



Chapter 6 Faculty & Staff

Goals

A great university is defined in large part by its outstanding faculty. The University of Michigan attracts faculty members with commitment to excellence in both teaching and research, as shown by the high quality of its graduates and the superior research and scholarship by its faculty. Likewise, the University seeks the highest level of performance and productivity from its staff members in support the institution's academics, research and service.

Overview

The faculty headcount at the University of Michigan is 7,332, while the total of faculty full-time equivalents (FTEs) is 6,294. Instructional appointments comprise 3,514 FTEs, and another 2,780 FTEs are individuals with clinical, research and other titles who are primarily involved in health care, research, and related scholarly activities.

Although statistics can hardly capture the full scope of the faculty's activities and accomplishments, a summary of some of their awards and honors provides a glimpse into their successes. The U-M faculty currently includes 32 members of the National Academy of Sciences, 31 members of the National Academy of Engineering, 60 members of the National Academy of Medicine and 84 members of the American Academy of Arts and Sciences. In addition, many faculty members have been awarded a MacArthur Foundation Fellowship (aka "genius" awards), Emmy and Grammy awards, National Medal of Art, and countless other honors bestowed by scholarly and professional societies.

U-M faculty members are primarily involved in teaching, research and scholarship. However, the faculty also have service responsibilities to the university and broader academic community and society at large, as well as administrative duties and an important role in setting academic policies for admissions, the granting of degrees, and the content of the curriculum.

Staff members play key roles in the efficient and productive operation of nearly all facets of the University. They are involved in the conduct and administration of research; they provide academic, housing and other services for students; handle financial operations of the institution; manage the physical and digital infrastructure of the campus; and monitor the many federal, state and professional compliance rules the institution must follow.

The average age of staff members is increasing: today 38 percent of the staff is 50 or older, whereas 36 percent fell in that age range as of Fall 2007. U-M Human Resources estimates that 12.6 percent of the current staff will retire by the end of 2022.

The likelihood that a significant fraction of experienced faculty and staff members will retire during the next five to ten years offers several challenges. The skills provided by retiring employees will need to be replaced during a period when there will be pressure to control personnel growth. At the same time, the numbers of positions that will open provide an opportunity for reorganization in how responsibilities are fulfilled.

For More Information














HR Data Reports

hr.umich.edu/working-u-m/management-administration/records-management-data-services/hr-data-reports

Other chapters provide information related to faculty activity, including indicators of the teaching workload (Chapter 8) and research activity (Chapter 9). The quality of the faculty influences the U-M's placement in many national and international rankings (Chapter 12). Diversity indicators for the faculty, staff and students are reported in Chapter 7.

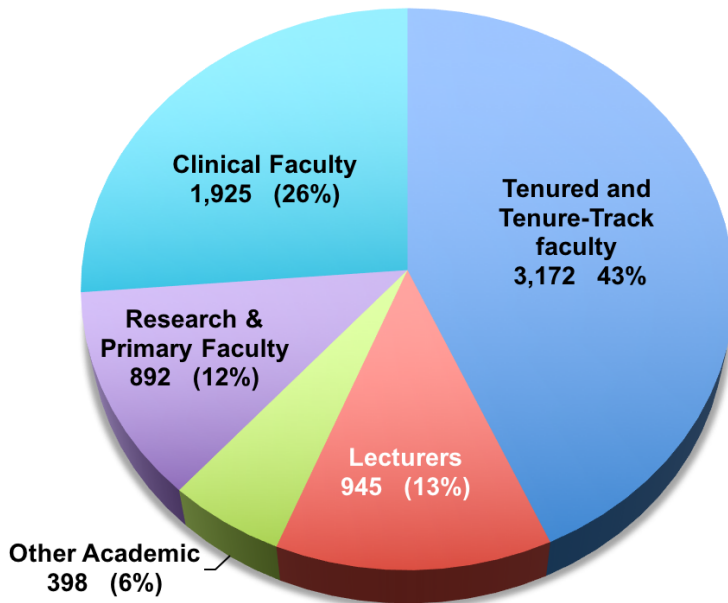
 *Chart updated since the September 2017 edition.*

Charts in Chapter 6

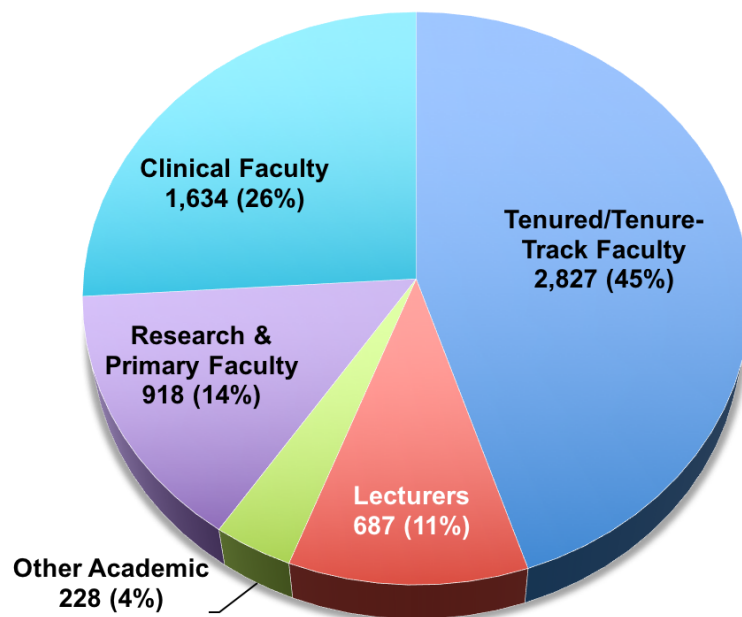
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More than half of the academic workforce (tenured/tenure-track faculty and lecturers) is involved in instruction, whether you measure by headcount or full-time equivalents.

✦ 6.1.1 Academic Workforce, Headcount by Title, Fall 2017.



✦ 6.1.2 Academic Workforce, Full-Time Equivalents by Title, Fall 2017.



SOURCE: U-M Human Resources Data

The total academic workforce is 7,332 by headcount and 6,294 by full-time equivalents (FTEs), based on data collected on November 1 each year. The difference is due to several factors: some individuals hold a fractional academic appointment and a fractional staff appointment, for instance, or may work part-time at the University and have a second position with another employer.

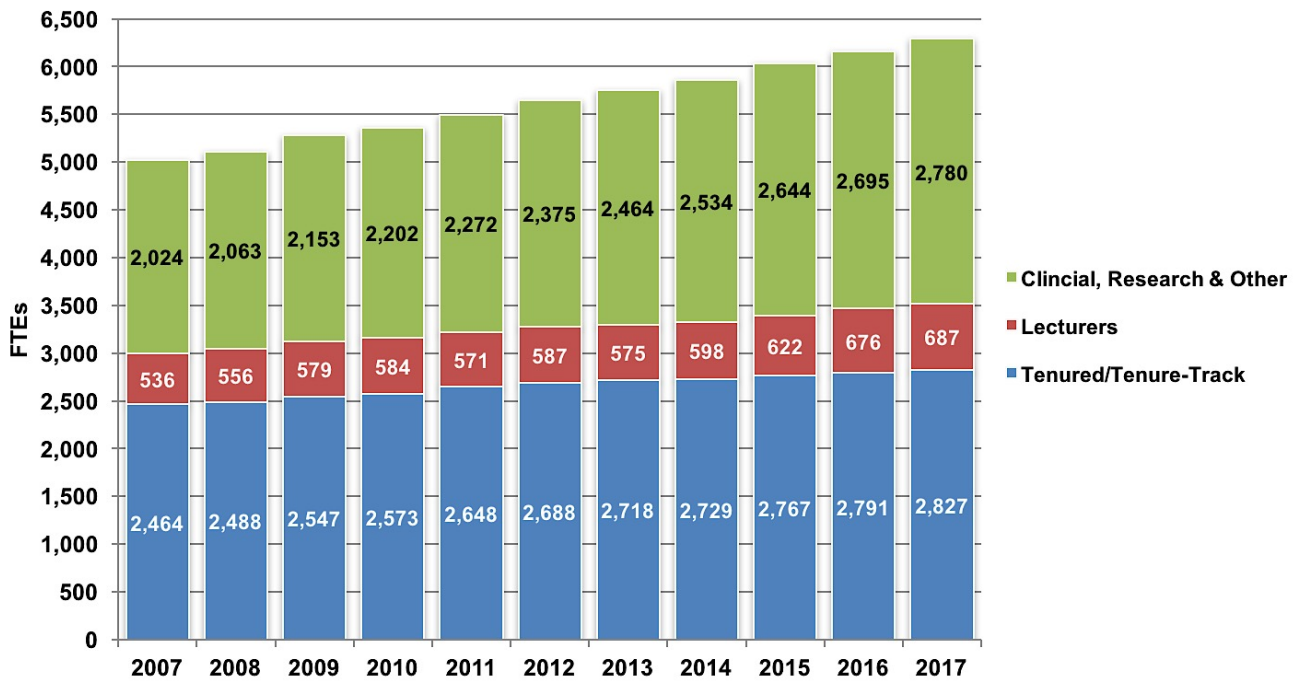
Tenured and tenure-track faculty members and lecturers handle the majority of instructional activities. Clinical

faculty members also play a role in instruction. Research and primary faculty include individuals involved in research, mentoring of graduate students and research fellows, and those who serve as librarians, curators, and archivists.

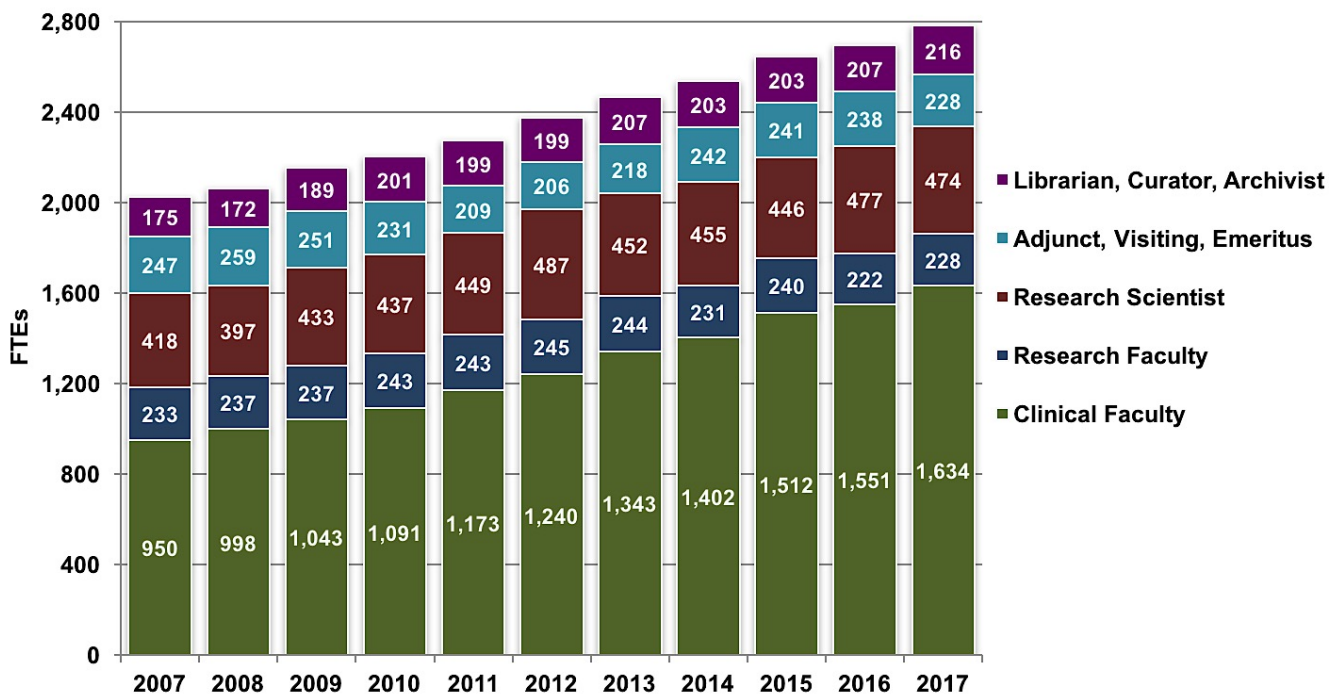
“Other Academic” includes not-on-tenure-track faculty, supplemental instructional faculty (adjunct/visiting), supplemental research faculty (adjunct/visiting), and emeritus faculty.

The tenured/tenure-track faculty numbers have grown by 399 FTE between 2006 and 2016, and the number of clinical faculty (see 6.1.4) has nearly doubled over the same period.

6.1.3 Academic Workforce by Full-Time Equivalents, 2007-17.



6.1.4 Detail for "Other Academic," by Full-Time Equivalents, 2007-17.



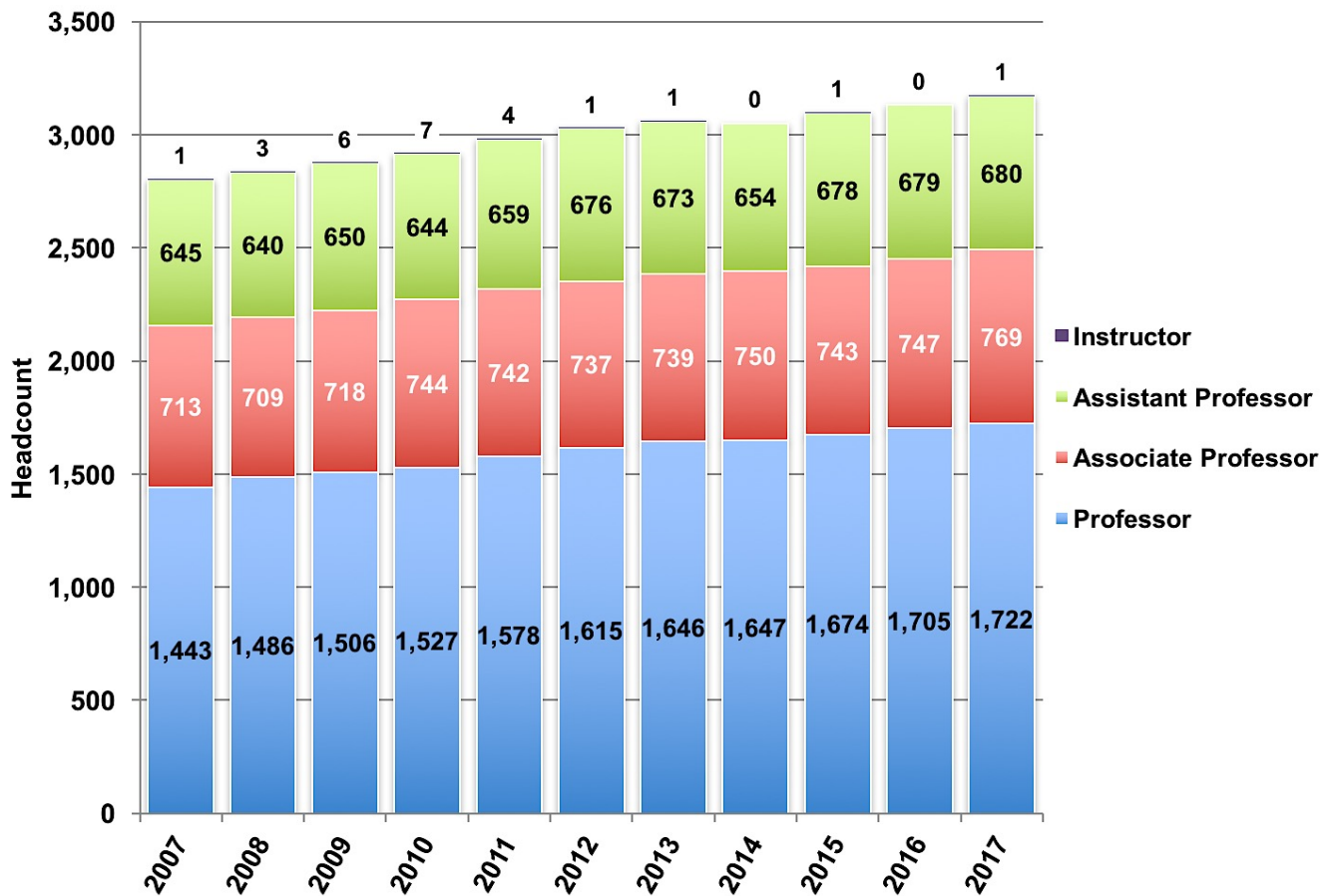
SOURCE: U-M Human Resources Data

The academic group growing most rapidly is the clinical faculty. The bulk of this group is comprised of faculty-physicians who teach and provide clinical care throughout

the U-M Health System. Counts are recorded as of November 1 of each year.

The total tenured and tenure-track faculty headcount has increased from 2,802 in Fall 2007 to 3,172 in Fall 2017, an increase of 370 over the decade.

✦ 6.2.1 Tenured/Tenure-Track Faculty, Headcount by Title, Fall 2007-17.



SOURCE: U-M Human Resources Data

Growing the faculty ranks has been a priority over the last decade. Most recently, then-President Coleman announced in November, 2007 a commitment from the central administration to hire 100 new tenure-track faculty members to expand interdisciplinary teaching and research.¹ This initiative has focused on identifying individuals who create new clusters of junior faculty to contribute to teaching and research in common areas, such as the emerging topics of alternative energy and environmental sustainability. As of June 2011, the final cluster topics were identified.²

In 2010, the central administration also funded an additional 50 new faculty positions³ to address the unanticipated growth in undergraduate student enrollment and to enhance the students' academic experience through a reduced student/faculty ratio and smaller class sizes that are closer to those of other top universities.

The 150 faculty positions funded by the central administration through these two initiatives are additions to the faculty; the schools and colleges have their own funds to fill vacancies and add new faculty to meet their needs.

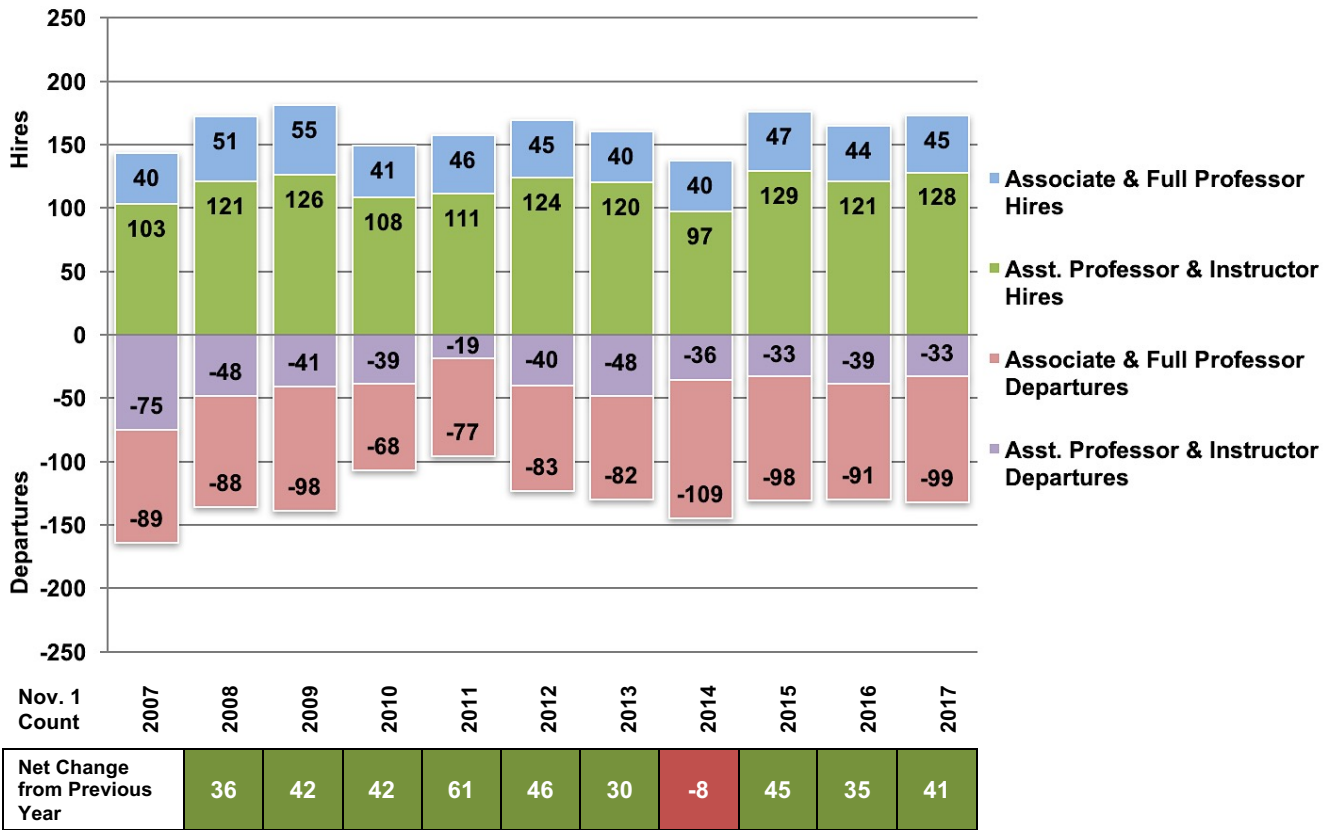
¹ "Coleman outlines faculty hiring program, new initiatives in speech," *University Record*, November 19, 2007.

² "Final interdisciplinary junior faculty clusters chosen," *University Record*, June 20, 2011.

³ Budget Presentation to the Board of Regents, June 17, 2010.

There has been a net increase in tenured and tenure-track faculty in nine of the last ten years.

6.2.2 New Hires and Departures of Tenured/Tenure-Track Faculty; Annual Net Change and Cumulative Change, 2007-17.

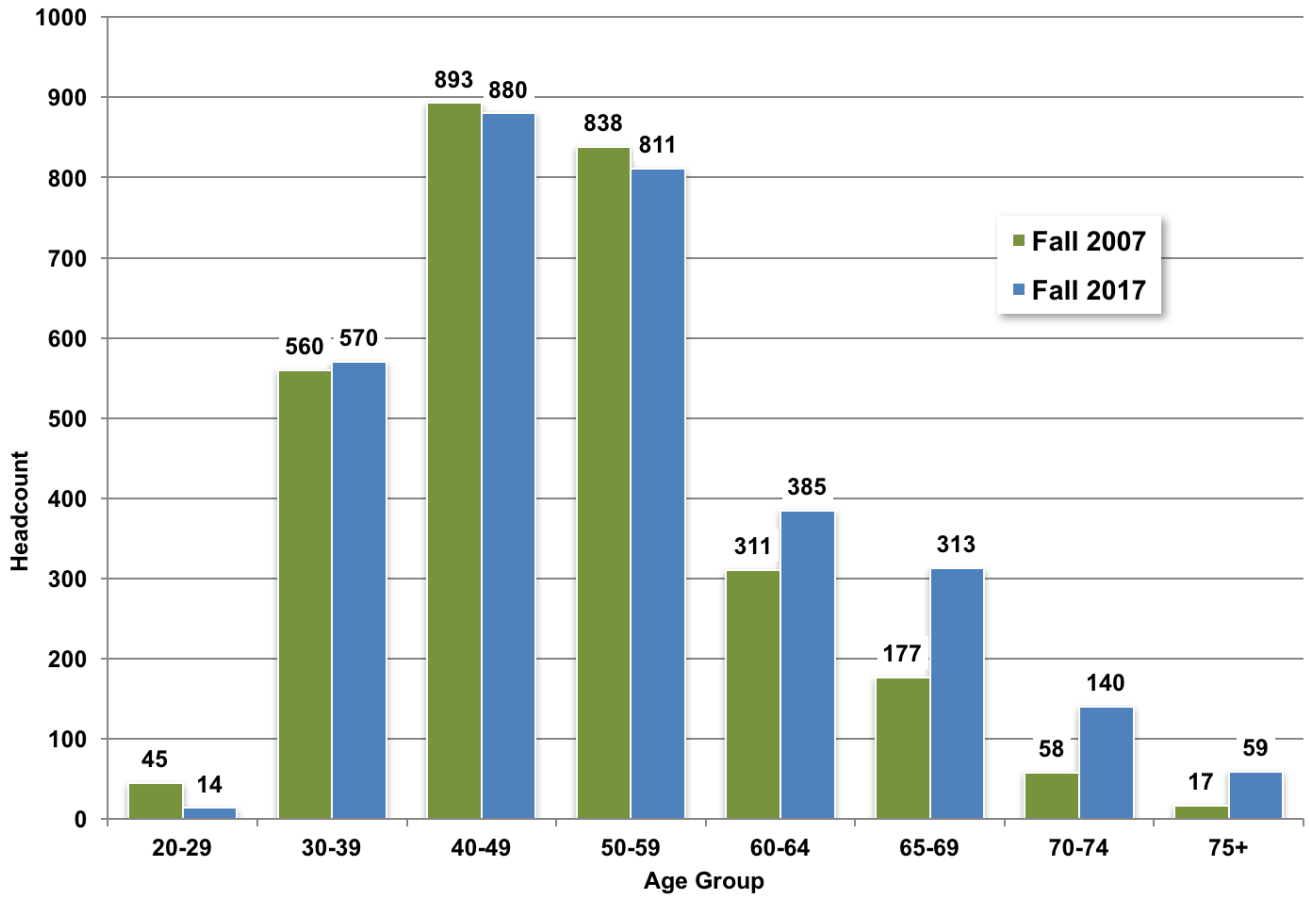


SOURCE: U-M Human Resources Data

The hiring and departure decisions reported above occurred during the academic year leading up to November 1 of the year on the chart. Departures include faculty members who retire, move into non-tenure-track assignments, or who leave the University for other positions.

In 2007, 48 percent of the faculty was age 50 and older; today the fraction has reached to 54 percent.

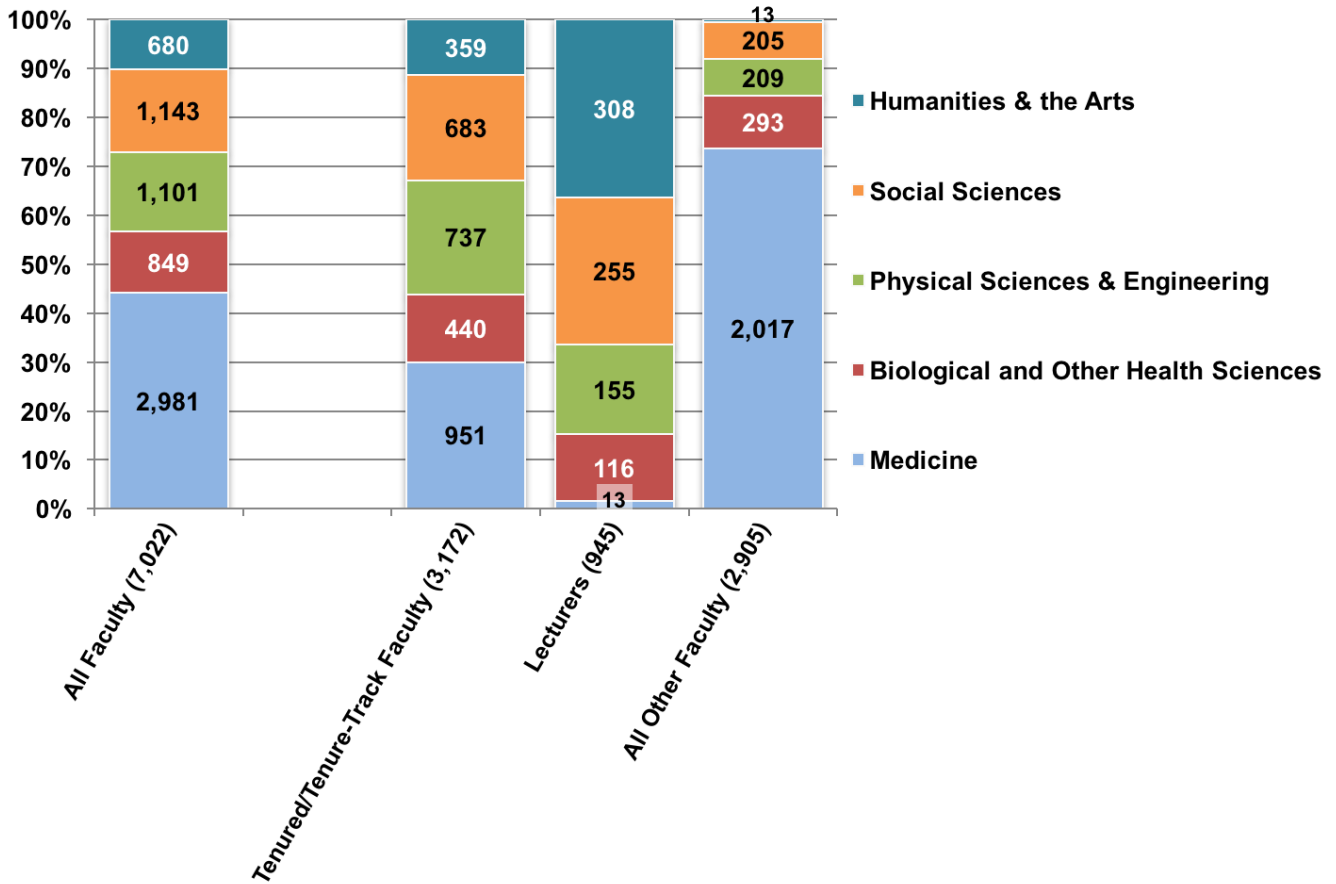
6.2.3 Age Distribution of Tenured/Tenure-Track Faculty, Fall 2007 and 2017.



SOURCE: U-M Human Resources Data

Tenured and tenure-track faculty members are spread broadly across the academic disciplines. Outside of the tenure-track 53 percent of regular faculty members are in medicine.

6.3.1 Faculty Distribution by Discipline Groups⁴, Fall 2017.



SOURCE: U-M Human Resources Data

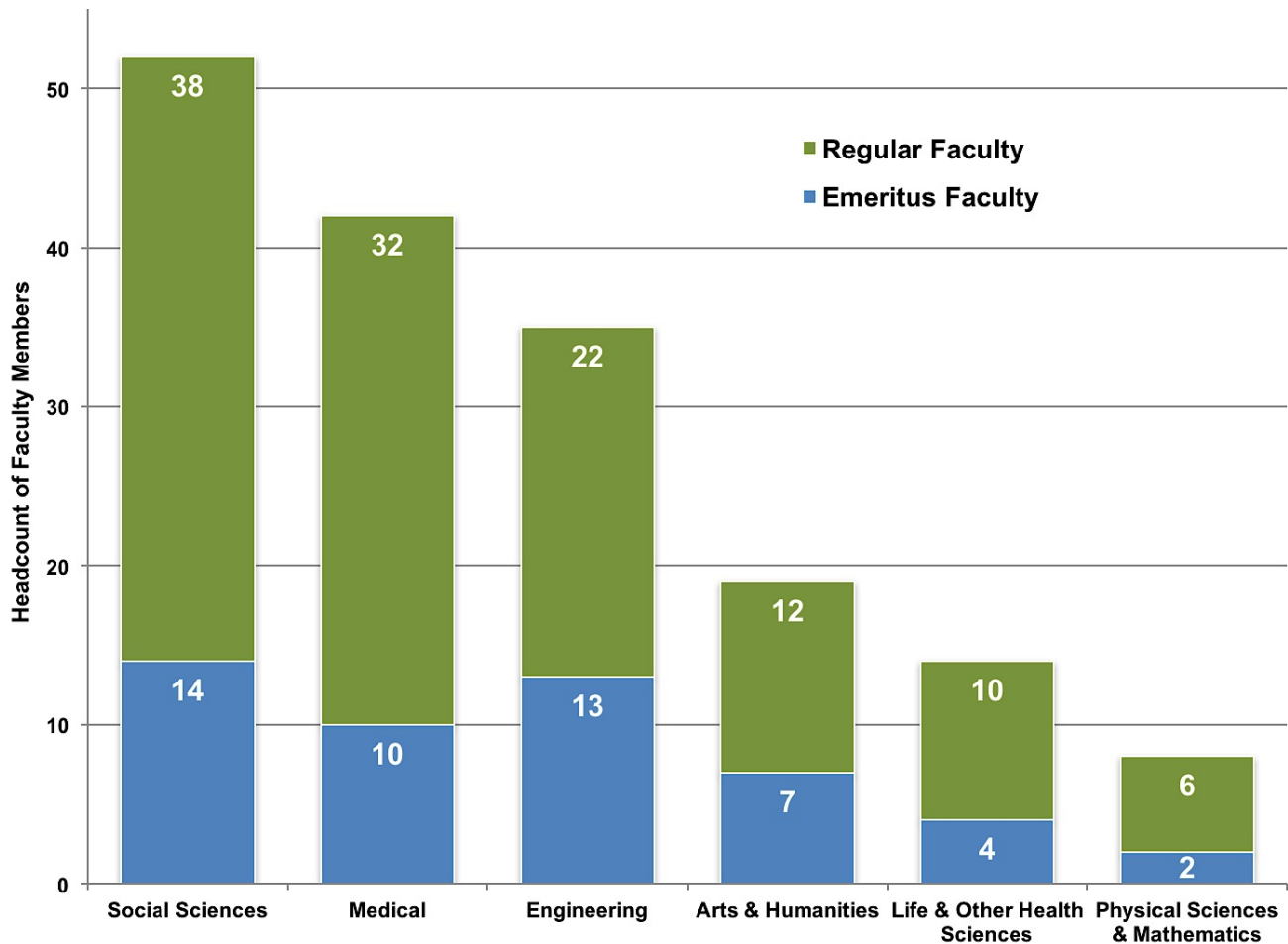
The “All Other Faculty” group includes clinical instructional faculty, research faculty, librarians, archivists, curators, and not-on-track regular faculty.

In addition to the categorization by disciplines shown above, 268 members of the regular faculty hold positions (such as some librarians) or are primarily affiliated with units (such as the Residential College) that do not fit neatly into a discipline. Of these, 2 are tenured or tenure-track faculty, 98 are lecturers and 168 hold other faculty positions.

⁴ A list of disciplines assigned to each group is found in Appendix C.

170 active and retired U-M faculty members have been elected to one or more of the National Academies.

6.3.2 U-M Faculty Members of the National Academies, by Discipline, 2017.



Source: National Academies of Sciences, National Academy of Engineering, National Academy of Medicine⁵, American Academy of Arts and Sciences

Membership in a National Academy is considered to be one of the highest honors bestowed upon scientists, engineers and scholars in recognition of their distinguished and continuing achievements in original scholarship and research.

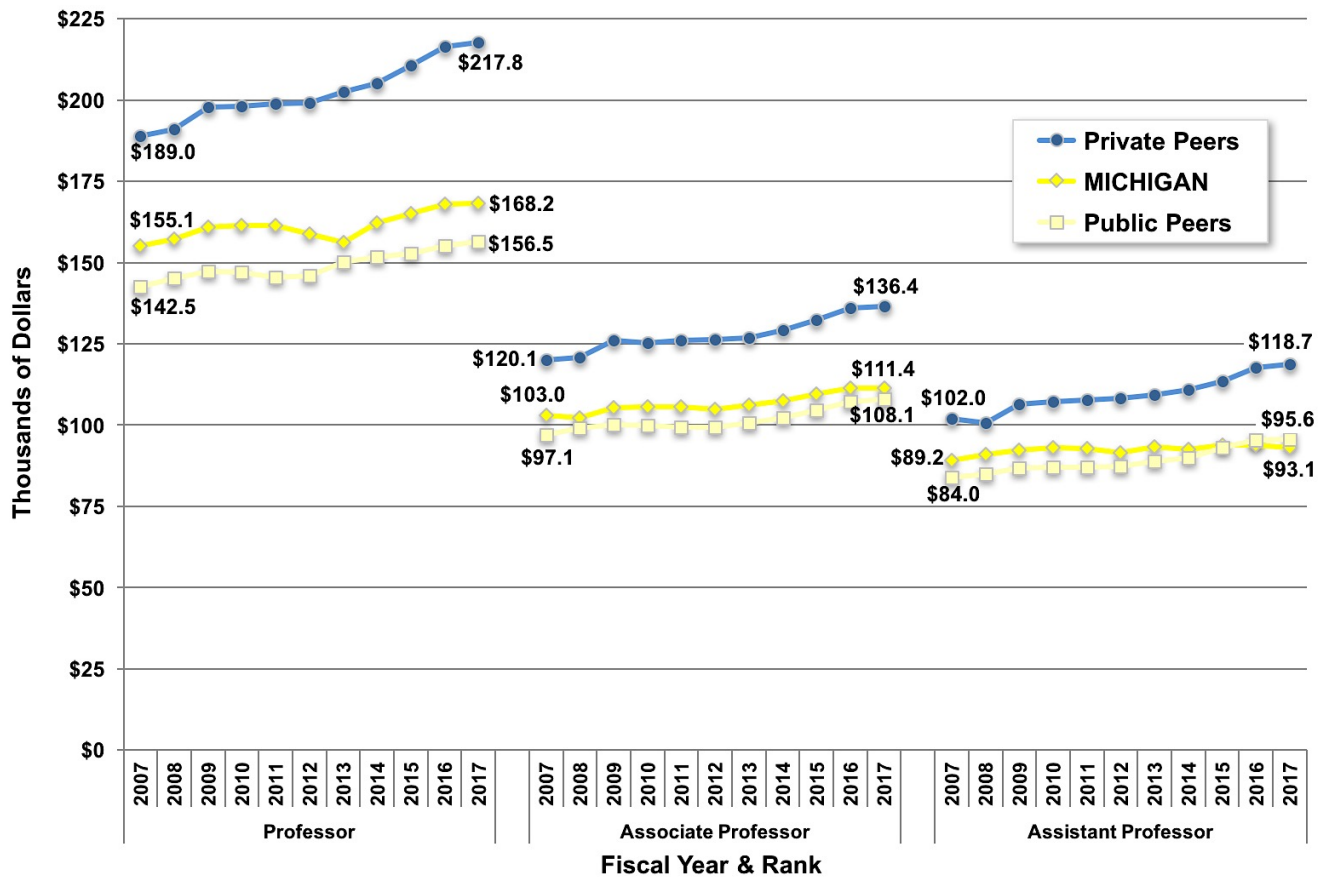
Through the Academies, U-M faculty members serve as a source for independent, unbiased expertise on challenging issues facing the nation and the world. Their advice and insights help shape policies, inform public opinion and advance the pursuit of science, engineering and medicine.

Election to these prestigious societies is through nomination and selection by existing members in recognition of extraordinary achievements and commitment to service.

⁵ In 2015, the Institute of Medicine was renamed the National Academy of Medicine.

The salaries of U-M faculty members (excluding medical faculty) are competitive with their public university peers, and lag their private university peers.

6.4 Average Faculty Salaries by Rank for U-M⁶ and Peer Groups⁷, Adjusted for Inflation⁸, FY2007-17.



SOURCE: American Association of University Professors

The current average annual salary of full professors at the University of Michigan is \$49,600 less than the average of full professors at private peer institutions, and \$11,700 more than the average of full professors at public peers. U-M associate professors currently earn \$25,000 less than their private university counterparts and \$3,300 more than associate professors at public peers. Assistant professors at the U-M currently earn \$25,600 below those at private peer universities and \$2,500 less than at public peers. All comparisons exclude medical school faculty.

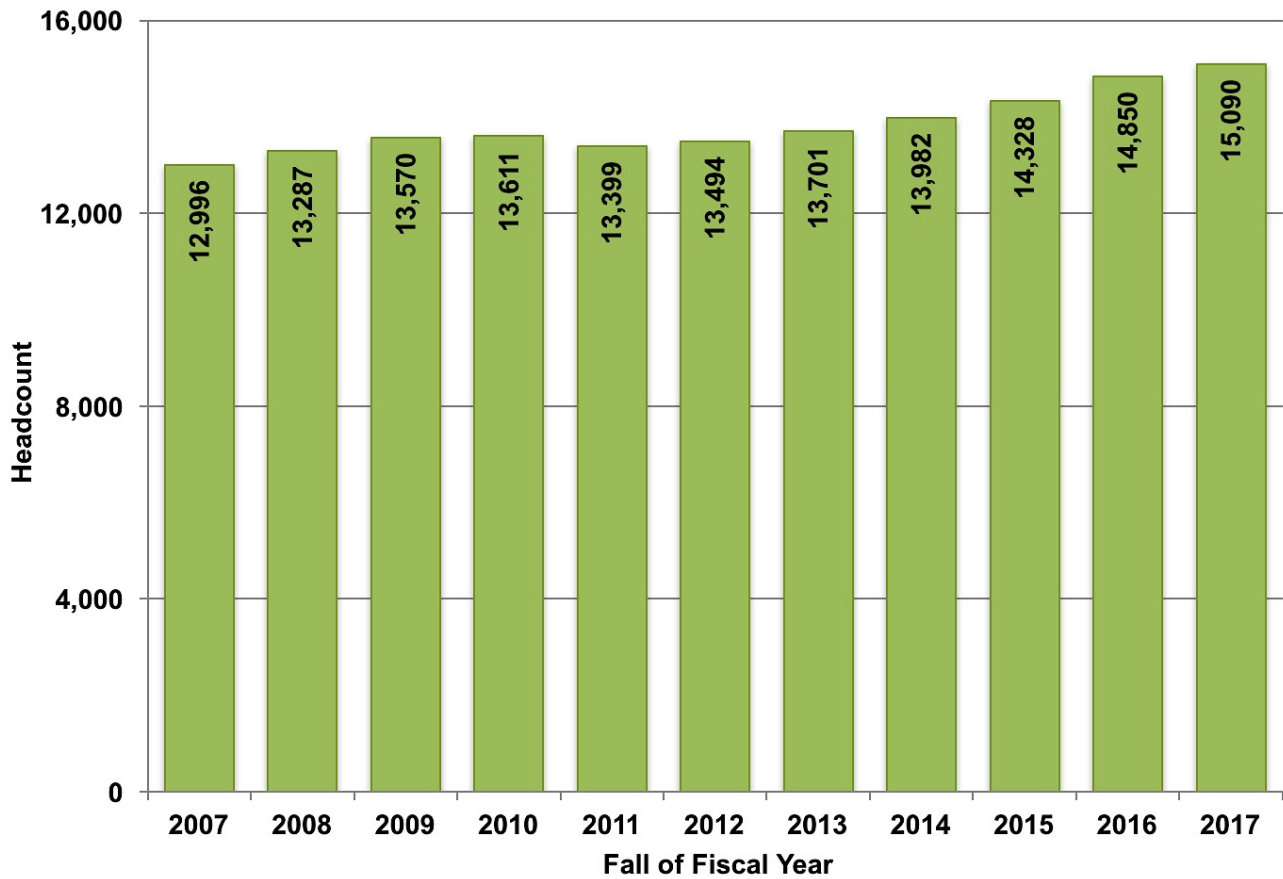
⁶ Faculty from the U-M and peer institution medical schools are not included in the data.

⁷ A list of the “official” peers used for comparison on this page is found in Appendix A.

⁸ Based on FY2017 U.S. Consumer Price Index.

The rate of growth in total Ann Arbor campus staff⁹ is low, increasing at an average annual rate of 1.5 percent over the last decade.

✦ 6.5.1 Headcount of Regular Staff, Fall 2007-17.



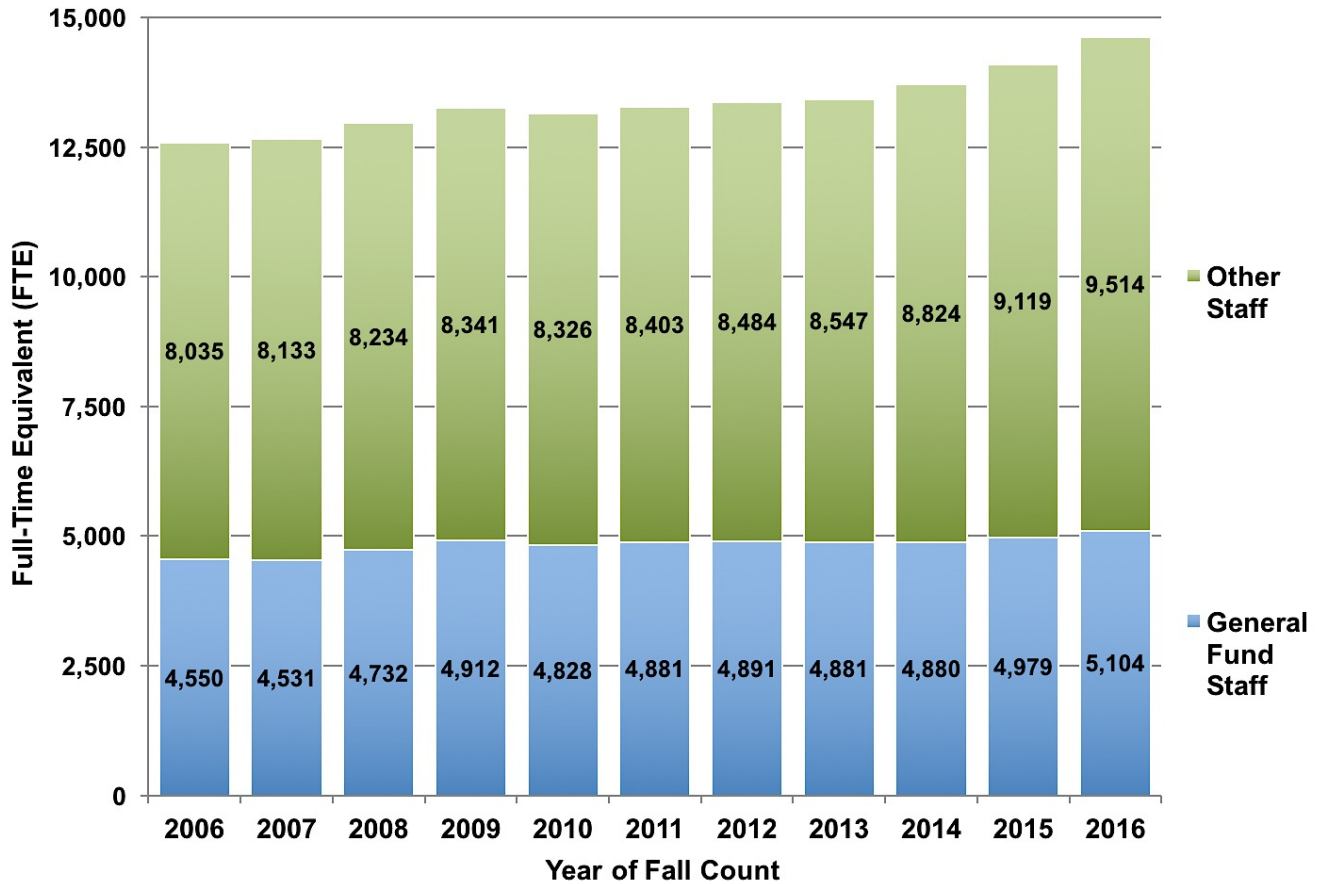
SOURCE: U-M Human Resources Data

The headcount for each fiscal year is based on appointment data as of November 1. “Regular Staff” excludes supplemental staff, graduate student instructors, graduate student research assistants, graduate staff assistants, research fellows, and any non-faculty staff from U-M Health System.

⁹ Staff excludes individuals whose primary appointment is in a faculty position.

About one-third of the total full-time equivalent appointments of non-Health System staff¹⁰ members on campus directly serve the University’s academic mission and are supported out of the General Fund. The remaining two-thirds of the staff – funded by other sources – take part in externally sponsored research or auxiliary activities, such as plant operations and student housing.

6.5.2 Full-time Equivalent of Staff (excluding U-M Health System Staff¹¹), by Fund Sources, 2006-16.



SOURCE: U-M Human Resources Data

Staff FTEs paid by the General Fund were 36 percent of the total in 2006. A decade later the fraction is slightly smaller at 34.9 percent of the total. Each year’s FTE total is based on November 1 appointment data.

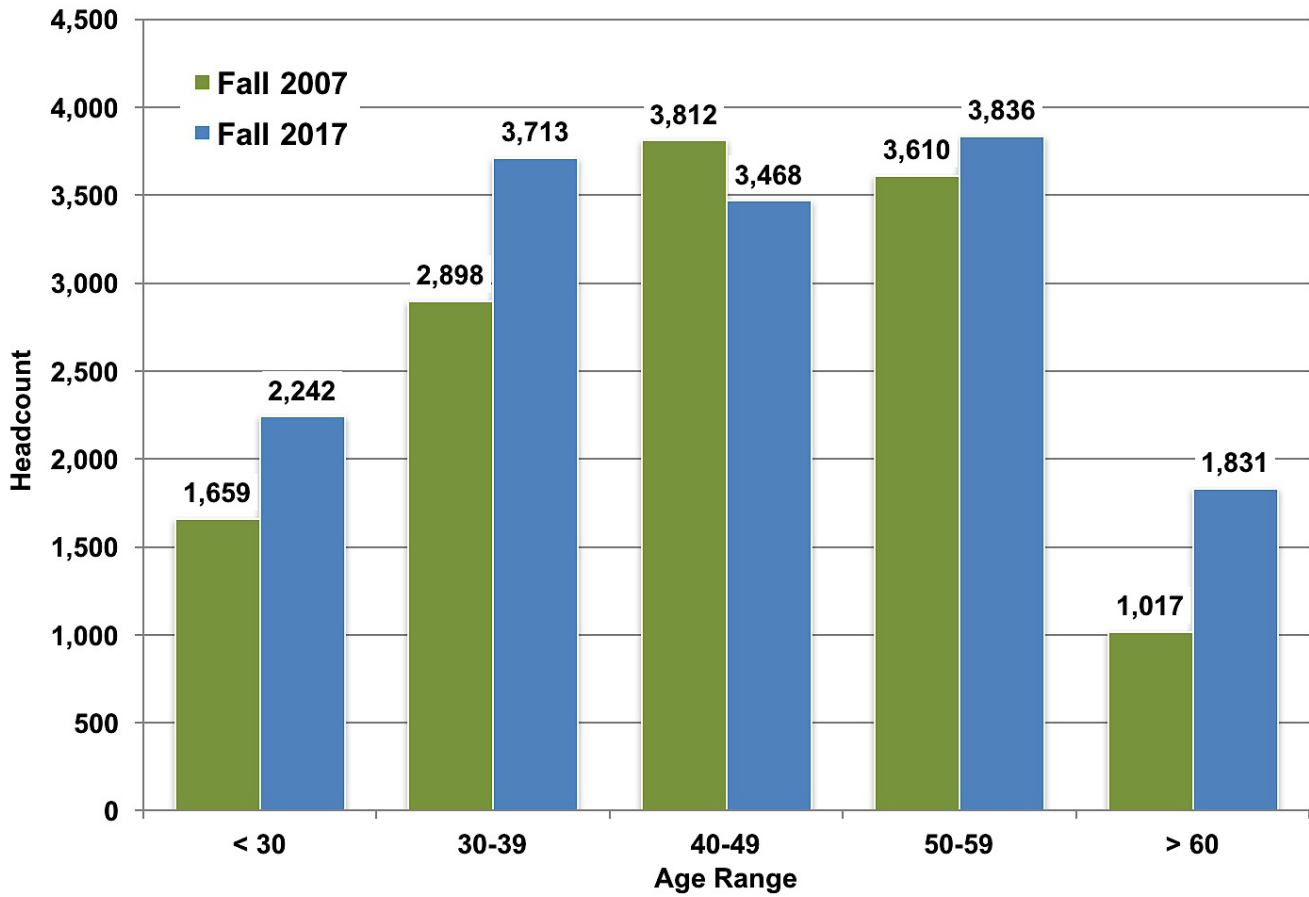
Financial support for Other Staff comes from the Designated Fund, Expendable Restricted Fund, Sponsored Fund, and Auxiliary Fund.

In this chart, any appointment to faculty rank, even a fractional one, is excluded.

¹⁰ Staff FTEs exclude all fractional appointments to a faculty position.

In 2007, 36 percent of the Ann Arbor campus non-Health System regular staff¹¹ was age 50 and older. Today that group represents 38 percent of the staff population.

6.6 Age Distribution of Staff, Fall 2007 and Fall 2017.



SOURCE: U-M Human Resources Data

¹¹ The regular staff category excludes individuals whose primary appointment is in a faculty position, or in a temporary staff position.

