



**AN ANALYSIS OF SALARIES PAID TO
THE UNIVERSITY OF MICHIGAN
REGULAR INSTRUCTIONAL FACULTY,
REGULAR CLINICAL INSTRUCTIONAL FACULTY,
LECTURERS AND
GRADUATE STUDENT INSTRUCTORS
2012 - 2013**

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
2012-2013

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, 2012, and reflects the individual's status effective on November 1, 2012. 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 Cheri Elert, Business Analyst Senior, Human Resource Information Services, 4042 Wolverine Tower, Ann Arbor, MI 48109-1281, (734) 647-3446.

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.

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**AVERAGES AND RANGES OF SALARIES FOR REGULAR INSTRUCTIONAL FACULTY,
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**AVERAGES AND RANGES OF SALARIES FOR REGULAR INSTRUCTIONAL FACULTY,
LECTURERS AND GRADUATE STUDENT INSTRUCTORS**

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| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Astronomy | D25 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Biology - Undergraduate | D26 |
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| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Classical Studies | D29 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Communication Studies | D30 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Comparative Literature | D31 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA DAAS | D32 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Earth & Environmental Sci. | D33 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Ecology & Evolutionary Bio | D34 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Economics | D35 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA English Language & Lit. | D36 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA English Language Institute | D37 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Germanic Languages & Lit. | D38 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA History | D39 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA History of Art | D40 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA II: SE Asian Studies | D41 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA II: Russ, EE, & Eurasian St | D42 |
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| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Near Eastern Studies | D47 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Organizational Studies | D48 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Philosophy | D49 |
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| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Political Science: MIW | D52 |
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| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Romance Languages & Lit. | D54 |

**AVERAGES AND RANGES OF SALARIES FOR REGULAR INSTRUCTIONAL FACULTY,
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| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Slavic Languages & Lit. | D56 |
| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Sociology | D57 |
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| UM_ANN-ARBOR | COLLEGE_OF_LSA | LSA Women's Studies | D67 |
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**AVERAGES AND RANGES OF SALARIES FOR REGULAR INSTRUCTIONAL FACULTY,
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| UM_DEARBORN | DBN_COL_ARTS_SCI_LTR | Dbn CASL-Physical Sciences | D204 |
| UM_DEARBORN | DBN_COL_ARTS_SCI_LTR | Dbn CASL-Psychology | D205 |
| UM_DEARBORN | DBN_COL_ARTS_SCI_LTR | Dbn CASL-Social Sciences | D206 |
| UM_DEARBORN | DBN_COL_ARTS_SCI_LTR | Dbn CASL-Sociology & Anthropol | D207 |
| UM_DEARBORN | DBN_COL_ARTS_SCI_LTR | Dbn-Language Culture Communctn | D208 |
| UM_DEARBORN | DBN_COL_ARTS_SCI_LTR | Dbn-Literature,Philosophy&Arts | D209 |
| UM_DEARBORN | DBN_COL_BUSINESS | Dbn Col of Bus-Acctg & Finance | D210 |
| UM_DEARBORN | DBN_COL_BUSINESS | Dbn Col of Bus-Mgmt Studies | D211 |
| UM_DEARBORN | DBN_COL_ENGINEERING | Dbn Col of Eng-Computer & Info | D212 |
| UM_DEARBORN | DBN_COL_ENGINEERING | Dbn Col of Eng-Electric & Comp | D213 |
| UM_DEARBORN | DBN_COL_ENGINEERING | Dbn Col of Eng-Indust & Sys En | D214 |
| UM_DEARBORN | DBN_COL_ENGINEERING | Dbn Coll of Eng-Mechanical Eng | D215 |
| UM_DEARBORN | DBN_SCH_EDUCATION | Dbn School of Education | D216 |
| UM_FLINT | FLINT_CAS | Flint Dept. of Chem/Biochem | D217 |
| UM_FLINT | FLINT_CAS | Flint Africana Studies Dept | D218 |
| UM_FLINT | FLINT_CAS | Flint Biology | D219 |
| UM_FLINT | FLINT_CAS | Flint Comm and Visual Arts | D220 |
| UM_FLINT | FLINT_CAS | Flint Comp Science, Eng and Ph | D221 |
| UM_FLINT | FLINT_CAS | Flint Earth & Resource Science | D222 |
| UM_FLINT | FLINT_CAS | Flint Economics | D223 |
| UM_FLINT | FLINT_CAS | Flint English | D224 |

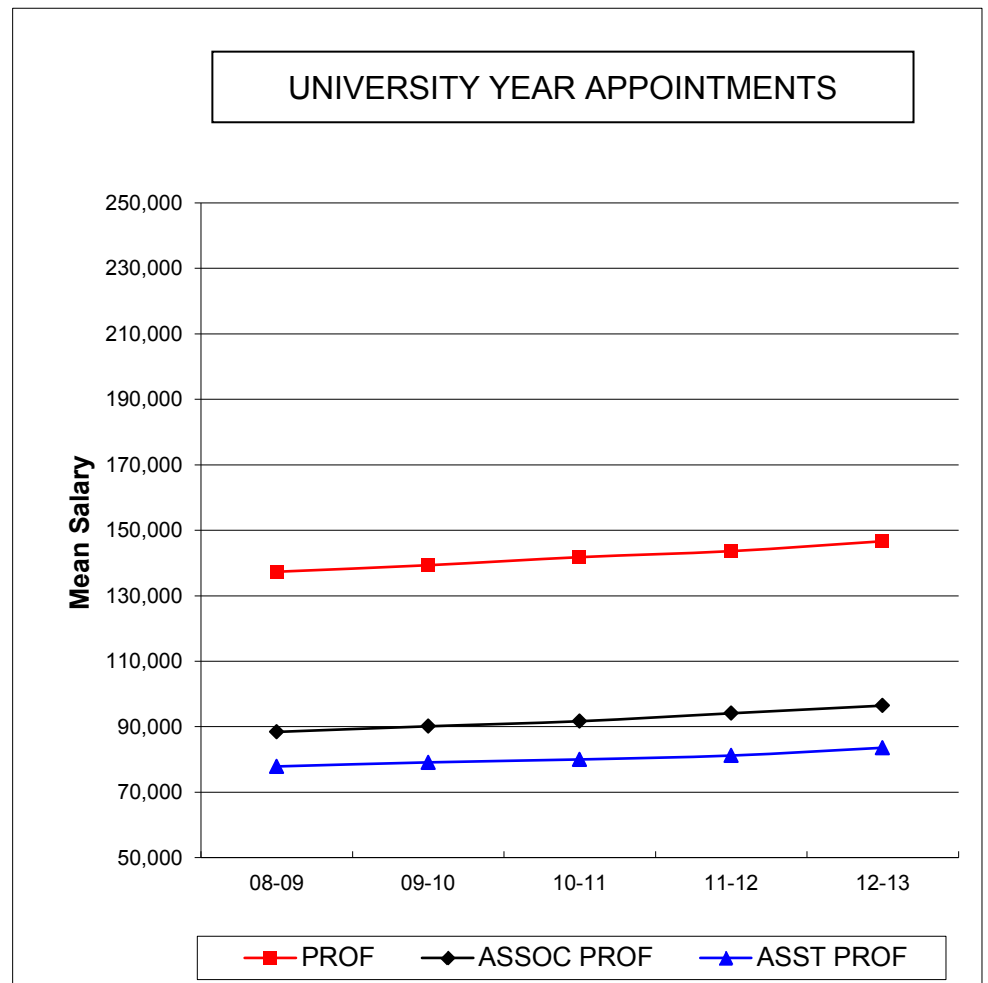
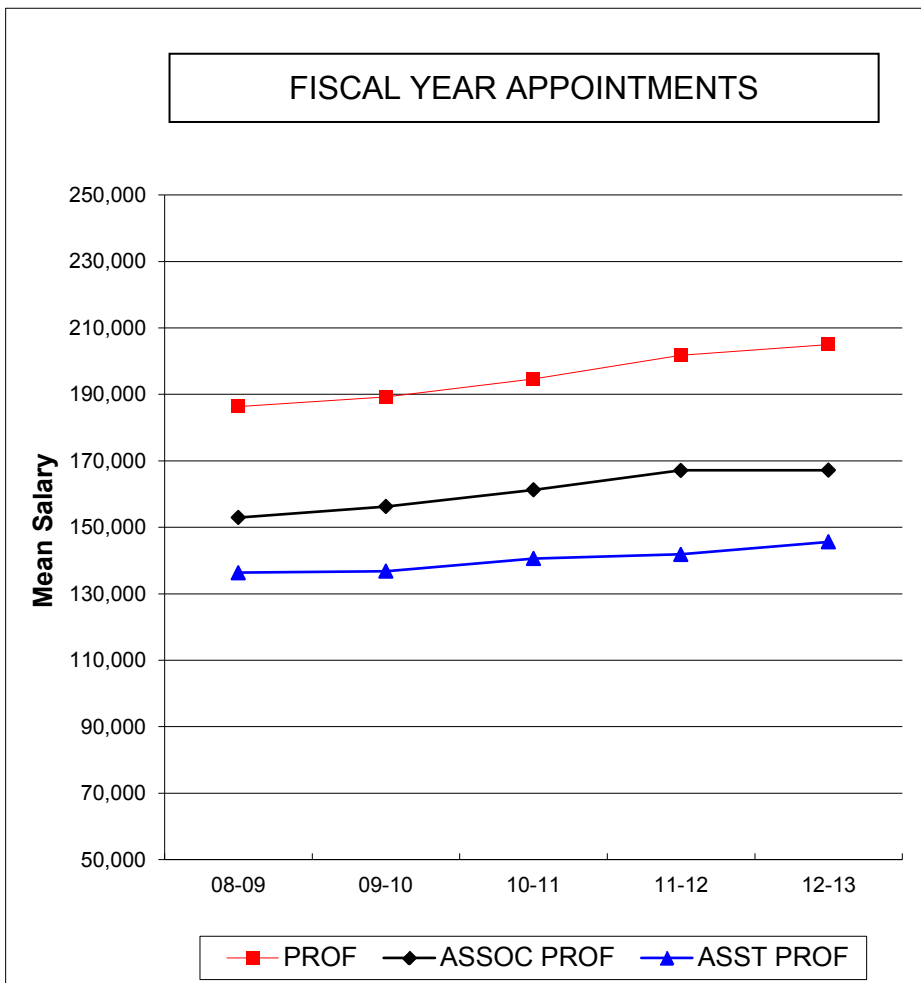
**AVERAGES AND RANGES OF SALARIES FOR REGULAR INSTRUCTIONAL FACULTY,
LECTURERS AND GRADUATE STUDENT INSTRUCTORS**

| M_HR_CAMPUS_CD | UNIT | DEPT_DESCR | PAGE |
|-----------------------|----------------------|--------------------------------|-------------|
| UM_FLINT | FLINT_CAS | Flint Foreign Language | D225 |
| UM_FLINT | FLINT_CAS | Flint History | D226 |
| UM_FLINT | FLINT_CAS | Flint Mathematics | D227 |
| UM_FLINT | FLINT_CAS | Flint Mpa Program | D228 |
| UM_FLINT | FLINT_CAS | Flint Music | D229 |
| UM_FLINT | FLINT_CAS | Flint Philosophy | D230 |
| UM_FLINT | FLINT_CAS | Flint Political Science | D231 |
| UM_FLINT | FLINT_CAS | Flint Psychology | D232 |
| UM_FLINT | FLINT_CAS | Flint Soc,Anthropology & CJ | D233 |
| UM_FLINT | FLINT_CAS | Flint Theatre and Dance | D234 |
| UM_FLINT | FLINT_HLTH_PROF_STUD | Flint Dept Pub Hlth & Hlth Sci | D235-236 |
| UM_FLINT | FLINT_HLTH_PROF_STUD | Flint Nursing | D237 |
| UM_FLINT | FLINT_HLTH_PROF_STUD | Flint Physical Therapy | D238 |
| UM_FLINT | FLINT_MGMT_DEAN | Flint School of Management | D239 |
| UM_FLINT | FLINT_SCHEDU_HMN_SVS | Flint Education | D240 |
| UM_FLINT | FLINT_SCHEDU_HMN_SVS | Flint Social Work | D241 |

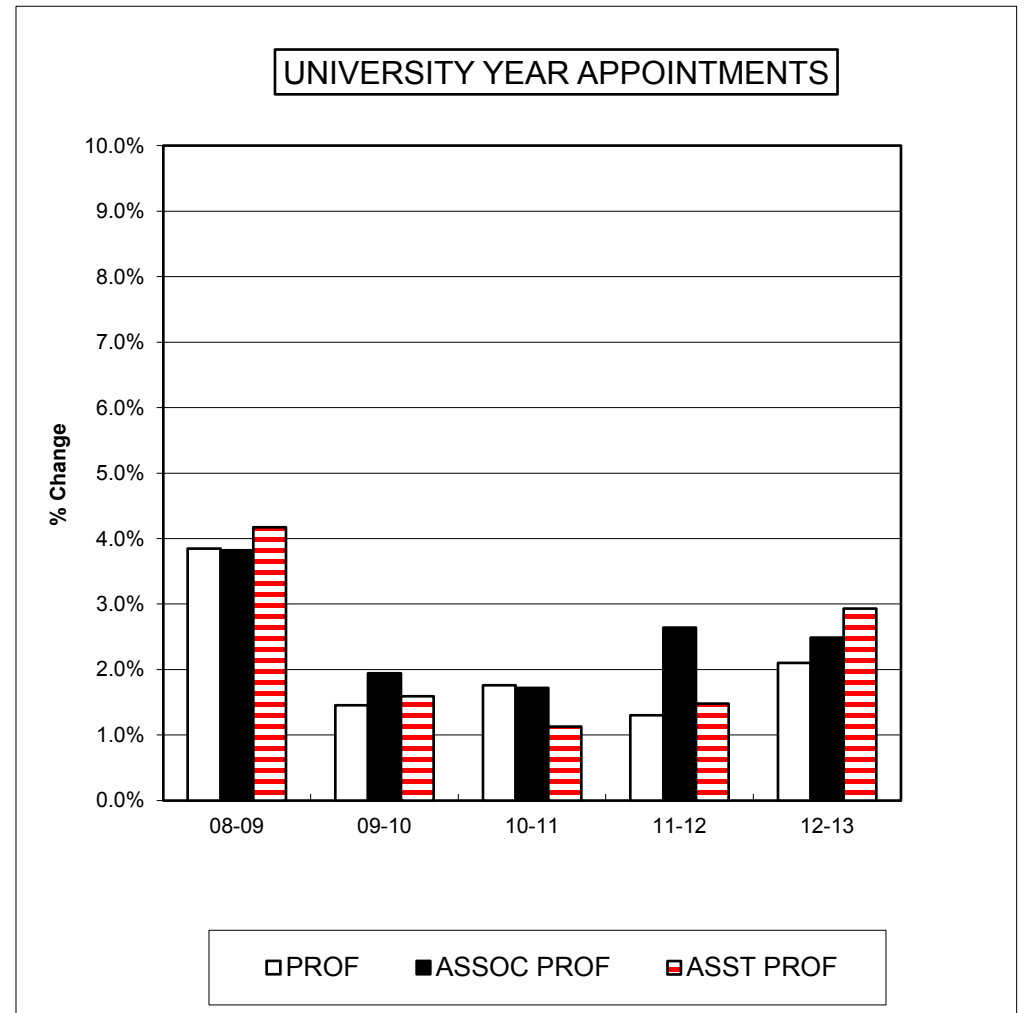
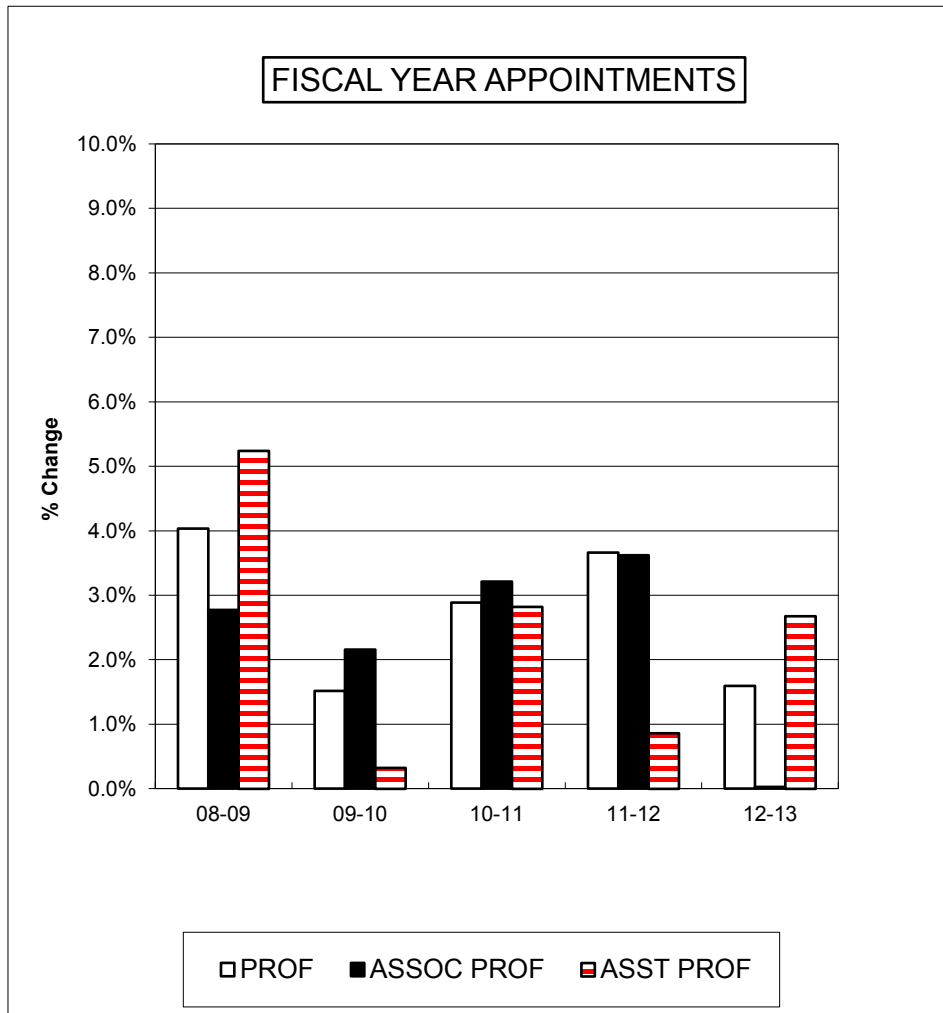
**AVERAGES AND RANGES OF EFFORT & SALARY FOR GRADUATE
STUDENT INSTRUCTORS**

| | PAGE |
|--------------------------------|-------------|
| Ann Arbor Campus & Departments | G1-13 |
| Dearborn Campus & Departments | G14 |
| Flint Campus & Departments | G15 |

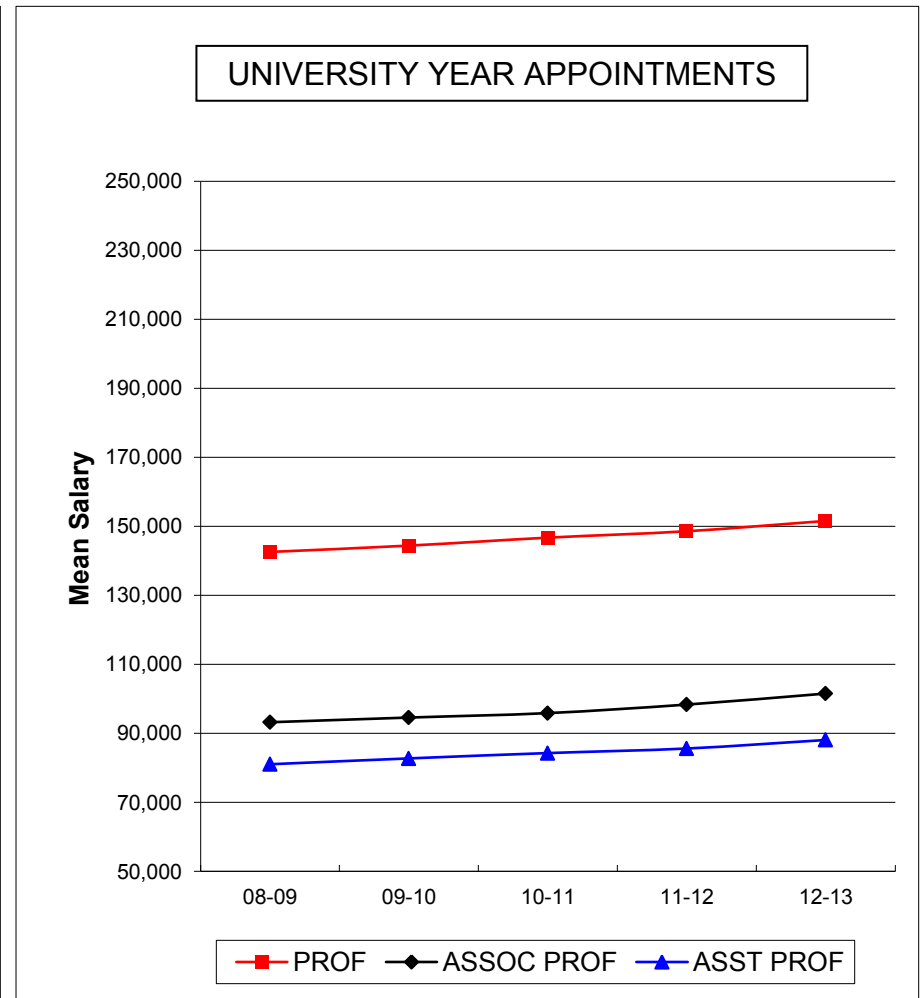
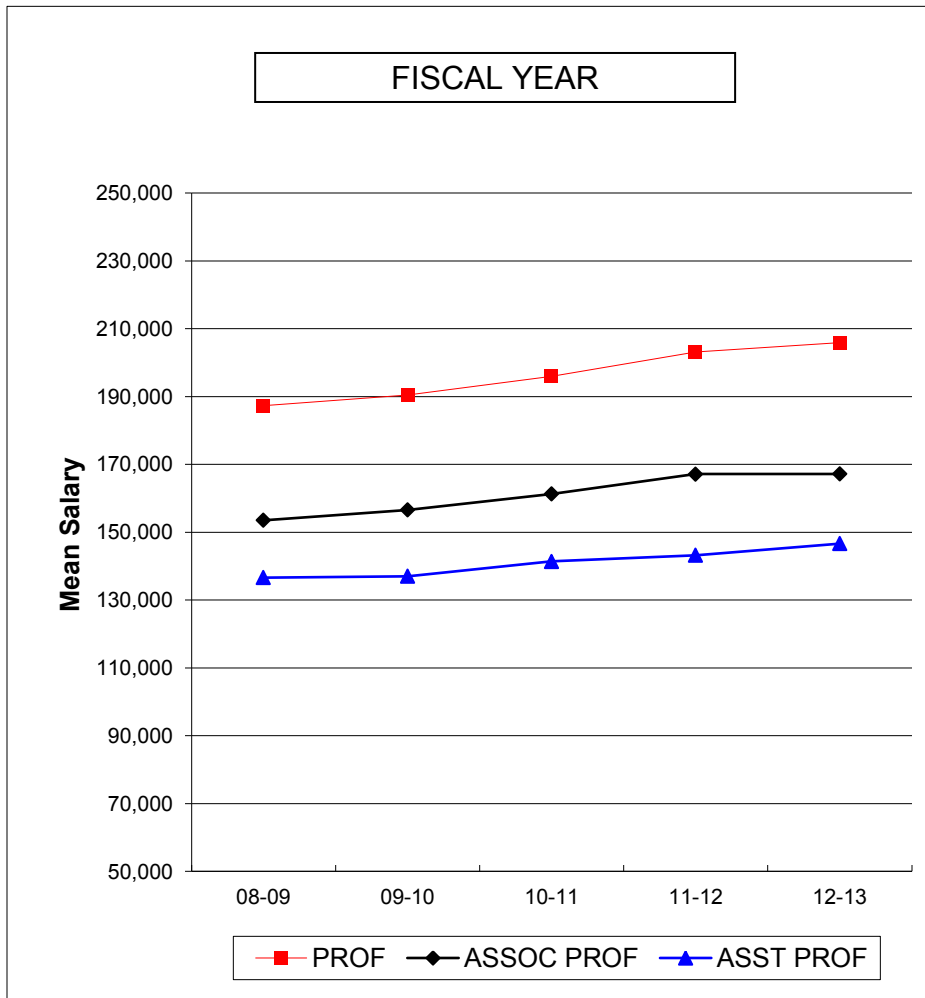
MEAN SALARIES OF REGULAR INSTRUCTIONAL STAFF
 2008-2009 THROUGH 2012-2013
 ALL CAMPUSES



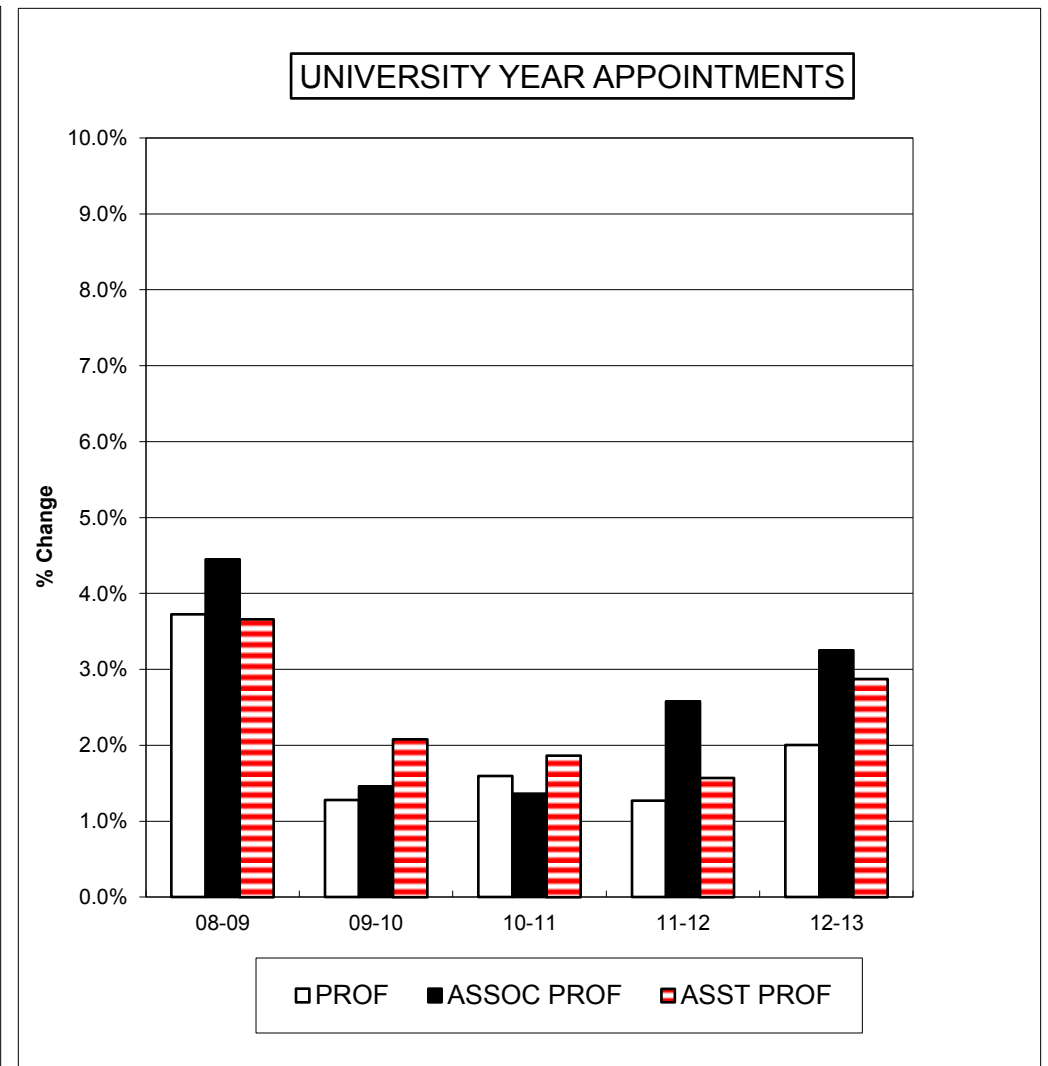
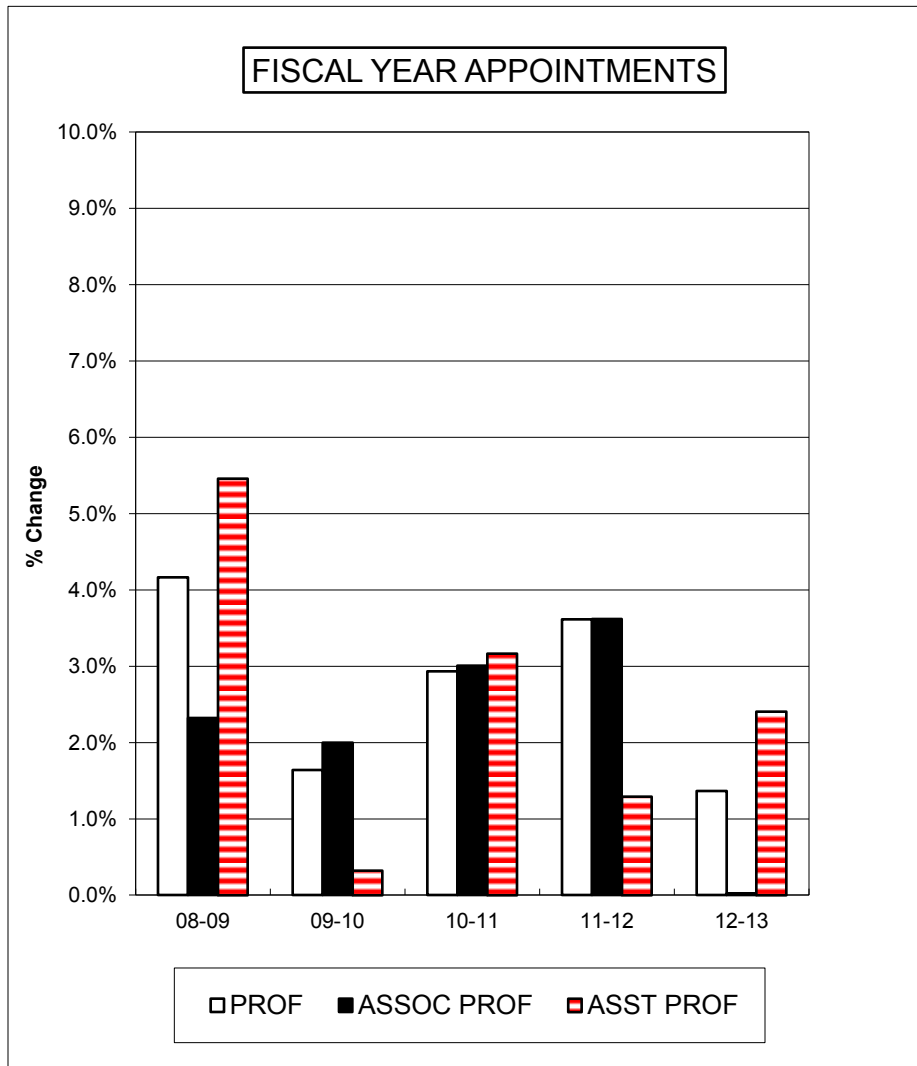
PERCENT CHANGE IN MEAN SALARIES BY RANK
 2008-2009 THROUGH 2012-2013
 ALL CAMPUSES



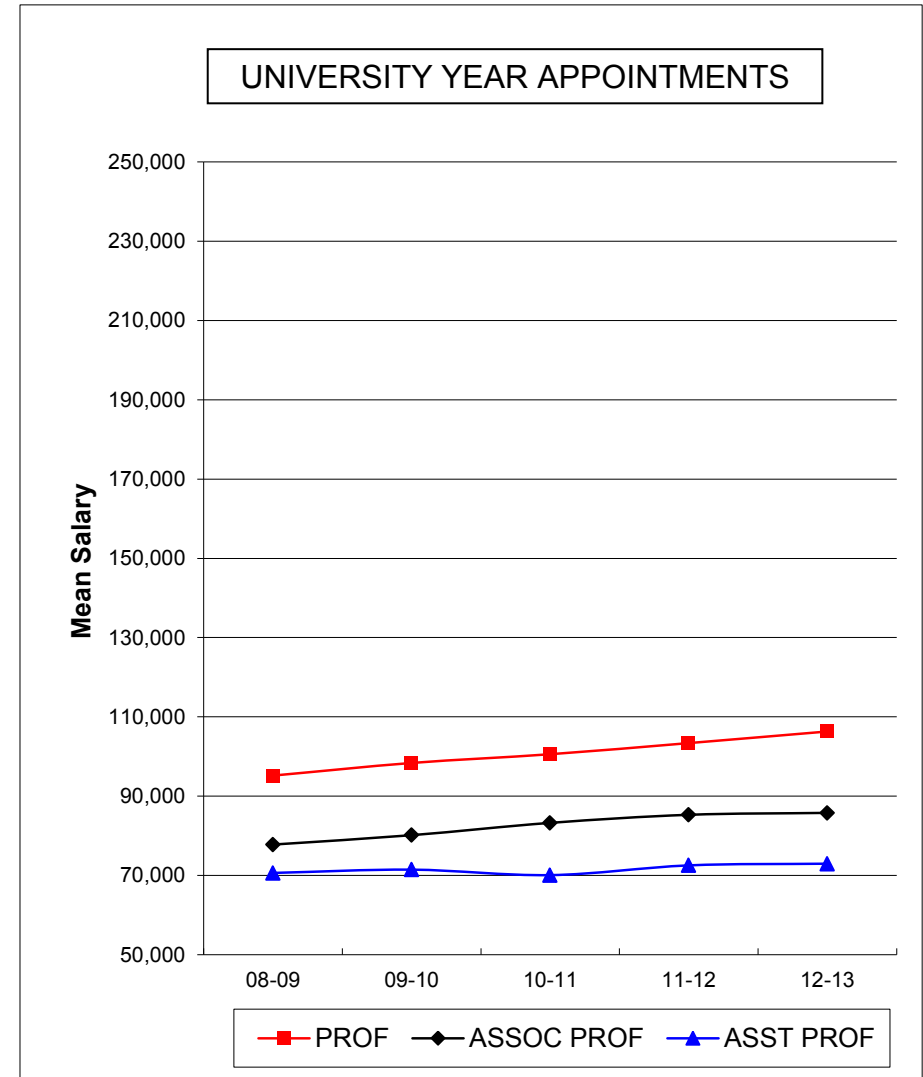
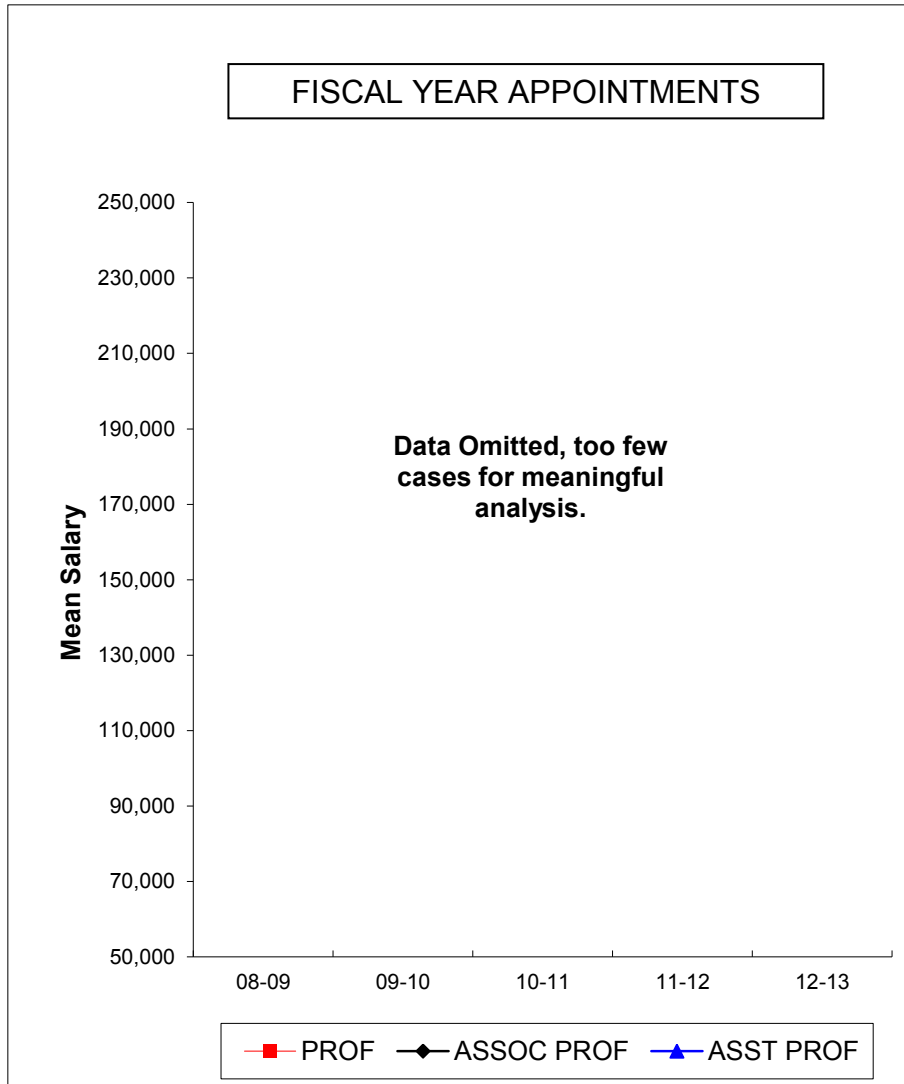
MEAN SALARIES OF REGULAR INSTRUCTIONAL STAFF
 2008-2009 THROUGH 2012-2013
 ANN ARBOR CAMPUS



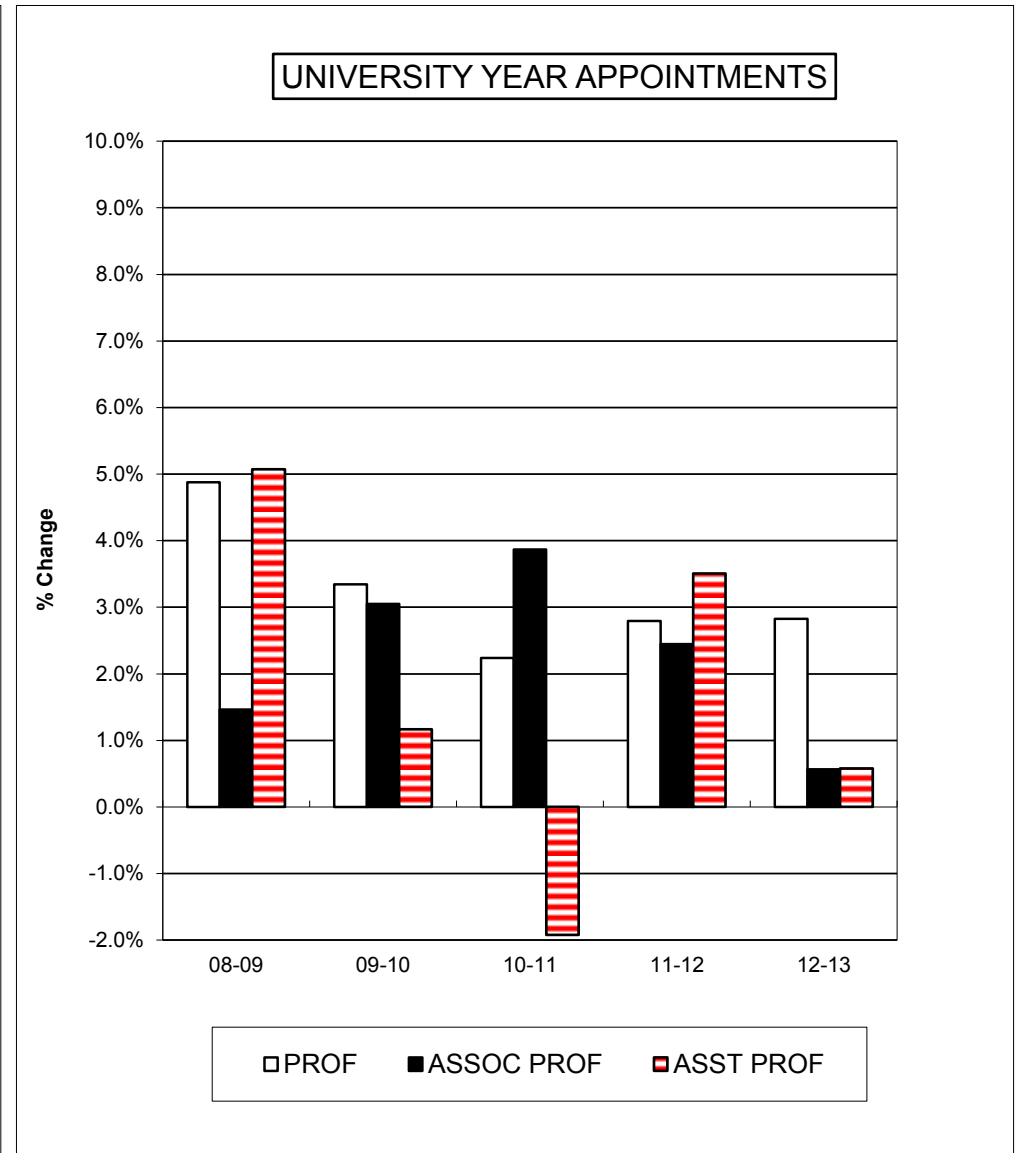
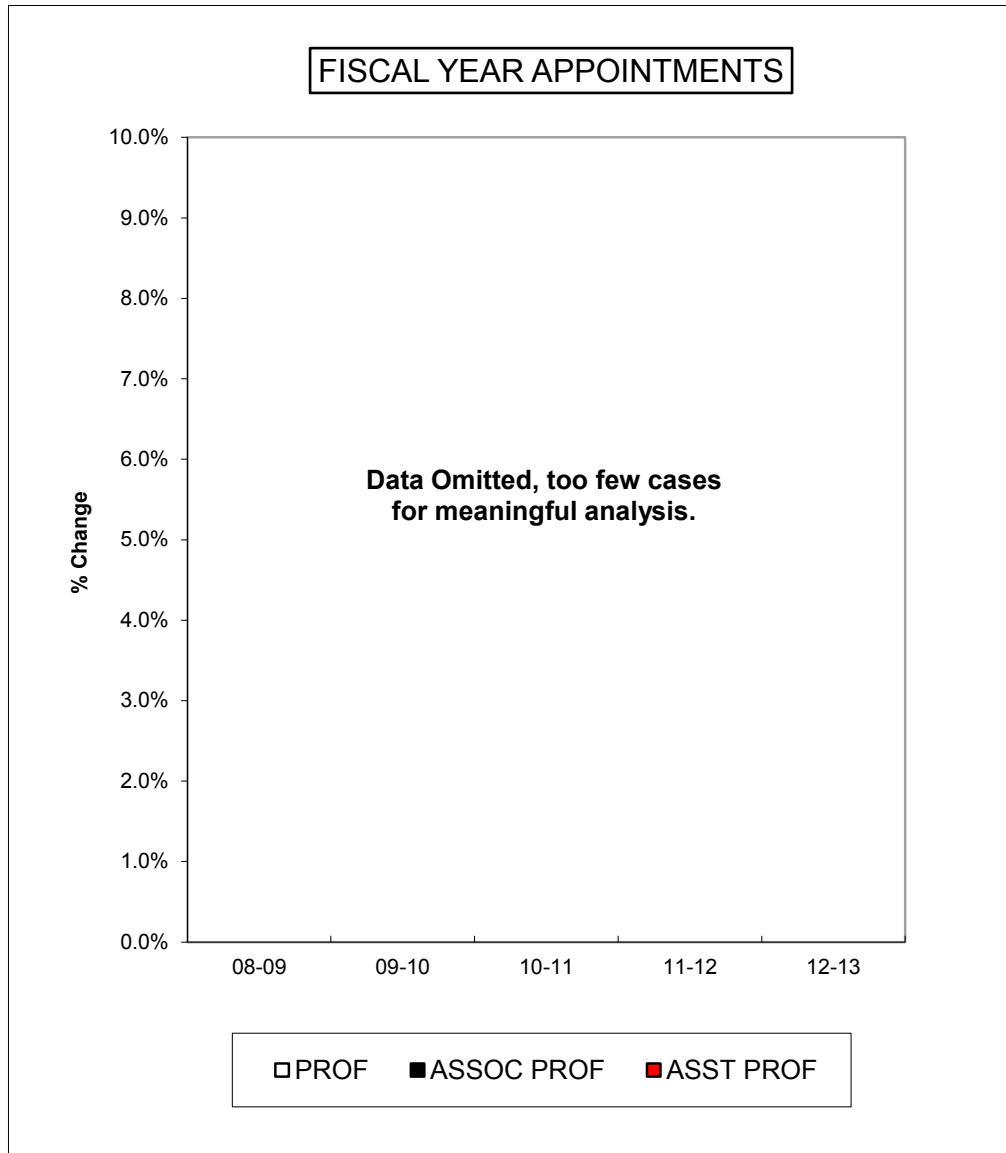
PERCENT CHANGE IN MEAN SALARIES BY RANK
 2008-2009 THROUGH 2012-2013
 ANN ARBOR CAMPUS



MEAN SALARIES OF REGULAR INSTRUCTIONAL STAFF
 2008-2009 THROUGH 2012-2013
 DEARBORN CAMPUS

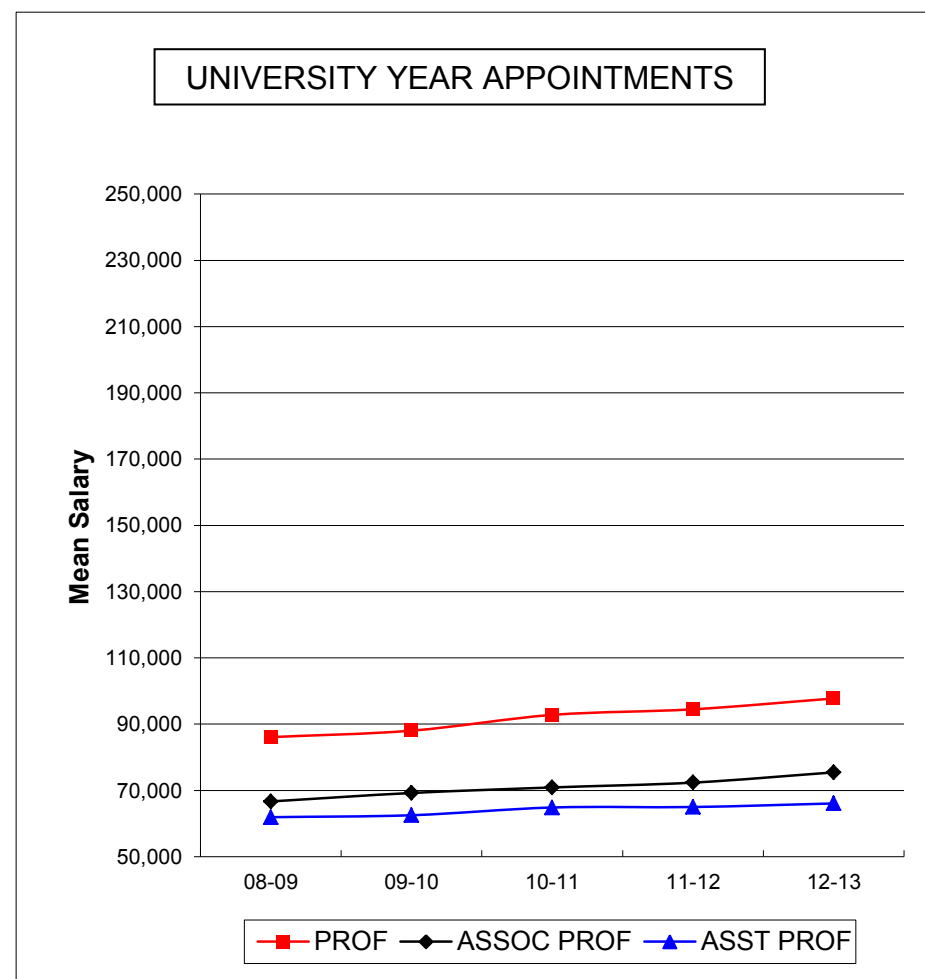
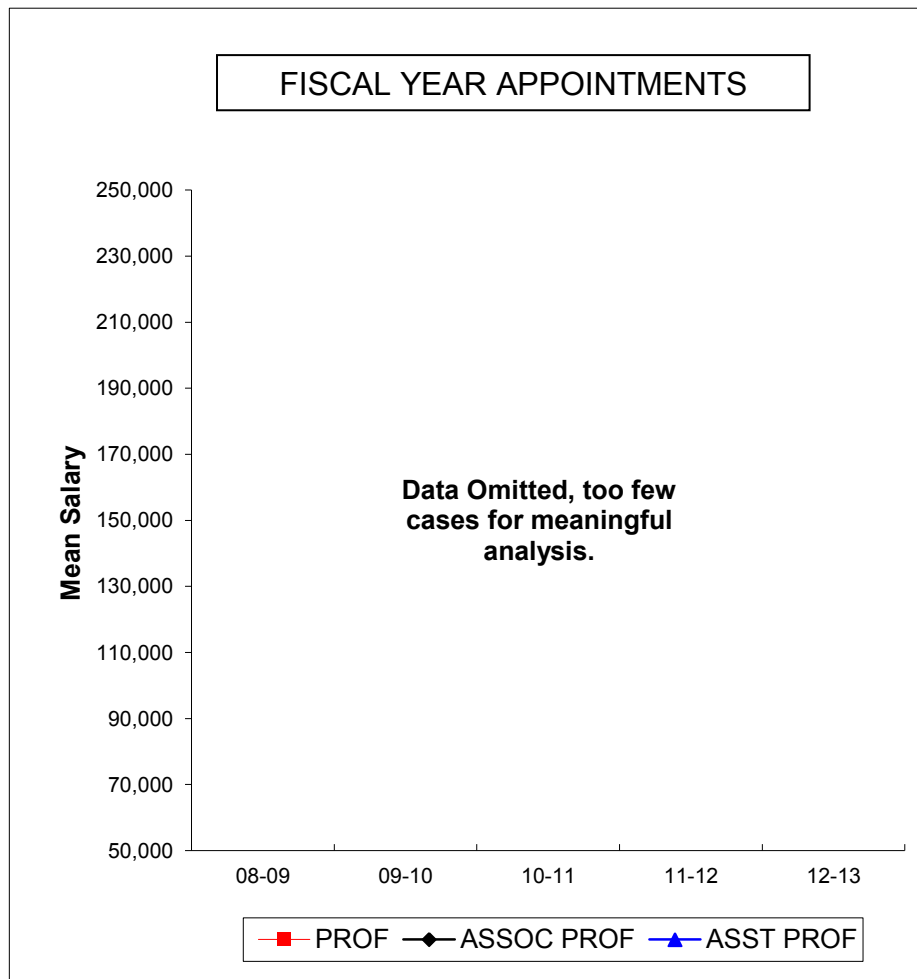


PERCENT CHANGE IN MEAN SALARIES BY RANK
 2008-2009 THROUGH 2012-2013
 DEARBORN CAMPUS

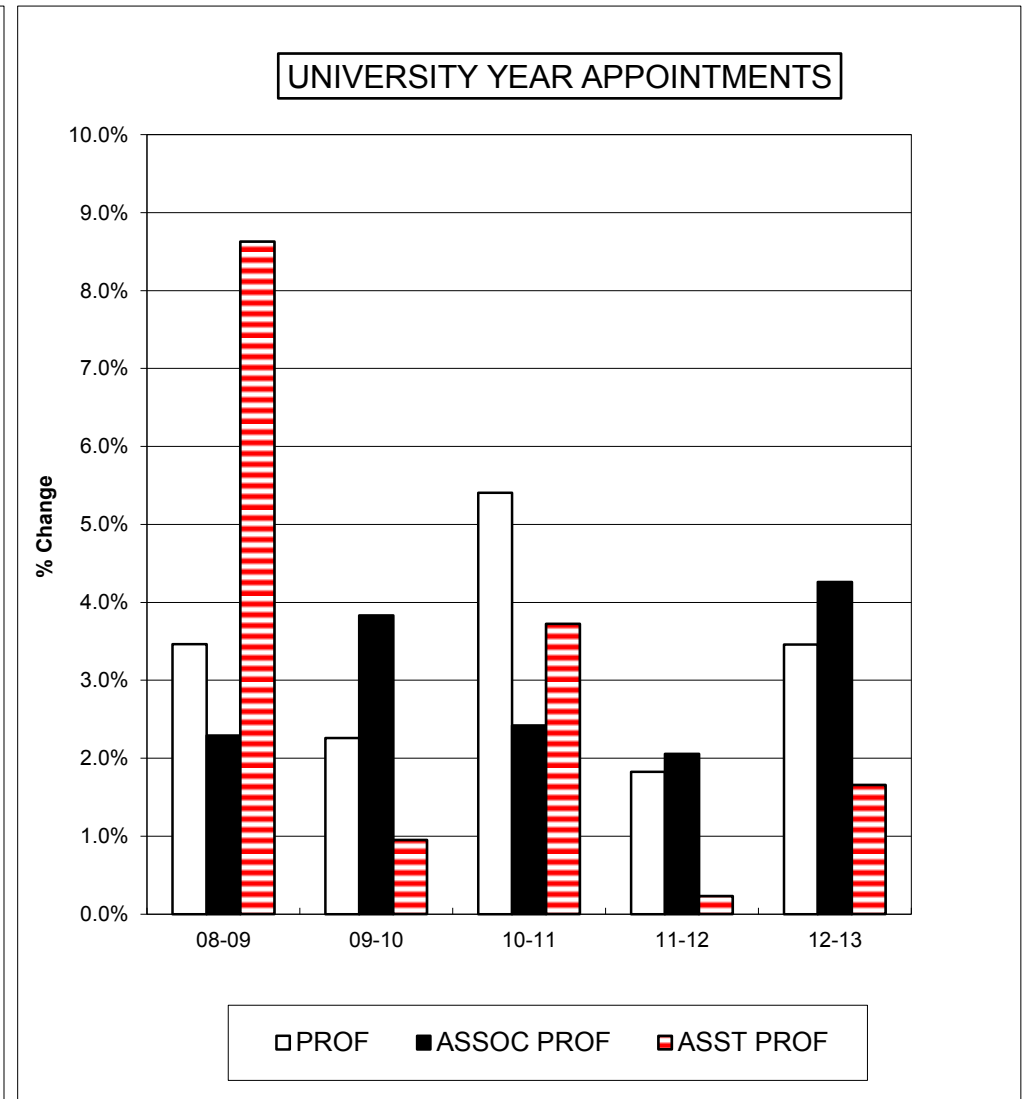
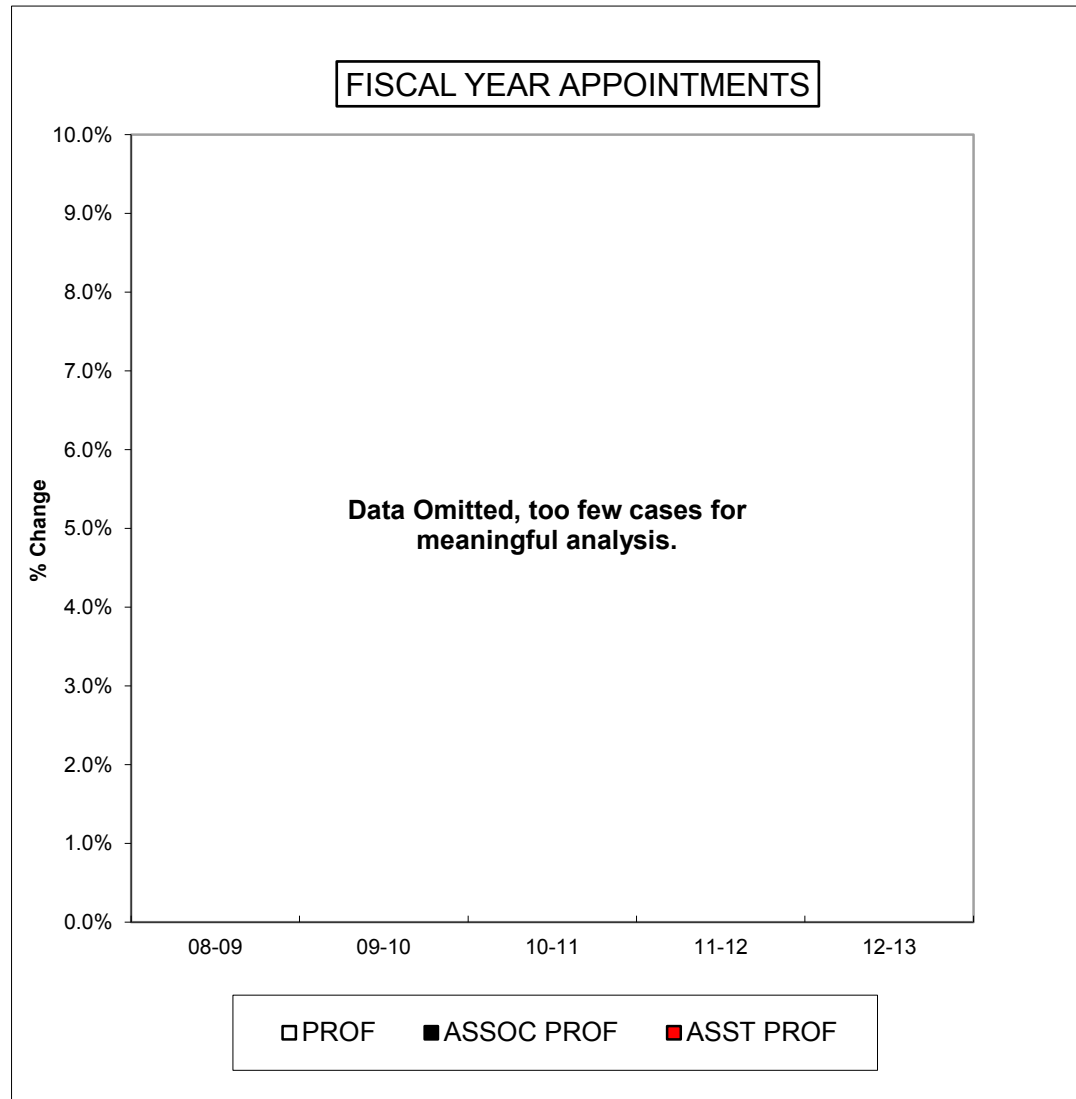


NOTE: The -1.9% change in mean salaries for FY 10-11 Assistant Professors was caused by new faculty being hired into this title with salaries below the average.

MEAN SALARIES OF REGULAR INSTRUCTIONAL STAFF
2008-2009 THROUGH 2012-2013
FLINT CAMPUS



PERCENT CHANGE IN MEAN SALARIES BY RANK
 2008-2009 THROUGH 2012-2013
 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 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 976 | 955.46 | 151,579 | 140,225 | 53,160 | 333,300 | 57 |
| Fiscal Year | 515 | 484.98 | 205,874 | 208,000 | 97,355 | 392,436 | 58 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 486 | 478.97 | 101,564 | 95,000 | 58,315 | 245,000 | 47 |
| Fiscal Year | 231 | 216.31 | 167,180 | 161,300 | 66,165 | 275,000 | 48 |
| ASST PROFESSOR | | | | | | | |
| University Year | 458 | 445.29 | 88,102 | 83,580 | 50,000 | 202,300 | 36 |
| Fiscal Year | 240 | 225.94 | 146,681 | 140,626 | 82,271 | 275,000 | 40 |
| INSTRUCTOR | | | | | | | |
| Fiscal Year | 1 | 1.00 | 65,998 | 65,998 | 65,998 | 65,998 | |
| Total Regular Instructional | | | | | | | |
| University Year | 1,920 | 1,879.72 | 123,777 | 113,000 | 50,000 | 333,300 | 50 |
| Fiscal Year | 987 | 928.23 | 182,282 | 188,821 | 65,998 | 392,436 | 52 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| University Year | 19 | 18.00 | 168,384 | 180,500 | 94,178 | 217,000 | 57 |
| Fiscal Year | 97 | 88.63 | 193,382 | 197,964 | 119,623 | 380,000 | 57 |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 17 | 15.29 | 83,111 | 75,829 | 56,468 | 170,600 | 55 |
| Fiscal Year | 205 | 192.70 | 173,239 | 179,689 | 62,275 | 250,000 | 49 |
| CLINICAL ASST PROF | | | | | | | |
| University Year | 13 | 12.75 | 95,861 | 75,952 | 65,733 | 145,500 | 46 |
| Fiscal Year | 571 | 525.69 | 150,944 | 150,000 | 66,000 | 275,000 | 44 |
| CLINICAL INSTRUCTOR | | | | | | | |
| Fiscal Year | 192 | 172.93 | 140,030 | 154,983 | 45,277 | 275,000 | 40 |
| CLINICAL LECTURER | | | | | | | |
| Fiscal Year | 284 | 256.83 | 106,539 | 100,000 | 40,000 | 300,000 | 35 |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 49 | 46.04 | 119,559 | 109,237 | 56,468 | 217,000 | 53 |
| Fiscal Year | 1,349 | 1,236.78 | 146,482 | 149,000 | 40,000 | 380,000 | 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 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 77 | 25.13 | 135,120 | 54,000 | 22,154 | 1,272,219 | 51 |
| LEO Lecturer I University Year | 244 | 170.48 | 52,885 | 35,743 | 29,333 | 626,898 | 42 |
| LEO Lecturer II University Year | 186 | 136.46 | 65,665 | 51,519 | 37,874 | 485,888 | 52 |
| Fiscal Year | 5 | 4.38 | 86,933 | 67,157 | 50,533 | 174,820 | 56 |
| LEO Lecturer III University Year | 57 | 52.94 | 55,991 | 51,875 | 37,204 | 97,920 | 44 |
| Fiscal Year | 10 | 10.00 | 72,359 | 66,512 | 48,023 | 103,250 | 47 |
| LEO Lecturer IV University Year | 148 | 141.47 | 67,132 | 61,930 | 41,894 | 128,477 | 54 |
| Fiscal Year | 40 | 37.80 | 119,503 | 115,406 | 56,085 | 235,626 | 55 |
| Total LEO - Lecturers University Year | 712 | 526.48 | 68,327 | 51,156 | 22,154 | 1,272,219 | 48 |
| Fiscal Year | 55 | 52.18 | 107,971 | 104,921 | 48,023 | 235,626 | 54 |
| LEO - Adjunct Faculty | | | | | | | |
| LEO Adjunct Professor University Year | 1 | 1.00 | 69,105 | 69,105 | 69,105 | 69,105 | |
| LEO Adjunct Asst Professor University Year | 1 | 1.00 | 86,125 | 86,125 | 86,125 | 86,125 | |
| LEO Adjunct Lecturer University Year | 4 | 3.50 | 74,613 | 67,047 | 53,458 | 110,900 | 51 |
| Fiscal Year | 1 | 1.00 | 67,125 | 67,125 | 67,125 | 67,125 | |
| Total LEO - Adjunct Faculty University Year | 6 | 5.50 | 75,614 | 68,799 | 53,458 | 110,900 | 53 |
| Fiscal Year | 1 | 1.00 | 67,125 | 67,125 | 67,125 | 67,125 | |

University of Michigan
 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 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 1,758 | 796.98 | 36,494 | 36,468 | 36,468 | 40,115 | 27 |
| Fiscal Year | 44 | 20.60 | 55,068 | 54,702 | 54,702 | 57,000 | 27 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 1,758 | 796.98 | 36,494 | 36,468 | 36,468 | 40,115 | 27 |
| Fiscal Year | 44 | 20.60 | 55,068 | 54,702 | 54,702 | 57,000 | 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
UM_DEARBORN 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 73 | 71.00 | 106,319 | 97,793 | 76,557 | 206,848 | 61 |
| Fiscal Year | 7 | 6.50 | 164,683 | 196,262 | 86,525 | 198,554 | 59 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 111 | 111.00 | 85,792 | 72,304 | 64,671 | 188,740 | 51 |
| ASST PROFESSOR | | | | | | | |
| University Year | 73 | 73.00 | 72,973 | 61,660 | 55,454 | 129,553 | 38 |
| INSTRUCTOR | | | | | | | |
| University Year | 2 | 2.00 | 54,000 | 54,000 | 51,000 | 57,000 | 37 |
| Total Regular Instructional | | | | | | | |
| University Year | 259 | 257.00 | 87,719 | 82,657 | 51,000 | 206,848 | 50 |
| Fiscal Year | 7 | 6.50 | 164,683 | 196,262 | 86,525 | 198,554 | 59 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 1 | 1.00 | 65,433 | 65,433 | 65,433 | 65,433 | |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 1 | 1.00 | 65,433 | 65,433 | 65,433 | 65,433 | |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 11 | 3.11 | 32,824 | 31,564 | 29,336 | 38,891 | 50 |
| LEO Lecturer I | | | | | | | |
| University Year | 120 | 54.97 | 30,569 | 28,227 | 27,300 | 109,227 | 48 |
| LEO Lecturer II | | | | | | | |
| University Year | 101 | 66.22 | 34,846 | 35,278 | 28,781 | 52,175 | 56 |
| LEO Lecturer III | | | | | | | |
| University Year | 9 | 9.00 | 52,201 | 43,156 | 37,825 | 112,700 | 47 |
| LEO Lecturer IV | | | | | | | |
| University Year | 26 | 26.00 | 60,191 | 57,129 | 44,280 | 86,957 | 57 |

University of Michigan
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 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 267 | 159.30 | 35,894 | 32,876 | 27,300 | 112,700 | 52 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 4 | 1.49 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor University Year | 4 | 1.49 | 36,468 | 36,468 | 36,468 | 36,468 | 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
UM_FLINT 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 38 | 37.00 | 97,754 | 91,656 | 74,485 | 135,172 | 60 |
| Fiscal Year | 2 | 2.00 | 122,731 | 122,731 | 115,318 | 130,144 | 64 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 62 | 61.76 | 75,444 | 70,132 | 63,419 | 129,000 | 49 |
| ASST PROFESSOR | | | | | | | |
| University Year | 74 | 73.50 | 66,067 | 57,815 | 50,000 | 127,838 | 41 |
| Fiscal Year | 4 | 3.75 | 83,912 | 83,945 | 83,102 | 84,657 | 47 |
| INSTRUCTOR | | | | | | | |
| Fiscal Year | 5 | 5.00 | 78,468 | 78,228 | 75,949 | 81,663 | 47 |
| Total Regular Instructional | | | | | | | |
| University Year | 174 | 172.26 | 76,328 | 70,802 | 50,000 | 135,172 | 48 |
| Fiscal Year | 11 | 10.75 | 88,495 | 83,102 | 75,949 | 130,144 | 50 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF | | | | | | | |
| Fiscal Year | 1 | 1.00 | 96,015 | 96,015 | 96,015 | 96,015 | |
| CLINICAL ASST PROF | | | | | | | |
| University Year | 8 | 8.00 | 67,990 | 67,773 | 66,884 | 69,360 | 56 |
| Fiscal Year | 2 | 1.50 | 151,253 | 151,253 | 87,632 | 214,874 | 54 |
| CLINICAL INSTRUCTOR | | | | | | | |
| Fiscal Year | 1 | 1.00 | 170,000 | 170,000 | 170,000 | 170,000 | |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 8 | 8.00 | 67,990 | 67,773 | 66,884 | 69,360 | 56 |
| Fiscal Year | 4 | 3.50 | 142,130 | 133,008 | 87,632 | 214,874 | 52 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 21 | 6.82 | 31,328 | 27,933 | 27,020 | 47,551 | 47 |
| LEO Lecturer I | | | | | | | |
| University Year | 154 | 66.37 | 30,812 | 28,778 | 26,300 | 57,095 | 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
UM_FLINT 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 89 | 53.50 | 37,861 | 33,776 | 29,350 | 82,224 | 54 |
| LEO Lecturer III | | | | | | | |
| University Year | 20 | 18.75 | 49,149 | 48,579 | 31,300 | 75,000 | 49 |
| Fiscal Year | 3 | 3.00 | 74,576 | 77,000 | 68,000 | 78,728 | 47 |
| LEO Lecturer IV | | | | | | | |
| University Year | 28 | 28.00 | 56,738 | 56,714 | 42,801 | 72,268 | 53 |
| Fiscal Year | 1 | 1.00 | 78,128 | 78,128 | 78,128 | 78,128 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 312 | 173.44 | 36,360 | 31,712 | 26,300 | 82,224 | 50 |
| Fiscal Year | 4 | 4.00 | 75,464 | 77,564 | 68,000 | 78,728 | 51 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 2 | 0.23 | 36,468 | 36,468 | 36,468 | 36,468 | 41 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 2 | 0.23 | 36,468 | 36,468 | 36,468 | 36,468 | 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
COLLEGE_ENGINEERING Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 200 | 194.72 | 162,420 | 152,677 | 118,000 | 270,800 | 56 |
| Fiscal Year | 3 | 3.00 | 244,414 | 221,333 | 198,489 | 313,419 | 51 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 64 | 63.50 | 113,081 | 113,582 | 58,315 | 138,713 | 44 |
| ASST PROFESSOR | | | | | | | |
| University Year | 79 | 79.00 | 95,439 | 95,000 | 87,000 | 108,079 | 35 |
| Total Regular Instructional | | | | | | | |
| University Year | 343 | 337.22 | 137,787 | 132,000 | 58,315 | 270,800 | 49 |
| Fiscal Year | 3 | 3.00 | 244,414 | 221,333 | 198,489 | 313,419 | 51 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| Fiscal Year | 2 | 1.90 | 285,475 | 285,475 | 190,950 | 380,000 | 63 |
| Total Regular Clinical Instructional | | | | | | | |
| Fiscal Year | 2 | 1.90 | 285,475 | 285,475 | 190,950 | 380,000 | 63 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 8 | 3.28 | 88,396 | 78,647 | 50,000 | 185,450 | 54 |
| LEO Lecturer I | | | | | | | |
| University Year | 15 | 9.70 | 64,703 | 66,000 | 45,000 | 100,000 | 48 |
| LEO Lecturer II | | | | | | | |
| University Year | 6 | 3.25 | 73,093 | 77,564 | 51,635 | 89,333 | 54 |
| LEO Lecturer III | | | | | | | |
| University Year | 7 | 6.70 | 66,652 | 54,002 | 51,000 | 97,920 | 45 |
| Fiscal Year | 2 | 2.00 | 89,477 | 89,477 | 84,229 | 94,726 | 43 |
| LEO Lecturer IV | | | | | | | |
| University Year | 22 | 21.60 | 78,837 | 65,406 | 53,704 | 128,477 | 51 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 58 | 44.53 | 74,435 | 68,994 | 45,000 | 185,450 | 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
COLLEGE_ENGINEERING Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 2.00 | 89,477 | 89,477 | 84,229 | 94,726 | 43 |
| LEO - Adjunct Faculty | | | | | | | |
| LEO Adjunct Professor University Year | 1 | 1.00 | 69,105 | 69,105 | 69,105 | 69,105 | |
| LEO Adjunct Asst Professor University Year | 1 | 1.00 | 86,125 | 86,125 | 86,125 | 86,125 | |
| LEO Adjunct Lecturer University Year | 2 | 1.50 | 67,047 | 67,047 | 65,601 | 68,492 | 39 |
| Total LEO - Adjunct Faculty University Year | 4 | 3.50 | 72,331 | 68,799 | 65,601 | 86,125 | 48 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 257 | 118.55 | 36,607 | 36,468 | 36,468 | 40,000 | 26 |
| Total Graduate Student Instructor University Year | 257 | 118.55 | 36,607 | 36,468 | 36,468 | 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_LSA Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 457 | 451.56 | 136,658 | 130,000 | 53,160 | 325,000 | 57 |
| Fiscal Year | 13 | 13.00 | 203,001 | 200,912 | 97,355 | 330,910 | 64 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 220 | 215.82 | 89,412 | 87,950 | 58,450 | 186,500 | 46 |
| ASST PROFESSOR | | | | | | | |
| University Year | 208 | 197.15 | 76,062 | 73,802 | 52,275 | 136,500 | 36 |
| Total Regular Instructional | | | | | | | |
| University Year | 885 | 864.53 | 110,671 | 103,169 | 52,275 | 325,000 | 49 |
| Fiscal Year | 13 | 13.00 | 203,001 | 200,912 | 97,355 | 330,910 | 64 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 13 | 7.73 | 45,540 | 43,387 | 33,300 | 95,275 | 48 |
| LEO Lecturer I | | | | | | | |
| University Year | 135 | 111.54 | 39,625 | 34,408 | 33,300 | 167,979 | 39 |
| LEO Lecturer II | | | | | | | |
| University Year | 108 | 95.31 | 48,774 | 44,702 | 37,874 | 77,710 | 48 |
| LEO Lecturer III | | | | | | | |
| University Year | 36 | 34.94 | 52,219 | 49,192 | 37,204 | 87,921 | 43 |
| LEO Lecturer IV | | | | | | | |
| University Year | 107 | 102.66 | 64,368 | 60,751 | 43,355 | 104,534 | 55 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 399 | 352.18 | 50,066 | 47,000 | 33,300 | 167,979 | 47 |
| LEO - Adjunct Faculty | | | | | | | |
| LEO Adjunct Lecturer | | | | | | | |
| University Year | 2 | 2.00 | 82,179 | 82,179 | 53,458 | 110,900 | 62 |
| Total LEO - Adjunct Faculty | | | | | | | |
| University Year | 2 | 2.00 | 82,179 | 82,179 | 53,458 | 110,900 | 62 |

University of Michigan
 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_LSA Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 1,155 | 563.58 | 36,471 | 36,468 | 36,468 | 40,115 | 27 |
| Total Graduate Student Instructor University Year | 1,155 | 563.58 | 36,471 | 36,468 | 36,468 | 40,115 | 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
COLLEGE_PHARMACY Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 14.65 | 186,534 | 192,837 | 127,920 | 278,996 | 55 |
| ASSOC PROFESSOR Fiscal Year | 8 | 8.00 | 130,638 | 129,613 | 109,860 | 152,205 | 51 |
| ASST PROFESSOR Fiscal Year | 7 | 7.00 | 103,716 | 104,361 | 95,943 | 115,000 | 41 |
| Total Regular Instructional Fiscal Year | 30 | 29.65 | 152,304 | 139,277 | 95,943 | 278,996 | 51 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 4 | 3.80 | 139,593 | 145,539 | 119,623 | 147,669 | 56 |
| CLINICAL ASSOC PROF Fiscal Year | 9 | 8.60 | 125,825 | 124,322 | 121,346 | 135,389 | 48 |
| CLINICAL ASST PROF Fiscal Year | 14 | 13.80 | 114,791 | 110,270 | 102,000 | 180,250 | 37 |
| Total Regular Clinical Instructional Fiscal Year | 27 | 26.20 | 122,143 | 119,767 | 102,000 | 180,250 | 43 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer IV Fiscal Year | 1 | 1.00 | 93,993 | 93,993 | 93,993 | 93,993 | |
| Total LEO - Lecturers Fiscal Year | 1 | 1.00 | 93,993 | 93,993 | 93,993 | 93,993 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 22 | 10.55 | 36,533 | 36,533 | 36,533 | 36,533 | 27 |
| Total Graduate Student Instructor University Year | 22 | 10.55 | 36,533 | 36,533 | 36,533 | 36,533 | 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
COLL_ARCH_URN_PLN Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 8.50 | 124,421 | 125,872 | 102,338 | 150,322 | 61 |
| Fiscal Year | 1 | 1.00 | 223,770 | 223,770 | 223,770 | 223,770 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 20 | 19.80 | 93,012 | 93,585 | 78,828 | 104,088 | 50 |
| ASST PROFESSOR | | | | | | | |
| University Year | 22 | 22.00 | 67,650 | 65,721 | 61,500 | 87,352 | 39 |
| Total Regular Instructional | | | | | | | |
| University Year | 51 | 50.30 | 87,614 | 82,031 | 61,500 | 150,322 | 47 |
| Fiscal Year | 1 | 1.00 | 223,770 | 223,770 | 223,770 | 223,770 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| University Year | 3 | 3.00 | 109,291 | 109,313 | 109,237 | 109,323 | 59 |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 1 | 0.50 | 84,775 | 84,775 | 84,775 | 84,775 | |
| CLINICAL ASST PROF | | | | | | | |
| University Year | 3 | 3.00 | 66,280 | 66,355 | 66,131 | 66,355 | 44 |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 7 | 6.50 | 87,356 | 84,775 | 66,131 | 109,323 | 50 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 4 | 3.03 | 47,834 | 46,619 | 34,408 | 63,691 | 50 |
| LEO Lecturer I | | | | | | | |
| University Year | 18 | 15.50 | 47,333 | 50,000 | 34,202 | 63,691 | 35 |
| LEO Lecturer II | | | | | | | |
| University Year | 2 | 2.00 | 51,394 | 51,394 | 51,000 | 51,787 | 39 |
| LEO Lecturer III | | | | | | | |
| University Year | 1 | 0.55 | 44,237 | 44,237 | 44,237 | 44,237 | |
| Fiscal Year | 2 | 2.00 | 56,680 | 56,680 | 51,875 | 61,485 | 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
COLL_ARCH_URN_PLN Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 4.00 | 65,999 | 62,572 | 59,520 | 79,330 | 51 |
| Fiscal Year | 1 | 1.00 | 90,021 | 90,021 | 90,021 | 90,021 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 29 | 25.08 | 50,150 | 51,237 | 34,202 | 79,330 | 40 |
| Fiscal Year | 3 | 3.00 | 67,794 | 61,485 | 51,875 | 90,021 | 41 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 47 | 13.27 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 47 | 13.27 | 36,468 | 36,468 | 36,468 | 36,468 | 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
DBN_COL_ARTS_SCI_LTR Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 38 | 36.50 | 90,321 | 90,342 | 76,557 | 118,300 | 61 |
| Fiscal Year | 2 | 1.50 | 93,269 | 93,269 | 86,525 | 100,012 | 59 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 57 | 57.00 | 70,768 | 70,075 | 64,671 | 87,861 | 53 |
| ASST PROFESSOR | | | | | | | |
| University Year | 47 | 47.00 | 60,445 | 60,000 | 55,454 | 71,334 | 37 |
| INSTRUCTOR | | | | | | | |
| University Year | 1 | 1.00 | 57,000 | 57,000 | 57,000 | 57,000 | |
| Total Regular Instructional | | | | | | | |
| University Year | 143 | 141.50 | 72,475 | 69,710 | 55,454 | 118,300 | 50 |
| Fiscal Year | 2 | 1.50 | 93,269 | 93,269 | 86,525 | 100,012 | 59 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 1 | 1.00 | 65,433 | 65,433 | 65,433 | 65,433 | |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 1 | 1.00 | 65,433 | 65,433 | 65,433 | 65,433 | |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 3 | 0.75 | 36,449 | 38,891 | 31,564 | 38,891 | 48 |
| LEO Lecturer I | | | | | | | |
| University Year | 82 | 44.59 | 28,278 | 28,040 | 27,300 | 32,500 | 47 |
| LEO Lecturer II | | | | | | | |
| University Year | 75 | 53.05 | 34,825 | 35,279 | 28,781 | 52,175 | 54 |
| LEO Lecturer III | | | | | | | |
| University Year | 7 | 7.00 | 42,201 | 43,156 | 37,825 | 44,000 | 49 |
| LEO Lecturer IV | | | | | | | |
| University Year | 17 | 17.00 | 51,925 | 51,524 | 44,280 | 62,489 | 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_COL_ARTS_SCI_LTR Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 184 | 122.39 | 33,794 | 31,951 | 27,300 | 62,489 | 51 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 2 | 0.75 | 36,468 | 36,468 | 36,468 | 36,468 | 35 |
| Total Graduate Student Instructor University Year | 2 | 0.75 | 36,468 | 36,468 | 36,468 | 36,468 | 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
DBN_COL_BUSINESS Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 151,527 | 142,697 | 129,234 | 206,848 | 56 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 17 | 17.00 | 133,300 | 128,289 | 101,410 | 188,740 | 49 |
| ASST PROFESSOR | | | | | | | |
| University Year | 11 | 11.00 | 117,758 | 117,689 | 108,000 | 129,553 | 40 |
| Total Regular Instructional | | | | | | | |
| University Year | 37 | 37.00 | 133,113 | 128,289 | 101,410 | 206,848 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 1 | 0.25 | 38,085 | 38,085 | 38,085 | 38,085 | |
| LEO Lecturer I | | | | | | | |
| University Year | 13 | 3.42 | 35,052 | 33,140 | 30,400 | 57,620 | 49 |
| LEO Lecturer II | | | | | | | |
| University Year | 5 | 2.58 | 37,907 | 36,692 | 34,993 | 44,020 | 61 |
| LEO Lecturer III | | | | | | | |
| University Year | 2 | 2.00 | 87,200 | 87,200 | 61,700 | 112,700 | 43 |
| LEO Lecturer IV | | | | | | | |
| University Year | 9 | 9.00 | 75,804 | 73,033 | 70,243 | 86,957 | 55 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 30 | 17.25 | 51,331 | 37,781 | 30,400 | 112,700 | 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_COL_ENGINEERING Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 22 | 22.00 | 117,290 | 110,951 | 90,564 | 191,112 | 60 |
| Fiscal Year | 5 | 5.00 | 193,249 | 196,403 | 177,179 | 198,554 | 58 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 26 | 26.00 | 94,503 | 93,872 | 78,208 | 109,620 | 50 |
| ASST PROFESSOR | | | | | | | |
| University Year | 11 | 11.00 | 87,176 | 86,275 | 82,578 | 92,610 | 39 |
| Total Regular Instructional | | | | | | | |
| University Year | 59 | 59.00 | 101,634 | 96,621 | 78,208 | 191,112 | 52 |
| Fiscal Year | 5 | 5.00 | 193,249 | 196,403 | 177,179 | 198,554 | 58 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 4 | 1.08 | 31,261 | 30,938 | 29,376 | 33,793 | 44 |
| LEO Lecturer I | | | | | | | |
| University Year | 12 | 3.22 | 36,725 | 33,333 | 30,000 | 54,600 | 53 |
| LEO Lecturer II | | | | | | | |
| University Year | 4 | 2.68 | 36,247 | 36,996 | 32,791 | 38,208 | 60 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 20 | 6.98 | 35,537 | 33,333 | 29,376 | 54,600 | 53 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 2 | 0.74 | 36,468 | 36,468 | 36,468 | 36,468 | 24 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 2 | 0.74 | 36,468 | 36,468 | 36,468 | 36,468 | 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
DBN_SCH_EDUCATION Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 96,250 | 90,065 | 78,474 | 126,394 | 68 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 11 | 11.00 | 69,628 | 70,181 | 65,175 | 75,372 | 50 |
| ASST PROFESSOR | | | | | | | |
| University Year | 4 | 4.00 | 57,971 | 57,496 | 56,100 | 60,791 | 39 |
| INSTRUCTOR | | | | | | | |
| University Year | 1 | 1.00 | 51,000 | 51,000 | 51,000 | 51,000 | |
| Total Regular Instructional | | | | | | | |
| University Year | 20 | 19.50 | 71,690 | 69,458 | 51,000 | 126,394 | 51 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 3 | 1.03 | 29,530 | 29,343 | 29,336 | 29,911 | 57 |
| LEO Lecturer I | | | | | | | |
| University Year | 13 | 3.74 | 34,853 | 28,081 | 27,300 | 109,227 | 51 |
| LEO Lecturer II | | | | | | | |
| University Year | 17 | 7.91 | 33,711 | 33,204 | 32,252 | 35,449 | 62 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 33 | 12.68 | 33,781 | 32,551 | 27,300 | 109,227 | 57 |

University of Michigan
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 Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 27.00 | 90,546 | 88,579 | 79,854 | 107,989 | 59 |
| ASSOC PROFESSOR University Year | 47 | 46.76 | 71,806 | 69,930 | 64,828 | 93,115 | 49 |
| ASST PROFESSOR University Year | 49 | 49.00 | 59,205 | 56,150 | 54,140 | 74,950 | 39 |
| Total Regular Instructional University Year | 124 | 122.76 | 71,058 | 69,221 | 54,140 | 107,989 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 1 | 0.25 | 47,551 | 47,551 | 47,551 | 47,551 | |
| LEO Lecturer I University Year | 64 | 34.10 | 29,023 | 27,967 | 26,300 | 41,300 | 45 |
| LEO Lecturer II University Year | 57 | 39.98 | 36,245 | 33,755 | 29,350 | 82,224 | 52 |
| LEO Lecturer III University Year | 10 | 9.75 | 43,021 | 41,288 | 38,000 | 51,480 | 41 |
| LEO Lecturer IV University Year | 27 | 27.00 | 56,731 | 56,697 | 42,801 | 72,268 | 54 |
| Total LEO - Lecturers University Year | 159 | 111.08 | 37,314 | 31,405 | 26,300 | 82,224 | 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_HLTH_PROF_STUD Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 87,799 | 87,799 | 87,799 | 87,799 | |
| Fiscal Year | 2 | 2.00 | 122,731 | 122,731 | 115,318 | 130,144 | 64 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 3 | 3.00 | 81,377 | 81,779 | 76,017 | 86,336 | 46 |
| ASST PROFESSOR | | | | | | | |
| University Year | 9 | 8.50 | 67,633 | 69,870 | 58,237 | 75,590 | 52 |
| Fiscal Year | 4 | 3.75 | 83,912 | 83,945 | 83,102 | 84,657 | 47 |
| INSTRUCTOR | | | | | | | |
| Fiscal Year | 5 | 5.00 | 78,468 | 78,228 | 75,949 | 81,663 | 47 |
| Total Regular Instructional | | | | | | | |
| University Year | 13 | 12.50 | 72,356 | 72,870 | 58,237 | 87,799 | 52 |
| Fiscal Year | 11 | 10.75 | 88,495 | 83,102 | 75,949 | 130,144 | 50 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF | | | | | | | |
| Fiscal Year | 1 | 1.00 | 96,015 | 96,015 | 96,015 | 96,015 | |
| CLINICAL ASST PROF | | | | | | | |
| University Year | 8 | 8.00 | 67,990 | 67,773 | 66,884 | 69,360 | 56 |
| Fiscal Year | 2 | 1.50 | 151,253 | 151,253 | 87,632 | 214,874 | 54 |
| CLINICAL INSTRUCTOR | | | | | | | |
| Fiscal Year | 1 | 1.00 | 170,000 | 170,000 | 170,000 | 170,000 | |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 8 | 8.00 | 67,990 | 67,773 | 66,884 | 69,360 | 56 |
| Fiscal Year | 4 | 3.50 | 142,130 | 133,008 | 87,632 | 214,874 | 52 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 20 | 6.57 | 30,516 | 27,933 | 27,020 | 40,335 | 45 |
| LEO Lecturer I | | | | | | | |
| University Year | 54 | 15.16 | 32,827 | 32,801 | 26,400 | 40,235 | 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_HLTH_PROF_STUD Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 15 | 6.09 | 44,322 | 43,111 | 34,371 | 61,057 | 53 |
| LEO Lecturer III University Year | 5 | 5.00 | 56,594 | 53,540 | 51,500 | 65,411 | 51 |
| Fiscal Year | 3 | 3.00 | 74,576 | 77,000 | 68,000 | 78,728 | 47 |
| LEO Lecturer IV Fiscal Year | 1 | 1.00 | 78,128 | 78,128 | 78,128 | 78,128 | |
| Total LEO - Lecturers University Year | 94 | 32.82 | 35,434 | 34,000 | 26,400 | 65,411 | 49 |
| Fiscal Year | 4 | 4.00 | 75,464 | 77,564 | 68,000 | 78,728 | 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_MGMT_DEAN Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 129,473 | 128,661 | 123,899 | 135,172 | 62 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 5 | 5.00 | 116,868 | 117,132 | 106,263 | 129,000 | 47 |
| ASST PROFESSOR | | | | | | | |
| University Year | 10 | 10.00 | 105,768 | 102,680 | 97,850 | 127,838 | 38 |
| Total Regular Instructional | | | | | | | |
| University Year | 22 | 22.00 | 115,833 | 114,561 | 97,850 | 135,172 | 47 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 4 | 2.25 | 47,128 | 45,058 | 41,300 | 57,095 | 51 |
| LEO Lecturer II | | | | | | | |
| University Year | 5 | 2.50 | 48,077 | 49,014 | 44,661 | 51,075 | 52 |
| LEO Lecturer III | | | | | | | |
| University Year | 3 | 2.75 | 69,069 | 66,628 | 65,578 | 75,000 | 63 |
| LEO Lecturer IV | | | | | | | |
| University Year | 1 | 1.00 | 56,928 | 56,928 | 56,928 | 56,928 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 13 | 8.50 | 53,310 | 49,330 | 41,300 | 75,000 | 53 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 2 | 0.23 | 36,468 | 36,468 | 36,468 | 36,468 | 41 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 2 | 0.23 | 36,468 | 36,468 | 36,468 | 36,468 | 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
FLINT_SCHEDU_HMN_SVS Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 92,622 | 92,622 | 74,485 | 110,758 | 65 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 7 | 7.00 | 67,743 | 66,901 | 63,419 | 77,133 | 48 |
| ASST PROFESSOR | | | | | | | |
| University Year | 6 | 6.00 | 53,587 | 52,908 | 50,000 | 60,707 | 49 |
| Total Regular Instructional | | | | | | | |
| University Year | 15 | 15.00 | 65,398 | 66,292 | 50,000 | 110,758 | 51 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 32 | 14.86 | 28,949 | 27,815 | 26,300 | 41,300 | 50 |
| LEO Lecturer II | | | | | | | |
| University Year | 12 | 4.93 | 33,204 | 32,900 | 30,216 | 40,822 | 62 |
| LEO Lecturer III | | | | | | | |
| University Year | 2 | 1.25 | 31,300 | 31,300 | 31,300 | 31,300 | 60 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 46 | 21.04 | 30,161 | 28,273 | 26,300 | 41,300 | 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 Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 40 | 37.89 | 254,182 | 264,750 | 182,833 | 307,000 | 54 |
| ASST PROFESSOR | | | | | | | |
| University Year | 8 | 7.39 | 154,875 | 168,500 | 50,000 | 175,500 | 37 |
| Total Regular Instructional | | | | | | | |
| University Year | 48 | 45.28 | 237,631 | 232,000 | 50,000 | 307,000 | 51 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| University Year | 12 | 11.50 | 191,208 | 193,750 | 154,500 | 217,000 | 53 |
| CLINICAL ASST PROF | | | | | | | |
| University Year | 4 | 3.75 | 136,458 | 137,000 | 132,500 | 139,333 | 45 |
| Fiscal Year | 7 | 7.00 | 86,143 | 91,000 | 69,500 | 94,500 | 48 |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 16 | 15.25 | 177,521 | 184,000 | 132,500 | 217,000 | 51 |
| Fiscal Year | 7 | 7.00 | 86,143 | 91,000 | 69,500 | 94,500 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 10 | 0.66 | 553,161 | 580,850 | 172,251 | 1,272,219 | 60 |
| LEO Lecturer I | | | | | | | |
| University Year | 8 | 3.22 | 276,522 | 313,449 | 51,165 | 626,898 | 51 |
| LEO Lecturer II | | | | | | | |
| University Year | 7 | 2.79 | 318,106 | 364,065 | 88,800 | 485,888 | 62 |
| LEO Lecturer IV | | | | | | | |
| Fiscal Year | 1 | 1.00 | 180,590 | 180,590 | 180,590 | 180,590 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 25 | 6.67 | 398,821 | 343,500 | 51,165 | 1,272,219 | 58 |
| Fiscal Year | 1 | 1.00 | 180,590 | 180,590 | 180,590 | 180,590 | |

University of Michigan
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 Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 447 | 418.47 | 206,554 | 209,672 | 111,512 | 392,436 | 58 |
| ASSOC PROFESSOR | | | | | | | |
| Fiscal Year | 203 | 188.51 | 172,212 | 173,667 | 87,433 | 275,000 | 47 |
| ASST PROFESSOR | | | | | | | |
| Fiscal Year | 219 | 205.14 | 150,605 | 145,950 | 82,271 | 275,000 | 40 |
| Total Regular Instructional | | | | | | | |
| University Year | 1 | 1.00 | 68,954 | 68,954 | 68,954 | 68,954 | |
| Fiscal Year | 869 | 812.12 | 184,432 | 192,500 | 82,271 | 392,436 | 51 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| Fiscal Year | 78 | 71.82 | 196,758 | 200,000 | 123,600 | 250,000 | 57 |
| CLINICAL ASSOC PROF | | | | | | | |
| Fiscal Year | 180 | 168.10 | 180,502 | 186,000 | 62,275 | 250,000 | 49 |
| CLINICAL ASST PROF | | | | | | | |
| Fiscal Year | 498 | 454.21 | 158,283 | 160,500 | 66,000 | 275,000 | 44 |
| CLINICAL INSTRUCTOR | | | | | | | |
| Fiscal Year | 170 | 152.53 | 147,595 | 157,400 | 45,277 | 275,000 | 39 |
| CLINICAL LECTURER | | | | | | | |
| Fiscal Year | 273 | 247.03 | 108,020 | 100,000 | 40,000 | 300,000 | 35 |
| Total Regular Clinical Instructional | | | | | | | |
| Fiscal Year | 1,199 | 1,093.69 | 151,162 | 155,500 | 40,000 | 300,000 | 43 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 1 | 0.75 | 29,333 | 29,333 | 29,333 | 29,333 | |
| LEO Lecturer III | | | | | | | |
| Fiscal Year | 3 | 3.00 | 83,408 | 84,975 | 62,000 | 103,250 | 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
MEDICAL_SCHOOL Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | | | | | | | |
| Fiscal Year | 7 | 6.80 | 111,627 | 117,960 | 66,000 | 137,928 | 51 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 1 | 0.75 | 29,333 | 29,333 | 29,333 | 29,333 | |
| Fiscal Year | 10 | 9.80 | 103,161 | 109,223 | 62,000 | 137,928 | 51 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 12 | 2.86 | 36,851 | 36,468 | 36,468 | 38,000 | 26 |
| Fiscal Year | 10 | 4.25 | 56,311 | 57,000 | 54,702 | 57,000 | 25 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 12 | 2.86 | 36,851 | 36,468 | 36,468 | 38,000 | 26 |
| Fiscal Year | 10 | 4.25 | 56,311 | 57,000 | 54,702 | 57,000 | 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
SCHOOL_ART_DESIGN Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 107,188 | 100,560 | 95,387 | 139,248 | 59 |
| Fiscal Year | 2 | 2.00 | 222,679 | 222,679 | 158,025 | 287,332 | 64 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 13 | 13.00 | 86,423 | 86,563 | 79,414 | 97,360 | 46 |
| ASST PROFESSOR | | | | | | | |
| University Year | 5 | 5.00 | 75,049 | 72,569 | 69,371 | 84,404 | 39 |
| Total Regular Instructional | | | | | | | |
| University Year | 34 | 34.00 | 94,522 | 94,374 | 69,371 | 139,248 | 51 |
| Fiscal Year | 2 | 2.00 | 222,679 | 222,679 | 158,025 | 287,332 | 64 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 1 | 0.33 | 37,091 | 37,091 | 37,091 | 37,091 | |
| LEO Lecturer I | | | | | | | |
| University Year | 12 | 5.78 | 42,879 | 41,943 | 38,611 | 49,196 | 41 |
| LEO Lecturer II | | | | | | | |
| University Year | 11 | 6.61 | 54,791 | 53,626 | 44,772 | 75,432 | 55 |
| LEO Lecturer III | | | | | | | |
| University Year | 1 | 0.50 | 84,559 | 84,559 | 84,559 | 84,559 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 25 | 13.22 | 49,556 | 46,248 | 37,091 | 84,559 | 48 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 21 | 5.04 | 36,468 | 36,468 | 36,468 | 36,468 | 30 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 21 | 5.04 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 48 | 46.25 | 233,114 | 238,500 | 141,000 | 333,300 | 57 |
| Fiscal Year | 1 | 0.56 | 209,989 | 209,989 | 209,989 | 209,989 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 28 | 28.00 | 188,379 | 189,600 | 108,100 | 245,000 | 47 |
| Fiscal Year | 1 | 1.00 | 228,700 | 228,700 | 228,700 | 228,700 | |
| ASST PROFESSOR | | | | | | | |
| University Year | 30 | 30.00 | 167,547 | 162,050 | 134,500 | 202,300 | 34 |
| Total Regular Instructional | | | | | | | |
| University Year | 106 | 104.25 | 202,740 | 193,850 | 108,100 | 333,300 | 48 |
| Fiscal Year | 2 | 1.56 | 219,345 | 219,345 | 209,989 | 228,700 | 49 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| University Year | 1 | 1.00 | 215,200 | 215,200 | 215,200 | 215,200 | |
| Fiscal Year | 3 | 1.51 | 191,563 | 169,700 | 165,189 | 239,800 | 56 |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 1 | 0.50 | 170,600 | 170,600 | 170,600 | 170,600 | |
| CLINICAL ASST PROF | | | | | | | |
| University Year | 1 | 1.00 | 145,500 | 145,500 | 145,500 | 145,500 | |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 3 | 2.50 | 177,100 | 170,600 | 145,500 | 215,200 | 54 |
| Fiscal Year | 3 | 1.51 | 191,563 | 169,700 | 165,189 | 239,800 | 56 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 4 | 0.56 | 338,031 | 279,566 | 120,000 | 672,992 | 50 |
| LEO Lecturer I | | | | | | | |
| University Year | 5 | 3.07 | 102,376 | 89,507 | 49,078 | 175,134 | 52 |
| LEO Lecturer II | | | | | | | |
| University Year | 7 | 4.69 | 99,871 | 106,910 | 46,902 | 195,481 | 57 |
| Fiscal Year | 4 | 3.38 | 91,878 | 71,078 | 50,533 | 174,820 | 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
SCHOOL_BUS_ADMIN Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | | | | | | | |
| Fiscal Year | 20 | 18.50 | 138,256 | 132,613 | 69,550 | 235,626 | 56 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 16 | 8.32 | 160,194 | 110,438 | 46,902 | 672,992 | 54 |
| Fiscal Year | 24 | 21.88 | 130,527 | 124,136 | 50,533 | 235,626 | 56 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 21 | 3.94 | 36,468 | 36,468 | 36,468 | 36,468 | 25 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 21 | 3.94 | 36,468 | 36,468 | 36,468 | 36,468 | 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
SCHOOL_DENTISTRY Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 163,258 | 163,258 | 163,258 | 163,258 | |
| Fiscal Year | 25 | 24.30 | 211,525 | 198,034 | 156,425 | 309,675 | 59 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 2 | 1.10 | 106,179 | 106,179 | 88,699 | 123,660 | 73 |
| Fiscal Year | 16 | 15.80 | 122,104 | 121,013 | 66,165 | 158,078 | 58 |
| ASST PROFESSOR | | | | | | | |
| University Year | 1 | 1.00 | 62,393 | 62,393 | 62,393 | 62,393 | |
| Fiscal Year | 14 | 13.80 | 106,780 | 107,930 | 98,976 | 113,846 | 43 |
| Total Regular Instructional | | | | | | | |
| University Year | 4 | 2.70 | 109,502 | 106,179 | 62,393 | 163,258 | 70 |
| Fiscal Year | 55 | 53.90 | 158,849 | 142,882 | 66,165 | 309,675 | 55 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| Fiscal Year | 8 | 7.60 | 167,046 | 154,540 | 133,419 | 280,505 | 56 |
| CLINICAL ASSOC PROF | | | | | | | |
| Fiscal Year | 11 | 11.00 | 119,061 | 119,144 | 107,498 | 134,377 | 46 |
| CLINICAL ASST PROF | | | | | | | |
| Fiscal Year | 26 | 26.00 | 102,011 | 99,927 | 73,544 | 135,097 | 44 |
| CLINICAL LECTURER | | | | | | | |
| Fiscal Year | 11 | 9.80 | 69,792 | 70,000 | 59,529 | 81,600 | 38 |
| Total Regular Clinical Instructional | | | | | | | |
| Fiscal Year | 56 | 54.40 | 108,322 | 102,763 | 59,529 | 280,505 | 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
SCHOOL_EDUCATION Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 17 | 15.75 | 150,196 | 143,927 | 114,162 | 221,935 | 58 |
| Fiscal Year | 3 | 3.00 | 144,620 | 137,136 | 133,083 | 163,641 | 70 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 11 | 11.00 | 105,226 | 107,322 | 87,720 | 126,000 | 50 |
| ASST PROFESSOR | | | | | | | |
| University Year | 10 | 10.00 | 73,022 | 72,082 | 65,394 | 81,289 | 41 |
| Total Regular Instructional | | | | | | | |
| University Year | 38 | 36.75 | 116,870 | 115,875 | 65,394 | 221,935 | 51 |
| Fiscal Year | 3 | 3.00 | 144,620 | 137,136 | 133,083 | 163,641 | 70 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| Fiscal Year | 2 | 2.00 | 185,273 | 185,273 | 152,800 | 217,745 | 63 |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 2 | 1.79 | 82,653 | 82,653 | 82,329 | 82,977 | 57 |
| Fiscal Year | 2 | 2.00 | 107,031 | 107,031 | 99,437 | 114,624 | 49 |
| CLINICAL ASST PROF | | | | | | | |
| Fiscal Year | 6 | 6.00 | 86,086 | 87,258 | 80,000 | 93,000 | 41 |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 2 | 1.79 | 82,653 | 82,653 | 82,329 | 82,977 | 57 |
| Fiscal Year | 10 | 10.00 | 110,112 | 90,999 | 80,000 | 217,745 | 47 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 10 | 2.86 | 41,919 | 41,600 | 40,000 | 47,453 | 52 |
| LEO Lecturer I | | | | | | | |
| University Year | 13 | 3.31 | 43,181 | 43,681 | 41,600 | 46,086 | 57 |
| LEO Lecturer II | | | | | | | |
| University Year | 8 | 2.60 | 52,427 | 52,794 | 47,545 | 56,312 | 60 |
| Fiscal Year | 1 | 1.00 | 67,157 | 67,157 | 67,157 | 67,157 | |

University of Michigan
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 Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 0.70 | 63,080 | 63,080 | 63,080 | 63,080 | |
| Fiscal Year | 1 | 1.00 | 65,000 | 65,000 | 65,000 | 65,000 | |
| LEO Lecturer IV | | | | | | | |
| Fiscal Year | 3 | 2.50 | 108,508 | 108,225 | 98,915 | 118,385 | 74 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 32 | 9.47 | 45,720 | 43,681 | 40,000 | 63,080 | 56 |
| Fiscal Year | 5 | 4.50 | 91,536 | 98,915 | 65,000 | 118,385 | 61 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 32 | 15.25 | 36,468 | 36,468 | 36,468 | 36,468 | 32 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 32 | 15.25 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 10.52 | 170,902 | 143,000 | 116,248 | 275,503 | 58 |
| ASSOC PROFESSOR University Year | 4 | 4.00 | 109,983 | 105,436 | 94,061 | 135,000 | 59 |
| ASST PROFESSOR University Year | 12 | 12.00 | 102,432 | 102,147 | 81,485 | 129,364 | 36 |
| Total Regular Instructional University Year | 27 | 26.52 | 131,446 | 114,559 | 81,485 | 275,503 | 48 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF University Year | 1 | 1.00 | 126,234 | 126,234 | 126,234 | 126,234 | |
| CLINICAL ASST PROF University Year | 1 | 1.00 | 75,952 | 75,952 | 75,952 | 75,952 | |
| Total Regular Clinical Instructional University Year | 2 | 2.00 | 101,093 | 101,093 | 75,952 | 126,234 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 2 | 1.08 | 91,071 | 91,071 | 89,088 | 93,054 | 39 |
| LEO Lecturer IV University Year | 1 | 1.00 | 83,662 | 83,662 | 83,662 | 83,662 | |
| Total LEO - Lecturers University Year | 3 | 2.08 | 88,601 | 89,088 | 83,662 | 93,054 | 43 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 20 | 10.10 | 36,468 | 36,468 | 36,468 | 36,468 | 31 |
| Total Graduate Student Instructor University Year | 20 | 10.10 | 36,468 | 36,468 | 36,468 | 36,468 | 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
SCHOOL_KINESIOLOGY Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 151,882 | 148,737 | 105,088 | 200,524 | 58 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 7 | 7.00 | 101,446 | 100,748 | 89,936 | 114,595 | 46 |
| Fiscal Year | 1 | 1.00 | 120,041 | 120,041 | 120,041 | 120,041 | |
| ASST PROFESSOR | | | | | | | |
| University Year | 9 | 9.00 | 80,417 | 78,000 | 72,000 | 89,329 | 36 |
| INSTRUCTOR | | | | | | | |
| Fiscal Year | 1 | 1.00 | 65,998 | 65,998 | 65,998 | 65,998 | |
| Total Regular Instructional | | | | | | | |
| University Year | 28 | 28.00 | 116,302 | 104,518 | 72,000 | 200,524 | 48 |
| Fiscal Year | 2 | 2.00 | 93,019 | 93,019 | 65,998 | 120,041 | 59 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 1 | 1.00 | 96,336 | 96,336 | 96,336 | 96,336 | |
| CLINICAL ASST PROF | | | | | | | |
| University Year | 2 | 2.00 | 73,583 | 73,583 | 66,841 | 80,325 | 47 |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 3 | 3.00 | 81,168 | 80,325 | 66,841 | 96,336 | 52 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 7 | 4.47 | 41,130 | 35,045 | 33,300 | 64,719 | 41 |
| LEO Lecturer II | | | | | | | |
| University Year | 4 | 2.38 | 61,045 | 45,707 | 38,136 | 114,631 | 51 |
| LEO Lecturer III | | | | | | | |
| University Year | 1 | 1.00 | 57,372 | 57,372 | 57,372 | 57,372 | |
| LEO Lecturer IV | | | | | | | |
| University Year | 2 | 2.00 | 70,294 | 70,294 | 67,365 | 73,223 | 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
SCHOOL_KINESIOLOGY Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 14 | 9.85 | 52,147 | 44,125 | 33,300 | 114,631 | 44 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 10 | 3.21 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor University Year | 10 | 3.21 | 36,468 | 36,468 | 36,468 | 36,468 | 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
SCHOOL_MUSIC Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 52.05 | 111,109 | 103,488 | 75,489 | 191,967 | 61 |
| Fiscal Year | 1 | 1.00 | 106,182 | 106,182 | 106,182 | 106,182 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 43 | 43.00 | 83,019 | 76,320 | 68,110 | 159,536 | 51 |
| ASST PROFESSOR | | | | | | | |
| University Year | 17 | 16.00 | 66,528 | 64,174 | 59,617 | 86,658 | 42 |
| Total Regular Instructional | | | | | | | |
| University Year | 113 | 111.05 | 93,713 | 86,206 | 59,617 | 191,967 | 54 |
| Fiscal Year | 1 | 1.00 | 106,182 | 106,182 | 106,182 | 106,182 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| University Year | 1 | 1.00 | 94,178 | 94,178 | 94,178 | 94,178 | |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 11 | 10.50 | 69,967 | 71,426 | 56,468 | 87,579 | 55 |
| CLINICAL ASST PROF | | | | | | | |
| University Year | 2 | 2.00 | 66,452 | 66,452 | 65,733 | 67,171 | 57 |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 14 | 13.50 | 71,194 | 69,299 | 56,468 | 94,178 | 56 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 1 | 0.50 | 37,326 | 37,326 | 37,326 | 37,326 | |
| LEO Lecturer I | | | | | | | |
| University Year | 19 | 6.14 | 52,810 | 37,201 | 33,300 | 93,602 | 47 |
| LEO Lecturer II | | | | | | | |
| University Year | 13 | 5.43 | 80,313 | 80,854 | 39,703 | 116,753 | 54 |
| LEO Lecturer III | | | | | | | |
| University Year | 2 | 2.00 | 52,658 | 52,658 | 43,166 | 62,150 | 43 |
| Fiscal Year | 1 | 1.00 | 48,023 | 48,023 | 48,023 | 48,023 | |

University of Michigan
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 Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 3.43 | 47,849 | 48,203 | 41,894 | 53,095 | 48 |
| Fiscal Year | 1 | 1.00 | 56,085 | 56,085 | 56,085 | 56,085 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 39 | 17.50 | 61,064 | 52,249 | 33,300 | 116,753 | 49 |
| Fiscal Year | 2 | 2.00 | 52,054 | 52,054 | 48,023 | 56,085 | 54 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 95 | 22.45 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 95 | 22.45 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 19 | 18.85 | 134,833 | 135,350 | 103,200 | 165,900 | 59 |
| Fiscal Year | 1 | 1.00 | 234,619 | 234,619 | 234,619 | 234,619 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 10 | 9.50 | 86,793 | 88,038 | 81,143 | 94,832 | 52 |
| ASST PROFESSOR | | | | | | | |
| University Year | 8 | 8.00 | 82,304 | 78,848 | 74,684 | 95,000 | 37 |
| Total Regular Instructional | | | | | | | |
| University Year | 37 | 36.35 | 110,492 | 103,200 | 74,684 | 165,900 | 53 |
| Fiscal Year | 1 | 1.00 | 234,619 | 234,619 | 234,619 | 234,619 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| University Year | 1 | 1.00 | 138,375 | 138,375 | 138,375 | 138,375 | |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 1 | 1.00 | 138,375 | 138,375 | 138,375 | 138,375 | |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 4 | 0.56 | 100,375 | 99,182 | 92,667 | 110,471 | 35 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 4 | 0.56 | 100,375 | 99,182 | 92,667 | 110,471 | 35 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 20 | 7.58 | 36,468 | 36,468 | 36,468 | 36,468 | 28 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 20 | 7.58 | 36,468 | 36,468 | 36,468 | 36,468 | 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_NURSING Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 7.27 | 144,443 | 141,781 | 120,000 | 191,156 | 63 |
| Fiscal Year | 3 | 3.00 | 194,329 | 203,781 | 155,250 | 223,955 | 60 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 11 | 11.00 | 119,769 | 113,000 | 102,000 | 166,250 | 57 |
| Fiscal Year | 2 | 2.00 | 155,980 | 155,980 | 155,250 | 156,709 | 58 |
| ASST PROFESSOR | | | | | | | |
| University Year | 11 | 10.75 | 86,495 | 86,000 | 77,288 | 102,743 | 48 |
| Total Regular Instructional | | | | | | | |
| University Year | 30 | 29.02 | 114,148 | 113,000 | 77,288 | 191,156 | 55 |
| Fiscal Year | 5 | 5.00 | 178,989 | 156,709 | 155,250 | 223,955 | 59 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF | | | | | | | |
| Fiscal Year | 2 | 2.00 | 116,580 | 116,580 | 116,000 | 117,160 | 60 |
| CLINICAL ASST PROF | | | | | | | |
| Fiscal Year | 17 | 15.88 | 98,912 | 97,246 | 89,500 | 138,786 | 51 |
| CLINICAL INSTRUCTOR | | | | | | | |
| Fiscal Year | 22 | 20.40 | 81,573 | 79,431 | 72,000 | 122,856 | 45 |
| Total Regular Clinical Instructional | | | | | | | |
| Fiscal Year | 41 | 38.28 | 90,470 | 89,500 | 72,000 | 138,786 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 7 | 5.01 | 39,845 | 39,841 | 38,882 | 40,825 | 49 |
| LEO Lecturer II | | | | | | | |
| University Year | 7 | 5.28 | 63,349 | 54,976 | 45,563 | 116,270 | 60 |
| LEO Lecturer III | | | | | | | |
| University Year | 2 | 1.50 | 54,624 | 54,624 | 51,875 | 57,372 | 41 |
| LEO Lecturer IV | | | | | | | |
| University Year | 4 | 3.28 | 75,250 | 75,155 | 62,341 | 88,347 | 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
 SCHOOL_NURSING Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 20 | 15.07 | 56,630 | 54,718 | 38,882 | 116,270 | 53 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 11 | 6.20 | 36,468 | 36,468 | 36,468 | 36,468 | 33 |
| Total Graduate Student Instructor University Year | 11 | 6.20 | 36,468 | 36,468 | 36,468 | 36,468 | 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
SCHOOL_PUB_HEALTH Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 52.00 | 148,059 | 140,700 | 93,000 | 216,400 | 57 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 30 | 30.00 | 109,372 | 105,888 | 78,528 | 173,050 | 47 |
| ASST PROFESSOR | | | | | | | |
| University Year | 24 | 24.00 | 89,679 | 88,650 | 77,600 | 102,000 | 36 |
| Total Regular Instructional | | | | | | | |
| University Year | 107 | 106.00 | 124,117 | 121,100 | 77,600 | 216,400 | 50 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF | | | | | | | |
| Fiscal Year | 1 | 1.00 | 134,500 | 134,500 | 134,500 | 134,500 | |
| Total Regular Clinical Instructional | | | | | | | |
| Fiscal Year | 1 | 1.00 | 134,500 | 134,500 | 134,500 | 134,500 | |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 6 | 1.29 | 58,851 | 64,917 | 22,154 | 70,700 | 55 |
| LEO Lecturer III | | | | | | | |
| University Year | 3 | 2.80 | 57,730 | 62,916 | 46,738 | 63,538 | 51 |
| LEO Lecturer IV | | | | | | | |
| Fiscal Year | 1 | 1.00 | 108,636 | 108,636 | 108,636 | 108,636 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 9 | 4.09 | 58,477 | 62,916 | 22,154 | 70,700 | 54 |
| Fiscal Year | 1 | 1.00 | 108,636 | 108,636 | 108,636 | 108,636 | |
| LEO - Adjunct Faculty | | | | | | | |
| LEO Adjunct Lecturer | | | | | | | |
| Fiscal Year | 1 | 1.00 | 67,125 | 67,125 | 67,125 | 67,125 | |
| Total LEO - Adjunct Faculty | | | | | | | |
| Fiscal Year | 1 | 1.00 | 67,125 | 67,125 | 67,125 | 67,125 | |

University of Michigan
 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 Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 9 | 4.50 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Fiscal Year | 34 | 16.35 | 54,702 | 54,702 | 54,702 | 54,702 | 27 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 9 | 4.50 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Fiscal Year | 34 | 16.35 | 54,702 | 54,702 | 54,702 | 54,702 | 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
SCHOOL_PUB_POLICY Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 177,212 | 177,750 | 121,500 | 250,000 | 58 |
| ASSOC PROFESSOR University Year | 6 | 6.00 | 121,067 | 107,200 | 90,500 | 160,000 | 41 |
| ASST PROFESSOR University Year | 3 | 3.00 | 96,917 | 85,250 | 83,500 | 122,000 | 35 |
| Total Regular Instructional University Year | 21 | 20.50 | 149,700 | 155,000 | 83,500 | 250,000 | 50 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR University Year | 1 | 0.50 | 129,162 | 129,162 | 129,162 | 129,162 | |
| Total Regular Clinical Instructional University Year | 1 | 0.50 | 129,162 | 129,162 | 129,162 | 129,162 | |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 3 | 0.66 | 63,931 | 54,000 | 48,882 | 88,911 | 62 |
| LEO Lecturer I University Year | 3 | 1.16 | 91,460 | 95,989 | 75,122 | 103,269 | 67 |
| LEO Lecturer III University Year | 3 | 2.25 | 69,348 | 63,691 | 59,068 | 85,286 | 38 |
| LEO Lecturer IV University Year | 4 | 3.50 | 83,251 | 73,470 | 73,038 | 113,026 | 46 |
| Total LEO - Lecturers University Year | 13 | 7.57 | 77,478 | 73,902 | 48,882 | 113,026 | 53 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 20 | 6.40 | 36,468 | 36,468 | 36,468 | 36,468 | 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
 SCHOOL_PUB_POLICY Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 Graduate Student Instructor University Year | 20 | 6.40 | 36,468 | 36,468 | 36,468 | 36,468 | 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
SCHOOL_SOCIAL_WORK Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 19 | 19.00 | 144,468 | 143,760 | 94,476 | 194,164 | 62 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 17 | 16.25 | 112,432 | 110,287 | 99,747 | 145,873 | 54 |
| ASST PROFESSOR | | | | | | | |
| University Year | 11 | 11.00 | 84,716 | 84,884 | 75,500 | 98,000 | 41 |
| Total Regular Instructional | | | | | | | |
| University Year | 47 | 46.25 | 118,896 | 112,882 | 75,500 | 194,164 | 54 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASST PROF | | | | | | | |
| Fiscal Year | 3 | 2.80 | 101,294 | 100,000 | 95,801 | 108,080 | 52 |
| Total Regular Clinical Instructional | | | | | | | |
| Fiscal Year | 3 | 2.80 | 101,294 | 100,000 | 95,801 | 108,080 | 52 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 11 | 2.59 | 37,072 | 34,408 | 33,300 | 52,516 | 50 |
| LEO Lecturer I | | | | | | | |
| University Year | 1 | 0.83 | 58,074 | 58,074 | 58,074 | 58,074 | |
| LEO Lecturer II | | | | | | | |
| University Year | 13 | 6.12 | 55,770 | 56,530 | 38,202 | 76,595 | 56 |
| LEO Lecturer III | | | | | | | |
| Fiscal Year | 1 | 1.00 | 68,024 | 68,024 | 68,024 | 68,024 | |
| LEO Lecturer IV | | | | | | | |
| Fiscal Year | 5 | 5.00 | 75,753 | 78,859 | 67,657 | 82,671 | 58 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 25 | 9.54 | 47,635 | 52,516 | 33,300 | 76,595 | 53 |
| Fiscal Year | 6 | 6.00 | 74,465 | 73,703 | 67,657 | 82,671 | 57 |

University of Michigan
 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 Summary 2012/2013

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 3.50 | 36,468 | 36,468 | 36,468 | 36,468 | 34 |
| Total Graduate Student Instructor University Year | 6 | 3.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Aerospace Engineering 2012/2013

CIP 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 | 11 | 11.00 | 165,958 | 159,962 | 126,198 | 218,650 | 57 |
| ASSOC PROFESSOR University Year | 5 | 5.00 | 119,519 | 117,000 | 115,000 | 129,437 | 47 |
| ASST PROFESSOR University Year | 7 | 7.00 | 95,851 | 95,325 | 90,000 | 101,557 | 34 |
| Total Regular Instructional University Year | 23 | 23.00 | 134,525 | 126,198 | 90,000 | 218,650 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 2 | 1.70 | 83,000 | 83,000 | 66,000 | 100,000 | 54 |
| LEO Lecturer IV University Year | 1 | 1.00 | 88,709 | 88,709 | 88,709 | 88,709 | |
| Total LEO - Lecturers University Year | 3 | 2.70 | 84,903 | 88,709 | 66,000 | 100,000 | 53 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 14 | 6.75 | 36,468 | 36,468 | 36,468 | 36,468 | 25 |
| Total Graduate Student Instructor University Year | 14 | 6.75 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Atm, Oceanic & Space Sci. 2012/2013

CIP 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 | 175,822 | 166,350 | 142,749 | 239,663 | 60 |
| Fiscal Year | 1 | 1.00 | 221,333 | 221,333 | 221,333 | 221,333 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 5 | 5.00 | 111,009 | 102,210 | 101,700 | 124,840 | 40 |
| ASST PROFESSOR | | | | | | | |
| University Year | 3 | 3.00 | 91,133 | 90,575 | 90,575 | 92,250 | 36 |
| Total Regular Instructional | | | | | | | |
| University Year | 21 | 21.00 | 148,292 | 145,340 | 90,575 | 239,663 | 52 |
| Fiscal Year | 1 | 1.00 | 221,333 | 221,333 | 221,333 | 221,333 | |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer III | | | | | | | |
| University Year | 1 | 0.70 | 97,920 | 97,920 | 97,920 | 97,920 | |
| LEO Lecturer IV | | | | | | | |
| University Year | 1 | 1.00 | 98,555 | 98,555 | 98,555 | 98,555 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 2 | 1.70 | 98,237 | 98,237 | 97,920 | 98,555 | 51 |
| LEO - Adjunct Faculty | | | | | | | |
| LEO Adjunct Lecturer | | | | | | | |
| University Year | 1 | 1.00 | 65,601 | 65,601 | 65,601 | 65,601 | |
| Total LEO - Adjunct Faculty | | | | | | | |
| University Year | 1 | 1.00 | 65,601 | 65,601 | 65,601 | 65,601 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 2 | 1.00 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 2 | 1.00 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Biomedical Engineering 2012/2013

CIP 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 | 6.20 | 160,491 | 155,580 | 127,550 | 196,818 | 53 |
| ASSOC PROFESSOR University Year | 7 | 7.00 | 115,545 | 115,343 | 112,600 | 120,735 | 44 |
| ASST PROFESSOR University Year | 5 | 5.00 | 94,363 | 92,000 | 92,000 | 99,817 | 35 |
| Total Regular Instructional University Year | 19 | 18.20 | 126,530 | 116,133 | 92,000 | 196,818 | 45 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer III University Year | 1 | 1.00 | 72,425 | 72,425 | 72,425 | 72,425 | |
| LEO Lecturer IV University Year | 1 | 0.90 | 100,493 | 100,493 | 100,493 | 100,493 | |
| Total LEO - Lecturers University Year | 2 | 1.90 | 86,459 | 86,459 | 72,425 | 100,493 | 48 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 9 | 4.00 | 36,468 | 36,468 | 36,468 | 36,468 | 26 |
| Total Graduate Student Instructor University Year | 9 | 4.00 | 36,468 | 36,468 | 36,468 | 36,468 | 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 2012/2013

CIP 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 | 22 | 20.33 | 156,264 | 149,250 | 118,000 | 225,500 | 54 |
| Fiscal Year | 1 | 1.00 | 313,419 | 313,419 | 313,419 | 313,419 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 7 | 7.00 | 113,026 | 111,000 | 103,000 | 126,000 | 45 |
| ASST PROFESSOR | | | | | | | |
| University Year | 10 | 10.00 | 97,759 | 97,823 | 94,000 | 103,000 | 34 |
| Total Regular Instructional | | | | | | | |
| University Year | 39 | 37.33 | 133,502 | 130,547 | 94,000 | 225,500 | 48 |
| Fiscal Year | 1 | 1.00 | 313,419 | 313,419 | 313,419 | 313,419 | |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 1 | 1.00 | 65,000 | 65,000 | 65,000 | 65,000 | |
| LEO Lecturer II | | | | | | | |
| University Year | 1 | 0.20 | 75,129 | 75,129 | 75,129 | 75,129 | |
| LEO Lecturer III | | | | | | | |
| University Year | 1 | 1.00 | 83,213 | 83,213 | 83,213 | 83,213 | |
| LEO Lecturer IV | | | | | | | |
| University Year | 3 | 3.00 | 114,483 | 115,402 | 111,627 | 116,420 | 53 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 6 | 5.20 | 94,465 | 97,420 | 65,000 | 116,420 | 43 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 42 | 20.75 | 36,468 | 36,468 | 36,468 | 36,468 | 25 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 42 | 20.75 | 36,468 | 36,468 | 36,468 | 36,468 | 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 2012/2013

CIP 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 | 35 | 34.50 | 160,259 | 151,200 | 122,000 | 270,800 | 55 |
| ASSOC PROFESSOR University Year | 9 | 8.50 | 110,287 | 108,500 | 104,400 | 117,840 | 39 |
| ASST PROFESSOR University Year | 10 | 10.00 | 97,500 | 97,500 | 95,000 | 100,000 | 36 |
| Total Regular Instructional University Year | 54 | 53.00 | 140,308 | 136,000 | 95,000 | 270,800 | 49 |
| LEO - Adjunct Faculty | | | | | | | |
| LEO Adjunct Professor University Year | 1 | 1.00 | 69,105 | 69,105 | 69,105 | 69,105 | |
| Total LEO - Adjunct Faculty University Year | 1 | 1.00 | 69,105 | 69,105 | 69,105 | 69,105 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 37 | 18.85 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor University Year | 37 | 18.85 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Chemical Engineering Dept 2012/2013

CIP 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 | 15 | 15.00 | 181,834 | 191,000 | 136,250 | 244,500 | 56 |
| ASSOC PROFESSOR University Year | 1 | 1.00 | 126,500 | 126,500 | 126,500 | 126,500 | |
| ASST PROFESSOR University Year | 7 | 7.00 | 95,062 | 95,704 | 91,500 | 100,000 | 35 |
| Total Regular Instructional University Year | 23 | 23.00 | 153,019 | 145,287 | 91,500 | 244,500 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer II University Year | 1 | 0.75 | 60,776 | 60,776 | 60,776 | 60,776 | |
| LEO Lecturer IV University Year | 1 | 1.00 | 128,477 | 128,477 | 128,477 | 128,477 | |
| Total LEO - Lecturers University Year | 2 | 1.75 | 94,626 | 94,626 | 60,776 | 128,477 | 59 |
| LEO - Adjunct Faculty | | | | | | | |
| LEO Adjunct Lecturer University Year | 1 | 0.50 | 68,492 | 68,492 | 68,492 | 68,492 | |
| Total LEO - Adjunct Faculty University Year | 1 | 0.50 | 68,492 | 68,492 | 68,492 | 68,492 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 18 | 8.50 | 36,468 | 36,468 | 36,468 | 36,468 | 26 |
| Total Graduate Student Instructor University Year | 18 | 8.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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 2012/2013

CIP 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 | 13.00 | 157,752 | 155,471 | 128,255 | 189,500 | 56 |
| ASSOC PROFESSOR University Year | 6 | 6.00 | 112,427 | 113,553 | 102,055 | 119,025 | 45 |
| ASST PROFESSOR University Year | 7 | 7.00 | 93,466 | 93,759 | 91,000 | 95,000 | 35 |
| Total Regular Instructional University Year | 26 | 26.00 | 129,985 | 123,640 | 91,000 | 189,500 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 3 | 1.00 | 52,039 | 50,657 | 48,947 | 56,513 | 47 |
| LEO Lecturer IV University Year | 1 | 1.00 | 118,151 | 118,151 | 118,151 | 118,151 | |
| Total LEO - Lecturers University Year | 4 | 2.00 | 68,567 | 53,585 | 48,947 | 118,151 | 50 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 16 | 6.25 | 36,468 | 36,468 | 36,468 | 36,468 | 26 |
| Total Graduate Student Instructor University Year | 16 | 6.25 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Assoc Dean Academic Affair 2012/2013

CIP 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 | 190,950 | 190,950 | 190,950 | 190,950 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 0.90 | 190,950 | 190,950 | 190,950 | 190,950 | |

University of Michigan
 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 2012/2013

CIP 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 | 0.30 | 185,450 | 185,450 | 185,450 | 185,450 | |
| LEO Lecturer II University Year | 1 | 0.40 | 80,000 | 80,000 | 80,000 | 80,000 | |
| Total LEO - Lecturers University Year | 2 | 0.70 | 132,725 | 132,725 | 80,000 | 185,450 | 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
 CoE Center for Health Eng 2012/2013

CIP 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 | 380,000 | 380,000 | 380,000 | 380,000 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 380,000 | 380,000 | 380,000 | 380,000 | |

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 Financial Engineering Prog 2012/2013

CIP 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 | 0.50 | 104,000 | 104,000 | 104,000 | 104,000 | |
| Total LEO - Lecturers University Year | 1 | 0.50 | 104,000 | 104,000 | 104,000 | 104,000 | |

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 Integrative Sys & Design 2012/2013

CIP 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 | 69,590 | 69,590 | 69,590 | 69,590 | |
| Total LEO - Lecturers University Year | 1 | 0.65 | 69,590 | 69,590 | 69,590 | 69,590 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 8 | 3.50 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor University Year | 8 | 3.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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
CoE Technical Communications 2012/2013

CIP 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 | 137,627 | 137,627 | 137,627 | 137,627 | |
| ASSOC PROFESSOR University Year | 1 | 1.00 | 58,315 | 58,315 | 58,315 | 58,315 | |
| Total Regular Instructional University Year | 2 | 2.00 | 97,971 | 97,971 | 58,315 | 137,627 | 75 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 1 | 0.33 | 50,000 | 50,000 | 50,000 | 50,000 | |
| LEO Lecturer III University Year | 1 | 1.00 | 54,002 | 54,002 | 54,002 | 54,002 | |
| LEO Lecturer IV University Year | 2 | 2.00 | 60,218 | 60,218 | 59,851 | 60,585 | 52 |
| Total LEO - Lecturers University Year | 4 | 3.33 | 56,109 | 56,927 | 50,000 | 60,585 | 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
CoE Undergraduate Education 2012/2013

CIP 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 | 3 | 3.50 | 46,807 | 47,000 | 45,000 | 48,421 | 49 |
| LEO Lecturer II University Year | 1 | 1.00 | 51,635 | 51,635 | 51,635 | 51,635 | |
| LEO Lecturer III University Year | 3 | 3.00 | 53,001 | 54,000 | 51,000 | 54,002 | 41 |
| LEO Lecturer IV University Year | 11 | 10.70 | 59,005 | 57,904 | 53,704 | 71,476 | 51 |
| Total LEO - Lecturers University Year | 18 | 18.20 | 55,562 | 54,319 | 45,000 | 71,476 | 48 |
| LEO - Adjunct Faculty | | | | | | | |
| LEO Adjunct Asst Professor University Year | 1 | 1.00 | 86,125 | 86,125 | 86,125 | 86,125 | |
| Total LEO - Adjunct Faculty University Year | 1 | 1.00 | 86,125 | 86,125 | 86,125 | 86,125 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 13 | 6.50 | 36,468 | 36,468 | 36,468 | 36,468 | 23 |
| Total Graduate Student Instructor University Year | 13 | 6.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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
 Elec Engr & Comp Sci 2012/2013

CIP Codes: 14.1001 14.0901

| <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> |
|--|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 2 | 1.00 | 36,468 | 36,468 | 36,468 | 36,468 | 23 |
| Total Graduate Student Instructor University Year | 2 | 1.00 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Industrial & Operations Engin 2012/2013

CIP 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 | 12 | 11.70 | 163,805 | 153,691 | 126,232 | 228,406 | 57 |
| Fiscal Year | 1 | 1.00 | 198,489 | 198,489 | 198,489 | 198,489 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 5 | 5.00 | 121,006 | 117,600 | 109,167 | 138,713 | 46 |
| ASST PROFESSOR | | | | | | | |
| University Year | 4 | 4.00 | 92,963 | 93,138 | 91,000 | 94,577 | 32 |
| Total Regular Instructional | | | | | | | |
| University Year | 21 | 20.70 | 140,121 | 131,500 | 91,000 | 228,406 | 50 |
| Fiscal Year | 1 | 1.00 | 198,489 | 198,489 | 198,489 | 198,489 | |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 2 | 0.60 | 79,986 | 79,986 | 77,220 | 82,752 | 58 |
| LEO Lecturer I | | | | | | | |
| University Year | 6 | 2.50 | 73,835 | 71,603 | 66,666 | 84,755 | 49 |
| LEO Lecturer II | | | | | | | |
| University Year | 2 | 0.90 | 85,510 | 85,510 | 81,686 | 89,333 | 53 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 10 | 4.00 | 77,400 | 78,604 | 66,666 | 89,333 | 51 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 23 | 7.75 | 36,622 | 36,468 | 36,468 | 40,000 | 25 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 23 | 7.75 | 36,622 | 36,468 | 36,468 | 40,000 | 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
Materials Science & Engin. 2012/2013

CIP 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 | 13.00 | 165,842 | 164,836 | 128,866 | 209,333 | 57 |
| ASSOC PROFESSOR University Year | 4 | 4.00 | 112,961 | 112,960 | 107,100 | 118,825 | 41 |
| ASST PROFESSOR University Year | 5 | 5.00 | 97,746 | 95,800 | 92,430 | 102,800 | 35 |
| Total Regular Instructional University Year | 22 | 22.00 | 140,751 | 135,049 | 92,430 | 209,333 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer IV University Year | 1 | 1.00 | 87,085 | 87,085 | 87,085 | 87,085 | |
| Total LEO - Lecturers University Year | 1 | 1.00 | 87,085 | 87,085 | 87,085 | 87,085 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 13 | 5.70 | 36,468 | 36,468 | 36,468 | 36,468 | 26 |
| Total Graduate Student Instructor University Year | 13 | 5.70 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Mechanical Engineering 2012/2013

CIP 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 | 38 | 36.40 | 151,693 | 137,935 | 119,660 | 232,500 | 55 |
| ASSOC PROFESSOR University Year | 8 | 8.00 | 109,435 | 112,583 | 101,516 | 115,000 | 45 |
| ASST PROFESSOR University Year | 16 | 16.00 | 92,991 | 92,220 | 87,000 | 101,100 | 34 |
| Total Regular Instructional University Year | 62 | 60.40 | 131,091 | 130,400 | 87,000 | 232,500 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer III Fiscal Year | 2 | 2.00 | 89,477 | 89,477 | 84,229 | 94,726 | 43 |
| Total LEO - Lecturers Fiscal Year | 2 | 2.00 | 89,477 | 89,477 | 84,229 | 94,726 | 43 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 47 | 21.50 | 36,468 | 36,468 | 36,468 | 36,468 | 26 |
| Total Graduate Student Instructor University Year | 47 | 21.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Naval Arch & Marine Dept 2012/2013

CIP 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 | 168,891 | 166,517 | 138,918 | 208,000 | 59 |
| ASSOC PROFESSOR University Year | 3 | 3.00 | 115,866 | 113,413 | 110,428 | 123,756 | 52 |
| ASST PROFESSOR University Year | 4 | 4.00 | 101,997 | 101,220 | 97,470 | 108,079 | 36 |
| Total Regular Instructional University Year | 13 | 13.00 | 136,072 | 123,756 | 97,470 | 208,000 | 50 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 2 | 0.90 | 69,079 | 69,079 | 58,084 | 80,075 | 47 |
| Total LEO - Lecturers University Year | 2 | 0.90 | 69,079 | 69,079 | 58,084 | 80,075 | 47 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 3 | 1.50 | 36,468 | 36,468 | 36,468 | 36,468 | 22 |
| Total Graduate Student Instructor University Year | 3 | 1.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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 2012/2013

CIP 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 | 14 | 13.59 | 170,519 | 164,950 | 126,390 | 216,850 | 60 |
| ASSOC PROFESSOR University Year | 3 | 3.00 | 117,550 | 118,650 | 110,000 | 124,000 | 40 |
| ASST PROFESSOR University Year | 1 | 1.00 | 94,800 | 94,800 | 94,800 | 94,800 | |
| Total Regular Instructional University Year | 18 | 17.59 | 157,484 | 155,410 | 94,800 | 216,850 | 55 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 10 | 5.00 | 39,680 | 40,000 | 36,800 | 40,000 | 27 |
| Total Graduate Student Instructor University Year | 10 | 5.00 | 39,680 | 40,000 | 36,800 | 40,000 | 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
LSA American Culture 2012/2013

CIP 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 | 6 | 6.00 | 109,040 | 104,769 | 90,200 | 133,000 | 51 |
| ASSOC PROFESSOR University Year | 11 | 11.00 | 78,319 | 75,616 | 73,965 | 97,000 | 44 |
| ASST PROFESSOR University Year | 5 | 5.00 | 67,434 | 66,961 | 63,486 | 73,416 | 41 |
| Total Regular Instructional University Year | 22 | 22.00 | 84,223 | 75,723 | 63,486 | 133,000 | 45 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 2 | 1.00 | 50,574 | 50,574 | 47,025 | 54,123 | 53 |
| LEO Lecturer I University Year | 1 | 0.33 | 34,416 | 34,416 | 34,416 | 34,416 | |
| LEO Lecturer II University Year | 2 | 2.00 | 46,885 | 46,885 | 38,236 | 55,534 | 62 |
| LEO Lecturer III University Year | 1 | 1.00 | 46,379 | 46,379 | 46,379 | 46,379 | |
| LEO Lecturer IV University Year | 1 | 1.00 | 74,563 | 74,563 | 74,563 | 74,563 | |
| Total LEO - Lecturers University Year | 7 | 5.33 | 50,040 | 47,025 | 34,416 | 74,563 | 54 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 15 | 7.13 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor University Year | 15 | 7.13 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Anthropology 2012/2013

CIP 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 | 14.50 | 118,401 | 116,023 | 90,900 | 153,000 | 61 |
| Fiscal Year | 5 | 5.00 | 140,598 | 150,598 | 97,355 | 163,000 | 68 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 9 | 9.00 | 89,156 | 86,700 | 75,175 | 120,000 | 49 |
| ASST PROFESSOR | | | | | | | |
| University Year | 7 | 7.00 | 71,324 | 71,000 | 70,000 | 74,000 | 41 |
| Total Regular Instructional | | | | | | | |
| University Year | 31 | 30.50 | 99,280 | 95,000 | 70,000 | 153,000 | 53 |
| Fiscal Year | 5 | 5.00 | 140,598 | 150,598 | 97,355 | 163,000 | 68 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 1 | 1.00 | 34,408 | 34,408 | 34,408 | 34,408 | |
| LEO Lecturer III | | | | | | | |
| University Year | 2 | 1.47 | 51,729 | 51,729 | 41,785 | 61,673 | 48 |
| LEO Lecturer IV | | | | | | | |
| University Year | 2 | 1.72 | 63,561 | 63,561 | 55,537 | 71,585 | 55 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 5 | 4.19 | 52,997 | 55,537 | 34,408 | 71,585 | 50 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 30 | 14.85 | 36,468 | 36,468 | 36,468 | 36,468 | 30 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 30 | 14.85 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Anthropology Museum 2012/2013

CIP 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> |
|--|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 2 | 1.00 | 36,468 | 36,468 | 36,468 | 36,468 | 26 |
| Total Graduate Student Instructor University Year | 2 | 1.00 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Asian Languages & Cultures 2012/2013

CIP 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 | 5 | 5.00 | 135,774 | 106,600 | 98,300 | 226,600 | 61 |
| ASSOC PROFESSOR University Year | 5 | 5.00 | 77,072 | 78,550 | 67,830 | 84,600 | 49 |
| ASST PROFESSOR University Year | 6 | 6.00 | 70,051 | 69,028 | 63,300 | 83,600 | 37 |
| Total Regular Instructional University Year | 16 | 16.00 | 92,784 | 81,075 | 63,300 | 226,600 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 12 | 11.70 | 34,718 | 34,408 | 33,300 | 39,545 | 38 |
| LEO Lecturer II University Year | 10 | 10.00 | 41,122 | 38,242 | 38,136 | 49,982 | 40 |
| LEO Lecturer III University Year | 3 | 3.00 | 51,327 | 51,875 | 43,681 | 58,425 | 44 |
| LEO Lecturer IV University Year | 4 | 3.50 | 59,623 | 57,029 | 54,003 | 70,431 | 65 |
| Total LEO - Lecturers University Year | 29 | 28.20 | 42,080 | 38,242 | 33,300 | 70,431 | 43 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 16 | 7.30 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor University Year | 16 | 7.30 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Astronomy 2012/2013

CIP 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 | 134,143 | 131,500 | 112,600 | 172,000 | 59 |
| ASSOC PROFESSOR University Year | 5 | 5.00 | 105,214 | 104,305 | 103,000 | 108,800 | 40 |
| ASST PROFESSOR University Year | 3 | 3.00 | 86,367 | 85,250 | 79,550 | 94,300 | 39 |
| Total Regular Instructional University Year | 15 | 15.00 | 114,945 | 108,800 | 79,550 | 172,000 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 1 | 0.85 | 33,300 | 33,300 | 33,300 | 33,300 | |
| LEO Lecturer I University Year | 2 | 0.94 | 34,861 | 34,861 | 34,560 | 35,163 | 31 |
| Total LEO - Lecturers University Year | 3 | 1.79 | 34,341 | 34,560 | 33,300 | 35,163 | 30 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 8 | 3.44 | 36,468 | 36,468 | 36,468 | 36,468 | 24 |
| Total Graduate Student Instructor University Year | 8 | 3.44 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Biology - Undergraduate 2012/2013

CIP 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 | 61 | 30.20 | 36,468 | 36,468 | 36,468 | 36,468 | 26 |
| Total Graduate Student Instructor University Year | 61 | 30.20 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Biophysics 2012/2013

CIP 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 | 143,140 | 143,140 | 143,140 | 143,140 | |
| ASST PROFESSOR University Year | 1 | 1.00 | 82,029 | 82,029 | 82,029 | 82,029 | |
| Total Regular Instructional University Year | 2 | 2.00 | 112,585 | 112,585 | 82,029 | 143,140 | 53 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 1 | 0.33 | 43,387 | 43,387 | 43,387 | 43,387 | |
| Total LEO - Lecturers University Year | 1 | 0.33 | 43,387 | 43,387 | 43,387 | 43,387 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 6 | 3.00 | 36,468 | 36,468 | 36,468 | 36,468 | 26 |
| Total Graduate Student Instructor University Year | 6 | 3.00 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Chemistry 2012/2013

CIP 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 | 25 | 25.00 | 143,425 | 136,270 | 106,020 | 188,000 | 52 |
| ASSOC PROFESSOR University Year | 3 | 3.00 | 94,523 | 91,426 | 91,426 | 100,718 | 40 |
| ASST PROFESSOR University Year | 11 | 11.00 | 82,272 | 83,221 | 79,000 | 85,439 | 34 |
| Total Regular Instructional University Year | 39 | 39.00 | 122,415 | 128,400 | 79,000 | 188,000 | 46 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer IV University Year | 4 | 4.00 | 83,697 | 82,714 | 75,010 | 94,352 | 57 |
| Total LEO - Lecturers University Year | 4 | 4.00 | 83,697 | 82,714 | 75,010 | 94,352 | 57 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 130 | 66.71 | 36,468 | 36,468 | 36,468 | 36,468 | 24 |
| Total Graduate Student Instructor University Year | 130 | 66.71 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Classical Studies 2012/2013

CIP 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 | 12 | 12.00 | 121,843 | 123,583 | 90,000 | 168,908 | 57 |
| ASSOC PROFESSOR University Year | 6 | 5.00 | 81,595 | 79,637 | 71,020 | 92,850 | 45 |
| ASST PROFESSOR University Year | 3 | 2.50 | 61,359 | 61,078 | 61,000 | 62,000 | 42 |
| Total Regular Instructional University Year | 21 | 19.50 | 101,703 | 92,594 | 61,000 | 168,908 | 51 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 9 | 7.29 | 34,035 | 33,300 | 33,300 | 36,000 | 35 |
| LEO Lecturer II University Year | 2 | 2.00 | 50,122 | 50,122 | 43,601 | 56,642 | 50 |
| LEO Lecturer III University Year | 1 | 1.00 | 47,893 | 47,893 | 47,893 | 47,893 | |
| LEO Lecturer IV University Year | 3 | 3.00 | 63,669 | 61,640 | 56,509 | 72,857 | 54 |
| Total LEO - Lecturers University Year | 15 | 13.29 | 43,031 | 34,716 | 33,300 | 72,857 | 41 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 36 | 18.41 | 36,468 | 36,468 | 36,468 | 36,468 | 28 |
| Total Graduate Student Instructor University Year | 36 | 18.41 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Communication Studies 2012/2013

CIP 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 | 5 | 5.00 | 146,574 | 135,885 | 132,340 | 181,740 | 62 |
| Fiscal Year | 1 | 1.00 | 221,543 | 221,543 | 221,543 | 221,543 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 6 | 6.00 | 91,124 | 91,000 | 81,744 | 100,000 | 42 |
| ASST PROFESSOR | | | | | | | |
| University Year | 6 | 6.00 | 70,669 | 70,712 | 66,795 | 73,962 | 34 |
| Total Regular Instructional | | | | | | | |
| University Year | 17 | 17.00 | 100,213 | 90,000 | 66,795 | 181,740 | 45 |
| Fiscal Year | 1 | 1.00 | 221,543 | 221,543 | 221,543 | 221,543 | |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 1 | 1.00 | 78,500 | 78,500 | 78,500 | 78,500 | |
| LEO Lecturer II | | | | | | | |
| University Year | 1 | 1.00 | 67,850 | 67,850 | 67,850 | 67,850 | |
| LEO Lecturer IV | | | | | | | |
| University Year | 1 | 1.00 | 103,250 | 103,250 | 103,250 | 103,250 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 3 | 3.00 | 83,200 | 78,500 | 67,850 | 103,250 | 51 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 27 | 13.59 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 27 | 13.59 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Comparative Literature 2012/2013

CIP 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 | 3 | 3.00 | 112,633 | 108,892 | 83,886 | 145,120 | 60 |
| ASSOC PROFESSOR University Year | 2 | 2.00 | 78,292 | 78,292 | 75,366 | 81,218 | 48 |
| Total Regular Instructional University Year | 5 | 5.00 | 98,896 | 83,886 | 75,366 | 145,120 | 55 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 6 | 3.00 | 36,468 | 36,468 | 36,468 | 36,468 | 30 |
| Total Graduate Student Instructor University Year | 6 | 3.00 | 36,468 | 36,468 | 36,468 | 36,468 | 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 DAAS 2012/2013

CIP 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 | 117,756 | 118,748 | 94,284 | 138,152 | 53 |
| ASSOC PROFESSOR University Year | 3 | 3.00 | 84,756 | 90,076 | 72,741 | 91,452 | 46 |
| ASST PROFESSOR University Year | 3 | 3.00 | 65,748 | 68,358 | 59,825 | 69,062 | 42 |
| Total Regular Instructional University Year | 12 | 12.00 | 96,504 | 92,868 | 59,825 | 138,152 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer II University Year | 2 | 0.84 | 56,525 | 56,525 | 45,118 | 67,933 | 72 |
| LEO Lecturer III University Year | 2 | 2.00 | 59,873 | 59,873 | 49,078 | 70,669 | 60 |
| LEO Lecturer IV University Year | 1 | 1.00 | 71,752 | 71,752 | 71,752 | 71,752 | |
| Total LEO - Lecturers University Year | 5 | 3.84 | 60,910 | 67,933 | 45,118 | 71,752 | 65 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 3 | 1.50 | 36,468 | 36,468 | 36,468 | 36,468 | 28 |
| Total Graduate Student Instructor University Year | 3 | 1.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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. 2012/2013

CIP 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 | 13 | 13.00 | 136,387 | 135,000 | 83,607 | 204,100 | 58 |
| ASSOC PROFESSOR University Year | 7 | 6.50 | 92,467 | 93,040 | 85,192 | 100,000 | 43 |
| ASST PROFESSOR University Year | 8 | 8.00 | 82,745 | 79,025 | 73,950 | 97,500 | 39 |
| Total Regular Instructional University Year | 28 | 27.50 | 110,081 | 98,750 | 73,950 | 204,100 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 1 | 1.00 | 57,415 | 57,415 | 57,415 | 57,415 | |
| LEO Lecturer II University Year | 1 | 0.56 | 41,940 | 41,940 | 41,940 | 41,940 | |
| Total LEO - Lecturers University Year | 2 | 1.56 | 49,678 | 49,678 | 41,940 | 57,415 | 49 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 20 | 9.89 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor University Year | 20 | 9.89 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Ecology & Evolutionary Bio 2012/2013

CIP 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 | 18.00 | 119,291 | 117,687 | 90,750 | 149,800 | 58 |
| ASSOC PROFESSOR University Year | 7 | 7.00 | 90,201 | 88,165 | 79,545 | 105,000 | 44 |
| ASST PROFESSOR University Year | 7 | 6.61 | 75,397 | 73,883 | 72,000 | 82,000 | 39 |
| Total Regular Instructional University Year | 32 | 31.61 | 103,326 | 101,611 | 72,000 | 149,800 | 51 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer III University Year | 1 | 1.00 | 49,078 | 49,078 | 49,078 | 49,078 | |
| LEO Lecturer IV University Year | 2 | 2.00 | 55,610 | 55,610 | 49,077 | 62,143 | 43 |
| Total LEO - Lecturers University Year | 3 | 3.00 | 53,433 | 49,078 | 49,077 | 62,143 | 41 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 7 | 3.50 | 36,468 | 36,468 | 36,468 | 36,468 | 28 |
| Total Graduate Student Instructor University Year | 7 | 3.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Economics 2012/2013

CIP 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 | 14 | 13.50 | 222,607 | 213,000 | 120,500 | 325,000 | 56 |
| Fiscal Year | 2 | 2.00 | 219,667 | 219,667 | 183,333 | 256,000 | 68 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 4 | 4.00 | 164,250 | 169,250 | 132,000 | 186,500 | 40 |
| ASST PROFESSOR | | | | | | | |
| University Year | 17 | 17.00 | 118,000 | 116,500 | 110,750 | 136,500 | 36 |
| Total Regular Instructional | | | | | | | |
| University Year | 35 | 34.50 | 165,129 | 132,000 | 110,750 | 325,000 | 44 |
| Fiscal Year | 2 | 2.00 | 219,667 | 219,667 | 183,333 | 256,000 | 68 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 1 | 0.67 | 95,275 | 95,275 | 95,275 | 95,275 | |
| LEO Lecturer I | | | | | | | |
| University Year | 2 | 1.56 | 114,466 | 114,466 | 60,953 | 167,979 | 37 |
| LEO Lecturer II | | | | | | | |
| University Year | 1 | 1.00 | 62,835 | 62,835 | 62,835 | 62,835 | |
| LEO Lecturer IV | | | | | | | |
| University Year | 5 | 4.71 | 83,679 | 76,948 | 75,106 | 104,534 | 59 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 9 | 7.94 | 89,493 | 76,948 | 60,953 | 167,979 | 53 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 68 | 35.60 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 68 | 35.60 | 36,468 | 36,468 | 36,468 | 36,468 | 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. 2012/2013

CIP 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 | 35 | 35.00 | 124,956 | 120,260 | 96,700 | 174,810 | 58 |
| ASSOC PROFESSOR University Year | 21 | 20.52 | 78,986 | 80,350 | 58,450 | 94,209 | 50 |
| ASST PROFESSOR University Year | 4 | 4.00 | 63,160 | 63,210 | 62,220 | 64,000 | 36 |
| Total Regular Instructional University Year | 60 | 59.52 | 104,747 | 101,118 | 58,450 | 174,810 | 54 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 25 | 24.67 | 35,595 | 34,408 | 33,300 | 70,669 | 32 |
| LEO Lecturer II University Year | 7 | 6.33 | 48,262 | 47,913 | 46,572 | 50,893 | 47 |
| LEO Lecturer III University Year | 2 | 2.00 | 49,732 | 49,732 | 49,306 | 50,158 | 41 |
| LEO Lecturer IV University Year | 5 | 4.33 | 62,714 | 61,571 | 54,219 | 75,739 | 59 |
| Total LEO - Lecturers University Year | 39 | 37.33 | 42,070 | 34,408 | 33,300 | 75,739 | 39 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 103 | 48.89 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor University Year | 103 | 48.89 | 36,468 | 36,468 | 36,468 | 36,468 | 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 2012/2013

CIP 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 | 3 | 2.20 | 35,237 | 34,408 | 33,300 | 38,004 | 50 |
| LEO Lecturer II University Year | 3 | 2.80 | 46,629 | 46,253 | 44,656 | 48,978 | 57 |
| LEO Lecturer IV University Year | 7 | 7.00 | 58,027 | 55,521 | 49,727 | 77,706 | 58 |
| Total LEO - Lecturers University Year | 13 | 12.00 | 50,137 | 49,727 | 33,300 | 77,706 | 56 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 1 | 0.35 | 36,468 | 36,468 | 36,468 | 36,468 | |
| Total Graduate Student Instructor University Year | 1 | 0.35 | 36,468 | 36,468 | 36,468 | 36,468 | |

University of Michigan
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. 2012/2013

CIP 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 | 3 | 3.00 | 119,556 | 108,420 | 97,548 | 152,700 | 57 |
| ASSOC PROFESSOR University Year | 8 | 7.80 | 89,374 | 87,612 | 77,400 | 108,216 | 49 |
| Total Regular Instructional University Year | 11 | 10.80 | 97,606 | 90,000 | 77,400 | 152,700 | 51 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 2 | 1.33 | 35,743 | 35,743 | 35,738 | 35,747 | 45 |
| LEO Lecturer II University Year | 8 | 6.84 | 44,064 | 43,368 | 38,236 | 52,986 | 45 |
| LEO Lecturer III University Year | 2 | 2.00 | 45,840 | 45,840 | 43,681 | 48,000 | 40 |
| LEO Lecturer IV University Year | 4 | 4.00 | 60,760 | 58,931 | 52,345 | 72,835 | 51 |
| Total LEO - Lecturers University Year | 16 | 14.17 | 47,420 | 44,085 | 35,738 | 72,835 | 46 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 13 | 5.94 | 36,468 | 36,468 | 36,468 | 36,468 | 30 |
| Total Graduate Student Instructor University Year | 13 | 5.94 | 36,468 | 36,468 | 36,468 | 36,468 | 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 History 2012/2013

CIP 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 | 31.78 | 128,334 | 122,772 | 91,103 | 187,040 | 60 |
| ASSOC PROFESSOR University Year | 21 | 20.50 | 84,866 | 81,600 | 73,972 | 113,523 | 48 |
| ASST PROFESSOR University Year | 6 | 5.50 | 72,475 | 71,207 | 68,000 | 79,884 | 39 |
| Total Regular Instructional University Year | 60 | 57.78 | 107,534 | 100,963 | 68,000 | 187,040 | 54 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 2 | 1.34 | 35,012 | 35,012 | 34,408 | 35,617 | 46 |
| LEO Lecturer III University Year | 1 | 1.00 | 46,738 | 46,738 | 46,738 | 46,738 | |
| LEO Lecturer IV University Year | 2 | 2.00 | 67,102 | 67,102 | 50,192 | 84,011 | 65 |
| Total LEO - Lecturers University Year | 5 | 4.34 | 50,193 | 46,738 | 34,408 | 84,011 | 51 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 48 | 20.36 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor University Year | 48 | 20.36 | 36,468 | 36,468 | 36,468 | 36,468 | 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 History of Art 2012/2013

CIP 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 | 10 | 10.00 | 118,725 | 118,037 | 95,424 | 153,032 | 62 |
| ASSOC PROFESSOR University Year | 7 | 6.25 | 74,078 | 74,490 | 67,137 | 78,469 | 48 |
| ASST PROFESSOR University Year | 4 | 3.06 | 68,818 | 69,372 | 66,528 | 70,000 | 37 |
| Total Regular Instructional University Year | 21 | 19.31 | 94,336 | 78,469 | 66,528 | 153,032 | 52 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 1 | 1.00 | 35,435 | 35,435 | 35,435 | 35,435 | |
| LEO Lecturer IV University Year | 1 | 1.00 | 46,000 | 46,000 | 46,000 | 46,000 | |
| Total LEO - Lecturers University Year | 2 | 2.00 | 40,718 | 40,718 | 35,435 | 46,000 | 45 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 15 | 6.64 | 36,468 | 36,468 | 36,468 | 36,468 | 28 |
| Total Graduate Student Instructor University Year | 15 | 6.64 | 36,468 | 36,468 | 36,468 | 36,468 | 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 II: SE Asian Studies 2012/2013

CIP Codes: 05.0113

| <u>Job Title</u> | <u>Number of Employees</u> | <u>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 | 0.33 | 33,300 | 33,300 | 33,300 | 33,300 | |
| Total LEO - Lecturers University Year | 1 | 0.33 | 33,300 | 33,300 | 33,300 | 33,300 | |

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
 LSA II:Russ, EE, & Eurasian St 2012/2013

CIP 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 | 36,468 | 36,468 | 36,468 | 36,468 | 25 |
| Total Graduate Student Instructor University Year | 2 | 1.00 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Judaic Studies 2012/2013

CIP 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 | 1.00 | 33,300 | 33,300 | 33,300 | 33,300 | |
| Total LEO - Lecturers University Year | 1 | 1.00 | 33,300 | 33,300 | 33,300 | 33,300 | |

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
LSA Linguistics 2012/2013

CIP 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 | 6.00 | 113,834 | 108,750 | 98,586 | 133,000 | 59 |
| ASSOC PROFESSOR University Year | 4 | 4.00 | 91,683 | 88,795 | 84,196 | 104,945 | 45 |
| ASST PROFESSOR University Year | 3 | 3.00 | 69,201 | 69,583 | 68,020 | 70,000 | 39 |
| Total Regular Instructional University Year | 13 | 13.00 | 96,718 | 98,586 | 68,020 | 133,000 | 50 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer II University Year | 1 | 0.67 | 55,014 | 55,014 | 55,014 | 55,014 | |
| LEO Lecturer IV University Year | 1 | 1.00 | 57,529 | 57,529 | 57,529 | 57,529 | |
| Total LEO - Lecturers University Year | 2 | 1.67 | 56,272 | 56,272 | 55,014 | 57,529 | 52 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 9 | 4.49 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor University Year | 9 | 4.49 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Mathematics 2012/2013

CIP 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 | 50 | 48.50 | 139,365 | 134,520 | 83,902 | 212,120 | 55 |
| ASSOC PROFESSOR University Year | 8 | 8.00 | 103,492 | 103,741 | 95,453 | 113,785 | 36 |
| ASST PROFESSOR University Year | 41 | 32.48 | 58,147 | 53,855 | 52,275 | 94,552 | 31 |
| Total Regular Instructional University Year | 99 | 88.98 | 102,830 | 108,000 | 52,275 | 212,120 | 43 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 1 | 0.67 | 55,709 | 55,709 | 55,709 | 55,709 | |
| LEO Lecturer I University Year | 3 | 3.00 | 67,677 | 74,443 | 33,300 | 95,287 | 46 |
| LEO Lecturer III University Year | 4 | 4.00 | 64,482 | 60,292 | 58,040 | 79,305 | 42 |
| LEO Lecturer IV University Year | 2 | 2.00 | 62,547 | 62,547 | 59,661 | 65,432 | 50 |
| Total LEO - Lecturers University Year | 10 | 9.67 | 64,176 | 60,623 | 33,300 | 95,287 | 44 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 93 | 46.50 | 36,468 | 36,468 | 36,468 | 36,468 | 25 |
| Total Graduate Student Instructor University Year | 93 | 46.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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 2012/2013

CIP 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 | 15 | 15.00 | 121,891 | 110,690 | 102,427 | 160,930 | 53 |
| ASSOC PROFESSOR University Year | 7 | 7.00 | 89,433 | 89,072 | 86,593 | 95,000 | 44 |
| ASST PROFESSOR University Year | 9 | 9.00 | 80,435 | 81,812 | 76,125 | 83,559 | 38 |
| Total Regular Instructional University Year | 31 | 31.00 | 102,526 | 95,000 | 76,125 | 160,930 | 47 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer II University Year | 1 | 0.67 | 41,119 | 41,119 | 41,119 | 41,119 | |
| LEO Lecturer III University Year | 1 | 1.00 | 52,126 | 52,126 | 52,126 | 52,126 | |
| LEO Lecturer IV University Year | 4 | 4.00 | 74,096 | 70,921 | 66,383 | 88,158 | 57 |
| Total LEO - Lecturers University Year | 6 | 5.67 | 64,938 | 66,717 | 41,119 | 88,158 | 53 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 16 | 8.42 | 36,468 | 36,468 | 36,468 | 36,468 | 28 |
| Total Graduate Student Instructor University Year | 16 | 8.42 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Near Eastern Studies 2012/2013

CIP 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 | 9 | 9.00 | 102,229 | 99,216 | 53,160 | 143,929 | 64 |
| ASSOC PROFESSOR University Year | 9 | 9.00 | 81,617 | 83,509 | 63,092 | 102,000 | 51 |
| ASST PROFESSOR University Year | 3 | 3.00 | 66,109 | 65,816 | 62,800 | 69,710 | 39 |
| Total Regular Instructional University Year | 21 | 21.00 | 88,235 | 84,357 | 53,160 | 143,929 | 55 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 8 | 5.14 | 35,789 | 34,092 | 33,300 | 45,000 | 42 |
| LEO Lecturer II University Year | 3 | 3.00 | 43,959 | 40,462 | 40,141 | 51,274 | 57 |
| LEO Lecturer III University Year | 1 | 1.00 | 65,000 | 65,000 | 65,000 | 65,000 | |
| LEO Lecturer IV University Year | 4 | 4.00 | 51,205 | 51,249 | 49,126 | 53,196 | 53 |
| Total LEO - Lecturers University Year | 16 | 13.14 | 43,000 | 40,301 | 33,300 | 65,000 | 49 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 18 | 8.69 | 36,468 | 36,468 | 36,468 | 36,468 | 30 |
| Total Graduate Student Instructor University Year | 18 | 8.69 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Organizational Studies 2012/2013

CIP 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 | 2 | 2.00 | 95,741 | 95,741 | 92,481 | 99,000 | 41 |
| ASST PROFESSOR University Year | 2 | 2.00 | 76,239 | 76,239 | 73,478 | 79,000 | 38 |
| Total Regular Instructional University Year | 4 | 4.00 | 85,990 | 85,741 | 73,478 | 99,000 | 40 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 5 | 2.50 | 36,468 | 36,468 | 36,468 | 36,468 | 30 |
| Total Graduate Student Instructor University Year | 5 | 2.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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 2012/2013

CIP 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 | 159,196 | 160,765 | 111,480 | 229,800 | 56 |
| ASSOC PROFESSOR University Year | 6 | 6.00 | 93,204 | 94,738 | 71,000 | 104,100 | 45 |
| ASST PROFESSOR University Year | 4 | 4.00 | 93,379 | 86,433 | 82,650 | 118,000 | 33 |
| Total Regular Instructional University Year | 23 | 22.75 | 130,534 | 118,000 | 71,000 | 229,800 | 49 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 20 | 10.34 | 36,468 | 36,468 | 36,468 | 36,468 | 28 |
| Total Graduate Student Instructor University Year | 20 | 10.34 | 36,468 | 36,468 | 36,468 | 36,468 | 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 2012/2013

CIP 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 | 33 | 33.25 | 132,043 | 131,616 | 102,671 | 222,883 | 57 |
| ASSOC PROFESSOR University Year | 6 | 6.00 | 93,821 | 95,457 | 84,867 | 96,964 | 39 |
| ASST PROFESSOR University Year | 14 | 14.00 | 85,295 | 85,345 | 83,000 | 88,510 | 35 |
| Total Regular Instructional University Year | 53 | 53.25 | 115,367 | 110,891 | 83,000 | 222,883 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer II University Year | 5 | 5.00 | 62,779 | 65,707 | 56,954 | 67,430 | 44 |
| Total LEO - Lecturers University Year | 5 | 5.00 | 62,779 | 65,707 | 56,954 | 67,430 | 44 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 58 | 21.00 | 36,468 | 36,468 | 36,468 | 36,468 | 24 |
| Total Graduate Student Instructor University Year | 58 | 21.00 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Political Science 2012/2013

CIP 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 | 26 | 26.00 | 184,854 | 174,899 | 97,859 | 292,320 | 55 |
| ASSOC PROFESSOR University Year | 7 | 7.00 | 111,399 | 115,000 | 90,366 | 131,875 | 45 |
| ASST PROFESSOR University Year | 9 | 9.00 | 85,566 | 82,734 | 80,400 | 95,880 | 35 |
| Total Regular Instructional University Year | 42 | 42.00 | 151,336 | 155,203 | 80,400 | 292,320 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 1 | 0.67 | 74,628 | 74,628 | 74,628 | 74,628 | |
| LEO Lecturer II University Year | 2 | 1.50 | 55,990 | 55,990 | 52,627 | 59,352 | 50 |
| Total LEO - Lecturers University Year | 3 | 2.17 | 62,202 | 59,352 | 52,627 | 74,628 | 44 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 48 | 24.30 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor University Year | 48 | 24.30 | 36,468 | 36,468 | 36,468 | 36,468 | 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 2012/2013

CIP 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 | 1 | 0.33 | 72,727 | 72,727 | 72,727 | 72,727 | |
| LEO Lecturer II University Year | 1 | 0.35 | 66,025 | 66,025 | 66,025 | 66,025 | |
| Total LEO - Lecturers University Year | 2 | 0.68 | 69,376 | 69,376 | 66,025 | 72,727 | 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
LSA Psychology 2012/2013

CIP 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 | 47 | 46.68 | 143,481 | 134,745 | 61,906 | 208,627 | 59 |
| Fiscal Year | 3 | 3.00 | 240,927 | 260,249 | 200,912 | 261,620 | 65 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 12 | 11.50 | 92,780 | 93,500 | 77,827 | 102,000 | 44 |
| ASST PROFESSOR | | | | | | | |
| University Year | 14 | 14.00 | 74,875 | 73,886 | 68,000 | 83,694 | 36 |
| Total Regular Instructional | | | | | | | |
| University Year | 73 | 72.18 | 121,990 | 114,736 | 61,906 | 208,627 | 52 |
| Fiscal Year | 3 | 3.00 | 240,927 | 260,249 | 200,912 | 261,620 | 65 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 2 | 0.66 | 34,687 | 34,687 | 34,408 | 34,967 | 48 |
| LEO Lecturer II | | | | | | | |
| University Year | 5 | 3.16 | 56,147 | 59,666 | 38,526 | 64,265 | 56 |
| LEO Lecturer III | | | | | | | |
| University Year | 1 | 0.50 | 87,921 | 87,921 | 87,921 | 87,921 | |
| LEO Lecturer IV | | | | | | | |
| University Year | 3 | 3.00 | 61,502 | 61,718 | 59,714 | 63,073 | 48 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 11 | 7.32 | 56,594 | 59,714 | 34,408 | 87,921 | 53 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 91 | 46.40 | 36,508 | 36,468 | 36,468 | 40,115 | 27 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 91 | 46.40 | 36,508 | 36,468 | 36,468 | 40,115 | 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 Romance Languages & Lit. 2012/2013

CIP 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 | 13 | 13.00 | 104,200 | 96,615 | 90,000 | 130,000 | 53 |
| ASSOC PROFESSOR University Year | 8 | 8.00 | 76,995 | 75,519 | 67,438 | 88,935 | 51 |
| ASST PROFESSOR University Year | 4 | 4.00 | 66,865 | 67,103 | 65,934 | 67,320 | 35 |
| Total Regular Instructional University Year | 25 | 25.00 | 89,521 | 90,000 | 65,934 | 130,000 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 23 | 20.33 | 34,178 | 34,408 | 33,300 | 35,735 | 38 |
| LEO Lecturer II University Year | 23 | 22.67 | 42,467 | 43,228 | 38,136 | 51,346 | 45 |
| LEO Lecturer III University Year | 4 | 4.00 | 43,352 | 43,101 | 37,204 | 50,000 | 39 |
| LEO Lecturer IV University Year | 16 | 15.17 | 55,295 | 53,219 | 43,355 | 72,816 | 52 |
| Total LEO - Lecturers University Year | 66 | 62.17 | 42,742 | 41,806 | 33,300 | 72,816 | 44 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 38 | 19.50 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor University Year | 38 | 19.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Screen Arts & Cultures 2012/2013

CIP 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 | 4 | 3.50 | 128,068 | 130,426 | 120,000 | 131,420 | 56 |
| ASSOC PROFESSOR University Year | 4 | 4.00 | 83,247 | 80,772 | 74,545 | 96,900 | 42 |
| ASST PROFESSOR University Year | 2 | 2.00 | 63,471 | 63,471 | 62,299 | 64,642 | 36 |
| Total Regular Instructional University Year | 10 | 9.50 | 97,220 | 91,197 | 62,299 | 131,420 | 46 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 3 | 2.67 | 39,372 | 34,500 | 34,408 | 49,208 | 42 |
| LEO Lecturer II University Year | 4 | 2.50 | 55,129 | 57,847 | 44,595 | 60,225 | 45 |
| LEO Lecturer IV University Year | 5 | 4.67 | 77,485 | 73,339 | 72,447 | 84,717 | 56 |
| Total LEO - Lecturers University Year | 12 | 9.84 | 60,504 | 59,195 | 34,408 | 84,717 | 49 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 10 | 5.14 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor University Year | 10 | 5.14 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Slavic Languages & Lit. 2012/2013

CIP 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 | 3 | 3.00 | 97,649 | 100,575 | 90,000 | 102,371 | 66 |
| ASSOC PROFESSOR University Year | 2 | 2.00 | 74,008 | 74,008 | 73,410 | 74,605 | 55 |
| ASST PROFESSOR University Year | 3 | 3.00 | 63,896 | 63,636 | 63,153 | 64,900 | 39 |
| Total Regular Instructional University Year | 8 | 8.00 | 79,081 | 74,008 | 63,153 | 102,371 | 53 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 1 | 0.50 | 33,630 | 33,630 | 33,630 | 33,630 | |
| LEO Lecturer II University Year | 2 | 2.00 | 43,658 | 43,658 | 43,160 | 44,155 | 52 |
| LEO Lecturer IV University Year | 3 | 3.00 | 53,201 | 53,095 | 52,959 | 53,548 | 48 |
| Total LEO - Lecturers University Year | 6 | 5.50 | 46,758 | 48,557 | 33,630 | 53,548 | 47 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 7 | 3.35 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor University Year | 7 | 3.35 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Sociology 2012/2013

CIP 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 | 12 | 12.00 | 131,220 | 132,000 | 94,566 | 158,283 | 57 |
| Fiscal Year | 2 | 2.00 | 276,181 | 276,181 | 221,451 | 330,910 | 47 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 8 | 7.75 | 104,897 | 100,548 | 94,013 | 125,770 | 45 |
| ASST PROFESSOR | | | | | | | |
| University Year | 3 | 3.00 | 81,231 | 79,693 | 78,000 | 86,000 | 37 |
| Total Regular Instructional | | | | | | | |
| University Year | 23 | 22.75 | 115,544 | 110,000 | 78,000 | 158,283 | 50 |
| Fiscal Year | 2 | 2.00 | 276,181 | 276,181 | 221,451 | 330,910 | 47 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer II | | | | | | | |
| University Year | 3 | 2.67 | 64,302 | 64,412 | 63,979 | 64,514 | 58 |
| LEO Lecturer IV | | | | | | | |
| University Year | 1 | 1.00 | 70,056 | 70,056 | 70,056 | 70,056 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 4 | 3.67 | 65,740 | 64,463 | 63,979 | 70,056 | 56 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 33 | 15.60 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 33 | 15.60 | 36,468 | 36,468 | 36,468 | 36,468 | 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 2012/2013

CIP 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 | 7.50 | 161,606 | 160,000 | 102,254 | 225,567 | 53 |
| ASSOC PROFESSOR University Year | 6 | 6.00 | 99,115 | 91,513 | 86,903 | 120,000 | 39 |
| ASST PROFESSOR University Year | 3 | 3.00 | 88,622 | 90,000 | 85,066 | 90,800 | 35 |
| Total Regular Instructional University Year | 17 | 16.50 | 126,671 | 115,000 | 85,066 | 225,567 | 45 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 1 | 0.50 | 43,508 | 43,508 | 43,508 | 43,508 | |
| LEO Lecturer I University Year | 3 | 2.97 | 67,696 | 68,879 | 55,985 | 78,224 | 49 |
| LEO Lecturer II University Year | 2 | 1.50 | 64,429 | 64,429 | 56,529 | 72,328 | 62 |
| LEO Lecturer IV University Year | 1 | 1.00 | 101,066 | 101,066 | 101,066 | 101,066 | |
| Total LEO - Lecturers University Year | 7 | 5.97 | 68,074 | 68,879 | 43,508 | 101,066 | 55 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 48 | 22.95 | 36,468 | 36,468 | 36,468 | 36,468 | 26 |
| Total Graduate Student Instructor University Year | 48 | 22.95 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Sweetland Writing Center 2012/2013

CIP 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 | 7 | 7.00 | 34,521 | 34,408 | 33,300 | 37,197 | 35 |
| LEO Lecturer II University Year | 5 | 5.00 | 46,335 | 47,870 | 42,320 | 47,884 | 43 |
| LEO Lecturer III University Year | 7 | 6.97 | 49,285 | 49,000 | 46,738 | 52,252 | 38 |
| Total LEO - Lecturers University Year | 19 | 18.97 | 43,069 | 46,738 | 33,300 | 52,252 | 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
LSA UG: Comprehensive Studies 2012/2013

CIP 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 | 3 | 2.50 | 37,793 | 35,255 | 34,219 | 43,905 | 47 |
| LEO Lecturer I University Year | 4 | 4.00 | 36,859 | 35,118 | 33,300 | 43,900 | 46 |
| LEO Lecturer II University Year | 7 | 7.00 | 51,612 | 50,557 | 39,662 | 68,351 | 51 |
| LEO Lecturer IV University Year | 3 | 3.00 | 62,128 | 60,435 | 59,890 | 66,057 | 45 |
| Total LEO - Lecturers University Year | 17 | 16.50 | 47,558 | 43,905 | 33,300 | 68,351 | 48 |
| LEO - Adjunct Faculty | | | | | | | |
| LEO Adjunct Lecturer University Year | 1 | 1.00 | 53,458 | 53,458 | 53,458 | 53,458 | |
| Total LEO - Adjunct Faculty University Year | 1 | 1.00 | 53,458 | 53,458 | 53,458 | 53,458 | |

University of Michigan
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 2012/2013

CIP 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 | 0.55 | 34,752 | 34,752 | 34,752 | 34,752 | |
| LEO Lecturer I University Year | 4 | 1.99 | 38,773 | 34,442 | 33,300 | 52,908 | 37 |
| LEO Lecturer II University Year | 3 | 1.91 | 55,368 | 45,554 | 42,841 | 77,710 | 66 |
| Total LEO - Lecturers University Year | 8 | 4.45 | 44,494 | 38,796 | 33,300 | 77,710 | 47 |
| LEO - Adjunct Faculty | | | | | | | |
| LEO Adjunct Lecturer University Year | 1 | 1.00 | 110,900 | 110,900 | 110,900 | 110,900 | |
| Total LEO - Adjunct Faculty University Year | 1 | 1.00 | 110,900 | 110,900 | 110,900 | 110,900 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 3 | 1.74 | 36,468 | 36,468 | 36,468 | 36,468 | 31 |
| Total Graduate Student Instructor University Year | 3 | 1.74 | 36,468 | 36,468 | 36,468 | 36,468 | 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 UG: Environment 2012/2013

CIP 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 | 139,334 | 139,334 | 139,334 | 139,334 | |
| Total Regular Instructional University Year | 1 | 1.00 | 139,334 | 139,334 | 139,334 | 139,334 | |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 1 | 0.33 | 35,076 | 35,076 | 35,076 | 35,076 | |
| LEO Lecturer I University Year | 3 | 0.75 | 68,702 | 64,072 | 64,072 | 77,961 | 53 |
| LEO Lecturer II University Year | 1 | 0.67 | 37,874 | 37,874 | 37,874 | 37,874 | |
| LEO Lecturer III University Year | 2 | 2.00 | 46,803 | 46,803 | 41,500 | 52,106 | 40 |
| Total LEO - Lecturers University Year | 7 | 3.75 | 53,237 | 52,106 | 35,076 | 77,961 | 48 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 17 | 7.94 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor University Year | 17 | 7.94 | 36,468 | 36,468 | 36,468 | 36,468 | 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: Hlth. Science Scholars 2012/2013

CIP 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 | 36,468 | 36,468 | 36,468 | 36,468 | 25 |
| Total Graduate Student Instructor University Year | 2 | 1.00 | 36,468 | 36,468 | 36,468 | 36,468 | 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 UG: Mich Research Comm 2012/2013

CIP 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 | 2 | 1.00 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor University Year | 2 | 1.00 | 36,468 | 36,468 | 36,468 | 36,468 | 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 UG: Museum Studies Minor 2012/2013

CIP 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 | 36,468 | 36,468 | 36,468 | 36,468 | |
| Total Graduate Student Instructor University Year | 1 | 0.50 | 36,468 | 36,468 | 36,468 | 36,468 | |

University of Michigan
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 2012/2013

CIP 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 | 4 | 3.60 | 103,836 | 99,950 | 91,646 | 123,800 | 70 |
| Total Regular Instructional University Year | 4 | 3.60 | 103,836 | 99,950 | 91,646 | 123,800 | 70 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 1 | 0.33 | 36,488 | 36,488 | 36,488 | 36,488 | |
| LEO Lecturer I University Year | 6 | 3.84 | 36,433 | 34,906 | 33,300 | 45,200 | 49 |
| LEO Lecturer II University Year | 2 | 1.34 | 42,091 | 42,091 | 39,698 | 44,484 | 52 |
| LEO Lecturer III University Year | 1 | 1.00 | 46,500 | 46,500 | 46,500 | 46,500 | |
| LEO Lecturer IV University Year | 22 | 20.56 | 64,374 | 65,649 | 48,175 | 80,050 | 57 |
| Total LEO - Lecturers University Year | 32 | 27.07 | 56,313 | 58,589 | 33,300 | 80,050 | 55 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 1 | 0.50 | 36,468 | 36,468 | 36,468 | 36,468 | |
| Total Graduate Student Instructor University Year | 1 | 0.50 | 36,468 | 36,468 | 36,468 | 36,468 | |

University of Michigan
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 2012/2013

CIP 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 | 143,283 | 143,283 | 120,000 | 166,565 | 47 |
| ASSOC PROFESSOR University Year | 6 | 6.00 | 76,944 | 78,395 | 71,290 | 80,111 | 50 |
| ASST PROFESSOR University Year | 3 | 3.00 | 68,727 | 69,100 | 66,080 | 71,000 | 41 |
| Total Regular Instructional University Year | 11 | 11.00 | 86,764 | 77,285 | 66,080 | 166,565 | 47 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 1 | 0.33 | 33,636 | 33,636 | 33,636 | 33,636 | |
| LEO Lecturer II University Year | 1 | 0.33 | 58,407 | 58,407 | 58,407 | 58,407 | |
| Total LEO - Lecturers University Year | 2 | 0.66 | 46,022 | 46,022 | 33,636 | 58,407 | 34 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 15 | 7.92 | 36,468 | 36,468 | 36,468 | 36,468 | 28 |
| Total Graduate Student Instructor University Year | 15 | 7.92 | 36,468 | 36,468 | 36,468 | 36,468 | 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
UG: InterGroup Relations 2012/2013

CIP 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 Lecturer I University Year | 1 | 0.67 | 34,418 | 34,418 | 34,418 | 34,418 | |
| Total LEO - Lecturers University Year | 1 | 0.67 | 34,418 | 34,418 | 34,418 | 34,418 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 3 | 1.50 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor University Year | 3 | 1.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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
 College of Pharmacy 2012/2013

CIP 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> |
|--|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 22 | 10.55 | 36,533 | 36,533 | 36,533 | 36,533 | 27 |
| Total Graduate Student Instructor University Year | 22 | 10.55 | 36,533 | 36,533 | 36,533 | 36,533 | 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
PHARMACY Clin, Soc & Admin Sci 2012/2013

CIP 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 | 5.00 | 157,835 | 156,706 | 127,920 | 192,837 | 51 |
| ASSOC PROFESSOR Fiscal Year | 5 | 5.00 | 124,259 | 122,757 | 109,860 | 141,916 | 52 |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 99,004 | 99,004 | 99,004 | 99,004 | |
| Total Regular Instructional Fiscal Year | 11 | 11.00 | 137,225 | 127,920 | 99,004 | 192,837 | 52 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 4 | 3.80 | 139,593 | 145,539 | 119,623 | 147,669 | 56 |
| CLINICAL ASSOC PROF Fiscal Year | 9 | 8.60 | 125,825 | 124,322 | 121,346 | 135,389 | 48 |
| CLINICAL ASST PROF Fiscal Year | 14 | 13.80 | 114,791 | 110,270 | 102,000 | 180,250 | 37 |
| Total Regular Clinical Instructional Fiscal Year | 27 | 26.20 | 122,143 | 119,767 | 102,000 | 180,250 | 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
PHARMACY Medicinal Chemistry 2012/2013

CIP 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 | 5 | 5.00 | 194,084 | 196,076 | 131,693 | 278,996 | 56 |
| ASST PROFESSOR Fiscal Year | 4 | 4.00 | 103,052 | 104,361 | 95,943 | 107,544 | 41 |
| Total Regular Instructional Fiscal Year | 9 | 9.00 | 153,626 | 131,693 | 95,943 | 278,996 | 50 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer IV Fiscal Year | 1 | 1.00 | 93,993 | 93,993 | 93,993 | 93,993 | |
| Total LEO - Lecturers Fiscal Year | 1 | 1.00 | 93,993 | 93,993 | 93,993 | 93,993 | |

University of Michigan
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 2012/2013

CIP 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 | 207,684 | 215,450 | 146,779 | 243,286 | 58 |
| ASSOC PROFESSOR Fiscal Year | 3 | 3.00 | 141,268 | 138,887 | 132,712 | 152,205 | 50 |
| ASST PROFESSOR Fiscal Year | 2 | 2.00 | 107,399 | 107,399 | 99,798 | 115,000 | 36 |
| Total Regular Instructional Fiscal Year | 10 | 9.65 | 167,702 | 149,492 | 99,798 | 243,286 | 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
A. Alfred Taubman CA&UP Adm 2012/2013

CIP 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 | 3 | 1.10 | 36,468 | 36,468 | 36,468 | 36,468 | 33 |
| Total Graduate Student Instructor University Year | 3 | 1.10 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Coll of Arch & Urban Planning 2012/2013

CIP 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 | 5 | 5.00 | 122,184 | 119,469 | 102,338 | 150,322 | 61 |
| Fiscal Year | 1 | 1.00 | 223,770 | 223,770 | 223,770 | 223,770 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 16 | 15.80 | 93,790 | 94,763 | 78,828 | 104,088 | 50 |
| ASST PROFESSOR | | | | | | | |
| University Year | 17 | 17.00 | 67,692 | 65,897 | 61,500 | 87,352 | 39 |
| Total Regular Instructional | | | | | | | |
| University Year | 38 | 37.80 | 85,851 | 81,213 | 61,500 | 150,322 | 46 |
| Fiscal Year | 1 | 1.00 | 223,770 | 223,770 | 223,770 | 223,770 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| University Year | 3 | 3.00 | 109,291 | 109,313 | 109,237 | 109,323 | 59 |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 1 | 0.50 | 84,775 | 84,775 | 84,775 | 84,775 | |
| CLINICAL ASST PROF | | | | | | | |
| University Year | 3 | 3.00 | 66,280 | 66,355 | 66,131 | 66,355 | 44 |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 7 | 6.50 | 87,356 | 84,775 | 66,131 | 109,323 | 50 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 2 | 1.50 | 49,346 | 49,346 | 35,000 | 63,691 | 40 |
| LEO Lecturer I | | | | | | | |
| University Year | 17 | 15.00 | 48,064 | 50,000 | 34,202 | 63,691 | 35 |
| LEO Lecturer II | | | | | | | |
| University Year | 2 | 2.00 | 51,394 | 51,394 | 51,000 | 51,787 | 39 |
| 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
Coll of Arch & Urban Planning 2012/2013

CIP 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> |
|-----------------------------------|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| Fiscal Year | 1 | 1.00 | 51,875 | 51,875 | 51,875 | 51,875 | |
| LEO Lecturer IV | | | | | | | |
| University Year | 3 | 3.00 | 61,555 | 59,873 | 59,520 | 65,271 | 50 |
| Fiscal Year | 1 | 1.00 | 90,021 | 90,021 | 90,021 | 90,021 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 24 | 21.50 | 50,135 | 51,237 | 34,202 | 65,271 | 38 |
| Fiscal Year | 2 | 2.00 | 70,948 | 70,948 | 51,875 | 90,021 | 31 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 34 | 8.92 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 34 | 8.92 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Urban Planning 2012/2013

CIP 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 | 127,216 | 129,204 | 113,604 | 136,853 | 62 |
| ASSOC PROFESSOR University Year | 4 | 4.00 | 89,902 | 91,453 | 81,416 | 95,288 | 47 |
| ASST PROFESSOR University Year | 5 | 5.00 | 67,505 | 65,544 | 63,500 | 77,000 | 39 |
| Total Regular Instructional University Year | 13 | 12.50 | 92,769 | 91,299 | 63,500 | 136,853 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 2 | 1.53 | 46,323 | 46,323 | 34,408 | 58,239 | 61 |
| LEO Lecturer I University Year | 1 | 0.50 | 34,908 | 34,908 | 34,908 | 34,908 | |
| LEO Lecturer III University Year | 1 | 0.55 | 44,237 | 44,237 | 44,237 | 44,237 | |
| Fiscal Year | 1 | 1.00 | 61,485 | 61,485 | 61,485 | 61,485 | |
| LEO Lecturer IV University Year | 1 | 1.00 | 79,330 | 79,330 | 79,330 | 79,330 | |
| Total LEO - Lecturers University Year | 5 | 3.58 | 50,224 | 44,237 | 34,408 | 79,330 | 52 |
| Fiscal Year | 1 | 1.00 | 61,485 | 61,485 | 61,485 | 61,485 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 10 | 3.25 | 36,468 | 36,468 | 36,468 | 36,468 | 26 |
| Total Graduate Student Instructor University Year | 10 | 3.25 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Law School 2012/2013

CIP 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 | 40 | 37.89 | 254,182 | 264,750 | 182,833 | 307,000 | 54 |
| ASST PROFESSOR University Year | 8 | 7.39 | 154,875 | 168,500 | 50,000 | 175,500 | 37 |
| Total Regular Instructional University Year | 48 | 45.28 | 237,631 | 232,000 | 50,000 | 307,000 | 51 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR University Year | 12 | 11.50 | 191,208 | 193,750 | 154,500 | 217,000 | 53 |
| CLINICAL ASST PROF University Year | 4 | 3.75 | 136,458 | 137,000 | 132,500 | 139,333 | 45 |
| Fiscal Year | 7 | 7.00 | 86,143 | 91,000 | 69,500 | 94,500 | 48 |
| Total Regular Clinical Instructional University Year | 16 | 15.25 | 177,521 | 184,000 | 132,500 | 217,000 | 51 |
| Fiscal Year | 7 | 7.00 | 86,143 | 91,000 | 69,500 | 94,500 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 10 | 0.66 | 553,161 | 580,850 | 172,251 | 1,272,219 | 60 |
| LEO Lecturer I University Year | 8 | 3.22 | 276,522 | 313,449 | 51,165 | 626,898 | 51 |
| LEO Lecturer II University Year | 7 | 2.79 | 318,106 | 364,065 | 88,800 | 485,888 | 62 |
| LEO Lecturer IV Fiscal Year | 1 | 1.00 | 180,590 | 180,590 | 180,590 | 180,590 | |
| Total LEO - Lecturers University Year | 25 | 6.67 | 398,821 | 343,500 | 51,165 | 1,272,219 | 58 |
| Fiscal Year | 1 | 1.00 | 180,590 | 180,590 | 180,590 | 180,590 | |

University of Michigan
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 2012/2013

CIP 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 | 213,185 | 197,000 | 161,058 | 338,452 | 60 |
| ASSOC PROFESSOR Fiscal Year | 4 | 4.00 | 169,113 | 171,894 | 98,120 | 234,546 | 51 |
| ASST PROFESSOR Fiscal Year | 8 | 8.00 | 172,534 | 185,125 | 82,271 | 189,000 | 41 |
| Total Regular Instructional Fiscal Year | 22 | 21.62 | 190,390 | 187,063 | 82,271 | 338,452 | 51 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 3 | 3.00 | 181,167 | 179,500 | 172,000 | 192,000 | 60 |
| CLINICAL ASSOC PROF Fiscal Year | 7 | 6.30 | 158,259 | 154,500 | 149,500 | 183,315 | 56 |
| CLINICAL ASST PROF Fiscal Year | 42 | 37.60 | 141,949 | 146,500 | 123,250 | 183,376 | 49 |
| CLINICAL INSTRUCTOR Fiscal Year | 18 | 18.00 | 149,206 | 157,400 | 123,250 | 157,400 | 36 |
| CLINICAL LECTURER Fiscal Year | 32 | 29.88 | 126,883 | 123,250 | 120,000 | 180,000 | 37 |
| Total Regular Clinical Instructional Fiscal Year | 102 | 94.78 | 140,776 | 138,000 | 120,000 | 192,000 | 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
 Bioinformatics 2012/2013

CIP 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 University Year | 2 | 1.00 | 38,000 | 38,000 | 38,000 | 38,000 | 27 |
| Total Graduate Student Instructor University Year | 2 | 1.00 | 38,000 | 38,000 | 38,000 | 38,000 | 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
Biological Chemistry Dept 2012/2013

CIP 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 | 9.75 | 177,864 | 163,862 | 151,241 | 243,125 | 60 |
| ASSOC PROFESSOR | | | | | | | |
| Fiscal Year | 6 | 6.00 | 113,259 | 114,668 | 103,558 | 119,771 | 50 |
| ASST PROFESSOR | | | | | | | |
| Fiscal Year | 2 | 2.00 | 100,030 | 100,030 | 98,000 | 102,060 | 40 |
| Total Regular Instructional | | | | | | | |
| University Year | 1 | 1.00 | 68,954 | 68,954 | 68,954 | 68,954 | |
| Fiscal Year | 18 | 17.75 | 147,681 | 153,890 | 98,000 | 243,125 | 54 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| Fiscal Year | 3 | 0.75 | 54,702 | 54,702 | 54,702 | 54,702 | 23 |
| Total Graduate Student Instructor | | | | | | | |
| Fiscal Year | 3 | 0.75 | 54,702 | 54,702 | 54,702 | 54,702 | 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
Cardiac Surgery 2012/2013

CIP 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 | 60 |
| ASSOC PROFESSOR Fiscal Year | 5 | 5.00 | 183,955 | 220,000 | 124,776 | 220,000 | 46 |
| ASST PROFESSOR Fiscal Year | 3 | 3.00 | 220,000 | 220,000 | 220,000 | 220,000 | 41 |
| Total Regular Instructional Fiscal Year | 12 | 12.00 | 204,981 | 220,000 | 124,776 | 220,000 | 50 |
| 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 | 150,480 | 150,480 | 135,960 | 165,000 | 54 |
| CLINICAL ASST PROF Fiscal Year | 4 | 4.00 | 165,000 | 165,000 | 165,000 | 165,000 | 47 |
| Total Regular Clinical Instructional Fiscal Year | 7 | 7.00 | 160,851 | 165,000 | 135,960 | 165,000 | 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
Cell and Developmental Biology 2012/2013

CIP 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 | 173,164 | 169,044 | 125,460 | 239,338 | 64 |
| ASSOC PROFESSOR | | | | | | | |
| Fiscal Year | 6 | 6.00 | 127,355 | 129,342 | 100,243 | 155,384 | 46 |
| ASST PROFESSOR | | | | | | | |
| Fiscal Year | 4 | 4.00 | 105,982 | 107,120 | 102,326 | 107,361 | 38 |
| Total Regular Instructional | | | | | | | |
| Fiscal Year | 15 | 15.00 | 136,925 | 125,460 | 100,243 | 239,338 | 50 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 1 | 0.25 | 38,000 | 38,000 | 38,000 | 38,000 | |
| Fiscal Year | 7 | 3.50 | 57,000 | 57,000 | 57,000 | 57,000 | 26 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 1 | 0.25 | 38,000 | 38,000 | 38,000 | 38,000 | |
| Fiscal Year | 7 | 3.50 | 57,000 | 57,000 | 57,000 | 57,000 | 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
Child Behavioral Health 2012/2013

CIP 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 | 173,743 | 173,743 | 173,743 | 173,743 | |
| ASSOC PROFESSOR Fiscal Year | 1 | 1.00 | 158,124 | 158,124 | 158,124 | 158,124 | |
| Total Regular Instructional Fiscal Year | 2 | 2.00 | 165,934 | 165,934 | 158,124 | 173,743 | 49 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 1 | 1.00 | 160,680 | 160,680 | 160,680 | 160,680 | |
| CLINICAL ASSOC PROF Fiscal Year | 2 | 2.00 | 117,775 | 117,775 | 87,316 | 148,235 | 49 |
| CLINICAL ASST PROF Fiscal Year | 7 | 7.00 | 92,109 | 74,623 | 72,000 | 137,917 | 38 |
| CLINICAL LECTURER Fiscal Year | 1 | 1.00 | 75,000 | 75,000 | 75,000 | 75,000 | |
| Total Regular Clinical Instructional Fiscal Year | 11 | 11.00 | 101,454 | 87,316 | 72,000 | 160,680 | 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
Comp Med and Bioinformatics 2012/2013

CIP 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 | | | | | | | |
| PROFESSOR Fiscal Year | 2 | 2.00 | 216,766 | 216,766 | 201,781 | 231,750 | 63 |
| ASSOC PROFESSOR Fiscal Year | 1 | 1.00 | 168,319 | 168,319 | 168,319 | 168,319 | |
| ASST PROFESSOR Fiscal Year | 5 | 5.00 | 111,290 | 113,300 | 105,000 | 115,000 | 36 |
| Total Regular Instructional Fiscal Year | 8 | 8.00 | 144,788 | 115,000 | 105,000 | 231,750 | 44 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer III Fiscal Year | 1 | 1.00 | 84,975 | 84,975 | 84,975 | 84,975 | |
| Total LEO - Lecturers Fiscal Year | 1 | 1.00 | 84,975 | 84,975 | 84,975 | 84,975 | |

University of Michigan
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 2012/2013

CIP 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 | 32.32 | 201,170 | 200,000 | 177,000 | 347,533 | 59 |
| ASSOC PROFESSOR Fiscal Year | 5 | 4.75 | 183,200 | 200,000 | 116,000 | 200,000 | 48 |
| ASST PROFESSOR Fiscal Year | 4 | 3.50 | 165,375 | 180,000 | 101,500 | 200,000 | 39 |
| Total Regular Instructional Fiscal Year | 43 | 40.57 | 195,751 | 200,000 | 101,500 | 347,533 | 56 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 3 | 2.05 | 200,000 | 200,000 | 200,000 | 200,000 | 52 |
| CLINICAL ASSOC PROF Fiscal Year | 24 | 21.83 | 197,000 | 200,000 | 128,000 | 200,000 | 47 |
| CLINICAL ASST PROF Fiscal Year | 39 | 35.08 | 198,055 | 200,000 | 147,000 | 200,000 | 45 |
| CLINICAL LECTURER Fiscal Year | 19 | 18.50 | 94,116 | 60,051 | 60,051 | 200,000 | 35 |
| Total Regular Clinical Instructional Fiscal Year | 85 | 77.46 | 174,592 | 200,000 | 60,051 | 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
Dermatology Department 2012/2013

CIP 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 | 262,952 | 268,526 | 194,149 | 299,223 | 60 |
| ASSOC PROFESSOR Fiscal Year | 1 | 1.00 | 135,008 | 135,008 | 135,008 | 135,008 | |
| ASST PROFESSOR Fiscal Year | 2 | 2.00 | 131,511 | 131,511 | 101,500 | 161,522 | 37 |
| Total Regular Instructional Fiscal Year | 9 | 8.07 | 219,527 | 258,670 | 101,500 | 299,223 | 56 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 4 | 3.30 | 141,225 | 132,558 | 125,663 | 174,120 | 44 |
| CLINICAL ASST PROF Fiscal Year | 4 | 3.20 | 116,335 | 116,381 | 110,573 | 122,003 | 40 |
| CLINICAL LECTURER Fiscal Year | 4 | 2.60 | 93,105 | 92,500 | 73,182 | 114,239 | 41 |
| Total Regular Clinical Instructional Fiscal Year | 12 | 9.10 | 116,888 | 117,001 | 73,182 | 174,120 | 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
Division of Anatomical Science 2012/2013

CIP 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 | 103,250 | 103,250 | 103,250 | 103,250 | |
| LEO Lecturer IV Fiscal Year | 6 | 5.80 | 119,231 | 118,981 | 104,921 | 137,928 | 52 |
| Total LEO - Lecturers Fiscal Year | 7 | 6.80 | 116,948 | 117,960 | 103,250 | 137,928 | 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
Emergency Medicine Admin 2012/2013

CIP 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 | 78,990 | 78,990 | 78,990 | 78,990 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 78,990 | 78,990 | 78,990 | 78,990 | |

University of Michigan
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 2012/2013

CIP 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 | 199,450 | 199,450 | 184,846 | 214,055 | 52 |
| CLINICAL ASST PROF Fiscal Year | 7 | 7.00 | 206,111 | 208,783 | 155,625 | 244,248 | 49 |
| CLINICAL INSTRUCTOR Fiscal Year | 12 | 12.00 | 182,711 | 179,238 | 157,950 | 208,805 | 38 |
| CLINICAL LECTURER Fiscal Year | 2 | 2.00 | 170,704 | 170,704 | 167,694 | 173,714 | 38 |
| Total Regular Clinical Instructional Fiscal Year | 23 | 23.00 | 190,244 | 199,810 | 155,625 | 244,248 | 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
Emergency Medicine UM Adult 2012/2013

CIP 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 | 4 | 4.00 | 232,584 | 243,340 | 194,625 | 249,032 | 51 |
| ASSOC PROFESSOR Fiscal Year | 4 | 4.00 | 203,119 | 222,400 | 143,222 | 224,455 | 48 |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 173,343 | 173,343 | 173,343 | 173,343 | |
| Total Regular Instructional Fiscal Year | 9 | 9.00 | 212,906 | 222,400 | 143,222 | 249,032 | 48 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 1 | 1.00 | 240,550 | 240,550 | 240,550 | 240,550 | |
| CLINICAL ASSOC PROF Fiscal Year | 6 | 6.00 | 211,904 | 212,098 | 199,500 | 224,540 | 55 |
| CLINICAL ASST PROF Fiscal Year | 12 | 11.68 | 182,618 | 192,250 | 133,294 | 199,889 | 44 |
| CLINICAL INSTRUCTOR Fiscal Year | 5 | 5.00 | 189,510 | 192,238 | 173,714 | 200,397 | 43 |
| CLINICAL LECTURER Fiscal Year | 5 | 5.00 | 149,556 | 172,694 | 71,400 | 173,040 | 34 |
| Total Regular Clinical Instructional Fiscal Year | 29 | 28.68 | 186,163 | 192,250 | 71,400 | 240,550 | 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
Emergency Medicine UM CES 2012/2013

CIP 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 | | | | | | | |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 193,857 | 193,857 | 193,857 | 193,857 | |
| Total Regular Instructional Fiscal Year | 1 | 1.00 | 193,857 | 193,857 | 193,857 | 193,857 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 2 | 1.80 | 218,219 | 218,219 | 218,124 | 218,314 | 53 |
| CLINICAL ASST PROF Fiscal Year | 8 | 8.00 | 178,200 | 173,635 | 154,700 | 200,559 | 44 |
| CLINICAL INSTRUCTOR Fiscal Year | 2 | 2.00 | 170,286 | 170,286 | 167,694 | 172,879 | 40 |
| CLINICAL LECTURER Fiscal Year | 3 | 3.00 | 142,184 | 154,186 | 118,181 | 154,186 | 36 |
| Total Regular Clinical Instructional Fiscal Year | 15 | 14.80 | 175,277 | 173,327 | 118,181 | 218,314 | 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
 Faculty Salaries 2012/2013

CIP 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 INSTRUCTOR Fiscal Year | 1 | 1.00 | 111,273 | 111,273 | 111,273 | 111,273 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 111,273 | 111,273 | 111,273 | 111,273 | |

University of Michigan
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 2012/2013

CIP 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 | 147,689 | 153,904 | 111,512 | 166,343 | 56 |
| ASSOC PROFESSOR Fiscal Year | 2 | 1.38 | 122,555 | 122,555 | 103,796 | 141,314 | 48 |
| ASST PROFESSOR Fiscal Year | 2 | 1.80 | 136,069 | 136,069 | 125,987 | 146,150 | 47 |
| Total Regular Instructional Fiscal Year | 9 | 8.08 | 139,522 | 146,150 | 103,796 | 166,343 | 52 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 3 | 3.00 | 140,843 | 140,198 | 139,557 | 142,775 | 64 |
| CLINICAL ASSOC PROF Fiscal Year | 7 | 7.00 | 123,701 | 124,300 | 110,404 | 136,624 | 52 |
| CLINICAL ASST PROF Fiscal Year | 27 | 23.35 | 99,455 | 96,822 | 83,243 | 148,370 | 44 |
| CLINICAL INSTRUCTOR Fiscal Year | 3 | 2.00 | 82,227 | 81,363 | 79,883 | 85,433 | 47 |
| CLINICAL LECTURER Fiscal Year | 24 | 22.90 | 81,593 | 82,942 | 63,996 | 108,015 | 35 |
| Total Regular Clinical Instructional Fiscal Year | 64 | 58.25 | 96,541 | 90,888 | 63,996 | 148,370 | 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
GSA - Administration (GSA/ADM) 2012/2013

CIP 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 | 11 | 10.13 | 229,642 | 220,000 | 220,000 | 326,061 | 54 |
| ASSOC PROFESSOR Fiscal Year | 9 | 9.00 | 220,000 | 220,000 | 220,000 | 220,000 | 47 |
| ASST PROFESSOR Fiscal Year | 9 | 7.63 | 201,276 | 213,082 | 106,833 | 220,000 | 39 |
| Total Regular Instructional Fiscal Year | 29 | 26.76 | 217,846 | 220,000 | 106,833 | 326,061 | 47 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 1 | 0.80 | 165,000 | 165,000 | 165,000 | 165,000 | |
| CLINICAL ASSOC PROF Fiscal Year | 2 | 2.00 | 113,637 | 113,637 | 62,275 | 165,000 | 52 |
| CLINICAL ASST PROF Fiscal Year | 8 | 8.00 | 165,000 | 165,000 | 165,000 | 165,000 | 36 |
| CLINICAL LECTURER Fiscal Year | 3 | 3.00 | 70,700 | 70,000 | 70,000 | 72,100 | 39 |
| Total Regular Clinical Instructional Fiscal Year | 14 | 13.80 | 137,455 | 165,000 | 62,275 | 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
Human Genetics Department 2012/2013

CIP 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 | 169,030 | 156,609 | 138,788 | 211,206 | 62 |
| ASSOC PROFESSOR Fiscal Year | 1 | 1.00 | 141,942 | 141,942 | 141,942 | 141,942 | |
| ASST PROFESSOR Fiscal Year | 7 | 7.00 | 108,365 | 106,090 | 100,384 | 124,015 | 39 |
| Total Regular Instructional Fiscal Year | 15 | 15.00 | 138,914 | 138,788 | 100,384 | 211,206 | 50 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 1 | 1.00 | 101,910 | 101,910 | 101,910 | 101,910 | |
| CLINICAL ASST PROF Fiscal Year | 1 | 0.75 | 75,485 | 75,485 | 75,485 | 75,485 | |
| Total Regular Clinical Instructional Fiscal Year | 2 | 1.75 | 88,698 | 88,698 | 75,485 | 101,910 | 49 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 2 | 0.38 | 36,468 | 36,468 | 36,468 | 36,468 | 25 |
| Total Graduate Student Instructor University Year | 2 | 0.38 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Int Med-Allergy 2012/2013

CIP 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 | | | | | | | |
| ASST PROFESSOR Fiscal Year | 2 | 2.00 | 166,600 | 166,600 | 158,100 | 175,099 | 38 |
| Total Regular Instructional Fiscal Year | 2 | 2.00 | 166,600 | 166,600 | 158,100 | 175,099 | 38 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 2 | 2.00 | 210,567 | 210,567 | 201,528 | 219,605 | 52 |
| CLINICAL ASST PROF Fiscal Year | 2 | 2.00 | 189,943 | 189,943 | 179,729 | 200,157 | 63 |
| CLINICAL INSTRUCTOR Fiscal Year | 2 | 1.75 | 171,287 | 171,287 | 143,876 | 198,697 | 49 |
| Total Regular Clinical Instructional Fiscal Year | 6 | 5.75 | 190,599 | 199,427 | 143,876 | 219,605 | 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
Int Med-Cardiology 2012/2013

CIP 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 | 17 | 16.62 | 225,317 | 225,000 | 202,594 | 268,255 | 57 |
| ASSOC PROFESSOR Fiscal Year | 8 | 7.32 | 210,972 | 225,000 | 143,152 | 225,000 | 48 |
| ASST PROFESSOR Fiscal Year | 9 | 8.86 | 158,998 | 182,516 | 108,973 | 204,500 | 43 |
| Total Regular Instructional Fiscal Year | 34 | 32.80 | 204,386 | 225,000 | 108,973 | 268,255 | 51 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 3 | 2.40 | 223,552 | 225,000 | 220,655 | 225,000 | 62 |
| CLINICAL ASSOC PROF Fiscal Year | 7 | 6.19 | 225,000 | 225,000 | 225,000 | 225,000 | 47 |
| CLINICAL ASST PROF Fiscal Year | 17 | 15.61 | 204,845 | 210,120 | 111,375 | 225,000 | 45 |
| CLINICAL LECTURER Fiscal Year | 16 | 13.38 | 143,566 | 162,400 | 75,000 | 206,000 | 35 |
| Total Regular Clinical Instructional Fiscal Year | 43 | 37.58 | 186,630 | 204,500 | 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
Int Med-Gastroenterology 2012/2013

CIP 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 | 18 | 15.84 | 223,954 | 225,000 | 213,805 | 225,000 | 56 |
| ASSOC PROFESSOR Fiscal Year | 4 | 3.58 | 220,197 | 225,000 | 205,787 | 225,000 | 47 |
| ASST PROFESSOR Fiscal Year | 15 | 13.67 | 206,096 | 213,363 | 107,625 | 225,000 | 40 |
| Total Regular Instructional Fiscal Year | 37 | 33.09 | 216,308 | 225,000 | 107,625 | 225,000 | 49 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 2 | 2.00 | 211,245 | 211,245 | 209,135 | 213,355 | 55 |
| CLINICAL ASST PROF Fiscal Year | 7 | 6.73 | 217,521 | 225,000 | 203,647 | 225,000 | 49 |
| CLINICAL LECTURER Fiscal Year | 10 | 9.06 | 170,135 | 190,000 | 74,071 | 225,000 | 36 |
| Total Regular Clinical Instructional Fiscal Year | 19 | 17.79 | 191,920 | 203,647 | 74,071 | 225,000 | 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
Int Med-General Medicine 2012/2013

CIP 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 | 10 | 6.40 | 218,198 | 225,000 | 189,143 | 225,000 | 53 |
| ASSOC PROFESSOR Fiscal Year | 7 | 4.90 | 179,371 | 195,153 | 137,248 | 210,119 | 47 |
| ASST PROFESSOR Fiscal Year | 7 | 3.69 | 152,584 | 155,000 | 145,000 | 163,079 | 38 |
| Total Regular Instructional Fiscal Year | 24 | 14.99 | 187,736 | 197,169 | 137,248 | 225,000 | 47 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 1 | 1.00 | 225,000 | 225,000 | 225,000 | 225,000 | |
| CLINICAL ASSOC PROF Fiscal Year | 6 | 6.00 | 203,791 | 204,639 | 182,641 | 225,000 | 49 |
| CLINICAL ASST PROF Fiscal Year | 45 | 39.54 | 192,006 | 188,182 | 162,500 | 222,402 | 46 |
| CLINICAL INSTRUCTOR Fiscal Year | 45 | 38.67 | 168,406 | 168,461 | 142,450 | 203,500 | 38 |
| CLINICAL LECTURER Fiscal Year | 18 | 16.93 | 147,280 | 147,460 | 85,000 | 167,186 | 33 |
| Total Regular Clinical Instructional Fiscal Year | 115 | 102.14 | 176,672 | 175,440 | 85,000 | 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-Hematology/Oncology 2012/2013

CIP 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 | 14 | 13.30 | 226,422 | 225,000 | 215,028 | 262,719 | 58 |
| ASSOC PROFESSOR Fiscal Year | 3 | 2.50 | 202,779 | 200,021 | 183,316 | 225,000 | 46 |
| ASST PROFESSOR Fiscal Year | 11 | 11.00 | 143,838 | 147,838 | 112,542 | 167,597 | 43 |
| Total Regular Instructional Fiscal Year | 28 | 26.80 | 191,445 | 216,097 | 112,542 | 262,719 | 51 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 5 | 4.70 | 221,108 | 225,000 | 205,538 | 225,000 | 56 |
| CLINICAL ASSOC PROF Fiscal Year | 6 | 5.64 | 208,836 | 210,711 | 176,047 | 225,000 | 52 |
| CLINICAL ASST PROF Fiscal Year | 12 | 11.33 | 169,095 | 165,606 | 148,263 | 225,000 | 46 |
| CLINICAL LECTURER Fiscal Year | 7 | 5.70 | 128,046 | 125,000 | 125,000 | 140,000 | 34 |
| Total Regular Clinical Instructional Fiscal Year | 30 | 27.37 | 176,134 | 170,356 | 125,000 | 225,000 | 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
Int Med-Infectious Diseases 2012/2013

CIP 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 | 205,449 | 205,149 | 193,178 | 216,742 | 59 |
| ASSOC PROFESSOR Fiscal Year | 3 | 3.00 | 168,750 | 170,739 | 160,837 | 174,673 | 46 |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 145,000 | 145,000 | 145,000 | 145,000 | |
| Total Regular Instructional Fiscal Year | 10 | 8.33 | 188,394 | 194,612 | 145,000 | 216,742 | 53 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 2 | 1.50 | 169,112 | 169,112 | 135,095 | 203,129 | 65 |
| CLINICAL ASSOC PROF Fiscal Year | 4 | 3.37 | 156,645 | 157,176 | 146,548 | 165,679 | 45 |
| CLINICAL ASST PROF Fiscal Year | 3 | 3.00 | 125,252 | 125,942 | 117,875 | 131,939 | 38 |
| Total Regular Clinical Instructional Fiscal Year | 9 | 7.87 | 148,951 | 146,548 | 117,875 | 203,129 | 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
Int Med-Molecular Med&Genetics 2012/2013

CIP 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 | 2 | 2.00 | 215,143 | 215,143 | 205,286 | 225,000 | 51 |
| ASSOC PROFESSOR Fiscal Year | 4 | 4.00 | 120,407 | 117,515 | 117,010 | 129,587 | 44 |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 101,766 | 101,766 | 101,766 | 101,766 | |
| Total Regular Instructional Fiscal Year | 7 | 7.00 | 144,811 | 117,986 | 101,766 | 225,000 | 45 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 1 | 1.00 | 90,524 | 90,524 | 90,524 | 90,524 | |
| CLINICAL INSTRUCTOR Fiscal Year | 2 | 2.00 | 71,000 | 71,000 | 70,000 | 72,000 | 34 |
| Total Regular Clinical Instructional Fiscal Year | 3 | 3.00 | 77,508 | 72,000 | 70,000 | 90,524 | 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-Nephrology 2012/2013

CIP 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 | 12 | 10.98 | 227,522 | 225,000 | 225,000 | 255,262 | 57 |
| ASSOC PROFESSOR Fiscal Year | 4 | 3.43 | 197,919 | 196,769 | 191,225 | 206,912 | 46 |
| ASST PROFESSOR Fiscal Year | 4 | 4.00 | 161,684 | 160,419 | 152,500 | 173,400 | 44 |
| Total Regular Instructional Fiscal Year | 20 | 18.41 | 208,434 | 225,000 | 152,500 | 255,262 | 52 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 1 | 0.58 | 216,820 | 216,820 | 216,820 | 216,820 | |
| CLINICAL ASSOC PROF Fiscal Year | 4 | 4.00 | 206,881 | 206,057 | 199,637 | 215,773 | 48 |
| CLINICAL ASST PROF Fiscal Year | 5 | 4.45 | 185,657 | 187,079 | 170,758 | 198,322 | 42 |
| CLINICAL LECTURER Fiscal Year | 7 | 4.96 | 78,300 | 77,250 | 75,000 | 91,350 | 37 |
| Total Regular Clinical Instructional Fiscal Year | 17 | 13.99 | 148,278 | 177,970 | 75,000 | 216,820 | 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
Int Med-Pulm./Critical Care 2012/2013

CIP 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 | 213,359 | 225,000 | 164,005 | 225,000 | 57 |
| ASSOC PROFESSOR Fiscal Year | 6 | 5.58 | 187,429 | 193,158 | 161,300 | 197,809 | 48 |
| ASST PROFESSOR Fiscal Year | 7 | 5.98 | 156,293 | 160,546 | 102,804 | 178,547 | 39 |
| Total Regular Instructional Fiscal Year | 22 | 20.23 | 188,130 | 192,279 | 102,804 | 225,000 | 49 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 4 | 4.00 | 207,593 | 212,841 | 179,689 | 225,000 | 49 |
| CLINICAL ASST PROF Fiscal Year | 7 | 5.76 | 186,644 | 177,687 | 151,875 | 225,000 | 43 |
| CLINICAL INSTRUCTOR Fiscal Year | 1 | 0.80 | 148,000 | 148,000 | 148,000 | 148,000 | |
| CLINICAL LECTURER Fiscal Year | 5 | 2.84 | 87,831 | 72,500 | 64,480 | 155,000 | 38 |
| Total Regular Clinical Instructional Fiscal Year | 17 | 13.40 | 160,237 | 172,930 | 64,480 | 225,000 | 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
Int Med-Rheumatology 2012/2013

CIP 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 | 214,667 | 223,047 | 185,342 | 225,000 | 60 |
| ASSOC PROFESSOR Fiscal Year | 6 | 5.75 | 178,569 | 177,750 | 156,977 | 207,159 | 50 |
| ASST PROFESSOR Fiscal Year | 2 | 2.00 | 129,949 | 129,949 | 122,899 | 137,000 | 37 |
| Total Regular Instructional Fiscal Year | 14 | 12.92 | 187,094 | 187,021 | 122,899 | 225,000 | 52 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASST PROF Fiscal Year | 7 | 6.53 | 144,008 | 148,835 | 131,625 | 152,032 | 43 |
| CLINICAL INSTRUCTOR Fiscal Year | 4 | 4.00 | 126,623 | 127,731 | 120,000 | 131,030 | 37 |
| CLINICAL LECTURER Fiscal Year | 2 | 2.00 | 105,000 | 105,000 | 100,000 | 110,000 | 36 |
| Total Regular Clinical Instructional Fiscal Year | 13 | 12.53 | 132,657 | 131,625 | 100,000 | 152,032 | 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
IntMed-Geri & Palliative Med. 2012/2013

CIP 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 | 3 | 1.92 | 221,944 | 225,000 | 215,831 | 225,000 | 57 |
| ASSOC PROFESSOR Fiscal Year | 2 | 1.55 | 140,559 | 140,559 | 100,559 | 180,558 | 41 |
| ASST PROFESSOR Fiscal Year | 4 | 2.90 | 126,327 | 134,389 | 85,671 | 150,858 | 40 |
| Total Regular Instructional Fiscal Year | 9 | 6.37 | 161,362 | 150,858 | 85,671 | 225,000 | 46 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 5 | 2.48 | 177,781 | 178,002 | 165,637 | 189,195 | 53 |
| CLINICAL ASST PROF Fiscal Year | 4 | 3.15 | 160,996 | 152,404 | 145,253 | 193,925 | 56 |
| CLINICAL INSTRUCTOR Fiscal Year | 6 | 5.78 | 172,493 | 170,000 | 145,000 | 201,759 | 42 |
| CLINICAL LECTURER Fiscal Year | 2 | 1.13 | 109,113 | 109,113 | 83,226 | 135,000 | 32 |
| Total Regular Clinical Instructional Fiscal Year | 17 | 12.54 | 163,887 | 170,000 | 83,226 | 201,759 | 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
Lab Animal Medicine Unit 2012/2013

CIP 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 | 165,676 | 165,676 | 157,745 | 173,608 | 55 |
| ASSOC PROFESSOR Fiscal Year | 3 | 3.00 | 150,621 | 149,466 | 116,867 | 185,531 | 56 |
| Total Regular Instructional Fiscal Year | 5 | 5.00 | 156,643 | 157,745 | 116,867 | 185,531 | 56 |
| 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 | 137,025 | 137,025 | 137,025 | 137,025 | |
| CLINICAL ASST PROF Fiscal Year | 4 | 4.00 | 126,679 | 131,770 | 111,294 | 131,881 | 42 |
| Total Regular Clinical Instructional Fiscal Year | 6 | 6.00 | 138,368 | 131,826 | 111,294 | 186,465 | 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
Med Ed/Ofc of Ed Resources&Res 2012/2013

CIP 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 | 3.96 | 172,351 | 170,335 | 168,488 | 179,029 | 61 |
| ASST PROFESSOR Fiscal Year | 5 | 4.80 | 106,978 | 105,000 | 97,850 | 120,264 | 45 |
| Total Regular Instructional Fiscal Year | 10 | 8.76 | 139,665 | 144,376 | 97,850 | 179,029 | 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
 Medical Education Admin 2012/2013

CIP 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 | 178,360 | 178,360 | 178,360 | 178,360 | |
| Total Regular Instructional | | | | | | | |
| Fiscal Year | 1 | 1.00 | 178,360 | 178,360 | 178,360 | 178,360 | |

University of Michigan
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 2012/2013

CIP 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 | 193,185 | 193,185 | 186,250 | 200,120 | 50 |
| CLINICAL INSTRUCTOR Fiscal Year | 3 | 3.00 | 192,241 | 192,236 | 192,236 | 192,250 | 54 |
| Total Regular Clinical Instructional Fiscal Year | 5 | 5.00 | 192,618 | 192,236 | 186,250 | 200,120 | 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
Metabolism, Endo & Diabetes 2012/2013

CIP 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 | 10 | 8.95 | 209,033 | 214,090 | 180,526 | 225,000 | 57 |
| ASSOC PROFESSOR Fiscal Year | 3 | 2.50 | 161,152 | 153,750 | 153,750 | 175,956 | 46 |
| ASST PROFESSOR Fiscal Year | 3 | 3.00 | 129,208 | 128,283 | 117,593 | 141,750 | 42 |
| Total Regular Instructional Fiscal Year | 16 | 14.45 | 185,088 | 194,744 | 117,593 | 225,000 | 52 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 3 | 2.50 | 183,372 | 179,375 | 164,081 | 206,659 | 59 |
| CLINICAL ASSOC PROF Fiscal Year | 2 | 1.55 | 171,566 | 171,566 | 168,713 | 174,420 | 51 |
| CLINICAL ASST PROF Fiscal Year | 11 | 9.89 | 144,585 | 143,150 | 135,000 | 156,938 | 43 |
| CLINICAL INSTRUCTOR Fiscal Year | 1 | 1.00 | 115,000 | 115,000 | 115,000 | 115,000 | |
| CLINICAL LECTURER Fiscal Year | 1 | 0.05 | 85,000 | 85,000 | 85,000 | 85,000 | |
| Total Regular Clinical Instructional Fiscal Year | 18 | 14.99 | 149,093 | 146,706 | 85,000 | 206,659 | 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
Microbiology and Immunology 2012/2013

CIP 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 | 12 | 11.50 | 168,805 | 157,537 | 144,360 | 229,511 | 55 |
| ASSOC PROFESSOR Fiscal Year | 5 | 5.00 | 108,307 | 109,057 | 91,606 | 125,285 | 49 |
| ASST PROFESSOR Fiscal Year | 5 | 5.00 | 99,285 | 99,825 | 95,019 | 101,493 | 38 |
| Total Regular Instructional Fiscal Year | 22 | 21.50 | 139,255 | 145,485 | 91,606 | 229,511 | 50 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 1 | 0.14 | 36,468 | 36,468 | 36,468 | 36,468 | |
| Total Graduate Student Instructor University Year | 1 | 0.14 | 36,468 | 36,468 | 36,468 | 36,468 | |

University of Michigan
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 2012/2013

CIP 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 | 11 | 10.80 | 188,474 | 166,892 | 143,339 | 325,500 | 60 |
| ASSOC PROFESSOR Fiscal Year | 8 | 8.00 | 128,233 | 125,514 | 113,653 | 152,232 | 48 |
| ASST PROFESSOR Fiscal Year | 3 | 3.00 | 95,527 | 95,500 | 91,800 | 99,282 | 35 |
| Total Regular Instructional Fiscal Year | 22 | 21.80 | 153,894 | 147,786 | 91,800 | 325,500 | 52 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 1 | 0.75 | 29,333 | 29,333 | 29,333 | 29,333 | |
| LEO Lecturer III Fiscal Year | 1 | 1.00 | 62,000 | 62,000 | 62,000 | 62,000 | |
| LEO Lecturer IV Fiscal Year | 1 | 1.00 | 66,000 | 66,000 | 66,000 | 66,000 | |
| Total LEO - Lecturers University Year | 1 | 0.75 | 29,333 | 29,333 | 29,333 | 29,333 | |
| Fiscal Year | 2 | 2.00 | 64,000 | 64,000 | 62,000 | 66,000 | 48 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 5 | 0.95 | 36,468 | 36,468 | 36,468 | 36,468 | 25 |
| Total Graduate Student Instructor University Year | 5 | 0.95 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Neurology Department 2012/2013

CIP 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 | 12 | 9.23 | 248,350 | 253,669 | 202,410 | 275,941 | 58 |
| ASSOC PROFESSOR Fiscal Year | 4 | 3.58 | 186,956 | 171,018 | 163,493 | 242,295 | 46 |
| ASST PROFESSOR Fiscal Year | 9 | 8.83 | 139,580 | 140,063 | 132,984 | 145,950 | 38 |
| Total Regular Instructional Fiscal Year | 25 | 21.64 | 199,370 | 202,410 | 132,984 | 275,941 | 49 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 2 | 2.00 | 234,789 | 234,789 | 232,674 | 236,903 | 54 |
| CLINICAL ASSOC PROF Fiscal Year | 8 | 7.53 | 172,490 | 168,488 | 154,064 | 203,736 | 48 |
| CLINICAL ASST PROF Fiscal Year | 16 | 15.25 | 150,406 | 144,279 | 130,000 | 187,668 | 40 |
| CLINICAL LECTURER Fiscal Year | 7 | 5.80 | 74,864 | 64,771 | 60,051 | 130,000 | 37 |
| Total Regular Clinical Instructional Fiscal Year | 33 | 30.58 | 144,850 | 145,950 | 60,051 | 236,903 | 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
Neurosurgery 2012/2013

CIP 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 | 243,116 | 250,000 | 130,245 | 392,436 | 55 |
| ASSOC PROFESSOR Fiscal Year | 3 | 3.00 | 275,000 | 275,000 | 275,000 | 275,000 | 42 |
| ASST PROFESSOR Fiscal Year | 4 | 4.00 | 186,741 | 188,148 | 95,668 | 275,000 | 40 |
| Total Regular Instructional Fiscal Year | 15 | 15.00 | 234,460 | 275,000 | 95,668 | 392,436 | 48 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 3 | 3.00 | 248,658 | 250,000 | 245,975 | 250,000 | 46 |
| CLINICAL ASST PROF Fiscal Year | 4 | 4.00 | 234,274 | 234,275 | 218,545 | 250,000 | 42 |
| CLINICAL INSTRUCTOR Fiscal Year | 1 | 1.00 | 75,000 | 75,000 | 75,000 | 75,000 | |
| CLINICAL LECTURER Fiscal Year | 5 | 3.51 | 142,000 | 70,000 | 70,000 | 250,000 | 35 |
| Total Regular Clinical Instructional Fiscal Year | 13 | 11.51 | 189,852 | 245,975 | 70,000 | 250,000 | 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
Obstetrics and Gynecology Dept 2012/2013

CIP 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 | 208,811 | 217,500 | 119,871 | 317,402 | 56 |
| ASSOC PROFESSOR Fiscal Year | 6 | 5.20 | 168,654 | 178,500 | 111,925 | 186,000 | 50 |
| ASST PROFESSOR Fiscal Year | 2 | 2.00 | 160,500 | 160,500 | 160,500 | 160,500 | 43 |
| Total Regular Instructional Fiscal Year | 19 | 18.00 | 191,044 | 186,000 | 111,925 | 317,402 | 53 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 6 | 5.90 | 207,215 | 217,500 | 155,792 | 217,500 | 54 |
| CLINICAL ASSOC PROF Fiscal Year | 5 | 5.00 | 186,000 | 186,000 | 186,000 | 186,000 | 43 |
| CLINICAL ASST PROF Fiscal Year | 18 | 17.37 | 157,694 | 160,500 | 115,000 | 160,500 | 41 |
| CLINICAL INSTRUCTOR Fiscal Year | 9 | 7.92 | 139,389 | 140,500 | 135,500 | 140,501 | 39 |
| CLINICAL LECTURER Fiscal Year | 10 | 10.00 | 100,280 | 98,616 | 60,051 | 140,500 | 35 |
| Total Regular Clinical Instructional Fiscal Year | 48 | 46.19 | 151,439 | 160,500 | 60,051 | 217,500 | 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
Ophthalmology & Visual Science 2012/2013

CIP 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 | 22 | 21.93 | 182,163 | 160,197 | 116,395 | 354,600 | 60 |
| ASSOC PROFESSOR Fiscal Year | 5 | 4.58 | 172,979 | 152,500 | 127,625 | 255,000 | 45 |
| ASST PROFESSOR Fiscal Year | 7 | 6.75 | 155,485 | 162,500 | 122,595 | 173,900 | 37 |
| Total Regular Instructional Fiscal Year | 34 | 33.26 | 175,320 | 161,250 | 116,395 | 354,600 | 53 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 1 | 1.00 | 123,600 | 123,600 | 123,600 | 123,600 | |
| CLINICAL ASSOC PROF Fiscal Year | 2 | 1.60 | 135,736 | 135,736 | 116,395 | 155,078 | 51 |
| CLINICAL ASST PROF Fiscal Year | 10 | 7.70 | 102,781 | 100,000 | 66,000 | 181,926 | 48 |
| CLINICAL INSTRUCTOR Fiscal Year | 19 | 15.75 | 83,356 | 88,000 | 45,277 | 107,000 | 41 |
| CLINICAL LECTURER Fiscal Year | 15 | 13.39 | 58,000 | 40,000 | 40,000 | 160,000 | 33 |
| Total Regular Clinical Instructional Fiscal Year | 47 | 39.44 | 82,482 | 82,000 | 40,000 | 181,926 | 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
Orthopaedic Surgery 2012/2013

CIP 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 | 6 | 6.00 | 224,542 | 210,000 | 200,850 | 306,400 | 54 |
| ASSOC PROFESSOR Fiscal Year | 4 | 4.00 | 190,166 | 205,000 | 145,665 | 205,000 | 48 |
| ASST PROFESSOR Fiscal Year | 5 | 5.00 | 143,959 | 108,150 | 105,557 | 200,000 | 37 |
| Total Regular Instructional Fiscal Year | 15 | 15.00 | 188,514 | 205,000 | 105,557 | 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 | 50 |
| CLINICAL ASST PROF Fiscal Year | 7 | 5.91 | 172,063 | 200,000 | 110,000 | 200,000 | 44 |
| CLINICAL INSTRUCTOR Fiscal Year | 1 | 1.00 | 200,000 | 200,000 | 200,000 | 200,000 | |
| CLINICAL LECTURER Fiscal Year | 1 | 0.13 | 300,000 | 300,000 | 300,000 | 300,000 | |
| Total Regular Clinical Instructional Fiscal Year | 16 | 13.67 | 196,528 | 202,500 | 110,000 | 300,000 | 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
Otorhinolaryngology Department 2012/2013

CIP 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 | 19 | 18.55 | 212,287 | 240,000 | 130,334 | 240,000 | 61 |
| ASSOC PROFESSOR Fiscal Year | 4 | 3.40 | 155,898 | 158,080 | 87,433 | 220,000 | 47 |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 200,000 | 200,000 | 200,000 | 200,000 | |
| Total Regular Instructional Fiscal Year | 24 | 22.95 | 202,377 | 220,854 | 87,433 | 240,000 | 57 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 2 | 2.00 | 212,700 | 212,700 | 185,401 | 240,000 | 54 |
| CLINICAL ASSOC PROF Fiscal Year | 6 | 5.55 | 220,000 | 220,000 | 220,000 | 220,000 | 46 |
| CLINICAL ASST PROF Fiscal Year | 8 | 7.70 | 190,834 | 200,000 | 139,050 | 200,000 | 44 |
| CLINICAL LECTURER Fiscal Year | 5 | 4.24 | 64,418 | 64,771 | 63,007 | 64,771 | 33 |
| Total Regular Clinical Instructional Fiscal Year | 21 | 19.49 | 171,151 | 200,000 | 63,007 | 240,000 | 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
Pathology Department 2012/2013

CIP 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 | 201,991 | 185,595 | 150,696 | 299,899 | 57 |
| ASSOC PROFESSOR Fiscal Year | 10 | 9.50 | 136,962 | 139,643 | 108,630 | 162,435 | 49 |
| ASST PROFESSOR Fiscal Year | 10 | 10.00 | 117,246 | 105,930 | 102,000 | 150,000 | 39 |
| Total Regular Instructional Fiscal Year | 45 | 43.55 | 168,708 | 162,435 | 102,000 | 299,899 | 51 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 7 | 6.52 | 174,438 | 173,536 | 166,304 | 185,970 | 57 |
| CLINICAL ASSOC PROF Fiscal Year | 10 | 10.00 | 137,222 | 136,076 | 107,229 | 180,000 | 49 |
| CLINICAL ASST PROF Fiscal Year | 25 | 24.35 | 115,405 | 117,488 | 72,374 | 145,000 | 39 |
| CLINICAL LECTURER Fiscal Year | 16 | 16.00 | 69,037 | 61,732 | 58,820 | 100,000 | 35 |
| Total Regular Clinical Instructional Fiscal Year | 58 | 56.87 | 113,500 | 117,471 | 58,820 | 185,970 | 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
Pediatric Hospitalists 2012/2013

CIP 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 | 197,954 | 197,954 | 197,954 | 197,954 | |
| CLINICAL ASST PROF Fiscal Year | 9 | 8.20 | 135,600 | 132,220 | 115,566 | 154,803 | 41 |
| CLINICAL LECTURER Fiscal Year | 1 | 1.00 | 115,360 | 115,360 | 115,360 | 115,360 | |
| Total Regular Clinical Instructional Fiscal Year | 11 | 10.20 | 139,428 | 132,220 | 115,360 | 197,954 | 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
Pediatric Surgery Section 2012/2013

CIP 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 | 53 |
| ASSOC PROFESSOR Fiscal Year | 2 | 2.00 | 220,000 | 220,000 | 220,000 | 220,000 | 49 |
| ASST PROFESSOR Fiscal Year | 2 | 2.00 | 220,000 | 220,000 | 220,000 | 220,000 | 41 |
| Total Regular Instructional Fiscal Year | 7 | 7.00 | 220,000 | 220,000 | 220,000 | 220,000 | 48 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 2 | 1.75 | 165,000 | 165,000 | 165,000 | 165,000 | 58 |
| CLINICAL ASST PROF Fiscal Year | 2 | 2.00 | 165,000 | 165,000 | 165,000 | 165,000 | 39 |
| CLINICAL LECTURER Fiscal Year | 3 | 3.00 | 148,933 | 113,400 | 113,400 | 220,000 | 34 |
| Total Regular Clinical Instructional Fiscal Year | 7 | 6.75 | 158,114 | 165,000 | 113,400 | 220,000 | 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
Pediatrics Primary Care 2012/2013

CIP 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 | 2 | 1.20 | 110,000 | 110,000 | 110,000 | 110,000 | 53 |
| CLINICAL LECTURER Fiscal Year | 1 | 1.00 | 110,000 | 110,000 | 110,000 | 110,000 | |
| Total Regular Clinical Instructional Fiscal Year | 3 | 2.20 | 110,000 | 110,000 | 110,000 | 110,000 | 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-Ambulatory Care Pgm 2012/2013

CIP 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 | 211,862 | 211,862 | 211,862 | 211,862 | |
| ASSOC PROFESSOR Fiscal Year | 2 | 1.90 | 157,171 | 157,171 | 140,674 | 173,667 | 45 |
| ASST PROFESSOR Fiscal Year | 4 | 4.00 | 137,336 | 137,667 | 135,005 | 139,003 | 45 |
| Total Regular Instructional Fiscal Year | 7 | 6.90 | 153,649 | 139,003 | 135,005 | 211,862 | 46 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 1 | 1.00 | 141,630 | 141,630 | 141,630 | 141,630 | |
| CLINICAL ASST PROF Fiscal Year | 20 | 18.03 | 111,166 | 110,000 | 110,000 | 133,317 | 49 |
| CLINICAL INSTRUCTOR Fiscal Year | 11 | 8.37 | 103,636 | 100,000 | 100,000 | 120,000 | 35 |
| CLINICAL LECTURER Fiscal Year | 7 | 5.88 | 105,714 | 100,000 | 100,000 | 120,000 | 37 |
| Total Regular Clinical Instructional Fiscal Year | 39 | 33.28 | 108,845 | 110,000 | 100,000 | 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 2012/2013

CIP 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 | 197,964 | 197,964 | 197,964 | 197,964 | 65 |
| ASSOC PROFESSOR Fiscal Year | 2 | 2.00 | 181,182 | 181,182 | 176,600 | 185,764 | 43 |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 127,308 | 127,308 | 127,308 | 127,308 | |
| Total Regular Instructional Fiscal Year | 7 | 7.00 | 183,075 | 197,964 | 127,308 | 197,964 | 54 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 8 | 7.20 | 217,023 | 204,007 | 194,480 | 250,000 | 54 |
| CLINICAL ASSOC PROF Fiscal Year | 4 | 3.75 | 177,298 | 168,920 | 159,135 | 212,217 | 49 |
| CLINICAL ASST PROF Fiscal Year | 12 | 11.60 | 152,019 | 153,772 | 126,000 | 180,299 | 38 |
| CLINICAL LECTURER Fiscal Year | 5 | 5.00 | 80,000 | 80,000 | 80,000 | 80,000 | 34 |
| Total Regular Clinical Instructional Fiscal Year | 29 | 27.55 | 161,021 | 160,680 | 80,000 | 250,000 | 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
Pediatrics-Endocrinology 2012/2013

CIP 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 | 196,328 | 200,575 | 176,547 | 211,862 | 60 |
| ASSOC PROFESSOR Fiscal Year | 1 | 1.00 | 141,688 | 141,688 | 141,688 | 141,688 | |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 135,460 | 135,460 | 135,460 | 135,460 | |
| Total Regular Instructional Fiscal Year | 5 | 5.00 | 173,226 | 176,547 | 135,460 | 211,862 | 53 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 1 | 1.00 | 149,765 | 149,765 | 149,765 | 149,765 | |
| CLINICAL ASST PROF Fiscal Year | 2 | 2.00 | 133,686 | 133,686 | 133,472 | 133,900 | 46 |
| CLINICAL LECTURER Fiscal Year | 2 | 2.00 | 86,200 | 86,200 | 82,400 | 90,000 | 34 |
| Total Regular Clinical Instructional Fiscal Year | 5 | 5.00 | 117,907 | 133,472 | 82,400 | 149,765 | 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-Gastroenterology 2012/2013

CIP 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 | 192,198 | 192,198 | 192,198 | 192,198 | |
| ASSOC PROFESSOR Fiscal Year | 1 | 1.00 | 154,983 | 154,983 | 154,983 | 154,983 | |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 143,299 | 143,299 | 143,299 | 143,299 | |
| Total Regular Instructional Fiscal Year | 3 | 3.00 | 163,493 | 154,983 | 143,299 | 192,198 | 51 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 1 | 1.00 | 200,000 | 200,000 | 200,000 | 200,000 | |
| CLINICAL ASSOC PROF Fiscal Year | 1 | 1.00 | 162,225 | 162,225 | 162,225 | 162,225 | |
| CLINICAL LECTURER Fiscal Year | 1 | 1.00 | 126,072 | 126,072 | 126,072 | 126,072 | |
| Total Regular Clinical Instructional Fiscal Year | 3 | 3.00 | 162,766 | 162,225 | 126,072 | 200,000 | 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-Genetics 2012/2013

CIP 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 | 140,996 | 140,996 | 134,309 | 147,682 | 47 |
| Total Regular Instructional Fiscal Year | 2 | 2.00 | 140,996 | 140,996 | 134,309 | 147,682 | 47 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 1 | 1.00 | 128,750 | 128,750 | 128,750 | 128,750 | |
| CLINICAL ASST PROF Fiscal Year | 2 | 2.00 | 136,154 | 136,154 | 127,308 | 145,000 | 43 |
| Total Regular Clinical Instructional Fiscal Year | 3 | 3.00 | 133,686 | 128,750 | 127,308 | 145,000 | 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
Pediatrics-Hematology/Oncology 2012/2013

CIP 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 | 5 | 5.00 | 198,431 | 199,700 | 173,213 | 222,835 | 56 |
| ASSOC PROFESSOR Fiscal Year | 2 | 2.00 | 150,716 | 150,716 | 142,358 | 159,073 | 47 |
| ASST PROFESSOR Fiscal Year | 3 | 3.00 | 128,072 | 132,384 | 110,000 | 141,831 | 39 |
| Total Regular Instructional Fiscal Year | 10 | 10.00 | 167,780 | 166,143 | 110,000 | 222,835 | 49 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 1 | 1.00 | 186,270 | 186,270 | 186,270 | 186,270 | |
| CLINICAL ASSOC PROF Fiscal Year | 2 | 2.00 | 172,184 | 172,184 | 146,404 | 197,964 | 47 |
| CLINICAL ASST PROF Fiscal Year | 5 | 5.00 | 122,571 | 123,188 | 98,679 | 150,469 | 43 |
| CLINICAL LECTURER Fiscal Year | 2 | 2.00 | 79,001 | 79,001 | 79,001 | 79,001 | 37 |
| Total Regular Clinical Instructional Fiscal Year | 10 | 10.00 | 130,150 | 125,204 | 79,001 | 197,964 | 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-Immun/Rheumatology 2012/2013

CIP 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 | 163,672 | 163,672 | 163,672 | 163,672 | |
| CLINICAL LECTURER Fiscal Year | 1 | 1.00 | 110,000 | 110,000 | 110,000 | 110,000 | |
| Total Regular Clinical Instructional Fiscal Year | 2 | 2.00 | 136,836 | 136,836 | 110,000 | 163,672 | 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
Pediatrics-Infectious Diseases 2012/2013

CIP 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 | 209,937 | 209,937 | 208,679 | 211,194 | 63 |
| ASSOC PROFESSOR Fiscal Year | 1 | 1.00 | 126,629 | 126,629 | 126,629 | 126,629 | |
| ASST PROFESSOR Fiscal Year | 2 | 2.00 | 126,441 | 126,441 | 122,396 | 130,485 | 42 |
| Total Regular Instructional Fiscal Year | 5 | 5.00 | 159,877 | 130,485 | 122,396 | 211,194 | 53 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL LECTURER Fiscal Year | 1 | 1.00 | 103,000 | 103,000 | 103,000 | 103,000 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 103,000 | 103,000 | 103,000 | 103,000 | |

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-Intensive Care 2012/2013

CIP 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 | 203,082 | 202,602 | 197,964 | 208,679 | 59 |
| ASSOC PROFESSOR Fiscal Year | 2 | 2.00 | 213,087 | 213,087 | 182,697 | 243,476 | 49 |
| ASST PROFESSOR Fiscal Year | 2 | 2.00 | 158,083 | 158,083 | 151,852 | 164,314 | 43 |
| Total Regular Instructional Fiscal Year | 7 | 7.00 | 193,083 | 197,964 | 151,852 | 243,476 | 51 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASST PROF Fiscal Year | 1 | 1.00 | 127,308 | 127,308 | 127,308 | 127,308 | |
| CLINICAL LECTURER Fiscal Year | 1 | 1.00 | 128,493 | 128,493 | 128,493 | 128,493 | |
| Total Regular Clinical Instructional Fiscal Year | 2 | 2.00 | 127,901 | 127,901 | 127,308 | 128,493 | 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-Neonatal/Perinatal 2012/2013

CIP 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 | 206,996 | 197,964 | 197,964 | 225,059 | 59 |
| Total Regular Instructional Fiscal Year | 3 | 3.00 | 206,996 | 197,964 | 197,964 | 225,059 | 59 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 3 | 3.00 | 179,200 | 178,331 | 155,740 | 203,528 | 49 |
| CLINICAL ASST PROF Fiscal Year | 3 | 2.50 | 141,000 | 140,039 | 135,960 | 147,000 | 40 |
| CLINICAL LECTURER Fiscal Year | 6 | 5.90 | 115,826 | 113,348 | 110,000 | 131,560 | 31 |
| Total Regular Clinical Instructional Fiscal Year | 12 | 11.40 | 137,963 | 133,760 | 110,000 | 203,528 | 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
Pediatrics-Nephrology 2012/2013

CIP 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 | 185,118 | 185,118 | 183,308 | 186,928 | 50 |
| ASST PROFESSOR Fiscal Year | 2 | 2.00 | 127,479 | 127,479 | 117,000 | 137,957 | 38 |
| Total Regular Instructional Fiscal Year | 4 | 4.00 | 156,298 | 160,633 | 117,000 | 186,928 | 44 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASST PROF Fiscal Year | 1 | 1.00 | 123,600 | 123,600 | 123,600 | 123,600 | |
| CLINICAL LECTURER Fiscal Year | 2 | 2.00 | 126,175 | 126,175 | 118,450 | 133,900 | 35 |
| Total Regular Clinical Instructional Fiscal Year | 3 | 3.00 | 125,317 | 123,600 | 118,450 | 133,900 | 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
Pediatrics-Neurology 2012/2013

CIP 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 | 200,118 | 200,118 | 189,921 | 210,315 | 63 |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 139,213 | 139,213 | 139,213 | 139,213 | |
| Total Regular Instructional Fiscal Year | 3 | 3.00 | 179,816 | 189,921 | 139,213 | 210,315 | 56 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 2 | 2.00 | 197,964 | 197,964 | 197,964 | 197,964 | 55 |
| CLINICAL ASSOC PROF Fiscal Year | 1 | 0.95 | 148,556 | 148,556 | 148,556 | 148,556 | |
| CLINICAL ASST PROF Fiscal Year | 3 | 2.90 | 140,538 | 139,244 | 133,900 | 148,469 | 38 |
| Total Regular Clinical Instructional Fiscal Year | 6 | 5.85 | 161,016 | 148,512 | 133,900 | 197,964 | 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
Pediatrics-Pulmonary Medicine 2012/2013

CIP 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 | 197,871 | 197,871 | 196,042 | 199,700 | 58 |
| ASSOC PROFESSOR Fiscal Year | 1 | 1.00 | 150,210 | 150,210 | 150,210 | 150,210 | |
| ASST PROFESSOR Fiscal Year | 2 | 2.00 | 133,819 | 133,819 | 120,000 | 147,638 | 42 |
| Total Regular Instructional Fiscal Year | 5 | 5.00 | 162,718 | 150,210 | 120,000 | 199,700 | 49 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASST PROF Fiscal Year | 3 | 3.00 | 129,862 | 132,022 | 121,540 | 136,023 | 43 |
| CLINICAL LECTURER Fiscal Year | 1 | 1.00 | 120,000 | 120,000 | 120,000 | 120,000 | |
| Total Regular Clinical Instructional Fiscal Year | 4 | 4.00 | 127,396 | 126,781 | 120,000 | 136,023 | 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
Pharmacology Department 2012/2013

CIP 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 | 163,338 | 164,419 | 115,300 | 217,407 | 64 |
| ASSOC PROFESSOR Fiscal Year | 4 | 4.00 | 125,409 | 125,769 | 111,048 | 139,050 | 47 |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 103,809 | 103,809 | 103,809 | 103,809 | |
| Total Regular Instructional Fiscal Year | 20 | 20.00 | 152,776 | 154,737 | 103,809 | 217,407 | 59 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 1 | 0.14 | 36,468 | 36,468 | 36,468 | 36,468 | |
| Total Graduate Student Instructor University Year | 1 | 0.14 | 36,468 | 36,468 | 36,468 | 36,468 | |

University of Michigan
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 2012/2013

CIP 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 | 177,601 | 176,187 | 140,601 | 219,851 | 56 |
| ASSOC PROFESSOR Fiscal Year | 2 | 2.00 | 168,941 | 168,941 | 131,371 | 206,510 | 53 |
| ASST PROFESSOR Fiscal Year | 8 | 7.44 | 102,694 | 96,160 | 90,150 | 166,463 | 39 |
| Total Regular Instructional Fiscal Year | 16 | 15.44 | 139,065 | 135,986 | 90,150 | 219,851 | 47 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 5 | 4.24 | 202,385 | 219,851 | 140,601 | 219,851 | 63 |
| CLINICAL ASSOC PROF Fiscal Year | 5 | 4.80 | 158,290 | 183,683 | 120,200 | 183,683 | 54 |
| CLINICAL ASST PROF Fiscal Year | 14 | 12.50 | 151,564 | 166,463 | 90,150 | 166,463 | 45 |
| CLINICAL INSTRUCTOR Fiscal Year | 9 | 8.65 | 146,367 | 154,983 | 81,955 | 154,983 | 41 |
| CLINICAL LECTURER Fiscal Year | 2 | 1.50 | 103,909 | 103,909 | 61,732 | 146,086 | 34 |
| Total Regular Clinical Instructional Fiscal Year | 35 | 31.69 | 155,725 | 161,614 | 61,732 | 219,851 | 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
Plastic Surgery Section 2012/2013

CIP 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 | 53 |
| ASSOC PROFESSOR Fiscal Year | 1 | 1.00 | 220,000 | 220,000 | 220,000 | 220,000 | |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 165,000 | 165,000 | 165,000 | 165,000 | |
| Total Regular Instructional Fiscal Year | 7 | 6.58 | 212,143 | 220,000 | 165,000 | 220,000 | 50 |
| 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 | 38 |
| Total Regular Clinical Instructional Fiscal Year | 4 | 3.44 | 165,000 | 165,000 | 165,000 | 165,000 | 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
Psychiatry Department 2012/2013

CIP 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 | 18 | 15.86 | 214,948 | 210,256 | 167,075 | 322,876 | 61 |
| ASSOC PROFESSOR Fiscal Year | 13 | 8.11 | 175,054 | 170,259 | 118,373 | 273,018 | 52 |
| ASST PROFESSOR Fiscal Year | 12 | 9.57 | 141,080 | 156,401 | 99,583 | 168,551 | 39 |
| Total Regular Instructional Fiscal Year | 43 | 33.54 | 182,273 | 171,360 | 99,583 | 322,876 | 52 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 4 | 4.00 | 208,731 | 205,659 | 203,607 | 220,000 | 58 |
| CLINICAL ASSOC PROF Fiscal Year | 7 | 6.64 | 147,948 | 171,940 | 103,266 | 179,132 | 51 |
| CLINICAL ASST PROF Fiscal Year | 23 | 20.28 | 153,095 | 166,000 | 90,000 | 180,000 | 44 |
| CLINICAL INSTRUCTOR Fiscal Year | 10 | 8.34 | 152,579 | 160,000 | 107,350 | 160,000 | 38 |
| CLINICAL LECTURER Fiscal Year | 8 | 7.65 | 112,723 | 106,775 | 77,000 | 153,000 | 36 |
| Total Regular Clinical Instructional Fiscal Year | 52 | 46.91 | 150,371 | 160,000 | 77,000 | 220,000 | 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
 Radiation Oncology - Alpena 2012/2013

CIP 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 INSTRUCTOR Fiscal Year | 1 | 1.00 | 275,000 | 275,000 | 275,000 | 275,000 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 275,000 | 275,000 | 275,000 | 275,000 | |

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
Radiation Oncology - Ann Arbor 2012/2013

CIP 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 | 218,590 | 201,659 | 182,598 | 332,460 | 58 |
| ASSOC PROFESSOR Fiscal Year | 5 | 5.00 | 175,162 | 175,000 | 109,245 | 233,026 | 42 |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 225,000 | 225,000 | 225,000 | 225,000 | |
| Total Regular Instructional Fiscal Year | 16 | 16.00 | 205,419 | 201,659 | 109,245 | 332,460 | 52 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 5 | 4.80 | 206,123 | 208,786 | 176,254 | 238,786 | 56 |
| CLINICAL ASSOC PROF Fiscal Year | 4 | 3.69 | 207,659 | 206,893 | 171,730 | 245,120 | 44 |
| CLINICAL ASST PROF Fiscal Year | 11 | 8.44 | 193,148 | 200,000 | 150,494 | 267,961 | 40 |
| CLINICAL INSTRUCTOR Fiscal Year | 4 | 3.50 | 187,858 | 201,206 | 140,233 | 208,786 | 43 |
| Total Regular Clinical Instructional Fiscal Year | 24 | 20.43 | 197,388 | 202,500 | 140,233 | 267,961 | 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
 Radiation Oncology - Lansing 2012/2013

CIP 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 | 2 | 2.00 | 240,800 | 240,800 | 206,600 | 275,000 | 43 |
| Total Regular Clinical Instructional Fiscal Year | 2 | 2.00 | 240,800 | 240,800 | 206,600 | 275,000 | 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-Providence 2012/2013

CIP 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 | 211,765 | 211,765 | 211,765 | 211,765 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 211,765 | 211,765 | 211,765 | 211,765 | |

University of Michigan
 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 2012/2013

CIP 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 | 204,996 | 198,089 | 196,899 | 220,000 | 51 |
| ASSOC PROFESSOR Fiscal Year | 1 | 1.00 | 132,613 | 132,613 | 132,613 | 132,613 | |
| Total Regular Instructional Fiscal Year | 4 | 4.00 | 186,900 | 197,494 | 132,613 | 220,000 | 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
Thoracic Surgery Section 2012/2013

CIP 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 | 208,538 | 208,538 | 197,077 | 220,000 | 64 |
| 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 | 38 |
| Total Regular Instructional Fiscal Year | 5 | 5.00 | 215,415 | 220,000 | 197,077 | 220,000 | 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
Transplant Surgery (STX) 2012/2013

CIP 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 | 5 | 4.50 | 213,080 | 220,000 | 185,400 | 220,000 | 56 |
| ASSOC PROFESSOR Fiscal Year | 3 | 3.00 | 210,446 | 220,000 | 191,337 | 220,000 | 47 |
| ASST PROFESSOR Fiscal Year | 2 | 1.90 | 220,000 | 220,000 | 220,000 | 220,000 | 42 |
| Total Regular Instructional Fiscal Year | 10 | 9.40 | 213,674 | 220,000 | 185,400 | 220,000 | 50 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL LECTURER Fiscal Year | 2 | 2.00 | 76,491 | 76,491 | 76,491 | 76,491 | 33 |
| Total Regular Clinical Instructional Fiscal Year | 2 | 2.00 | 76,491 | 76,491 | 76,491 | 76,491 | 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
Urology 2012/2013

CIP 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 | 10 | 8.63 | 209,637 | 234,953 | 122,500 | 245,000 | 57 |
| ASSOC PROFESSOR Fiscal Year | 6 | 6.00 | 220,000 | 220,000 | 220,000 | 220,000 | 44 |
| ASST PROFESSOR Fiscal Year | 4 | 4.00 | 205,000 | 205,000 | 205,000 | 205,000 | 37 |
| Total Regular Instructional Fiscal Year | 20 | 18.63 | 211,818 | 220,000 | 122,500 | 245,000 | 49 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 4 | 3.58 | 216,250 | 220,000 | 205,000 | 220,000 | 45 |
| CLINICAL ASST PROF Fiscal Year | 5 | 4.19 | 205,000 | 205,000 | 205,000 | 205,000 | 38 |
| CLINICAL LECTURER Fiscal Year | 4 | 3.30 | 73,461 | 73,493 | 72,785 | 74,071 | 35 |
| Total Regular Clinical Instructional Fiscal Year | 13 | 11.07 | 167,988 | 205,000 | 72,785 | 220,000 | 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
Vascular Surgery Section 2012/2013

CIP 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 | 3.11 | 205,370 | 216,955 | 167,571 | 220,000 | 63 |
| ASSOC PROFESSOR Fiscal Year | 2 | 2.00 | 190,855 | 190,855 | 161,710 | 220,000 | 47 |
| ASST PROFESSOR Fiscal Year | 2 | 0.82 | 220,000 | 220,000 | 220,000 | 220,000 | 38 |
| Total Regular Instructional Fiscal Year | 8 | 5.93 | 205,399 | 220,000 | 161,710 | 220,000 | 53 |
| 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 ASST PROF Fiscal Year | 1 | 1.00 | 165,000 | 165,000 | 165,000 | 165,000 | |
| CLINICAL LECTURER Fiscal Year | 2 | 1.80 | 157,439 | 157,439 | 157,344 | 157,533 | 39 |
| Total Regular Clinical Instructional Fiscal Year | 5 | 4.60 | 161,975 | 165,000 | 157,344 | 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
School of Art and Design 2012/2013

CIP 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 | 16 | 16.00 | 107,188 | 100,560 | 95,387 | 139,248 | 59 |
| Fiscal Year | 2 | 2.00 | 222,679 | 222,679 | 158,025 | 287,332 | 64 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 13 | 13.00 | 86,423 | 86,563 | 79,414 | 97,360 | 46 |
| ASST PROFESSOR | | | | | | | |
| University Year | 5 | 5.00 | 75,049 | 72,569 | 69,371 | 84,404 | 39 |
| Total Regular Instructional | | | | | | | |
| University Year | 34 | 34.00 | 94,522 | 94,374 | 69,371 | 139,248 | 51 |
| Fiscal Year | 2 | 2.00 | 222,679 | 222,679 | 158,025 | 287,332 | 64 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 1 | 0.33 | 37,091 | 37,091 | 37,091 | 37,091 | |
| LEO Lecturer I | | | | | | | |
| University Year | 12 | 5.78 | 42,879 | 41,943 | 38,611 | 49,196 | 41 |
| LEO Lecturer II | | | | | | | |
| University Year | 11 | 6.61 | 54,791 | 53,626 | 44,772 | 75,432 | 55 |
| LEO Lecturer III | | | | | | | |
| University Year | 1 | 0.50 | 84,559 | 84,559 | 84,559 | 84,559 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 25 | 13.22 | 49,556 | 46,248 | 37,091 | 84,559 | 48 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 21 | 5.04 | 36,468 | 36,468 | 36,468 | 36,468 | 30 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 21 | 5.04 | 36,468 | 36,468 | 36,468 | 36,468 | 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 SCH Doctoral Programs 2012/2013

CIP 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 | 5 | 2.50 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor University Year | 5 | 2.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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
ROSS SCH MACC PRG 2012/2013

CIP 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 | 16 | 1.44 | 36,468 | 36,468 | 36,468 | 36,468 | 23 |
| Total Graduate Student Instructor University Year | 16 | 1.44 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Ross School of Business 2012/2013

CIP 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 | 48 | 46.25 | 233,114 | 238,500 | 141,000 | 333,300 | 57 |
| Fiscal Year | 1 | 0.56 | 209,989 | 209,989 | 209,989 | 209,989 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 28 | 28.00 | 188,379 | 189,600 | 108,100 | 245,000 | 47 |
| Fiscal Year | 1 | 1.00 | 228,700 | 228,700 | 228,700 | 228,700 | |
| ASST PROFESSOR | | | | | | | |
| University Year | 30 | 30.00 | 167,547 | 162,050 | 134,500 | 202,300 | 34 |
| Total Regular Instructional | | | | | | | |
| University Year | 106 | 104.25 | 202,740 | 193,850 | 108,100 | 333,300 | 48 |
| Fiscal Year | 2 | 1.56 | 219,345 | 219,345 | 209,989 | 228,700 | 49 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| University Year | 1 | 1.00 | 215,200 | 215,200 | 215,200 | 215,200 | |
| Fiscal Year | 3 | 1.51 | 191,563 | 169,700 | 165,189 | 239,800 | 56 |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 1 | 0.50 | 170,600 | 170,600 | 170,600 | 170,600 | |
| CLINICAL ASST PROF | | | | | | | |
| University Year | 1 | 1.00 | 145,500 | 145,500 | 145,500 | 145,500 | |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 3 | 2.50 | 177,100 | 170,600 | 145,500 | 215,200 | 54 |
| Fiscal Year | 3 | 1.51 | 191,563 | 169,700 | 165,189 | 239,800 | 56 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 4 | 0.56 | 338,031 | 279,566 | 120,000 | 672,992 | 50 |
| LEO Lecturer I | | | | | | | |
| University Year | 5 | 3.07 | 102,376 | 89,507 | 49,078 | 175,134 | 52 |
| LEO Lecturer II | | | | | | | |

University of Michigan
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 2012/2013

CIP 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> |
|-----------------------|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| University Year | 7 | 4.69 | 99,871 | 106,910 | 46,902 | 195,481 | 57 |
| Fiscal Year | 4 | 3.38 | 91,878 | 71,078 | 50,533 | 174,820 | 56 |
| LEO Lecturer IV | | | | | | | |
| Fiscal Year | 20 | 18.50 | 138,256 | 132,613 | 69,550 | 235,626 | 56 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 16 | 8.32 | 160,194 | 110,438 | 46,902 | 672,992 | 54 |
| Fiscal Year | 24 | 21.88 | 130,527 | 124,136 | 50,533 | 235,626 | 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
DENT Bio & Materials Science 2012/2013

CIP 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 | 6 | 6.00 | 203,798 | 178,998 | 170,401 | 296,303 | 59 |
| ASSOC PROFESSOR Fiscal Year | 7 | 7.00 | 112,524 | 114,169 | 66,165 | 140,001 | 60 |
| ASST PROFESSOR Fiscal Year | 2 | 2.00 | 99,146 | 99,146 | 98,976 | 99,316 | 40 |
| Total Regular Instructional Fiscal Year | 15 | 15.00 | 147,250 | 125,460 | 66,165 | 296,303 | 57 |

University of Michigan
 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 2012/2013

CIP 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 | 157,259 | 157,259 | 157,259 | 157,259 | |
| Total Regular Instructional Fiscal Year | 1 | 1.00 | 157,259 | 157,259 | 157,259 | 157,259 | |

University of Michigan
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 2012/2013

CIP 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 | 103,971 | 103,971 | 103,971 | 103,971 | |
| ASST PROFESSOR University Year | 1 | 1.00 | 62,393 | 62,393 | 62,393 | 62,393 | |
| Total Regular Instructional University Year | 1 | 1.00 | 62,393 | 62,393 | 62,393 | 62,393 | |
| Fiscal Year | 1 | 1.00 | 103,971 | 103,971 | 103,971 | 103,971 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASST PROF Fiscal Year | 1 | 1.00 | 73,544 | 73,544 | 73,544 | 73,544 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 73,544 | 73,544 | 73,544 | 73,544 | |

University of Michigan
 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 2012/2013

CIP 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 LECTURER Fiscal Year | 1 | 1.00 | 70,000 | 70,000 | 70,000 | 70,000 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 70,000 | 70,000 | 70,000 | 70,000 | |

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 Maxillofacial Surgery 2012/2013

CIP 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 | 211,068 | 211,068 | 211,068 | 211,068 | |
| Total Regular Instructional Fiscal Year | 1 | 1.00 | 211,068 | 211,068 | 211,068 | 211,068 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 1 | 1.00 | 280,505 | 280,505 | 280,505 | 280,505 | |
| CLINICAL ASSOC PROF Fiscal Year | 1 | 1.00 | 134,377 | 134,377 | 134,377 | 134,377 | |
| CLINICAL LECTURER Fiscal Year | 3 | 2.00 | 61,758 | 60,730 | 60,549 | 63,996 | 32 |
| Total Regular Clinical Instructional Fiscal Year | 5 | 4.00 | 120,031 | 63,996 | 60,549 | 280,505 | 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
DENT OM Surgery/HD 2012/2013

CIP 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 | | | | | | | |
| ASSOC PROFESSOR Fiscal Year | 1 | 1.00 | 147,642 | 147,642 | 147,642 | 147,642 | |
| Total Regular Instructional Fiscal Year | 1 | 1.00 | 147,642 | 147,642 | 147,642 | 147,642 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASST PROF Fiscal Year | 3 | 3.00 | 112,746 | 102,697 | 100,445 | 135,097 | 52 |
| Total Regular Clinical Instructional Fiscal Year | 3 | 3.00 | 112,746 | 102,697 | 100,445 | 135,097 | 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
 DENT Oral Med/Path/Oncology 2012/2013

CIP 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 | | | | | | | |
| PROFESSOR | | | | | | | |
| Fiscal Year | 1 | 1.00 | 156,425 | 156,425 | 156,425 | 156,425 | |
| Total Regular Instructional | | | | | | | |
| Fiscal Year | 1 | 1.00 | 156,425 | 156,425 | 156,425 | 156,425 | |

University of Michigan
 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 2012/2013

CIP 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 | 102,000 | 102,000 | 102,000 | 102,000 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 102,000 | 102,000 | 102,000 | 102,000 | |

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 Ortho/Peds Dentistry 2012/2013

CIP 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 | 309,675 | 309,675 | 309,675 | 309,675 | |
| ASST PROFESSOR Fiscal Year | 1 | 1.00 | 109,510 | 109,510 | 109,510 | 109,510 | |
| Total Regular Instructional Fiscal Year | 2 | 2.00 | 209,592 | 209,592 | 109,510 | 309,675 | 54 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASST PROF Fiscal Year | 1 | 1.00 | 96,900 | 96,900 | 96,900 | 96,900 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 96,900 | 96,900 | 96,900 | 96,900 | |

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
DENT Orthodontics 2012/2013

CIP 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 | 230,882 | 230,882 | 230,882 | 230,882 | |
| ASST PROFESSOR Fiscal Year | 2 | 2.00 | 109,550 | 109,550 | 107,100 | 112,000 | 45 |
| Total Regular Instructional Fiscal Year | 3 | 2.80 | 149,994 | 112,000 | 107,100 | 230,882 | 53 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 1 | 1.00 | 133,145 | 133,145 | 133,145 | 133,145 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 133,145 | 133,145 | 133,145 | 133,145 | |

University of Michigan
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 2012/2013

CIP 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 | 111,003 | 111,003 | 111,003 | 111,003 | |
| Total Regular Instructional Fiscal Year | 1 | 1.00 | 111,003 | 111,003 | 111,003 | 111,003 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASST PROF Fiscal Year | 3 | 3.00 | 101,555 | 96,995 | 96,710 | 110,960 | 40 |
| Total Regular Clinical Instructional Fiscal Year | 3 | 3.00 | 101,555 | 96,995 | 96,710 | 110,960 | 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
 DENT Periodontics 2012/2013

CIP 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 | 198,034 | 198,034 | 198,034 | 198,034 | |
| Total Regular Instructional | | | | | | | |
| Fiscal Year | 1 | 1.00 | 198,034 | 198,034 | 198,034 | 198,034 | |

University of Michigan
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 2012/2013

CIP 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 | 230,201 | 223,951 | 178,344 | 286,653 | 55 |
| ASSOC PROFESSOR Fiscal Year | 1 | 1.00 | 120,611 | 120,611 | 120,611 | 120,611 | |
| ASST PROFESSOR Fiscal Year | 5 | 4.80 | 108,079 | 108,759 | 104,027 | 113,846 | 39 |
| Total Regular Instructional Fiscal Year | 12 | 11.80 | 170,184 | 149,477 | 104,027 | 286,653 | 49 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 4 | 3.60 | 142,469 | 142,359 | 133,419 | 151,738 | 51 |
| CLINICAL ASST PROF Fiscal Year | 6 | 6.00 | 101,701 | 104,530 | 90,000 | 106,820 | 44 |
| CLINICAL LECTURER Fiscal Year | 4 | 3.80 | 69,458 | 70,827 | 59,529 | 76,650 | 41 |
| Total Regular Clinical Instructional Fiscal Year | 14 | 13.40 | 104,137 | 104,530 | 59,529 | 151,738 | 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 Prosthodontics 2012/2013

CIP 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 | 179,558 | 179,558 | 165,978 | 193,138 | 61 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 1 | 0.50 | 88,699 | 88,699 | 88,699 | 88,699 | |
| Fiscal Year | 1 | 1.00 | 127,347 | 127,347 | 127,347 | 127,347 | |
| ASST PROFESSOR | | | | | | | |
| Fiscal Year | 3 | 3.00 | 105,539 | 104,559 | 103,179 | 108,879 | 44 |
| Total Regular Instructional | | | | | | | |
| University Year | 1 | 0.50 | 88,699 | 88,699 | 88,699 | 88,699 | |
| Fiscal Year | 6 | 6.00 | 133,847 | 118,113 | 103,179 | 193,138 | 52 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF | | | | | | | |
| Fiscal Year | 3 | 3.00 | 114,556 | 113,407 | 110,923 | 119,339 | 45 |
| CLINICAL ASST PROF | | | | | | | |
| Fiscal Year | 7 | 7.00 | 102,533 | 98,905 | 97,815 | 115,255 | 45 |
| CLINICAL LECTURER | | | | | | | |
| Fiscal Year | 2 | 2.00 | 79,050 | 79,050 | 76,500 | 81,600 | 52 |
| Total Regular Clinical Instructional | | | | | | | |
| Fiscal Year | 12 | 12.00 | 101,625 | 99,158 | 76,500 | 119,339 | 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
DENTCariology, Restor Sci &Endo 2012/2013

CIP 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 | 163,258 | 163,258 | 163,258 | 163,258 | |
| Fiscal Year | 5 | 4.50 | 212,335 | 213,870 | 171,613 | 249,930 | 63 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 1 | 0.60 | 123,660 | 123,660 | 123,660 | 123,660 | |
| Fiscal Year | 5 | 4.80 | 133,284 | 140,224 | 112,129 | 158,078 | 56 |
| Total Regular Instructional | | | | | | | |
| University Year | 2 | 1.20 | 143,459 | 143,459 | 123,660 | 163,258 | 66 |
| Fiscal Year | 10 | 9.30 | 172,809 | 164,846 | 112,129 | 249,930 | 59 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| Fiscal Year | 3 | 3.00 | 161,997 | 163,856 | 157,342 | 164,794 | 62 |
| CLINICAL ASSOC PROF | | | | | | | |
| Fiscal Year | 6 | 6.00 | 116,414 | 115,849 | 107,498 | 126,055 | 48 |
| CLINICAL ASST PROF | | | | | | | |
| Fiscal Year | 4 | 4.00 | 102,249 | 98,499 | 92,000 | 120,000 | 38 |
| CLINICAL LECTURER | | | | | | | |
| Fiscal Year | 1 | 1.00 | 76,500 | 76,500 | 76,500 | 76,500 | |
| Total Regular Clinical Instructional | | | | | | | |
| Fiscal Year | 14 | 14.00 | 119,284 | 115,849 | 76,500 | 164,794 | 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
SOE- Teacher Education 2012/2013

CIP 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> |
|---|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF University Year | 1 | 1.00 | 82,329 | 82,329 | 82,329 | 82,329 | |
| CLINICAL ASST PROF Fiscal Year | 2 | 2.00 | 80,000 | 80,000 | 80,000 | 80,000 | 37 |
| Total Regular Clinical Instructional University Year | 1 | 1.00 | 82,329 | 82,329 | 82,329 | 82,329 | |
| Fiscal Year | 2 | 2.00 | 80,000 | 80,000 | 80,000 | 80,000 | 37 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 10 | 2.86 | 41,919 | 41,600 | 40,000 | 47,453 | 52 |
| LEO Lecturer I University Year | 10 | 2.33 | 43,031 | 42,628 | 41,600 | 46,086 | 58 |
| LEO Lecturer II University Year | 8 | 2.60 | 52,427 | 52,794 | 47,545 | 56,312 | 60 |
| LEO Lecturer III Fiscal Year | 1 | 1.00 | 65,000 | 65,000 | 65,000 | 65,000 | |
| Total LEO - Lecturers University Year | 28 | 7.79 | 45,318 | 43,154 | 40,000 | 56,312 | 56 |
| Fiscal Year | 1 | 1.00 | 65,000 | 65,000 | 65,000 | 65,000 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 22 | 10.75 | 36,468 | 36,468 | 36,468 | 36,468 | 31 |
| Total Graduate Student Instructor University Year | 22 | 10.75 | 36,468 | 36,468 | 36,468 | 36,468 | 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
SOE-CSHPE 2012/2013

CIP 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 | 153,463 | 160,000 | 117,588 | 182,290 | 58 |
| ASSOC PROFESSOR University Year | 2 | 2.00 | 106,294 | 106,294 | 95,000 | 117,588 | 53 |
| ASST PROFESSOR University Year | 1 | 1.00 | 81,289 | 81,289 | 81,289 | 81,289 | |
| Total Regular Instructional University Year | 8 | 8.00 | 132,649 | 126,535 | 81,289 | 182,290 | 54 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR Fiscal Year | 1 | 1.00 | 152,800 | 152,800 | 152,800 | 152,800 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 152,800 | 152,800 | 152,800 | 152,800 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 4 | 1.50 | 36,468 | 36,468 | 36,468 | 36,468 | 34 |
| Total Graduate Student Instructor University Year | 4 | 1.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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
SOE-Educational Studies 2012/2013

CIP 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 | 12 | 10.75 | 148,835 | 142,964 | 114,162 | 221,935 | 59 |
| Fiscal Year | 3 | 3.00 | 144,620 | 137,136 | 133,083 | 163,641 | 70 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 9 | 9.00 | 104,988 | 107,322 | 87,720 | 126,000 | 49 |
| ASST PROFESSOR | | | | | | | |
| University Year | 9 | 9.00 | 72,104 | 71,575 | 65,394 | 76,688 | 41 |
| Total Regular Instructional | | | | | | | |
| University Year | 30 | 28.75 | 112,662 | 107,987 | 65,394 | 221,935 | 50 |
| Fiscal Year | 3 | 3.00 | 144,620 | 137,136 | 133,083 | 163,641 | 70 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 1 | 0.79 | 82,977 | 82,977 | 82,977 | 82,977 | |
| Fiscal Year | 2 | 2.00 | 107,031 | 107,031 | 99,437 | 114,624 | 49 |
| CLINICAL ASST PROF | | | | | | | |
| Fiscal Year | 4 | 4.00 | 89,129 | 88,475 | 86,565 | 93,000 | 43 |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 1 | 0.79 | 82,977 | 82,977 | 82,977 | 82,977 | |
| Fiscal Year | 6 | 6.00 | 95,096 | 90,999 | 86,565 | 114,624 | 45 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 3 | 0.98 | 43,681 | 43,681 | 43,681 | 43,681 | 53 |
| LEO Lecturer II | | | | | | | |
| Fiscal Year | 1 | 1.00 | 67,157 | 67,157 | 67,157 | 67,157 | |
| LEO Lecturer III | | | | | | | |
| University Year | 1 | 0.70 | 63,080 | 63,080 | 63,080 | 63,080 | |
| LEO Lecturer IV | | | | | | | |
| Fiscal Year | 3 | 2.50 | 108,508 | 108,225 | 98,915 | 118,385 | 74 |

University of Michigan
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 2012/2013

CIP 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> |
|-----------------------------------|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| Total LEO - Lecturers | | | | | | | |
| University Year | 4 | 1.68 | 48,531 | 43,681 | 43,681 | 63,080 | 52 |
| Fiscal Year | 4 | 3.50 | 98,170 | 103,570 | 67,157 | 118,385 | 69 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 5 | 2.50 | 36,468 | 36,468 | 36,468 | 36,468 | 30 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 5 | 2.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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
 SOE-Student Services 2012/2013

CIP 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> |
|--|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 1 | 0.50 | 36,468 | 36,468 | 36,468 | 36,468 | |
| Total Graduate Student Instructor University Year | 1 | 0.50 | 36,468 | 36,468 | 36,468 | 36,468 | |

University of Michigan
 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 2012/2013

CIP 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 | 217,745 | 217,745 | 217,745 | 217,745 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 217,745 | 217,745 | 217,745 | 217,745 | |

University of Michigan
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 2012/2013

CIP 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 | 11 | 10.52 | 170,902 | 143,000 | 116,248 | 275,503 | 58 |
| ASSOC PROFESSOR University Year | 4 | 4.00 | 109,983 | 105,436 | 94,061 | 135,000 | 59 |
| ASST PROFESSOR University Year | 12 | 12.00 | 102,432 | 102,147 | 81,485 | 129,364 | 36 |
| Total Regular Instructional University Year | 27 | 26.52 | 131,446 | 114,559 | 81,485 | 275,503 | 48 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF University Year | 1 | 1.00 | 126,234 | 126,234 | 126,234 | 126,234 | |
| CLINICAL ASST PROF University Year | 1 | 1.00 | 75,952 | 75,952 | 75,952 | 75,952 | |
| Total Regular Clinical Instructional University Year | 2 | 2.00 | 101,093 | 101,093 | 75,952 | 126,234 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 2 | 1.08 | 91,071 | 91,071 | 89,088 | 93,054 | 39 |
| LEO Lecturer IV University Year | 1 | 1.00 | 83,662 | 83,662 | 83,662 | 83,662 | |
| Total LEO - Lecturers University Year | 3 | 2.08 | 88,601 | 89,088 | 83,662 | 93,054 | 43 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 20 | 10.10 | 36,468 | 36,468 | 36,468 | 36,468 | 31 |
| 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 of Information 2012/2013

CIP 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> |
|------------------|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| University Year | 20 | 10.10 | 36,468 | 36,468 | 36,468 | 36,468 | 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
School of Kinesiology 2012/2013

CIP 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 | 12 | 12.00 | 151,882 | 148,737 | 105,088 | 200,524 | 58 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 7 | 7.00 | 101,446 | 100,748 | 89,936 | 114,595 | 46 |
| Fiscal Year | 1 | 1.00 | 120,041 | 120,041 | 120,041 | 120,041 | |
| ASST PROFESSOR | | | | | | | |
| University Year | 9 | 9.00 | 80,417 | 78,000 | 72,000 | 89,329 | 36 |
| INSTRUCTOR | | | | | | | |
| Fiscal Year | 1 | 1.00 | 65,998 | 65,998 | 65,998 | 65,998 | |
| Total Regular Instructional | | | | | | | |
| University Year | 28 | 28.00 | 116,302 | 104,518 | 72,000 | 200,524 | 48 |
| Fiscal Year | 2 | 2.00 | 93,019 | 93,019 | 65,998 | 120,041 | 59 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 1 | 1.00 | 96,336 | 96,336 | 96,336 | 96,336 | |
| CLINICAL ASST PROF | | | | | | | |
| University Year | 2 | 2.00 | 73,583 | 73,583 | 66,841 | 80,325 | 47 |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 3 | 3.00 | 81,168 | 80,325 | 66,841 | 96,336 | 52 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 7 | 4.47 | 41,130 | 35,045 | 33,300 | 64,719 | 41 |
| LEO Lecturer II | | | | | | | |
| University Year | 4 | 2.38 | 61,045 | 45,707 | 38,136 | 114,631 | 51 |
| LEO Lecturer III | | | | | | | |
| University Year | 1 | 1.00 | 57,372 | 57,372 | 57,372 | 57,372 | |
| 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
School of Kinesiology 2012/2013

CIP 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> |
|-----------------------------------|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| University Year | 2 | 2.00 | 70,294 | 70,294 | 67,365 | 73,223 | 47 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 14 | 9.85 | 52,147 | 44,125 | 33,300 | 114,631 | 44 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 10 | 3.21 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 10 | 3.21 | 36,468 | 36,468 | 36,468 | 36,468 | 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
SMTD Department of Dance 2012/2013

CIP 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 | 94,897 | 84,351 | 79,052 | 130,216 | 61 |
| ASSOC PROFESSOR University Year | 2 | 2.00 | 75,010 | 75,010 | 74,475 | 75,545 | 53 |
| Total Regular Instructional University Year | 8 | 8.00 | 89,925 | 81,877 | 74,475 | 130,216 | 59 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF University Year | 2 | 2.00 | 67,677 | 67,677 | 61,221 | 74,132 | 49 |
| Total Regular Clinical Instructional University Year | 2 | 2.00 | 67,677 | 67,677 | 61,221 | 74,132 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 2 | 0.75 | 35,390 | 35,390 | 35,045 | 35,736 | 48 |
| LEO Lecturer II University Year | 1 | 0.38 | 44,684 | 44,684 | 44,684 | 44,684 | |
| LEO Lecturer IV Fiscal Year | 1 | 1.00 | 56,085 | 56,085 | 56,085 | 56,085 | |
| Total LEO - Lecturers University Year | 3 | 1.13 | 38,488 | 35,736 | 35,045 | 44,684 | 51 |
| Fiscal Year | 1 | 1.00 | 56,085 | 56,085 | 56,085 | 56,085 | |

University of Michigan
Averages and Ranges of Salaries
Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
Includes Full-Time and Part-Time Employees
SMTD Department of Theatre 2012/2013

CIP 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 | 7 | 7.00 | 91,601 | 84,678 | 75,489 | 121,039 | 65 |
| ASSOC PROFESSOR University Year | 4 | 4.00 | 74,672 | 70,958 | 68,110 | 88,662 | 58 |
| ASST PROFESSOR University Year | 1 | 1.00 | 59,617 | 59,617 | 59,617 | 59,617 | |
| Total Regular Instructional University Year | 12 | 12.00 | 83,293 | 81,601 | 59,617 | 121,039 | 60 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF University Year | 2 | 2.00 | 62,846 | 62,846 | 62,343 | 63,349 | 57 |
| CLINICAL ASST PROF University Year | 1 | 1.00 | 67,171 | 67,171 | 67,171 | 67,171 | |
| Total Regular Clinical Instructional University Year | 3 | 3.00 | 64,288 | 63,349 | 62,343 | 67,171 | 58 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 1 | 0.50 | 37,326 | 37,326 | 37,326 | 37,326 | |
| Total LEO - Lecturers University Year | 1 | 0.50 | 37,326 | 37,326 | 37,326 | 37,326 | |

University of Michigan
 Averages and Ranges of Salaries
 Regular Instructional Faculty, Regular Clinical Instructional Faculty, Lecturers and Graduate Student Instructors
 Includes Full-Time and Part-Time Employees
 SMTD Michigan Marching Band 2012/2013

CIP 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 | 2 | 0.75 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor University Year | 2 | 0.75 | 36,468 | 36,468 | 36,468 | 36,468 | 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 Music, Theatre & Dance 2012/2013

CIP 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 | 40 | 39.05 | 116,954 | 107,322 | 81,854 | 191,967 | 60 |
| Fiscal Year | 1 | 1.00 | 106,182 | 106,182 | 106,182 | 106,182 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 37 | 37.00 | 84,354 | 76,800 | 68,954 | 159,536 | 50 |
| ASST PROFESSOR | | | | | | | |
| University Year | 16 | 15.00 | 66,960 | 64,433 | 60,000 | 86,658 | 42 |
| Total Regular Instructional | | | | | | | |
| University Year | 93 | 91.05 | 95,383 | 87,760 | 60,000 | 191,967 | 53 |
| Fiscal Year | 1 | 1.00 | 106,182 | 106,182 | 106,182 | 106,182 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| University Year | 1 | 1.00 | 94,178 | 94,178 | 94,178 | 94,178 | |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 7 | 6.50 | 72,656 | 72,000 | 56,468 | 87,579 | 56 |
| CLINICAL ASST PROF | | | | | | | |
| University Year | 1 | 1.00 | 65,733 | 65,733 | 65,733 | 65,733 | |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 9 | 8.50 | 74,278 | 72,000 | 56,468 | 94,178 | 56 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 17 | 5.39 | 54,859 | 44,683 | 33,300 | 93,602 | 47 |
| LEO Lecturer II | | | | | | | |
| University Year | 12 | 5.05 | 83,282 | 89,186 | 39,703 | 116,753 | 54 |
| LEO Lecturer III | | | | | | | |
| University Year | 2 | 2.00 | 52,658 | 52,658 | 43,166 | 62,150 | 43 |
| Fiscal Year | 1 | 1.00 | 48,023 | 48,023 | 48,023 | 48,023 | |

University of Michigan
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, Theatre & Dance 2012/2013

CIP 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> |
|--|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| LEO Lecturer IV University Year | 4 | 3.43 | 47,849 | 48,203 | 41,894 | 53,095 | 48 |
| Total LEO - Lecturers University Year | 35 | 15.87 | 63,677 | 54,053 | 33,300 | 116,753 | 49 |
| Fiscal Year | 1 | 1.00 | 48,023 | 48,023 | 48,023 | 48,023 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 93 | 21.70 | 36,468 | 36,468 | 36,468 | 36,468 | 29 |
| Total Graduate Student Instructor University Year | 93 | 21.70 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Sch of Nat Resources & Environ 2012/2013

CIP 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 | 19 | 18.85 | 134,833 | 135,350 | 103,200 | 165,900 | 59 |
| Fiscal Year | 1 | 1.00 | 234,619 | 234,619 | 234,619 | 234,619 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 10 | 9.50 | 86,793 | 88,038 | 81,143 | 94,832 | 52 |
| ASST PROFESSOR | | | | | | | |
| University Year | 8 | 8.00 | 82,304 | 78,848 | 74,684 | 95,000 | 37 |
| Total Regular Instructional | | | | | | | |
| University Year | 37 | 36.35 | 110,492 | 103,200 | 74,684 | 165,900 | 53 |
| Fiscal Year | 1 | 1.00 | 234,619 | 234,619 | 234,619 | 234,619 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR | | | | | | | |
| University Year | 1 | 1.00 | 138,375 | 138,375 | 138,375 | 138,375 | |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 1 | 1.00 | 138,375 | 138,375 | 138,375 | 138,375 | |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 4 | 0.56 | 100,375 | 99,182 | 92,667 | 110,471 | 35 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 4 | 0.56 | 100,375 | 99,182 | 92,667 | 110,471 | 35 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 20 | 7.58 | 36,468 | 36,468 | 36,468 | 36,468 | 28 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 20 | 7.58 | 36,468 | 36,468 | 36,468 | 36,468 | 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 of Nursing 2012/2013

CIP 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 | 8 | 7.27 | 144,443 | 141,781 | 120,000 | 191,156 | 63 |
| Fiscal Year | 3 | 3.00 | 194,329 | 203,781 | 155,250 | 223,955 | 60 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 11 | 11.00 | 119,769 | 113,000 | 102,000 | 166,250 | 57 |
| Fiscal Year | 2 | 2.00 | 155,980 | 155,980 | 155,250 | 156,709 | 58 |
| ASST PROFESSOR | | | | | | | |
| University Year | 11 | 10.75 | 86,495 | 86,000 | 77,288 | 102,743 | 48 |
| Total Regular Instructional | | | | | | | |
| University Year | 30 | 29.02 | 114,148 | 113,000 | 77,288 | 191,156 | 55 |
| Fiscal Year | 5 | 5.00 | 178,989 | 156,709 | 155,250 | 223,955 | 59 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF | | | | | | | |
| Fiscal Year | 2 | 2.00 | 116,580 | 116,580 | 116,000 | 117,160 | 60 |
| CLINICAL ASST PROF | | | | | | | |
| Fiscal Year | 17 | 15.88 | 98,912 | 97,246 | 89,500 | 138,786 | 51 |
| CLINICAL INSTRUCTOR | | | | | | | |
| Fiscal Year | 22 | 20.40 | 81,573 | 79,431 | 72,000 | 122,856 | 45 |
| Total Regular Clinical Instructional | | | | | | | |
| Fiscal Year | 41 | 38.28 | 90,470 | 89,500 | 72,000 | 138,786 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 7 | 5.01 | 39,845 | 39,841 | 38,882 | 40,825 | 49 |
| LEO Lecturer II | | | | | | | |
| University Year | 7 | 5.28 | 63,349 | 54,976 | 45,563 | 116,270 | 60 |
| LEO Lecturer III | | | | | | | |
| University Year | 2 | 1.50 | 54,624 | 54,624 | 51,875 | 57,372 | 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 of Nursing 2012/2013

CIP 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> |
|--|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| LEO Lecturer IV University Year | 4 | 3.28 | 75,250 | 75,155 | 62,341 | 88,347 | 56 |
| Total LEO - Lecturers University Year | 20 | 15.07 | 56,630 | 54,718 | 38,882 | 116,270 | 53 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 11 | 6.20 | 36,468 | 36,468 | 36,468 | 36,468 | 33 |
| Total Graduate Student Instructor University Year | 11 | 6.20 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Biostatistics Department 2012/2013

CIP 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 | 11 | 11.00 | 153,335 | 145,500 | 125,125 | 205,000 | 49 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 5 | 5.00 | 114,080 | 114,600 | 102,200 | 125,000 | 43 |
| ASST PROFESSOR | | | | | | | |
| University Year | 7 | 7.00 | 88,900 | 87,900 | 86,700 | 96,200 | 35 |
| Total Regular Instructional | | | | | | | |
| University Year | 23 | 23.00 | 125,191 | 125,000 | 86,700 | 205,000 | 44 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 2 | 1.00 | 36,468 | 36,468 | 36,468 | 36,468 | 25 |
| Fiscal Year | 14 | 7.00 | 54,702 | 54,702 | 54,702 | 54,702 | 25 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 2 | 1.00 | 36,468 | 36,468 | 36,468 | 36,468 | 25 |
| Fiscal Year | 14 | 7.00 | 54,702 | 54,702 | 54,702 | 54,702 | 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 2012/2013

CIP 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 | 11 | 11.00 | 134,772 | 136,525 | 106,500 | 155,800 | 59 |
| ASSOC PROFESSOR University Year | 4 | 4.00 | 103,475 | 99,200 | 94,400 | 121,100 | 42 |
| ASST PROFESSOR University Year | 5 | 5.00 | 92,360 | 91,700 | 87,300 | 98,000 | 38 |
| Total Regular Instructional University Year | 20 | 20.00 | 117,910 | 122,700 | 87,300 | 155,800 | 50 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 1 | 0.17 | 70,700 | 70,700 | 70,700 | 70,700 | |
| LEO Lecturer III University Year | 2 | 2.00 | 63,227 | 63,227 | 62,916 | 63,538 | 50 |
| LEO Lecturer IV Fiscal Year | 1 | 1.00 | 108,636 | 108,636 | 108,636 | 108,636 | |
| Total LEO - Lecturers University Year | 3 | 2.17 | 65,718 | 63,538 | 62,916 | 70,700 | 48 |
| Fiscal Year | 1 | 1.00 | 108,636 | 108,636 | 108,636 | 108,636 | |
| LEO - Adjunct Faculty | | | | | | | |
| LEO Adjunct Lecturer Fiscal Year | 1 | 1.00 | 67,125 | 67,125 | 67,125 | 67,125 | |
| Total LEO - Adjunct Faculty Fiscal Year | 1 | 1.00 | 67,125 | 67,125 | 67,125 | 67,125 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR Fiscal Year | 5 | 2.35 | 54,702 | 54,702 | 54,702 | 54,702 | 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
 Environmental Health Sciences 2012/2013

CIP 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> |
|--|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| Total Graduate Student Instructor Fiscal Year | 5 | 2.35 | 54,702 | 54,702 | 54,702 | 54,702 | 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 2012/2013

CIP 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 | 146,357 | 148,275 | 93,000 | 185,000 | 61 |
| ASSOC PROFESSOR University Year | 8 | 8.00 | 117,286 | 108,825 | 92,230 | 173,050 | 48 |
| ASST PROFESSOR University Year | 5 | 5.00 | 82,280 | 80,800 | 77,600 | 88,400 | 36 |
| Total Regular Instructional University Year | 23 | 22.50 | 122,315 | 117,105 | 77,600 | 185,000 | 51 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 1 | 1.00 | 134,500 | 134,500 | 134,500 | 134,500 | |
| Total Regular Clinical Instructional Fiscal Year | 1 | 1.00 | 134,500 | 134,500 | 134,500 | 134,500 | |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer III University Year | 1 | 0.80 | 46,738 | 46,738 | 46,738 | 46,738 | |
| Total LEO - Lecturers University Year | 1 | 0.80 | 46,738 | 46,738 | 46,738 | 46,738 | |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 7 | 3.50 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor University Year | 7 | 3.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Health Management and Policy 2012/2013

CIP 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 | 10 | 10.00 | 150,984 | 141,000 | 127,987 | 216,150 | 60 |
| ASSOC PROFESSOR University Year | 9 | 9.00 | 102,599 | 104,287 | 78,528 | 115,300 | 49 |
| ASST PROFESSOR University Year | 4 | 4.00 | 96,775 | 96,550 | 92,000 | 102,000 | 33 |
| Total Regular Instructional University Year | 23 | 23.00 | 122,623 | 110,100 | 78,528 | 216,150 | 51 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 3 | 0.41 | 48,502 | 61,677 | 22,154 | 61,677 | 61 |
| Total LEO - Lecturers University Year | 3 | 0.41 | 48,502 | 61,677 | 22,154 | 61,677 | 61 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR Fiscal Year | 11 | 5.00 | 54,702 | 54,702 | 54,702 | 54,702 | 30 |
| Total Graduate Student Instructor Fiscal Year | 11 | 5.00 | 54,702 | 54,702 | 54,702 | 54,702 | 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
Hlth Behavior & Hlth Ed Dept 2012/2013

CIP 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 | 11 | 10.50 | 154,958 | 150,775 | 118,400 | 216,400 | 58 |
| ASSOC PROFESSOR University Year | 4 | 4.00 | 108,794 | 105,888 | 97,600 | 125,800 | 50 |
| ASST PROFESSOR University Year | 3 | 3.00 | 89,900 | 90,900 | 85,000 | 93,800 | 38 |
| Total Regular Instructional University Year | 18 | 17.50 | 133,856 | 130,780 | 85,000 | 216,400 | 53 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 2 | 0.71 | 68,449 | 68,449 | 68,157 | 68,741 | 51 |
| Total LEO - Lecturers University Year | 2 | 0.71 | 68,449 | 68,449 | 68,157 | 68,741 | 51 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR Fiscal Year | 4 | 2.00 | 54,702 | 54,702 | 54,702 | 54,702 | 28 |
| Total Graduate Student Instructor Fiscal Year | 4 | 2.00 | 54,702 | 54,702 | 54,702 | 54,702 | 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
G. Ford Sc Pub Pol 2012/2013

CIP 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 | 12 | 11.50 | 177,212 | 177,750 | 121,500 | 250,000 | 58 |
| ASSOC PROFESSOR University Year | 6 | 6.00 | 121,067 | 107,200 | 90,500 | 160,000 | 41 |
| ASST PROFESSOR University Year | 3 | 3.00 | 96,917 | 85,250 | 83,500 | 122,000 | 35 |
| Total Regular Instructional University Year | 21 | 20.50 | 149,700 | 155,000 | 83,500 | 250,000 | 50 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL PROFESSOR University Year | 1 | 0.50 | 129,162 | 129,162 | 129,162 | 129,162 | |
| Total Regular Clinical Instructional University Year | 1 | 0.50 | 129,162 | 129,162 | 129,162 | 129,162 | |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 3 | 0.66 | 63,931 | 54,000 | 48,882 | 88,911 | 62 |
| LEO Lecturer I University Year | 3 | 1.16 | 91,460 | 95,989 | 75,122 | 103,269 | 67 |
| LEO Lecturer III University Year | 3 | 2.25 | 69,348 | 63,691 | 59,068 | 85,286 | 38 |
| LEO Lecturer IV University Year | 4 | 3.50 | 83,251 | 73,470 | 73,038 | 113,026 | 46 |
| Total LEO - Lecturers University Year | 13 | 7.57 | 77,478 | 73,902 | 48,882 | 113,026 | 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
 G. Ford Sc Pub Pol 2012/2013

CIP 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 | 20 | 6.40 | 36,468 | 36,468 | 36,468 | 36,468 | 27 |
| Total Graduate Student Instructor University Year | 20 | 6.40 | 36,468 | 36,468 | 36,468 | 36,468 | 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
School of Social Work 2012/2013

CIP 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 | 19 | 19.00 | 144,468 | 143,760 | 94,476 | 194,164 | 62 |
| ASSOC PROFESSOR University Year | 17 | 16.25 | 112,432 | 110,287 | 99,747 | 145,873 | 54 |
| ASST PROFESSOR University Year | 11 | 11.00 | 84,716 | 84,884 | 75,500 | 98,000 | 41 |
| Total Regular Instructional University Year | 47 | 46.25 | 118,896 | 112,882 | 75,500 | 194,164 | 54 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASST PROF Fiscal Year | 3 | 2.80 | 101,294 | 100,000 | 95,801 | 108,080 | 52 |
| Total Regular Clinical Instructional Fiscal Year | 3 | 2.80 | 101,294 | 100,000 | 95,801 | 108,080 | 52 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 11 | 2.59 | 37,072 | 34,408 | 33,300 | 52,516 | 50 |
| LEO Lecturer I University Year | 1 | 0.83 | 58,074 | 58,074 | 58,074 | 58,074 | |
| LEO Lecturer II University Year | 13 | 6.12 | 55,770 | 56,530 | 38,202 | 76,595 | 56 |
| LEO Lecturer III Fiscal Year | 1 | 1.00 | 68,024 | 68,024 | 68,024 | 68,024 | |
| LEO Lecturer IV Fiscal Year | 5 | 5.00 | 75,753 | 78,859 | 67,657 | 82,671 | 58 |
| Total LEO - Lecturers University Year | 25 | 9.54 | 47,635 | 52,516 | 33,300 | 76,595 | 53 |
| Fiscal Year | 6 | 6.00 | 74,465 | 73,703 | 67,657 | 82,671 | 57 |

University of Michigan
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 2012/2013

CIP 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 | 6 | 3.50 | 36,468 | 36,468 | 36,468 | 36,468 | 34 |
| Total Graduate Student Instructor University Year | 6 | 3.50 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Dbn CASL College-Wide Programs 2012/2013

CIP 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 | 2 | 2.00 | 88,256 | 88,256 | 86,579 | 89,933 | 62 |
| ASST PROFESSOR University Year | 1 | 1.00 | 59,048 | 59,048 | 59,048 | 59,048 | |
| Total Regular Instructional University Year | 3 | 3.00 | 78,520 | 86,579 | 59,048 | 89,933 | 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 Writing & Prgm Ctr 2012/2013

CIP 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 | 4 | 2.50 | 28,087 | 28,133 | 27,300 | 28,781 | 39 |
| LEO Lecturer II University Year | 12 | 9.50 | 35,055 | 35,280 | 30,722 | 41,618 | 56 |
| Total LEO - Lecturers University Year | 16 | 12.00 | 33,313 | 35,000 | 27,300 | 41,618 | 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-Behavioral Sciences 2012/2013

CIP 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> |
|--|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| Regular Instructional | | | | | | | |
| ASST PROFESSOR University Year | 1 | 1.00 | 63,000 | 63,000 | 63,000 | 63,000 | |
| Total Regular Instructional University Year | 1 | 1.00 | 63,000 | 63,000 | 63,000 | 63,000 | |

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 CASL-Biological Sciences 2012/2013

CIP 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 | 87,500 | 87,500 | 87,500 | 87,500 | |
| ASSOC PROFESSOR University Year | 4 | 4.00 | 70,400 | 70,263 | 70,000 | 71,075 | 53 |
| ASST PROFESSOR University Year | 6 | 6.00 | 60,913 | 61,050 | 60,000 | 62,000 | 39 |
| Total Regular Instructional University Year | 11 | 11.00 | 66,780 | 62,000 | 60,000 | 87,500 | 46 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 9 | 7.00 | 27,917 | 28,040 | 27,300 | 28,227 | 45 |
| LEO Lecturer II University Year | 1 | 1.00 | 30,721 | 30,721 | 30,721 | 30,721 | |
| Total LEO - Lecturers University Year | 10 | 8.00 | 28,197 | 28,040 | 27,300 | 30,721 | 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
Dbn CASL-Math & Statistics 2012/2013

CIP 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 | 4 | 4.00 | 91,639 | 91,404 | 84,642 | 99,105 | 64 |
| ASSOC PROFESSOR University Year | 7 | 7.00 | 72,861 | 70,771 | 69,710 | 86,140 | 55 |
| ASST PROFESSOR University Year | 7 | 7.00 | 59,880 | 59,500 | 58,000 | 62,132 | 35 |
| Total Regular Instructional University Year | 18 | 18.00 | 71,986 | 70,040 | 58,000 | 99,105 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 3 | 2.17 | 28,457 | 28,362 | 28,227 | 28,781 | 51 |
| LEO Lecturer II University Year | 9 | 7.59 | 34,769 | 35,278 | 30,722 | 35,939 | 55 |
| LEO Lecturer III University Year | 3 | 3.00 | 42,771 | 43,156 | 42,000 | 43,156 | 49 |
| LEO Lecturer IV University Year | 2 | 2.00 | 55,194 | 55,194 | 51,524 | 58,863 | 67 |
| Total LEO - Lecturers University Year | 17 | 14.76 | 37,470 | 35,278 | 28,227 | 58,863 | 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-Natural Sciences 2012/2013

CIP 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 | 0.50 | 118,300 | 118,300 | 118,300 | 118,300 | |
| Total Regular Instructional University Year | 1 | 0.50 | 118,300 | 118,300 | 118,300 | 118,300 | |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 5 | 3.88 | 29,080 | 28,040 | 28,040 | 32,500 | 52 |
| LEO Lecturer II University Year | 11 | 6.97 | 33,989 | 34,231 | 30,727 | 35,941 | 59 |
| LEO Lecturer III University Year | 1 | 1.00 | 42,116 | 42,116 | 42,116 | 42,116 | |
| LEO Lecturer IV University Year | 7 | 7.00 | 55,420 | 55,082 | 50,210 | 62,489 | 56 |
| Total LEO - Lecturers University Year | 24 | 18.85 | 39,555 | 35,308 | 28,040 | 62,489 | 57 |

University of Michigan
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 2012/2013

CIP 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 | 6 | 6.00 | 92,804 | 92,375 | 84,889 | 102,185 | 62 |
| ASSOC PROFESSOR University Year | 8 | 8.00 | 71,297 | 71,325 | 68,040 | 75,050 | 53 |
| ASST PROFESSOR University Year | 3 | 3.00 | 62,133 | 61,400 | 61,000 | 64,000 | 38 |
| Total Regular Instructional University Year | 17 | 17.00 | 77,271 | 72,210 | 61,000 | 102,185 | 54 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 10 | 4.63 | 28,359 | 27,763 | 27,300 | 32,200 | 44 |
| LEO Lecturer II University Year | 1 | 1.00 | 32,241 | 32,241 | 32,241 | 32,241 | |
| LEO Lecturer III University Year | 2 | 2.00 | 40,491 | 40,491 | 37,825 | 43,156 | 46 |
| Total LEO - Lecturers University Year | 13 | 7.63 | 30,524 | 28,227 | 27,300 | 43,156 | 45 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 2 | 0.75 | 36,468 | 36,468 | 36,468 | 36,468 | 35 |
| Total Graduate Student Instructor University Year | 2 | 0.75 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Dbn CASL-Psychology 2012/2013

CIP 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 | 86,606 | 91,028 | 76,557 | 92,232 | 59 |
| ASSOC PROFESSOR University Year | 6 | 6.00 | 71,796 | 71,685 | 70,500 | 73,231 | 51 |
| ASST PROFESSOR University Year | 5 | 5.00 | 63,192 | 62,890 | 62,000 | 64,517 | 37 |
| Total Regular Instructional University Year | 14 | 14.00 | 71,897 | 71,222 | 62,000 | 92,232 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 7 | 5.00 | 28,751 | 28,040 | 28,040 | 30,657 | 37 |
| LEO Lecturer II University Year | 3 | 1.75 | 35,287 | 35,278 | 35,278 | 35,305 | 64 |
| Total LEO - Lecturers University Year | 10 | 6.75 | 30,712 | 29,219 | 28,040 | 35,305 | 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
Dbn CASL-Social Sciences 2012/2013

CIP 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 | 91,245 | 94,557 | 76,557 | 99,611 | 61 |
| ASSOC PROFESSOR University Year | 10 | 10.00 | 69,733 | 68,457 | 65,259 | 79,968 | 52 |
| ASST PROFESSOR University Year | 8 | 8.00 | 61,788 | 59,054 | 58,007 | 71,334 | 39 |
| INSTRUCTOR University Year | 1 | 1.00 | 57,000 | 57,000 | 57,000 | 57,000 | |
| Total Regular Instructional University Year | 29 | 29.00 | 74,520 | 69,242 | 57,000 | 99,611 | 51 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 7 | 2.00 | 28,203 | 28,040 | 27,300 | 30,660 | 50 |
| LEO Lecturer II University Year | 9 | 6.25 | 36,055 | 35,304 | 31,619 | 45,179 | 55 |
| LEO Lecturer IV University Year | 1 | 1.00 | 45,971 | 45,971 | 45,971 | 45,971 | |
| Total LEO - Lecturers University Year | 17 | 9.25 | 33,405 | 35,280 | 27,300 | 45,971 | 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-Sociology & Anthropol 2012/2013

CIP 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 | 96,945 | 97,793 | 91,649 | 101,393 | 67 |
| ASSOC PROFESSOR University Year | 6 | 6.00 | 72,753 | 69,810 | 64,671 | 87,861 | 55 |
| ASST PROFESSOR University Year | 5 | 5.00 | 61,394 | 61,012 | 58,998 | 64,570 | 43 |
| Total Regular Instructional University Year | 14 | 14.00 | 73,880 | 67,804 | 58,998 | 101,393 | 53 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 1 | 0.25 | 31,564 | 31,564 | 31,564 | 31,564 | |
| LEO Lecturer I University Year | 10 | 4.00 | 28,326 | 28,040 | 27,300 | 32,180 | 52 |
| LEO Lecturer II University Year | 5 | 3.00 | 34,610 | 35,278 | 33,085 | 35,311 | 62 |
| Total LEO - Lecturers University Year | 16 | 7.25 | 30,492 | 28,137 | 27,300 | 35,311 | 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-Language Culture Communctn 2012/2013

CIP 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 | 82,141 | 83,559 | 77,603 | 85,260 | 56 |
| Fiscal Year | 1 | 1.00 | 100,012 | 100,012 | 100,012 | 100,012 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 10 | 10.00 | 68,430 | 68,026 | 64,997 | 77,006 | 50 |
| ASST PROFESSOR | | | | | | | |
| University Year | 5 | 5.00 | 57,920 | 56,141 | 55,454 | 61,863 | 35 |
| Total Regular Instructional | | | | | | | |
| University Year | 18 | 17.50 | 67,796 | 67,812 | 55,454 | 85,260 | 47 |
| Fiscal Year | 1 | 1.00 | 100,012 | 100,012 | 100,012 | 100,012 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF | | | | | | | |
| University Year | 1 | 1.00 | 65,433 | 65,433 | 65,433 | 65,433 | |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 1 | 1.00 | 65,433 | 65,433 | 65,433 | 65,433 | |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 2 | 0.50 | 38,891 | 38,891 | 38,891 | 38,891 | 47 |
| LEO Lecturer I | | | | | | | |
| University Year | 14 | 8.08 | 27,921 | 27,302 | 27,300 | 30,807 | 44 |
| LEO Lecturer II | | | | | | | |
| University Year | 12 | 8.59 | 35,030 | 35,000 | 28,781 | 41,618 | 49 |
| LEO Lecturer IV | | | | | | | |
| University Year | 7 | 7.00 | 48,347 | 45,930 | 44,280 | 56,737 | 58 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 35 | 24.17 | 35,070 | 33,183 | 27,300 | 56,737 | 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 2012/2013

CIP 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 | 4.50 | 83,397 | 84,066 | 78,194 | 86,845 | 59 |
| Fiscal Year | 1 | 0.50 | 86,525 | 86,525 | 86,525 | 86,525 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 6 | 6.00 | 70,474 | 69,587 | 68,145 | 76,591 | 55 |
| ASST PROFESSOR | | | | | | | |
| University Year | 6 | 6.00 | 56,831 | 56,374 | 56,000 | 58,121 | 36 |
| Total Regular Instructional | | | | | | | |
| University Year | 17 | 16.50 | 69,460 | 68,672 | 56,000 | 86,845 | 49 |
| Fiscal Year | 1 | 0.50 | 86,525 | 86,525 | 86,525 | 86,525 | |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 13 | 5.33 | 28,308 | 28,040 | 27,300 | 30,213 | 52 |
| LEO Lecturer II | | | | | | | |
| University Year | 12 | 7.40 | 34,807 | 33,780 | 30,722 | 52,175 | 47 |
| LEO Lecturer III | | | | | | | |
| University Year | 1 | 1.00 | 44,000 | 44,000 | 44,000 | 44,000 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 26 | 13.73 | 31,911 | 30,467 | 27,300 | 52,175 | 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 of Bus-Acctg & Finance 2012/2013

CIP 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 | 4 | 4.00 | 168,099 | 164,592 | 136,366 | 206,848 | 59 |
| ASSOC PROFESSOR University Year | 7 | 7.00 | 133,188 | 125,790 | 121,863 | 174,122 | 47 |
| ASST PROFESSOR University Year | 3 | 3.00 | 126,950 | 126,517 | 124,781 | 129,553 | 41 |
| Total Regular Instructional University Year | 14 | 14.00 | 141,826 | 128,921 | 121,863 | 206,848 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 1 | 0.25 | 38,085 | 38,085 | 38,085 | 38,085 | |
| LEO Lecturer I University Year | 4 | 1.00 | 37,914 | 31,818 | 30,400 | 57,620 | 46 |
| LEO Lecturer II University Year | 4 | 1.75 | 38,211 | 36,916 | 34,993 | 44,020 | 59 |
| LEO Lecturer III University Year | 1 | 1.00 | 112,700 | 112,700 | 112,700 | 112,700 | |
| LEO Lecturer IV University Year | 5 | 5.00 | 77,891 | 77,355 | 70,244 | 86,957 | 54 |
| Total LEO - Lecturers University Year | 15 | 9.00 | 56,316 | 44,020 | 30,400 | 112,700 | 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 Col of Bus-Mgmt Studies 2012/2013

CIP 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 | 138,269 | 133,724 | 129,234 | 153,112 | 55 |
| ASSOC PROFESSOR University Year | 10 | 10.00 | 133,379 | 130,428 | 101,410 | 188,740 | 50 |
| ASST PROFESSOR University Year | 8 | 8.00 | 114,311 | 112,118 | 108,000 | 124,691 | 40 |
| Total Regular Instructional University Year | 23 | 23.00 | 127,810 | 125,462 | 101,410 | 188,740 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 9 | 2.42 | 33,779 | 33,793 | 32,000 | 38,170 | 51 |
| LEO Lecturer II University Year | 1 | 0.83 | 36,692 | 36,692 | 36,692 | 36,692 | |
| LEO Lecturer III University Year | 1 | 1.00 | 61,700 | 61,700 | 61,700 | 61,700 | |
| LEO Lecturer IV University Year | 4 | 4.00 | 73,194 | 72,900 | 70,243 | 76,734 | 57 |
| Total LEO - Lecturers University Year | 15 | 8.25 | 46,346 | 33,793 | 32,000 | 76,734 | 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 Col of Eng-Computer & Info 2012/2013

CIP 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 | 108,808 | 108,808 | 96,728 | 120,888 | 58 |
| Fiscal Year | 1 | 1.00 | 196,403 | 196,403 | 196,403 | 196,403 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 9 | 9.00 | 100,350 | 103,502 | 89,092 | 109,620 | 52 |
| ASST PROFESSOR | | | | | | | |
| University Year | 3 | 3.00 | 90,914 | 90,101 | 90,032 | 92,610 | 37 |
| Total Regular Instructional | | | | | | | |
| University Year | 14 | 14.00 | 99,536 | 95,411 | 89,092 | 120,888 | 50 |
| Fiscal Year | 1 | 1.00 | 196,403 | 196,403 | 196,403 | 196,403 | |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 2 | 0.58 | 29,626 | 29,626 | 29,376 | 29,876 | 37 |
| LEO Lecturer II | | | | | | | |
| University Year | 1 | 1.00 | 38,208 | 38,208 | 38,208 | 38,208 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 3 | 1.58 | 32,487 | 29,876 | 29,376 | 38,208 | 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
Dbn Col of Eng-Electric & Comp 2012/2013

CIP 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 | 6 | 6.00 | 116,768 | 114,952 | 102,301 | 138,492 | 57 |
| Fiscal Year | 1 | 1.00 | 198,554 | 198,554 | 198,554 | 198,554 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 7 | 7.00 | 94,355 | 96,288 | 82,918 | 101,854 | 52 |
| ASST PROFESSOR | | | | | | | |
| University Year | 1 | 1.00 | 85,407 | 85,407 | 85,407 | 85,407 | |
| Total Regular Instructional | | | | | | | |
| University Year | 14 | 14.00 | 103,322 | 100,521 | 82,918 | 138,492 | 54 |
| Fiscal Year | 1 | 1.00 | 198,554 | 198,554 | 198,554 | 198,554 | |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 2 | 0.50 | 32,896 | 32,896 | 32,000 | 33,793 | 52 |
| LEO Lecturer I | | | | | | | |
| University Year | 6 | 2.07 | 34,198 | 33,659 | 33,140 | 36,967 | 55 |
| LEO Lecturer II | | | | | | | |
| University Year | 2 | 0.85 | 36,996 | 36,996 | 36,995 | 36,996 | 57 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 10 | 3.42 | 34,497 | 33,793 | 32,000 | 36,996 | 55 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR | | | | | | | |
| University Year | 2 | 0.74 | 36,468 | 36,468 | 36,468 | 36,468 | 24 |
| Total Graduate Student Instructor | | | | | | | |
| University Year | 2 | 0.74 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Dbn Col of Eng-Indust & Sys En 2012/2013

CIP 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 | 108,186 | 106,850 | 90,564 | 123,968 | 62 |
| Fiscal Year | 1 | 1.00 | 177,179 | 177,179 | 177,179 | 177,179 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 4 | 4.00 | 91,508 | 94,523 | 79,452 | 97,535 | 49 |
| ASST PROFESSOR | | | | | | | |
| University Year | 3 | 3.00 | 84,928 | 85,000 | 82,578 | 87,206 | 40 |
| Total Regular Instructional | | | | | | | |
| University Year | 12 | 12.00 | 96,812 | 94,523 | 79,452 | 123,968 | 52 |
| Fiscal Year | 1 | 1.00 | 177,179 | 177,179 | 177,179 | 177,179 | |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 4 | 0.78 | 31,579 | 31,668 | 30,000 | 32,979 | 52 |
| LEO Lecturer II | | | | | | | |
| University Year | 1 | 0.83 | 32,791 | 32,791 | 32,791 | 32,791 | |
| Total LEO - Lecturers | | | | | | | |
| University Year | 5 | 1.61 | 31,821 | 31,847 | 30,000 | 32,979 | 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 Coll of Eng-Mechanical Eng 2012/2013

CIP 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 | 9 | 9.00 | 124,581 | 111,071 | 95,490 | 191,112 | 62 |
| Fiscal Year | 2 | 2.00 | 197,055 | 197,055 | 196,262 | 197,848 | 61 |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 6 | 6.00 | 87,900 | 88,955 | 78,208 | 93,246 | 47 |
| ASST PROFESSOR | | | | | | | |
| University Year | 4 | 4.00 | 86,501 | 85,638 | 85,000 | 89,728 | 38 |
| Total Regular Instructional | | | | | | | |
| University Year | 19 | 19.00 | 104,981 | 93,246 | 78,208 | 191,112 | 52 |
| Fiscal Year | 2 | 2.00 | 197,055 | 197,055 | 196,262 | 197,848 | 61 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I | | | | | | | |
| University Year | 2 | 0.37 | 54,600 | 54,600 | 54,600 | 54,600 | 50 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 2 | 0.37 | 54,600 | 54,600 | 54,600 | 54,600 | 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 School of Education 2012/2013

CIP 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 | 4 | 3.50 | 96,250 | 90,065 | 78,474 | 126,394 | 68 |
| ASSOC PROFESSOR University Year | 11 | 11.00 | 69,628 | 70,181 | 65,175 | 75,372 | 50 |
| ASST PROFESSOR University Year | 4 | 4.00 | 57,971 | 57,496 | 56,100 | 60,791 | 39 |
| INSTRUCTOR University Year | 1 | 1.00 | 51,000 | 51,000 | 51,000 | 51,000 | |
| Total Regular Instructional University Year | 20 | 19.50 | 71,690 | 69,458 | 51,000 | 126,394 | 51 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 3 | 1.03 | 29,530 | 29,343 | 29,336 | 29,911 | 57 |
| LEO Lecturer I University Year | 13 | 3.74 | 34,853 | 28,081 | 27,300 | 109,227 | 51 |
| LEO Lecturer II University Year | 17 | 7.91 | 33,711 | 33,204 | 32,252 | 35,449 | 62 |
| Total LEO - Lecturers University Year | 33 | 12.68 | 33,781 | 32,551 | 27,300 | 109,227 | 57 |

University of Michigan
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 2012/2013

CIP 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 | | | | | | | |
| ASSOC PROFESSOR University Year | 2 | 2.00 | 67,929 | 67,929 | 64,828 | 71,030 | 40 |
| ASST PROFESSOR University Year | 2 | 2.00 | 55,820 | 55,820 | 54,740 | 56,900 | 33 |
| Total Regular Instructional University Year | 4 | 4.00 | 61,875 | 60,864 | 54,740 | 71,030 | 36 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 1 | 0.25 | 26,765 | 26,765 | 26,765 | 26,765 | |
| LEO Lecturer II University Year | 2 | 2.00 | 42,358 | 42,358 | 31,167 | 53,548 | 59 |
| LEO Lecturer III University Year | 2 | 2.00 | 40,750 | 40,750 | 40,000 | 41,500 | 39 |
| LEO Lecturer IV University Year | 3 | 3.00 | 60,299 | 60,885 | 52,919 | 67,093 | 60 |
| Total LEO - Lecturers University Year | 8 | 7.25 | 46,735 | 47,209 | 26,765 | 67,093 | 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 Africana Studies Dept 2012/2013

CIP 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 | 87,717 | 87,717 | 87,717 | 87,717 | |
| ASSOC PROFESSOR University Year | 1 | 1.00 | 69,268 | 69,268 | 69,268 | 69,268 | |
| ASST PROFESSOR University Year | 1 | 1.00 | 55,722 | 55,722 | 55,722 | 55,722 | |
| Total Regular Instructional University Year | 3 | 3.00 | 70,902 | 69,268 | 55,722 | 87,717 | 62 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer II University Year | 2 | 1.75 | 52,243 | 52,243 | 33,755 | 70,731 | 66 |
| Total LEO - Lecturers University Year | 2 | 1.75 | 52,243 | 52,243 | 33,755 | 70,731 | 66 |

University of Michigan
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 2012/2013

CIP 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 | 93,190 | 93,190 | 93,190 | 93,190 | |
| ASSOC PROFESSOR University Year | 2 | 2.00 | 68,463 | 68,463 | 66,794 | 70,131 | 53 |
| ASST PROFESSOR University Year | 5 | 5.00 | 56,064 | 56,100 | 55,000 | 57,120 | 43 |
| Total Regular Instructional University Year | 8 | 8.00 | 63,804 | 56,635 | 55,000 | 93,190 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 5 | 3.67 | 31,486 | 28,094 | 27,020 | 38,400 | 45 |
| LEO Lecturer II University Year | 4 | 2.75 | 40,301 | 40,053 | 35,885 | 45,211 | 47 |
| LEO Lecturer III University Year | 2 | 2.00 | 40,038 | 40,038 | 39,000 | 41,076 | 43 |
| LEO Lecturer IV University Year | 5 | 5.00 | 58,527 | 56,731 | 53,641 | 65,994 | 55 |
| Total LEO - Lecturers University Year | 16 | 13.42 | 43,209 | 40,038 | 27,020 | 65,994 | 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 Comm and Visual Arts 2012/2013

CIP 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 | 4 | 4.00 | 69,271 | 69,390 | 65,010 | 73,293 | 49 |
| ASST PROFESSOR University Year | 7 | 7.00 | 57,433 | 56,000 | 55,700 | 62,720 | 41 |
| Total Regular Instructional University Year | 11 | 11.00 | 61,737 | 58,200 | 55,700 | 73,293 | 43 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 15 | 8.25 | 29,449 | 28,094 | 27,020 | 41,300 | 47 |
| LEO Lecturer II University Year | 7 | 4.25 | 33,173 | 32,235 | 29,988 | 35,939 | 48 |
| LEO Lecturer III University Year | 1 | 1.00 | 43,000 | 43,000 | 43,000 | 43,000 | |
| LEO Lecturer IV University Year | 4 | 4.00 | 54,515 | 56,856 | 46,005 | 58,341 | 56 |
| Total LEO - Lecturers University Year | 27 | 17.50 | 34,629 | 30,505 | 27,020 | 58,341 | 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 2012/2013

CIP 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 | 95,012 | 95,012 | 86,380 | 103,643 | 53 |
| ASSOC PROFESSOR University Year | 4 | 3.76 | 88,487 | 89,244 | 82,343 | 93,115 | 49 |
| ASST PROFESSOR University Year | 8 | 8.00 | 70,147 | 73,350 | 57,630 | 74,950 | 42 |
| Total Regular Instructional University Year | 14 | 13.76 | 78,939 | 74,790 | 57,630 | 103,643 | 45 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 13 | 5.84 | 28,978 | 28,000 | 26,300 | 38,400 | 47 |
| LEO Lecturer II University Year | 3 | 2.50 | 32,893 | 33,755 | 31,168 | 33,756 | 54 |
| LEO Lecturer IV University Year | 2 | 2.00 | 64,399 | 64,399 | 56,530 | 72,268 | 56 |
| Total LEO - Lecturers University Year | 18 | 10.34 | 33,566 | 28,547 | 26,300 | 72,268 | 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
Flint Earth & Resource Science 2012/2013

CIP 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 | 91,328 | 91,328 | 89,441 | 93,214 | 56 |
| ASSOC PROFESSOR University Year | 1 | 1.00 | 73,326 | 73,326 | 73,326 | 73,326 | |
| ASST PROFESSOR University Year | 2 | 2.00 | 55,871 | 55,871 | 55,742 | 56,000 | 33 |
| Total Regular Instructional University Year | 5 | 5.00 | 73,545 | 73,326 | 55,742 | 93,214 | 49 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 1 | 0.84 | 28,094 | 28,094 | 28,094 | 28,094 | |
| LEO Lecturer IV University Year | 1 | 1.00 | 50,424 | 50,424 | 50,424 | 50,424 | |
| Total LEO - Lecturers University Year | 2 | 1.84 | 39,259 | 39,259 | 28,094 | 50,424 | 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 Economics 2012/2013

CIP 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 | 105,954 | 105,954 | 105,954 | 105,954 | |
| ASSOC PROFESSOR University Year | 2 | 2.00 | 84,635 | 84,635 | 82,800 | 86,470 | 41 |
| ASST PROFESSOR University Year | 1 | 1.00 | 74,053 | 74,053 | 74,053 | 74,053 | |
| Total Regular Instructional University Year | 4 | 4.00 | 87,319 | 84,635 | 74,053 | 105,954 | 44 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 1 | 0.50 | 32,120 | 32,120 | 32,120 | 32,120 | |
| LEO Lecturer II University Year | 2 | 1.75 | 38,058 | 38,058 | 31,167 | 44,948 | 62 |
| LEO Lecturer IV University Year | 1 | 1.00 | 55,588 | 55,588 | 55,588 | 55,588 | |
| Total LEO - Lecturers University Year | 4 | 3.25 | 40,956 | 38,534 | 31,167 | 55,588 | 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
Flint English 2012/2013

CIP 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 | 4.00 | 89,217 | 87,454 | 80,392 | 100,451 | 61 |
| ASSOC PROFESSOR University Year | 6 | 6.00 | 67,862 | 68,144 | 65,217 | 71,106 | 44 |
| ASST PROFESSOR University Year | 4 | 4.00 | 56,174 | 55,178 | 54,140 | 60,200 | 37 |
| Total Regular Instructional University Year | 15 | 14.00 | 71,864 | 68,393 | 54,140 | 100,451 | 48 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 8 | 5.25 | 27,982 | 27,395 | 27,020 | 31,405 | 40 |
| LEO Lecturer II University Year | 4 | 3.00 | 33,093 | 33,002 | 31,167 | 35,201 | 44 |
| LEO Lecturer IV University Year | 6 | 6.00 | 52,050 | 47,528 | 42,801 | 66,884 | 52 |
| Total LEO - Lecturers University Year | 18 | 14.25 | 37,141 | 31,286 | 27,020 | 66,884 | 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 Foreign Language 2012/2013

CIP 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 | 94,068 | 94,068 | 80,148 | 107,989 | 65 |
| ASSOC PROFESSOR University Year | 3 | 3.00 | 66,590 | 66,368 | 66,173 | 67,230 | 60 |
| ASST PROFESSOR University Year | 1 | 1.00 | 56,150 | 56,150 | 56,150 | 56,150 | |
| Total Regular Instructional University Year | 6 | 6.00 | 74,010 | 66,799 | 56,150 | 107,989 | 59 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 4 | 2.59 | 27,889 | 27,733 | 27,290 | 28,799 | 47 |
| LEO Lecturer II University Year | 2 | 2.00 | 35,507 | 35,507 | 33,425 | 37,589 | 58 |
| LEO Lecturer III University Year | 1 | 1.00 | 50,334 | 50,334 | 50,334 | 50,334 | |
| LEO Lecturer IV University Year | 1 | 1.00 | 57,483 | 57,483 | 57,483 | 57,483 | |
| Total LEO - Lecturers University Year | 8 | 6.59 | 36,298 | 31,112 | 27,290 | 57,483 | 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 History 2012/2013

CIP 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 | 86,548 | 86,548 | 85,636 | 87,460 | 63 |
| ASSOC PROFESSOR University Year | 2 | 2.00 | 67,675 | 67,675 | 65,440 | 69,909 | 43 |
| ASST PROFESSOR University Year | 1 | 1.00 | 54,460 | 54,460 | 54,460 | 54,460 | |
| Total Regular Instructional University Year | 5 | 5.00 | 72,581 | 69,909 | 54,460 | 87,460 | 51 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer III University Year | 1 | 1.00 | 46,824 | 46,824 | 46,824 | 46,824 | |
| Total LEO - Lecturers University Year | 1 | 1.00 | 46,824 | 46,824 | 46,824 | 46,824 | |

University of Michigan
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 2012/2013

CIP 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 | 91,388 | 91,656 | 82,653 | 99,588 | 56 |
| ASSOC PROFESSOR University Year | 3 | 3.00 | 71,801 | 70,555 | 66,562 | 78,286 | 50 |
| ASST PROFESSOR University Year | 3 | 3.00 | 59,847 | 60,180 | 58,000 | 61,360 | 33 |
| Total Regular Instructional University Year | 10 | 10.00 | 76,050 | 74,421 | 58,000 | 99,588 | 47 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 1 | 0.67 | 29,000 | 29,000 | 29,000 | 29,000 | |
| LEO Lecturer II University Year | 9 | 6.83 | 33,124 | 33,755 | 29,988 | 40,679 | 59 |
| Total LEO - Lecturers University Year | 10 | 7.50 | 32,712 | 32,461 | 29,000 | 40,679 | 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
Flint Mpa Program 2012/2013

CIP 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 | 47,551 | 47,551 | 47,551 | 47,551 | |
| LEO Lecturer I University Year | 2 | 0.75 | 35,249 | 35,249 | 29,198 | 41,300 | 62 |
| LEO Lecturer II University Year | 2 | 1.50 | 49,417 | 49,417 | 37,686 | 61,148 | 68 |
| LEO Lecturer IV University Year | 1 | 1.00 | 69,389 | 69,389 | 69,389 | 69,389 | |
| Total LEO - Lecturers University Year | 6 | 3.50 | 47,712 | 44,425 | 29,198 | 69,389 | 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 2012/2013

CIP 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 | 2 | 2.00 | 67,874 | 67,874 | 65,615 | 70,132 | 49 |
| ASST PROFESSOR University Year | 3 | 3.00 | 55,822 | 55,555 | 55,100 | 56,810 | 40 |
| Total Regular Instructional University Year | 5 | 5.00 | 60,642 | 56,810 | 55,100 | 70,132 | 44 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 3 | 1.98 | 28,822 | 28,500 | 27,967 | 30,000 | 37 |
| LEO Lecturer II University Year | 11 | 4.65 | 31,922 | 31,658 | 29,350 | 33,755 | 51 |
| Total LEO - Lecturers University Year | 14 | 6.63 | 31,258 | 31,167 | 27,967 | 33,755 | 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 Philosophy 2012/2013

CIP 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 | 75,983 | 75,983 | 74,389 | 77,576 | 45 |
| ASST PROFESSOR University Year | 2 | 2.00 | 55,182 | 55,182 | 55,080 | 55,284 | 33 |
| Total Regular Instructional University Year | 5 | 5.00 | 72,882 | 74,389 | 55,080 | 102,082 | 44 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer II University Year | 2 | 2.00 | 31,167 | 31,167 | 31,167 | 31,167 | 50 |
| LEO Lecturer IV University Year | 1 | 1.00 | 47,114 | 47,114 | 47,114 | 47,114 | |
| Total LEO - Lecturers University Year | 3 | 3.00 | 36,483 | 31,167 | 31,167 | 47,114 | 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 Political Science 2012/2013

CIP 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 | 91,381 | 91,381 | 89,991 | 92,770 | 59 |
| ASSOC PROFESSOR University Year | 1 | 1.00 | 70,891 | 70,891 | 70,891 | 70,891 | |
| ASST PROFESSOR University Year | 1 | 1.00 | 57,175 | 57,175 | 57,175 | 57,175 | |
| Total Regular Instructional University Year | 4 | 4.00 | 77,707 | 80,441 | 57,175 | 92,770 | 53 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 1 | 0.50 | 27,000 | 27,000 | 27,000 | 27,000 | |
| LEO Lecturer II University Year | 1 | 0.50 | 82,224 | 82,224 | 82,224 | 82,224 | |
| LEO Lecturer IV University Year | 1 | 1.00 | 56,697 | 56,697 | 56,697 | 56,697 | |
| Total LEO - Lecturers University Year | 3 | 2.00 | 55,307 | 56,697 | 27,000 | 82,224 | 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
Flint Psychology 2012/2013

CIP 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 | 4 | 4.00 | 83,586 | 83,495 | 79,854 | 87,501 | 53 |
| ASSOC PROFESSOR University Year | 3 | 3.00 | 66,667 | 66,423 | 66,070 | 67,508 | 43 |
| ASST PROFESSOR University Year | 2 | 2.00 | 58,059 | 58,059 | 56,175 | 59,943 | 41 |
| Total Regular Instructional University Year | 9 | 9.00 | 72,274 | 67,508 | 56,175 | 87,501 | 47 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 3 | 1.00 | 27,097 | 27,000 | 27,000 | 27,290 | 42 |
| LEO Lecturer II University Year | 3 | 2.25 | 40,020 | 31,167 | 31,167 | 57,726 | 42 |
| LEO Lecturer IV University Year | 1 | 1.00 | 62,348 | 62,348 | 62,348 | 62,348 | |
| Total LEO - Lecturers University Year | 7 | 4.25 | 37,671 | 31,167 | 27,000 | 62,348 | 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 Soc, Anthropology & CJ 2012/2013

CIP 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 | 71,432 | 70,713 | 64,997 | 78,850 | 56 |
| ASST PROFESSOR University Year | 2 | 2.00 | 57,045 | 57,045 | 55,940 | 58,150 | 40 |
| Total Regular Instructional University Year | 11 | 11.00 | 68,816 | 69,930 | 55,940 | 78,850 | 53 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 3 | 0.75 | 27,868 | 28,000 | 27,000 | 28,604 | 44 |
| LEO Lecturer II University Year | 1 | 0.25 | 31,167 | 31,167 | 31,167 | 31,167 | |
| LEO Lecturer III University Year | 1 | 1.00 | 38,000 | 38,000 | 38,000 | 38,000 | |
| Total LEO - Lecturers University Year | 5 | 2.00 | 30,554 | 28,604 | 27,000 | 38,000 | 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
Flint Theatre and Dance 2012/2013

CIP 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 | 83,681 | 83,681 | 83,681 | 83,681 | |
| ASST PROFESSOR University Year | 4 | 4.00 | 56,073 | 55,926 | 54,300 | 58,140 | 35 |
| Total Regular Instructional University Year | 5 | 5.00 | 61,594 | 56,051 | 54,300 | 83,681 | 42 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 3 | 1.26 | 27,110 | 27,020 | 27,020 | 27,290 | 35 |
| LEO Lecturer II University Year | 2 | 2.00 | 30,664 | 30,664 | 29,988 | 31,340 | 37 |
| LEO Lecturer III University Year | 2 | 1.75 | 45,240 | 45,240 | 39,000 | 51,480 | 33 |
| Total LEO - Lecturers University Year | 7 | 5.01 | 33,305 | 29,988 | 27,020 | 51,480 | 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
Flint Dept Pub Hlth & Hlth Sci 2012/2013

CIP 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 | 130,144 | 130,144 | 130,144 | 130,144 | |
| ASSOC PROFESSOR University Year | 1 | 1.00 | 76,017 | 76,017 | 76,017 | 76,017 | |
| ASST PROFESSOR University Year | 4 | 4.00 | 61,059 | 62,000 | 58,237 | 62,000 | 42 |
| Total Regular Instructional University Year | 5 | 5.00 | 64,051 | 62,000 | 58,237 | 76,017 | 42 |
| Fiscal Year | 1 | 1.00 | 130,144 | 130,144 | 130,144 | 130,144 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASST PROF Fiscal Year | 1 | 0.50 | 214,874 | 214,874 | 214,874 | 214,874 | |
| CLINICAL INSTRUCTOR Fiscal Year | 1 | 1.00 | 170,000 | 170,000 | 170,000 | 170,000 | |
| Total Regular Clinical Instructional Fiscal Year | 2 | 1.50 | 192,437 | 192,437 | 170,000 | 214,874 | 52 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer University Year | 19 | 6.17 | 30,000 | 27,933 | 27,020 | 39,981 | 46 |
| LEO Lecturer I University Year | 11 | 3.75 | 28,550 | 28,094 | 26,400 | 31,712 | 44 |
| LEO Lecturer II University Year | 6 | 2.17 | 46,399 | 45,950 | 34,371 | 61,057 | 58 |
| LEO Lecturer III Fiscal Year | 2 | 2.00 | 72,500 | 72,500 | 68,000 | 77,000 | 41 |
| LEO Lecturer IV Fiscal Year | 1 | 1.00 | 78,128 | 78,128 | 78,128 | 78,128 | |

University of Michigan
 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 2012/2013

CIP 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> |
|-----------------------|----------------------------|-------------------|--------------------|----------------------|-----------------------|-----------------------|----------------|
| Total LEO - Lecturers | | | | | | | |
| University Year | 36 | 12.09 | 32,290 | 28,425 | 26,400 | 61,057 | 47 |
| Fiscal Year | 3 | 3.00 | 74,376 | 77,000 | 68,000 | 78,128 | 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
Flint Nursing 2012/2013

CIP 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 | 87,799 | 87,799 | 87,799 | 87,799 | |
| Fiscal Year | 1 | 1.00 | 115,318 | 115,318 | 115,318 | 115,318 | |
| ASSOC PROFESSOR | | | | | | | |
| University Year | 2 | 2.00 | 84,057 | 84,057 | 81,779 | 86,336 | 49 |
| ASST PROFESSOR | | | | | | | |
| University Year | 5 | 4.50 | 72,893 | 72,870 | 69,870 | 75,590 | 61 |
| Total Regular Instructional | | | | | | | |
| University Year | 8 | 7.50 | 77,547 | 74,448 | 69,870 | 87,799 | 59 |
| Fiscal Year | 1 | 1.00 | 115,318 | 115,318 | 115,318 | 115,318 | |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASST PROF | | | | | | | |
| University Year | 8 | 8.00 | 67,990 | 67,773 | 66,884 | 69,360 | 56 |
| Total Regular Clinical Instructional | | | | | | | |
| University Year | 8 | 8.00 | 67,990 | 67,773 | 66,884 | 69,360 | 56 |
| LEO - Lecturers | | | | | | | |
| LEO Intermittent Lecturer | | | | | | | |
| University Year | 1 | 0.40 | 40,335 | 40,335 | 40,335 | 40,335 | |
| LEO Lecturer I | | | | | | | |
| University Year | 42 | 11.12 | 33,951 | 34,000 | 30,000 | 40,235 | 51 |
| LEO Lecturer II | | | | | | | |
| University Year | 8 | 3.84 | 42,916 | 39,413 | 37,301 | 57,902 | 51 |
| LEO Lecturer III | | | | | | | |
| University Year | 5 | 5.00 | 56,594 | 53,540 | 51,500 | 65,411 | 51 |
| Total LEO - Lecturers | | | | | | | |
| University Year | 56 | 20.36 | 37,367 | 35,180 | 30,000 | 65,411 | 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 Physical Therapy 2012/2013

CIP 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 | | | | | | | |
| ASST PROFESSOR Fiscal Year | 4 | 3.75 | 83,912 | 83,945 | 83,102 | 84,657 | 47 |
| INSTRUCTOR Fiscal Year | 5 | 5.00 | 78,468 | 78,228 | 75,949 | 81,663 | 47 |
| Total Regular Instructional Fiscal Year | 9 | 8.75 | 80,887 | 81,663 | 75,949 | 84,657 | 47 |
| Regular Clinical Instructional | | | | | | | |
| CLINICAL ASSOC PROF Fiscal Year | 1 | 1.00 | 96,015 | 96,015 | 96,015 | 96,015 | |
| CLINICAL ASST PROF Fiscal Year | 1 | 1.00 | 87,632 | 87,632 | 87,632 | 87,632 | |
| Total Regular Clinical Instructional Fiscal Year | 2 | 2.00 | 91,824 | 91,824 | 87,632 | 96,015 | 53 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 1 | 0.29 | 32,648 | 32,648 | 32,648 | 32,648 | |
| LEO Lecturer II University Year | 1 | 0.08 | 43,111 | 43,111 | 43,111 | 43,111 | |
| LEO Lecturer III Fiscal Year | 1 | 1.00 | 78,728 | 78,728 | 78,728 | 78,728 | |
| Total LEO - Lecturers University Year | 2 | 0.37 | 37,880 | 37,880 | 32,648 | 43,111 | 45 |
| Fiscal Year | 1 | 1.00 | 78,728 | 78,728 | 78,728 | 78,728 | |

University of Michigan
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 2012/2013

CIP 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 | 7 | 7.00 | 129,473 | 128,661 | 123,899 | 135,172 | 62 |
| ASSOC PROFESSOR University Year | 5 | 5.00 | 116,868 | 117,132 | 106,263 | 129,000 | 47 |
| ASST PROFESSOR University Year | 10 | 10.00 | 105,768 | 102,680 | 97,850 | 127,838 | 38 |
| Total Regular Instructional University Year | 22 | 22.00 | 115,833 | 114,561 | 97,850 | 135,172 | 47 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 4 | 2.25 | 47,128 | 45,058 | 41,300 | 57,095 | 51 |
| LEO Lecturer II University Year | 5 | 2.50 | 48,077 | 49,014 | 44,661 | 51,075 | 52 |
| LEO Lecturer III University Year | 3 | 2.75 | 69,069 | 66,628 | 65,578 | 75,000 | 63 |
| LEO Lecturer IV University Year | 1 | 1.00 | 56,928 | 56,928 | 56,928 | 56,928 | |
| Total LEO - Lecturers University Year | 13 | 8.50 | 53,310 | 49,330 | 41,300 | 75,000 | 53 |
| Graduate Student Instructor | | | | | | | |
| GRAD STU INSTR University Year | 2 | 0.23 | 36,468 | 36,468 | 36,468 | 36,468 | 41 |
| Total Graduate Student Instructor University Year | 2 | 0.23 | 36,468 | 36,468 | 36,468 | 36,468 | 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
Flint Education 2012/2013

CIP 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 | 92,622 | 92,622 | 74,485 | 110,758 | 65 |
| ASSOC PROFESSOR University Year | 6 | 6.00 | 67,884 | 66,612 | 63,419 | 77,133 | 48 |
| ASST PROFESSOR University Year | 4 | 4.00 | 52,199 | 52,398 | 50,000 | 54,000 | 46 |
| Total Regular Instructional University Year | 12 | 12.00 | 66,778 | 66,292 | 50,000 | 110,758 | 50 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 30 | 13.61 | 29,007 | 27,815 | 26,300 | 41,300 | 50 |
| LEO Lecturer II University Year | 10 | 3.68 | 33,476 | 33,799 | 30,216 | 40,822 | 61 |
| LEO Lecturer III University Year | 2 | 1.25 | 31,300 | 31,300 | 31,300 | 31,300 | 60 |
| Total LEO - Lecturers University Year | 42 | 18.54 | 30,180 | 28,139 | 26,300 | 41,300 | 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 Social Work 2012/2013

CIP 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 | 66,901 | 66,901 | 66,901 | 66,901 | |
| ASST PROFESSOR University Year | 2 | 2.00 | 56,363 | 56,363 | 52,020 | 60,707 | 55 |
| Total Regular Instructional University Year | 3 | 3.00 | 59,876 | 60,707 | 52,020 | 66,901 | 53 |
| LEO - Lecturers | | | | | | | |
| LEO Lecturer I University Year | 2 | 1.25 | 28,089 | 28,089 | 27,815 | 28,362 | 45 |
| LEO Lecturer II University Year | 2 | 1.25 | 31,845 | 31,845 | 31,667 | 32,024 | 64 |
| Total LEO - Lecturers University Year | 4 | 2.50 | 29,967 | 30,015 | 27,815 | 32,024 | 55 |

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2012 - 2013

| | <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 | 1758 | 8,273 | 9,117 | 1,641 | 18,234 |
| Fiscal Year | | | | | |
| Effort | | 0.47 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 44 | 8,598 | 9,117 | 4,559 | 9,500 |
| COLLEGE_ENGINEERING | | | | | |
| University Year | | | | | |
| Effort | | 0.46 | 0.50 | 0.25 | 1.00 |
| Salary Per Term/Effort | 257 | 8,446 | 9,117 | 4,559 | 18,234 |
| CoE Undergraduate Education | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 13 | 9,117 | 9,117 | 9,117 | 9,117 |
| CoE Integrative Sys & Design | | | | | |
| University Year | | | | | |
| Effort | | 0.44 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 8 | 7,977 | 9,117 | 4,559 | 9,117 |
| Biomedical Engineering | | | | | |
| University Year | | | | | |
| Effort | | 0.44 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 9 | 8,104 | 9,117 | 4,559 | 9,117 |
| Aerospace Engineering | | | | | |
| University Year | | | | | |
| Effort | | 0.48 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 14 | 8,791 | 9,117 | 4,559 | 9,117 |
| Chemical Engineering Dept | | | | | |
| University Year | | | | | |
| Effort | | 0.47 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 18 | 8,611 | 9,117 | 4,559 | 9,117 |
| Civil & Environmental Engr | | | | | |
| University Year | | | | | |
| Effort | | 0.39 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 16 | 7,123 | 9,117 | 4,559 | 9,117 |
| COE EECS - CSE Division | | | | | |
| University Year | | | | | |
| Effort | | 0.49 | 0.50 | 0.25 | 0.75 |

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2012 - 2013

| | <u>Number of Persons</u> | <u>Mean</u> | <u>Median</u> | <u>Minimum</u> | <u>Maximum</u> |
|--------------------------------|--------------------------|-------------|---------------|----------------|----------------|
| Salary Per Term/Effort | 42 | 9,008 | 9,117 | 4,559 | 13,676 |
| Elec Engr & Comp Sci | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 2 | 9,117 | 9,117 | 9,117 | 9,117 |
| COE EECS - ECE Division | | | | | |
| University Year | | | | | |
| Effort | | 0.51 | 0.50 | 0.35 | 1.00 |
| Salary Per Term/Effort | 37 | 9,289 | 9,117 | 6,382 | 18,234 |
| Industrial & Operations Engin | | | | | |
| University Year | | | | | |
| Effort | | 0.34 | 0.25 | 0.25 | 0.50 |
| Salary Per Term/Effort | 23 | 6,182 | 4,559 | 4,559 | 10,000 |
| Materials Science & Engin. | | | | | |
| University Year | | | | | |
| Effort | | 0.44 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 13 | 7,995 | 9,117 | 4,559 | 9,117 |
| Mechanical Engineering | | | | | |
| University Year | | | | | |
| Effort | | 0.46 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 47 | 8,341 | 9,117 | 4,559 | 9,117 |
| Atm, Oceanic & Space Sci. | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 2 | 9,117 | 9,117 | 9,117 | 9,117 |
| Naval Arch & Marine Dept | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 3 | 9,117 | 9,117 | 9,117 | 9,117 |
| Nuclear Eng & Radiological Sci | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 10 | 9,920 | 10,000 | 9,200 | 10,000 |
| COLLEGE_OF_LSA | | | | | |
| University Year | | | | | |
| Effort | | 0.49 | 0.50 | 0.14 | 1.00 |
| Salary Per Term/Effort | 1155 | 8,898 | 9,117 | 2,553 | 18,234 |

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2012 - 2013

| | <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 | 9,117 | 9,117 | 9,117 | 9,117 |
| LSA UG: Mich Research Comm | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 2 | 9,117 | 9,117 | 9,117 | 9,117 |
| LSA UG: Curriculum Support | | | | | |
| University Year | | | | | |
| Effort | | 0.58 | 0.50 | 0.50 | 0.74 |
| Salary Per Term/Effort | 3 | 10,576 | 9,117 | 9,117 | 13,493 |
| LSA Anthropology | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.30 | 0.60 |
| Salary Per Term/Effort | 30 | 9,026 | 9,117 | 5,470 | 10,940 |
| LSA Astronomy | | | | | |
| University Year | | | | | |
| Effort | | 0.43 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 8 | 7,841 | 9,117 | 4,559 | 9,117 |
| LSA UG: Environment | | | | | |
| University Year | | | | | |
| Effort | | 0.47 | 0.50 | 0.19 | 0.50 |
| Salary Per Term/Effort | 17 | 8,516 | 9,117 | 3,464 | 9,117 |
| LSA Chemistry | | | | | |
| University Year | | | | | |
| Effort | | 0.51 | 0.50 | 0.25 | 0.64 |
| Salary Per Term/Effort | 130 | 9,357 | 9,117 | 4,559 | 11,670 |
| LSA Classical Studies | | | | | |
| University Year | | | | | |
| Effort | | 0.51 | 0.50 | 0.35 | 0.64 |
| Salary Per Term/Effort | 36 | 9,325 | 9,117 | 6,382 | 11,670 |
| LSA Organizational Studies | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 5 | 9,117 | 9,117 | 9,117 | 9,117 |

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2012 - 2013

| | <u>Number of Persons</u> | <u>Mean</u> | <u>Median</u> | <u>Minimum</u> | <u>Maximum</u> |
|--------------------------------|--------------------------|-------------|---------------|----------------|----------------|
| LSA UG: Hlth. Science Scholars | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 2 | 9,117 | 9,117 | 9,117 | 9,117 |
| LSA Economics | | | | | |
| University Year | | | | | |
| Effort | | 0.52 | 0.50 | 0.25 | 0.75 |
| Salary Per Term/Effort | 68 | 9,546 | 9,117 | 4,559 | 13,676 |
| LSA English Language & Lit. | | | | | |
| University Year | | | | | |
| Effort | | 0.47 | 0.50 | 0.24 | 0.64 |
| Salary Per Term/Effort | 103 | 8,655 | 9,117 | 4,376 | 11,670 |
| LSA Asian Languages & Cultures | | | | | |
| University Year | | | | | |
| Effort | | 0.46 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 16 | 8,319 | 9,117 | 4,559 | 9,117 |
| LSA Earth & Environmental Sci. | | | | | |
| University Year | | | | | |
| Effort | | 0.49 | 0.50 | 0.25 | 0.64 |
| Salary Per Term/Effort | 20 | 9,017 | 9,117 | 4,559 | 11,670 |
| LSA Germanic Languages & Lit. | | | | | |
| University Year | | | | | |
| Effort | | 0.46 | 0.50 | 0.14 | 0.50 |
| Salary Per Term/Effort | 13 | 8,332 | 9,117 | 2,553 | 9,117 |
| LSA History | | | | | |
| University Year | | | | | |
| Effort | | 0.42 | 0.50 | 0.14 | 0.64 |
| Salary Per Term/Effort | 48 | 7,734 | 9,117 | 2,553 | 11,670 |
| LSA History of Art | | | | | |
| University Year | | | | | |
| Effort | | 0.44 | 0.50 | 0.25 | 0.64 |
| Salary Per Term/Effort | 15 | 8,072 | 9,117 | 4,559 | 11,670 |
| LSA Linguistics | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.35 | 0.64 |
| Salary Per Term/Effort | 9 | 9,097 | 9,117 | 6,382 | 11,670 |

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2012 - 2013

| | <u>Number of Persons</u> | <u>Mean</u> | <u>Median</u> | <u>Minimum</u> | <u>Maximum</u> |
|--------------------------------|--------------------------|-------------|---------------|----------------|----------------|
| LSA English Language Institute | | | | | |
| University Year | | | | | |
| Effort | | 0.35 | 0.35 | 0.35 | 0.35 |
| Salary Per Term/Effort | 1 | 6,382 | 6,382 | 6,382 | 6,382 |
| LSA Mathematics | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 93 | 9,117 | 9,117 | 9,117 | 9,117 |
| LSA Near Eastern Studies | | | | | |
| University Year | | | | | |
| Effort | | 0.48 | 0.50 | 0.35 | 0.50 |
| Salary Per Term/Effort | 18 | 8,803 | 9,117 | 6,382 | 9,117 |
| LSA Philosophy | | | | | |
| University Year | | | | | |
| Effort | | 0.52 | 0.50 | 0.14 | 0.60 |
| Salary Per Term/Effort | 20 | 9,427 | 9,117 | 2,553 | 10,940 |
| LSA Physics | | | | | |
| University Year | | | | | |
| Effort | | 0.36 | 0.25 | 0.25 | 0.50 |
| Salary Per Term/Effort | 58 | 6,602 | 4,559 | 4,559 | 9,117 |
| LSA Political Science | | | | | |
| University Year | | | | | |
| Effort | | 0.51 | 0.50 | 0.25 | 0.60 |
| Salary Per Term/Effort | 48 | 9,231 | 9,117 | 4,559 | 10,940 |
| LSA Psychology | | | | | |
| University Year | | | | | |
| Effort | | 0.51 | 0.50 | 0.25 | 0.65 |
| Salary Per Term/Effort | 91 | 9,309 | 9,117 | 4,559 | 12,034 |
| LSA UG: Residential College | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 1 | 9,117 | 9,117 | 9,117 | 9,117 |
| LSA Romance Languages & Lit. | | | | | |
| University Year | | | | | |
| Effort | | 0.51 | 0.50 | 0.50 | 1.00 |
| Salary Per Term/Effort | 38 | 9,357 | 9,117 | 9,117 | 18,234 |

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2012 - 2013

| | <u>Number of Persons</u> | <u>Mean</u> | <u>Median</u> | <u>Minimum</u> | <u>Maximum</u> |
|--------------------------------|--------------------------|-------------|---------------|----------------|----------------|
| LSA Slavic Languages & Lit. | | | | | |
| University Year | | | | | |
| Effort | | 0.48 | 0.50 | 0.35 | 0.50 |
| Salary Per Term/Effort | 7 | 8,726 | 9,117 | 6,382 | 9,117 |
| LSA Sociology | | | | | |
| University Year | | | | | |
| Effort | | 0.47 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 33 | 8,620 | 9,117 | 4,559 | 9,117 |
| LSA Communication Studies | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.49 | 0.60 |
| Salary Per Term/Effort | 27 | 9,178 | 9,117 | 8,935 | 10,940 |
| LSA Statistics | | | | | |
| University Year | | | | | |
| Effort | | 0.48 | 0.50 | 0.25 | 0.64 |
| Salary Per Term/Effort | 48 | 8,718 | 9,117 | 4,559 | 11,670 |
| LSA Women's Studies | | | | | |
| University Year | | | | | |
| Effort | | 0.53 | 0.50 | 0.50 | 0.64 |
| Salary Per Term/Effort | 15 | 9,628 | 9,117 | 9,117 | 11,670 |
| LSA Biology - Undergraduate | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.14 | 0.64 |
| Salary Per Term/Effort | 61 | 9,027 | 9,117 | 2,553 | 11,670 |
| LSA Molec./Cell./Develop. Bio | | | | | |
| University Year | | | | | |
| Effort | | 0.53 | 0.50 | 0.50 | 0.64 |
| Salary Per Term/Effort | 16 | 9,596 | 9,117 | 9,117 | 11,670 |
| LSA Ecology & Evolutionary Bio | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 7 | 9,117 | 9,117 | 9,117 | 9,117 |
| LSA DAAS | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 3 | 9,117 | 9,117 | 9,117 | 9,117 |

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2012 - 2013

| | <u>Number of Persons</u> | <u>Mean</u> | <u>Median</u> | <u>Minimum</u> | <u>Maximum</u> |
|--------------------------------|--------------------------|-------------|---------------|----------------|----------------|
| UG: InterGroup Relations | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 3 | 9,117 | 9,117 | 9,117 | 9,117 |
| LSA Comparative Literature | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 6 | 9,117 | 9,117 | 9,117 | 9,117 |
| LSA Screen Arts & Cultures | | | | | |
| University Year | | | | | |
| Effort | | 0.51 | 0.50 | 0.50 | 0.64 |
| Salary Per Term/Effort | 10 | 9,372 | 9,117 | 9,117 | 11,670 |
| LSA American Culture | | | | | |
| University Year | | | | | |
| Effort | | 0.48 | 0.50 | 0.14 | 0.64 |
| Salary Per Term/Effort | 15 | 8,667 | 9,117 | 2,553 | 11,670 |
| LSA II:Russ, EE, & Eurasian St | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 2 | 9,117 | 9,117 | 9,117 | 9,117 |
| LSA Anthropology Museum | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 2 | 9,117 | 9,117 | 9,117 | 9,117 |
| LSA Biophysics | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 6 | 9,117 | 9,117 | 9,117 | 9,117 |
| COLLEGE_PHARMACY | | | | | |
| University Year | | | | | |
| Effort | | 0.48 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 22 | 8,760 | 9,133 | 4,567 | 9,133 |
| College of Pharmacy | | | | | |
| University Year | | | | | |
| Effort | | 0.48 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 22 | 8,760 | 9,133 | 4,567 | 9,133 |

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2012 - 2013

| | <u>Number of Persons</u> | <u>Mean</u> | <u>Median</u> | <u>Minimum</u> | <u>Maximum</u> |
|--------------------------------|--------------------------|-------------|---------------|----------------|----------------|
| COLL_ARCH_URN_PLN | | | | | |
| University Year | | | | | |
| Effort | | 0.28 | 0.24 | 0.24 | 0.50 |
| Salary Per Term/Effort | 47 | 5,148 | 4,376 | 4,376 | 9,117 |
| Coll of Arch & Urban Planning | | | | | |
| University Year | | | | | |
| Effort | | 0.26 | 0.24 | 0.24 | 0.50 |
| Salary Per Term/Effort | 34 | 4,784 | 4,376 | 4,376 | 9,117 |
| Urban Planning | | | | | |
| University Year | | | | | |
| Effort | | 0.33 | 0.25 | 0.25 | 0.50 |
| Salary Per Term/Effort | 10 | 5,926 | 4,559 | 4,559 | 9,117 |
| A. Alfred Taubman CA&UP Adm | | | | | |
| University Year | | | | | |
| Effort | | 0.37 | 0.30 | 0.30 | 0.50 |
| Salary Per Term/Effort | 3 | 6,686 | 5,470 | 5,470 | 9,117 |
| MEDICAL_SCHOOL | | | | | |
| University Year | | | | | |
| Effort | | 0.24 | 0.19 | 0.14 | 0.50 |
| Salary Per Term/Effort | 12 | 4,426 | 3,464 | 2,553 | 9,500 |
| Fiscal Year | | | | | |
| Effort | | 0.43 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 10 | 8,018 | 9,500 | 4,559 | 9,500 |
| Bioinformatics | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 2 | 9,500 | 9,500 | 9,500 | 9,500 |
| Cell and Developmental Biology | | | | | |
| University Year | | | | | |
| Effort | | 0.25 | 0.25 | 0.25 | 0.25 |
| Salary Per Term/Effort | 1 | 4,750 | 4,750 | 4,750 | 4,750 |
| Fiscal Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 7 | 9,500 | 9,500 | 9,500 | 9,500 |
| Biological Chemistry Dept | | | | | |
| Fiscal Year | | | | | |
| Effort | | 0.25 | 0.25 | 0.25 | 0.25 |
| Salary Per Term/Effort | 3 | 4,559 | 4,559 | 4,559 | 4,559 |

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2012 - 2013

| | <u>Number of Persons</u> | <u>Mean</u> | <u>Median</u> | <u>Minimum</u> | <u>Maximum</u> |
|--------------------------------|--------------------------|-------------|---------------|----------------|----------------|
| Human Genetics Department | | | | | |
| University Year | | | | | |
| Effort | | 0.19 | 0.19 | 0.19 | 0.19 |
| Salary Per Term/Effort | 2 | 3,464 | 3,464 | 3,464 | 3,464 |
| Microbiology and Immunology | | | | | |
| University Year | | | | | |
| Effort | | 0.14 | 0.14 | 0.14 | 0.14 |
| Salary Per Term/Effort | 1 | 2,553 | 2,553 | 2,553 | 2,553 |
| Pharmacology Department | | | | | |
| University Year | | | | | |
| Effort | | 0.14 | 0.14 | 0.14 | 0.14 |
| Salary Per Term/Effort | 1 | 2,553 | 2,553 | 2,553 | 2,553 |
| Molec & Integrative Physiology | | | | | |
| University Year | | | | | |
| Effort | | 0.19 | 0.19 | 0.19 | 0.19 |
| Salary Per Term/Effort | 5 | 3,464 | 3,464 | 3,464 | 3,464 |
| SCHOOL_ART_DESIGN | | | | | |
| University Year | | | | | |
| Effort | | 0.24 | 0.24 | 0.24 | 0.24 |
| Salary Per Term/Effort | 21 | 4,376 | 4,376 | 4,376 | 4,376 |
| School of Art and Design | | | | | |
| University Year | | | | | |
| Effort | | 0.24 | 0.24 | 0.24 | 0.24 |
| Salary Per Term/Effort | 21 | 4,376 | 4,376 | 4,376 | 4,376 |
| SCHOOL_BUS_ADMIN | | | | | |
| University Year | | | | | |
| Effort | | 0.19 | 0.09 | 0.09 | 0.50 |
| Salary Per Term/Effort | 21 | 3,421 | 1,641 | 1,641 | 9,117 |
| ROSS SCH MACC PRG | | | | | |
| University Year | | | | | |
| Effort | | 0.09 | 0.09 | 0.09 | 0.09 |
| Salary Per Term/Effort | 16 | 1,641 | 1,641 | 1,641 | 1,641 |
| ROSS SCH Doctoral Programs | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 5 | 9,117 | 9,117 | 9,117 | 9,117 |

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2012 - 2013

| | <u>Number of Persons</u> | <u>Mean</u> | <u>Median</u> | <u>Minimum</u> | <u>Maximum</u> |
|-------------------------|--------------------------|-------------|---------------|----------------|----------------|
| SCHOOL_EDUCATION | | | | | |
| University Year | | | | | |
| Effort | | 0.48 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 32 | 8,690 | 9,117 | 4,559 | 9,117 |
| SOE-Student Services | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 1 | 9,117 | 9,117 | 9,117 | 9,117 |
| SOE-CSHPE | | | | | |
| University Year | | | | | |
| Effort | | 0.38 | 0.38 | 0.25 | 0.50 |
| Salary Per Term/Effort | 4 | 6,838 | 6,838 | 4,559 | 9,117 |
| SOE- Teacher Education | | | | | |
| University Year | | | | | |
| Effort | | 0.49 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 22 | 8,910 | 9,117 | 4,559 | 9,117 |
| SOE-Educational Studies | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 5 | 9,117 | 9,117 | 9,117 | 9,117 |
| SCHOOL_INFORMATION | | | | | |
| University Year | | | | | |
| Effort | | 0.51 | 0.50 | 0.50 | 0.60 |
| Salary Per Term/Effort | 20 | 9,208 | 9,117 | 9,117 | 10,940 |
| School of Information | | | | | |
| University Year | | | | | |
| Effort | | 0.51 | 0.50 | 0.50 | 0.60 |
| Salary Per Term/Effort | 20 | 9,208 | 9,117 | 9,117 | 10,940 |
| SCHOOL_KINESIOLOGY | | | | | |
| University Year | | | | | |
| Effort | | 0.32 | 0.30 | 0.30 | 0.51 |
| Salary Per Term/Effort | 10 | 5,853 | 5,470 | 5,470 | 9,299 |
| School of Kinesiology | | | | | |
| University Year | | | | | |
| Effort | | 0.32 | 0.30 | 0.30 | 0.51 |
| Salary Per Term/Effort | 10 | 5,853 | 5,470 | 5,470 | 9,299 |

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2012 - 2013

| | <u>Number of Persons</u> | <u>Mean</u> | <u>Median</u> | <u>Minimum</u> | <u>Maximum</u> |
|----------------------------------|--------------------------|-------------|---------------|----------------|----------------|
| SCHOOL_MUSIC | | | | | |
| University Year | | | | | |
| Effort | | 0.24 | 0.25 | 0.09 | 0.75 |
| Salary Per Term/Effort | 95 | 4,309 | 4,559 | 1,641 | 13,676 |
| School of Music, Theatre & Dance | | | | | |
| University Year | | | | | |
| Effort | | 0.23 | 0.25 | 0.09 | 0.75 |
| Salary Per Term/Effort | 93 | 4,255 | 4,559 | 1,641 | 13,676 |
| SMTD Michigan Marching Band | | | | | |
| University Year | | | | | |
| Effort | | 0.38 | 0.38 | 0.25 | 0.50 |
| Salary Per Term/Effort | 2 | 6,838 | 6,838 | 4,559 | 9,117 |
| SCHOOL_NAT_RES_ENVIR | | | | | |
| University Year | | | | | |
| Effort | | 0.38 | 0.35 | 0.24 | 0.50 |
| Salary Per Term/Effort | 20 | 6,911 | 6,382 | 4,376 | 9,117 |
| Sch of Nat Resources & Environ | | | | | |
| University Year | | | | | |
| Effort | | 0.38 | 0.35 | 0.24 | 0.50 |
| Salary Per Term/Effort | 20 | 6,911 | 6,382 | 4,376 | 9,117 |
| SCHOOL_NURSING | | | | | |
| University Year | | | | | |
| Effort | | 0.56 | 0.50 | 0.50 | 0.95 |
| Salary Per Term/Effort | 11 | 10,277 | 9,117 | 9,117 | 17,322 |
| School of Nursing | | | | | |
| University Year | | | | | |
| Effort | | 0.56 | 0.50 | 0.50 | 0.95 |
| Salary Per Term/Effort | 11 | 10,277 | 9,117 | 9,117 | 17,322 |
| SCHOOL_PUB_HEALTH | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 9 | 9,117 | 9,117 | 9,117 | 9,117 |
| Fiscal Year | | | | | |
| Effort | | 0.48 | 0.50 | 0.25 | 0.50 |
| Salary Per Term/Effort | 34 | 8,768 | 9,117 | 4,559 | 9,117 |
| Health Management and Policy | | | | | |
| Fiscal Year | | | | | |
| Effort | | 0.45 | 0.50 | 0.25 | 0.50 |

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2012 - 2013

| | <u>Number of Persons</u> | <u>Mean</u> | <u>Median</u> | <u>Minimum</u> | <u>Maximum</u> |
|-------------------------------|--------------------------|-------------|---------------|----------------|----------------|
| Salary Per Term/Effort | 11 | 8,288 | 9,117 | 4,559 | 9,117 |
| Biostatistics Department | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 2 | 9,117 | 9,117 | 9,117 | 9,117 |
| Fiscal Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 14 | 9,117 | 9,117 | 9,117 | 9,117 |
| Environmental Health Sciences | | | | | |
| Fiscal Year | | | | | |
| Effort | | 0.47 | 0.50 | 0.35 | 0.50 |
| Salary Per Term/Effort | 5 | 8,570 | 9,117 | 6,382 | 9,117 |
| Epidemiology Department | | | | | |
| University Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 7 | 9,117 | 9,117 | 9,117 | 9,117 |
| Hlth Behavior & Hlth Ed Dept | | | | | |
| Fiscal Year | | | | | |
| Effort | | 0.50 | 0.50 | 0.50 | 0.50 |
| Salary Per Term/Effort | 4 | 9,117 | 9,117 | 9,117 | 9,117 |
| SCHOOL_PUB_POLICY | | | | | |
| University Year | | | | | |
| Effort | | 0.32 | 0.25 | 0.25 | 0.50 |
| Salary Per Term/Effort | 20 | 5,835 | 4,559 | 4,559 | 9,117 |
| G. Ford Sc Pub Pol | | | | | |
| University Year | | | | | |
| Effort | | 0.32 | 0.25 | 0.25 | 0.50 |
| Salary Per Term/Effort | 20 | 5,835 | 4,559 | 4,559 | 9,117 |
| SCHOOL_SOCIAL_WORK | | | | | |
| University Year | | | | | |
| Effort | | 0.58 | 0.50 | 0.50 | 1.00 |
| Salary Per Term/Effort | 6 | 10,637 | 9,117 | 9,117 | 18,234 |
| School of Social Work | | | | | |
| University Year | | | | | |
| Effort | | 0.58 | 0.50 | 0.50 | 1.00 |
| Salary Per Term/Effort | 6 | 10,637 | 9,117 | 9,117 | 18,234 |

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_ANN-ARBOR 2012 - 2013

| <u>Number of Persons</u> | <u>Mean</u> | <u>Median</u> | <u>Minimum</u> | <u>Maximum</u> |
|--------------------------|-------------|---------------|----------------|----------------|
|--------------------------|-------------|---------------|----------------|----------------|

University of Michigan
Averages and Ranges of Effort and Salary
For Graduate Student Instructors
UM_DEARBORN 2012 - 2013

| | <u>Number of Persons</u> | <u>Mean</u> | <u>Median</u> | <u>Minimum</u> | <u>Maximum</u> |
|--------------------------------|--------------------------|-------------|---------------|----------------|----------------|
| UM_DEARBORN Summary | | | | | |
| University Year | | | | | |
| Effort | | 0.37 | 0.37 | 0.25 | 0.50 |
| Salary Per Term/Effort | 4 | 6,792 | 6,747 | 4,559 | 9,117 |
| DBN_COL_ARTS_SCI_LTR | | | | | |
| University Year | | | | | |
| Effort | | 0.38 | 0.38 | 0.25 | 0.50 |
| Salary Per Term/Effort | 2 | 6,838 | 6,838 | 4,559 | 9,117 |
| Dbn CASL-Physical Sciences | | | | | |
| University Year | | | | | |
| Effort | | 0.38 | 0.38 | 0.25 | 0.50 |
| Salary Per Term/Effort | 2 | 6,838 | 6,838 | 4,559 | 9,117 |
| DBN_COL_ENGINEERING | | | | | |
| University Year | | | | | |
| Effort | | 0.37 | 0.37 | 0.36 | 0.38 |
| Salary Per Term/Effort | 2 | 6,747 | 6,747 | 6,564 | 6,929 |
| Dbn Col of Eng-Electric & Comp | | | | | |
| University Year | | | | | |
| Effort | | 0.37 | 0.37 | 0.36 | 0.38 |
| Salary Per Term/Effort | 2 | 6,747 | 6,747 | 6,564 | 6,929 |

University of Michigan
 Averages and Ranges of Effort and Salary
 For Graduate Student Instructors
 UM_FLINT 2012 - 2013

| | <u>Number of Persons</u> | <u>Mean</u> | <u>Median</u> | <u>Minimum</u> | <u>Maximum</u> |
|----------------------------|--------------------------|-------------|---------------|----------------|----------------|
| UM_FLINT Summary | | | | | |
| University Year | | | | | |
| Effort | | 0.12 | 0.12 | 0.09 | 0.14 |
| Salary Per Term/Effort | 2 | 2,097 | 2,097 | 1,641 | 2,553 |
| FLINT_MGMT_DEAN | | | | | |
| University Year | | | | | |
| Effort | | 0.12 | 0.12 | 0.09 | 0.14 |
| Salary Per Term/Effort | 2 | 2,097 | 2,097 | 1,641 | 2,553 |
| Flint School of Management | | | | | |
| University Year | | | | | |
| Effort | | 0.12 | 0.12 | 0.09 | 0.14 |
| Salary Per Term/Effort | 2 | 2,097 | 2,097 | 1,641 | 2,553 |