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 of the institution’s academics, research and service.

Overview
The faculty headcount in fall 2018 at the University of Michigan was 7,571, while the total of faculty full-time equivalents (FTEs) was 6,489. Instructional appointments comprise 3,554 FTEs, and another 2,935 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 the awards and honors earned by faculty members provides a glimpse into their successes. The U-M regular faculty currently includes 34 members of the National Academy of Sciences, 31 members of the National Academy of Engineering, 64 members of the National Academy of Medicine and 87 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. In 2018, Gérard Mourou, emeritus professor in electrical engineering and computer science, received a Nobel Prize in Physics for “groundbreaking inventions in the field of laser physics.”

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; 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.

For More Information
HR Data Reports (hr.umich.edu/working-u-m/management-administration/records-management-data-services/hr-data-reports)

Office of Budget and Planning (see Campus Statistics) (obp.umich.edu)

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.

Charts in Chapter 6
6.1.1  Academic Workforce, Headcount by Title, Fall 2018.
6.1.2  Academic Workforce, Full-Time Equivalents by Title, Fall 2018.
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6.5.2  Full-time Equivalent of Staff (excluding U-M Health System Staff), by Fund Sources, 2008-18.
6.6  Age Distribution of Staff, Fall 2008 and Fall 2018.
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 2018.

6.1.2 Academic Workforce, Full-Time Equivalents by Title, Fall 2018.

The total academic workforce is 7,571 by headcount and 6,489 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.

Graduate students with supplemental appointments (GSI/GSRE/GSSA) who are involved in instruction or research are not included in the above charts.
The tenured/tenure-track faculty numbers have grown by 361 FTE between 2008 and 2018, and the FTE of clinical faculty (see 6.1.4) has increased by 783 over the same period.

### 6.1.3 Academic Workforce by Full-Time Equivalents, 2008-18.

![Graph showing academic workforce by full-time equivalents, 2008-2018.]

### 6.1.4 Detail for “Other Academic,” by Full-Time Equivalents, 2008-18.

![Graph showing detail for "Other Academic," by full-time equivalents, 2008-18.]

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 2,838 in Fall 2008 to 3,186 in Fall 2018, an increase of 348 over the decade.

6.2.1 Tenured/Tenure-Track Faculty, Headcount by Title, Fall 2008-18.

SOURCE: U-M Human Resources Data

Growing the faculty ranks has been a priority over the last decade in efforts to support emerging research opportunities, enhance the student learning experience and increase the proportion of small classes offered. Three focused initiatives have been launched toward these goals. The Interdisciplinary Junior Faculty Initiative added 98 new faculty members, the Faculty Expansion Initiative added 50 positions, and the Small class Initiative added 86 positions.
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, 2008-18.

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.

SOURCE: U-M Human Resources Data
In 2008, 51 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 2008 and 2018.

SOURCE: U-M Human Resources Data
Tenured and tenure-track faculty members are spread broadly across the academic disciplines. Outside of the tenure-track 54 percent of regular faculty members are in medicine.

6.3.1 Faculty Distribution by Discipline Groups, Fall 2018.

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, 255 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, one is tenured or tenure-track faculty, 99 are lecturers and 155 hold other faculty positions.

1 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, December 2018.

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.

2 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-M\(^3\) and Peer Groups\(^4\), Adjusted for Inflation\(^5\), FY2009-19.

![Graph showing average faculty salaries by rank for U-M and peer groups, adjusted for inflation.]

The current average annual salary of full professors at the University of Michigan is $48,500 less than the average of full professors at private peer institutions, and $4,900 more than the average of full professors at public peers. U-M associate professors currently earn $25,600 less than their private university counterparts and $10,200 more than associate professors at public peers. Assistant professors at the U-M currently earn $24,400 below those at private peer universities and $2,000 less than at public peers. All comparisons exclude medical school faculty.

SOURCE: American Association of University Professors

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\(^3\) Faculty from the U-M and peer institution medical schools are not included in the data.

\(^4\) A list of the “official” peers used for comparison on this page is found in Appendix A.

\(^5\) Based on FY2019 U.S. Consumer Price Index as of November 2018.
The rate of growth in total Ann Arbor campus staff is low, increasing at an average of 1.6 percent annually over the last decade.

6.5.1 Headcount of Regular Staff, Fall 2008-18.

**SOURCE: U-M Human Resources Data**

The headcount for each fiscal year is based on appointment data as of November 1. “Regular Staff” primarily hold full-time appointments, but this headcount also includes individuals with part-time positions. Furthermore, regular staff excludes those with appointments in the "supplemental" staff categories, as well as graduate student instructors, graduate staff assistants, research fellows, and non-faculty staff from U-M Health System.

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6 Staff excludes individuals whose primary appointment is in a faculty position.
About two-fifths of the total full-time equivalent appointments of non-Health System staff members on campus directly serve the University’s academic mission and are supported out of the General Fund. The remainder of the staff – funded by other sources – take part in externally sponsored research or auxiliary activities.

6.5.2 Full-time Equivalent of Staff (excluding U-M Health System Staff\(^7\)), by Fund Sources, 2008-18.

![Chart showing full-time equivalent staff by fund source from 2008 to 2018](chart.png)

SOURCE: U-M Human Resources Data

Staff FTEs paid by the General Fund were 37 percent of the total in 2008. A decade later the fraction grew to 39.6 percent of the total. Much of the increase in General Fund staff seen in 2018 is due to a reclassification of custodial and grounds staff from non-General Fund categories to the General Fund.

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.

\(^7\) Staff FTEs exclude all fractional appointments to a faculty position.
In 2008, 9 percent of the Ann Arbor campus non-Health System regular staff\(^8\) was older than age 50. Today that group represents 12 percent of the staff population.

### Age Distribution of Staff, Fall 2008 and Fall 2018

![Age Distribution Bar Chart]

**SOURCE:** U-M Human Resources Data

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\(^8\) The regular staff category excludes individuals whose primary appointment is in a faculty position, or in a temporary staff position.