO - Lecturers							
LEO Lecturer I University Year	1	0.25	27,053	27,053	27,053	27,053	
Total LEO - Lecturers University Year	1	0.25	27,053	27,053	27,053	27,053	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Social Work 2011/2012

IPEDS Codes: 44.0701 44.0701

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
ASSOC PROFESSOR University Year	1	1.00	65,590	65,590	65,590	65,590	
ASST PROFESSOR University Year	2	2.00	55,258	55,258	51,000	59,516	54
Total Regular Instructional University Year	3	3.00	58,702	59,516	51,000	65,590	52
LEO - Lecturers							
LEO Lecturer I University Year	6	2.50	27,097	26,917	26,520	28,135	47
LEO Lecturer II University Year	1	0.25	29,133	29,133	29,133	29,133	
Total LEO - Lecturers University Year	7	2.75	27,388	27,053	26,520	29,133	50

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Dept Pub Hlth & Hlth Sci 2011/2012

IPEDS Codes: 51.0701 51.0701

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
Fiscal Year	1	1.00	127,592	127,592	127,592	127,592	
ASSOC PROFESSOR							
University Year	1	1.00	73,446	73,446	73,446	73,446	
ASST PROFESSOR							
University Year	5	5.00	58,447	57,732	56,546	61,200	45
Total Regular Instructional							
University Year	6	6.00	60,947	58,740	56,546	73,446	45
Fiscal Year	1	1.00	127,592	127,592	127,592	127,592	
Regular Clinical Instructional							
CLINICAL ASST PROF							
Fiscal Year	1	1.00	208,635	208,635	208,635	208,635	
Total Regular Clinical Instructional							
Fiscal Year	1	1.00	208,635	208,635	208,635	208,635	
LEO - Lecturers							
LEO Intermittent Lecturer							
University Year	17	5.00	29,565	26,895	26,000	38,718	47
LEO Lecturer I							
University Year	10	3.08	27,943	27,378	26,000	31,482	42
LEO Lecturer II							
University Year	7	2.17	44,896	44,279	33,207	59,370	57
LEO Lecturer IV							
Fiscal Year	1	1.00	76,106	76,106	76,106	76,106	
Total LEO - Lecturers							
University Year	34	10.25	32,245	28,659	26,000	59,370	47
Fiscal Year	1	1.00	76,106	76,106	76,106	76,106	

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Nursing 2011/2012

IPEDS Codes: 51.3801 51.3801

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	1	1.00	84,586	84,586	84,586	84,586	
Fiscal Year	2	2.00	102,429	102,429	91,800	113,057	52
ASST PROFESSOR							
University Year	6	6.00	74,819	72,601	71,400	86,336	56
Total Regular Instructional							
University Year	7	7.00	76,214	72,870	71,400	86,336	58
Fiscal Year	2	2.00	102,429	102,429	91,800	113,057	52
Regular Clinical Instructional							
CLINICAL ASST PROF							
University Year	8	8.00	66,607	66,244	65,573	68,000	58
Total Regular Clinical Instructional							
University Year	8	8.00	66,607	66,244	65,573	68,000	58
LEO - Lecturers							
LEO Lecturer I							
University Year	37	11.03	35,371	34,000	30,000	45,945	52
LEO Lecturer II							
University Year	5	3.26	41,201	37,060	36,379	49,220	56
LEO Lecturer III							
University Year	2	2.00	56,593	56,593	52,000	61,187	50
Total LEO - Lecturers							
University Year	44	16.29	36,998	36,018	30,000	61,187	52

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint Physical Therapy 2011/2012

IPEDS Codes: 51.2308 51.2308

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR Fiscal Year	2	2.00	129,888	129,888	114,358	145,418	52
ASST PROFESSOR Fiscal Year	4	3.75	82,674	82,997	81,600	83,102	46
INSTRUCTOR Fiscal Year	6	6.00	76,890	76,694	74,460	80,062	48
Total Regular Instructional Fiscal Year	12	11.75	87,651	80,831	74,460	145,418	48
Regular Clinical Instructional							
CLINICAL ASSOC PROF Fiscal Year	1	1.00	94,132	94,132	94,132	94,132	
CLINICAL ASST PROF Fiscal Year	1	1.00	85,914	85,914	85,914	85,914	
Total Regular Clinical Instructional Fiscal Year	2	2.00	90,023	90,023	85,914	94,132	52
LEO - Lecturers							
LEO Lecturer I University Year	2	0.37	37,315	37,315	31,518	43,112	44
Total LEO - Lecturers University Year	2	0.37	37,315	37,315	31,518	43,112	44

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
Flint School of Management 2011/2012

IPEDS Codes: 52.0201 52.0201

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
PROFESSOR							
University Year	5	5.00	126,748	127,010	121,948	131,953	61
Fiscal Year	1	0.50	123,984	123,984	123,984	123,984	
ASSOC PROFESSOR							
University Year	3	3.00	110,594	109,794	104,384	117,605	50
ASST PROFESSOR							
University Year	10	10.00	104,801	103,123	95,000	125,454	36
Total Regular Instructional							
University Year	18	18.00	111,863	107,323	95,000	131,953	45
Fiscal Year	1	0.50	123,984	123,984	123,984	123,984	
LEO - Lecturers							
LEO Lecturer I							
University Year	8	3.25	42,610	40,840	40,000	52,152	55
LEO Lecturer II							
University Year	3	2.00	47,455	47,873	44,908	49,584	47
LEO Lecturer III							
University Year	2	1.25	64,317	64,317	63,802	64,832	70
LEO Lecturer IV							
University Year	1	1.00	55,321	55,321	55,321	55,321	
Total LEO - Lecturers							
University Year	14	7.50	47,657	44,708	40,000	64,832	54
Graduate Student Instructor							
GRAD STU INSTR							
University Year	1	0.09	35,404	35,404	35,404	35,404	
Total Graduate Student Instructor							
University Year	1	0.09	35,404	35,404	35,404	35,404	

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 Flint Sch of Ed and Human Svcs 2011/2012

IPEDS Codes: 13.0101

<u>Job Title</u>	<u>Number of Employees</u>	<u>Sum of FTE</u>	<u>Mean Salary</u>	<u>Median Salary</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Ave Age</u>
Regular Instructional							
ASST PROFESSOR University Year	1	1.00	51,206	51,206	51,206	51,206	
Total Regular Instructional University Year	1	1.00	51,206	51,206	51,206	51,206	

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2011 - 2012

	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
UM_ANN-ARBOR Summary					
University Year					
Effort		0.45	0.50	0.09	1.00
Salary Per Term/Effort	1734	7,988	8,851	1,593	17,702
Fiscal Year					
Effort		0.45	0.50	0.23	0.50
Salary Per Term/Effort	50	7,810	8,851	0	8,851
COLLEGE_ENGINEERING					
University Year					
Effort		0.45	0.50	0.25	0.75
Salary Per Term/Effort	243	8,031	8,851	4,426	13,277
CoE Undergraduate Education					
University Year					
Effort		0.51	0.50	0.50	0.60
Salary Per Term/Effort	13	8,987	8,851	8,851	10,621
CoE Interdisc Prof Program					
University Year					
Effort		0.43	0.50	0.25	0.60
Salary Per Term/Effort	6	7,671	8,851	4,426	10,621
Financial Engineering Program					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	1	8,851	8,851	8,851	8,851
Biomedical Engineering					
University Year					
Effort		0.40	0.50	0.25	0.50
Salary Per Term/Effort	10	7,081	8,851	4,426	8,851
Aerospace Engineering					
University Year					
Effort		0.48	0.50	0.25	0.50
Salary Per Term/Effort	11	8,449	8,851	4,426	8,851
Chemical Engineering Dept					
University Year					
Effort		0.43	0.50	0.25	0.50
Salary Per Term/Effort	17	7,549	8,851	4,426	8,851
Civil & Environmental Engr					
University Year					
Effort		0.41	0.50	0.25	0.50
Salary Per Term/Effort	17	7,289	8,851	4,426	8,851

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2011 - 2012

	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
COE EECS - CSE Division					
University Year					
Effort		0.48	0.50	0.25	0.50
Salary Per Term/Effort	43	8,542	8,851	4,426	8,851
COE EECS - ECE Division					
University Year					
Effort		0.48	0.50	0.25	0.50
Salary Per Term/Effort	33	8,529	8,851	4,426	8,851
Industrial Operations					
University Year					
Effort		0.36	0.25	0.25	0.50
Salary Per Term/Effort	23	6,457	4,500	4,500	9,000
Materials Science & Engin.					
University Year					
Effort		0.40	0.35	0.25	0.50
Salary Per Term/Effort	12	7,007	6,196	4,426	8,851
Mechanical Engineering					
University Year					
Effort		0.47	0.50	0.25	0.75
Salary Per Term/Effort	44	8,308	8,851	4,426	13,277
Atm, Oceanic & Space Sci.					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	3	8,851	8,851	8,851	8,851
Naval Arch & Marine Dept					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	3	8,851	8,851	8,851	8,851
Nuclear Eng & Radiological Sci					
University Year					
Effort		0.46	0.50	0.25	0.50
Salary Per Term/Effort	7	9,114	10,000	4,600	10,000
COLLEGE_OF_LS&A					
University Year					
Effort		0.49	0.50	0.09	0.75
Salary Per Term/Effort	1149	8,635	8,851	1,593	13,277
Fiscal Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	1	0	0	0	0

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2011 - 2012

	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
LSA UG: Museum Studies Minor					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	1	8,851	8,851	8,851	8,851
LSA UG: Curriculum Support					
University Year					
Effort		0.58	0.50	0.50	0.74
Salary Per Term/Effort	3	10,267	8,851	8,851	13,099
LSA Anthropology					
University Year					
Effort		0.50	0.50	0.30	0.75
Salary Per Term/Effort	35	8,800	8,851	5,311	13,277
LSA Astronomy					
University Year					
Effort		0.50	0.50	0.25	0.75
Salary Per Term/Effort	8	8,851	8,851	4,426	13,277
LSA UG: Environment					
University Year					
Effort		0.46	0.50	0.19	0.64
Salary Per Term/Effort	18	8,192	8,851	3,363	11,329
LSA Chemistry					
University Year					
Effort		0.51	0.50	0.24	0.64
Salary Per Term/Effort	133	9,025	8,851	4,248	11,329
Fiscal Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	1	0	0	0	0
LSA Classical Studies					
University Year					
Effort		0.49	0.50	0.35	0.64
Salary Per Term/Effort	37	8,755	8,851	6,196	11,329
LSA Organizational Studies					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	1	8,851	8,851	8,851	8,851
LSA UG: Hlth. Science Scholars					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	2	8,851	8,851	8,851	8,851

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2011 - 2012

	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
LSA Economics					
University Year					
Effort		0.52	0.50	0.25	0.75
Salary Per Term/Effort	62	9,236	8,851	4,426	13,277
LSA English Language & Lit.					
University Year					
Effort		0.47	0.50	0.24	0.50
Salary Per Term/Effort	107	8,396	8,851	4,248	8,851
LSA Asian Languages & Cultures					
University Year					
Effort		0.44	0.50	0.25	0.50
Salary Per Term/Effort	14	7,776	8,851	4,426	8,851
LSA Earth & Environmental Sci.					
University Year					
Effort		0.51	0.50	0.50	0.64
Salary Per Term/Effort	19	9,112	8,851	8,851	11,329
LSA Germanic Languages & Lit.					
University Year					
Effort		0.51	0.50	0.50	0.64
Salary Per Term/Effort	12	9,058	8,851	8,851	11,329
LSA History					
University Year					
Effort		0.45	0.50	0.30	0.64
Salary Per Term/Effort	50	7,952	8,851	5,311	11,329
LSA Judaic Studies					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	1	8,851	8,851	8,851	8,851
LSA History of Art					
University Year					
Effort		0.48	0.50	0.35	0.50
Salary Per Term/Effort	13	8,429	8,851	6,196	8,851
LSA Linguistics					
University Year					
Effort		0.43	0.50	0.14	0.50
Salary Per Term/Effort	10	7,594	8,851	2,478	8,851
LSA English Language Institute					
University Year					
Effort		0.35	0.35	0.35	0.35

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2011 - 2012

	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
Salary Per Term/Effort	1	6,196	6,196	6,196	6,196
LSA Mathematics					
University Year					
Effort		0.49	0.50	0.09	0.59
Salary Per Term/Effort	94	8,672	8,851	1,593	10,444
LSA Near Eastern Studies					
University Year					
Effort		0.49	0.50	0.35	0.50
Salary Per Term/Effort	15	8,662	8,851	6,196	8,851
LSA Philosophy					
University Year					
Effort		0.54	0.50	0.35	0.64
Salary Per Term/Effort	18	9,530	8,851	6,196	11,329
LSA Physics					
University Year					
Effort		0.40	0.50	0.25	0.64
Salary Per Term/Effort	55	7,126	8,851	4,426	11,329
LSA Political Science					
University Year					
Effort		0.47	0.50	0.14	0.60
Salary Per Term/Effort	54	8,402	8,851	2,478	10,621
LSA Political Science: MIW					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	1	8,851	8,851	8,851	8,851
LSA Psychology					
University Year					
Effort		0.51	0.50	0.25	0.60
Salary Per Term/Effort	88	9,002	8,851	4,426	10,621
LSA UG: Residential College					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	2	8,851	8,851	8,851	8,851
LSA Romance Languages & Lit.					
University Year					
Effort		0.50	0.50	0.50	0.64
Salary Per Term/Effort	34	8,924	8,851	8,851	11,329

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	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
LSA Slavic Languages & Lit.					
University Year					
Effort		0.50	0.50	0.35	0.64
Salary Per Term/Effort	7	8,826	8,851	6,196	11,329
LSA Sociology					
University Year					
Effort		0.46	0.50	0.25	0.60
Salary Per Term/Effort	37	8,181	8,851	4,426	10,621
LSA Communication Studies					
University Year					
Effort		0.51	0.50	0.50	0.64
Salary Per Term/Effort	25	9,021	8,851	8,851	11,329
LSA Statistics					
University Year					
Effort		0.49	0.50	0.25	0.64
Salary Per Term/Effort	44	8,630	8,851	4,426	11,329
LSA Women's Studies					
University Year					
Effort		0.52	0.50	0.50	0.64
Salary Per Term/Effort	16	9,161	8,851	8,851	11,329
LSA Biology - Undergraduate					
University Year					
Effort		0.49	0.50	0.14	0.64
Salary Per Term/Effort	66	8,733	8,851	2,478	11,329
LSA Molec./Cell./Develop. Bio					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	16	8,851	8,851	8,851	8,851
LSA Ecology & Evolutionary Bio					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	10	8,851	8,851	8,851	8,851
LSA DAAS					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	3	8,851	8,851	8,851	8,851
UG: InterGroup Relations					
University Year					
Effort		0.50	0.50	0.50	0.50

University of Michigan
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	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
Salary Per Term/Effort	3	8,851	8,851	8,851	8,851
LSA Comparative Literature					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	6	8,851	8,851	8,851	8,851
LSA Screen Arts & Cultures					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	9	8,851	8,851	8,851	8,851
LSA American Culture					
University Year					
Effort		0.45	0.50	0.14	0.50
Salary Per Term/Effort	13	7,952	8,851	2,478	8,851
LSA II:Russ, EE, & Eurasian St					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	2	8,851	8,851	8,851	8,851
LSA Biophysics					
University Year					
Effort		0.44	0.50	0.25	0.50
Salary Per Term/Effort	4	7,745	8,851	4,426	8,851
COLLEGE_PHARMACY					
University Year					
Effort		0.50	0.50	0.49	0.50
Salary Per Term/Effort	17	8,841	8,851	8,674	8,851
College of Pharmacy					
University Year					
Effort		0.50	0.50	0.49	0.50
Salary Per Term/Effort	17	8,841	8,851	8,674	8,851
COLL_ARCH_URN_PLN					
University Year					
Effort		0.29	0.24	0.24	1.00
Salary Per Term/Effort	45	5,118	4,248	4,248	17,702
Coll of Arch & Urban Planning					
University Year					
Effort		0.26	0.24	0.24	0.30
Salary Per Term/Effort	34	4,561	4,248	4,248	5,311

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	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
Urban Planning					
University Year					
Effort		0.39	0.30	0.25	1.00
Salary Per Term/Effort	11	6,839	5,311	4,426	17,702
MEDICAL_SCHOOL					
University Year					
Effort		0.20	0.19	0.09	0.50
Salary Per Term/Effort	8	3,607	3,363	1,593	8,851
Fiscal Year					
Effort		0.36	0.25	0.23	0.50
Salary Per Term/Effort	13	6,414	4,426	4,071	8,851
Cellular Molecular Bio Grad Pg					
Fiscal Year					
Effort		0.25	0.25	0.25	0.25
Salary Per Term/Effort	2	4,426	4,426	4,426	4,426
Bioinformatics					
Fiscal Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	1	8,851	8,851	8,851	8,851
Cell and Developmental Biology					
Fiscal Year					
Effort		0.43	0.50	0.25	0.50
Salary Per Term/Effort	7	7,587	8,851	4,426	8,851
Biological Chemistry Dept					
Fiscal Year					
Effort		0.23	0.23	0.23	0.23
Salary Per Term/Effort	2	4,071	4,071	4,071	4,071
Human Genetics Department					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	1	8,851	8,851	8,851	8,851
Fiscal Year					
Effort		0.25	0.25	0.25	0.25
Salary Per Term/Effort	1	4,426	4,426	4,426	4,426
Microbiology and Immunology					
University Year					
Effort		0.12	0.12	0.09	0.14
Salary Per Term/Effort	2	2,036	2,036	1,593	2,478

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	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
Pharmacology Department					
University Year					
Effort		0.14	0.14	0.14	0.14
Salary Per Term/Effort	1	2,478	2,478	2,478	2,478
Molec & Integrative Physiology					
University Year					
Effort		0.19	0.19	0.19	0.19
Salary Per Term/Effort	4	3,363	3,363	3,363	3,363
SCHOOL_ART_DESIGN					
University Year					
Effort		0.24	0.24	0.24	0.24
Salary Per Term/Effort	22	4,248	4,248	4,248	4,248
School of Art and Design					
University Year					
Effort		0.24	0.24	0.24	0.24
Salary Per Term/Effort	22	4,248	4,248	4,248	4,248
SCHOOL_BUS_ADMIN					
University Year					
Effort		0.30	0.24	0.24	0.50
Salary Per Term/Effort	17	5,331	4,248	4,248	8,851
ROSS SCH Doctoral Programs					
University Year					
Effort		0.30	0.24	0.24	0.50
Salary Per Term/Effort	17	5,331	4,248	4,248	8,851
SCHOOL_EDUCATION					
University Year					
Effort		0.49	0.50	0.35	0.50
Salary Per Term/Effort	32	8,602	8,851	6,196	8,851
SOE-CSHPE					
University Year					
Effort		0.45	0.50	0.35	0.50
Salary Per Term/Effort	3	7,966	8,851	6,196	8,851
SOE- Teacher Education					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	22	8,851	8,851	8,851	8,851
SOE-Educational Studies					
University Year					
Effort		0.46	0.50	0.35	0.50

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	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
Salary Per Term/Effort	7	8,092	8,851	6,196	8,851
SCHOOL_INFORMATION					
University Year					
Effort		0.49	0.50	0.25	0.50
Salary Per Term/Effort	20	8,630	8,851	4,426	8,851
School of Information					
University Year					
Effort		0.49	0.50	0.25	0.50
Salary Per Term/Effort	20	8,630	8,851	4,426	8,851
SCHOOL_KINESIOLOGY					
University Year					
Effort		0.30	0.30	0.30	0.30
Salary Per Term/Effort	13	5,311	5,311	5,311	5,311
School of Kinesiology					
University Year					
Effort		0.30	0.30	0.30	0.30
Salary Per Term/Effort	13	5,311	5,311	5,311	5,311
SCHOOL_MUSIC					
University Year					
Effort		0.22	0.25	0.09	0.50
Salary Per Term/Effort	104	3,925	4,426	1,593	8,851
School of Music					
University Year					
Effort		0.21	0.25	0.09	0.50
Salary Per Term/Effort	101	3,779	4,426	1,593	8,851
Marching/Athletic Bands					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	3	8,851	8,851	8,851	8,851
SCHOOL_NAT_RES_ENVIR					
University Year					
Effort		0.36	0.33	0.24	0.50
Salary Per Term/Effort	20	6,346	5,753	4,248	8,851
Sch of Nat Resources & Environ					
University Year					
Effort		0.36	0.33	0.24	0.50
Salary Per Term/Effort	20	6,346	5,753	4,248	8,851

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	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
SCHOOL_NURSING					
University Year					
Effort		0.46	0.50	0.19	0.60
Salary Per Term/Effort	10	8,214	8,851	3,363	10,621
School of Nursing					
University Year					
Effort		0.46	0.50	0.19	0.60
Salary Per Term/Effort	10	8,214	8,851	3,363	10,621
SCHOOL_PUB_HEALTH					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	9	8,851	8,851	8,851	8,851
Fiscal Year					
Effort		0.48	0.50	0.25	0.50
Salary Per Term/Effort	36	8,531	8,851	4,426	8,851
Health Management and Policy					
Fiscal Year					
Effort		0.48	0.50	0.25	0.50
Salary Per Term/Effort	11	8,449	8,851	4,426	8,851
Biostatistics Department					
Fiscal Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	15	8,851	8,851	8,851	8,851
Environmental Health Sciences					
Fiscal Year					
Effort		0.42	0.50	0.25	0.50
Salary Per Term/Effort	5	7,435	8,851	4,426	8,851
Epidemiology Department					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	9	8,851	8,851	8,851	8,851
Hlth Behavior & Hlth Ed Dept					
Fiscal Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	5	8,851	8,851	8,851	8,851
SCHOOL_PUB_POLICY					
University Year					
Effort		0.34	0.35	0.25	0.50
Salary Per Term/Effort	18	5,999	6,196	4,426	8,851

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 UM_ANN-ARBOR 2011 - 2012

	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
G. Ford Sc Pub Pol					
University Year					
Effort		0.34	0.35	0.25	0.50
Salary Per Term/Effort	18	5,999	6,196	4,426	8,851
SCHOOL_SOCIAL_WORK					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	7	8,851	8,851	8,851	8,851
School of Social Work					
University Year					
Effort		0.50	0.50	0.50	0.50
Salary Per Term/Effort	7	8,851	8,851	8,851	8,851

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_DEARBORN 2011 - 2012

	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
UM_DEARBORN Summary					
University Year					
Effort		0.28	0.25	0.25	0.35
Salary Per Term/Effort	3	5,016	4,426	4,426	6,196
DBN_COL_BUSINESS					
University Year					
Effort		0.35	0.35	0.35	0.35
Salary Per Term/Effort	1	6,196	6,196	6,196	6,196
Dbn Col of Bus-Acctg & Finance					
University Year					
Effort		0.35	0.35	0.35	0.35
Salary Per Term/Effort	1	6,196	6,196	6,196	6,196
DBN_COL_ENGINEERING					
University Year					
Effort		0.25	0.25	0.25	0.25
Salary Per Term/Effort	2	4,426	4,426	4,426	4,426
Dbn Col of Eng-Electric & Comp					
University Year					
Effort		0.25	0.25	0.25	0.25
Salary Per Term/Effort	2	4,426	4,426	4,426	4,426

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Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_FLINT 2011 - 2012

	<u>Number of Persons</u>	<u>Mean</u>	<u>Median</u>	<u>Minimum</u>	<u>Maximum</u>
UM_FLINT Summary					
University Year					
Effort		0.09	0.09	0.09	0.09
Salary Per Term/Effort	1	1,593	1,593	1,593	1,593
FLINT_MGMT_DEAN					
University Year					
Effort		0.09	0.09	0.09	0.09
Salary Per Term/Effort	1	1,593	1,593	1,593	1,593
Flint School of Management					
University Year					
Effort		0.09	0.09	0.09	0.09
Salary Per Term/Effort	1	1,593	1,593	1,593	1,593