



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 commitments to both teaching and research excellence, as shown by the high quality of the graduating students and the superior research and scholarship by the 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 2023 at the University of Michigan was 8,174 and the full-time-equivalent (FTE) total was 6,996. Instructional appointments comprise 3,699 FTEs, and another 3,269 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 awards and honors earned by faculty members provides a glimpse into their successes. The U-M is proud of the sizeable cadres of faculty who have been elected to the National Academy of Sciences, National Academy of Engineering, National Academy of Medicine and American Academy of Arts and Sciences. In addition, 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. Faculty also have service responsibilities to the university, broader academic community, and society at large, as well as administrative duties and 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 all facets of the University. They participate in the conduct and administration of research; provide academic, housing, and other services for students; manage financial operations of the institution; manage the physical and digital infrastructure of the campus; and monitor federal, state, and professional compliance rules the institution must follow.

For More Information

HR Data Requests and Standard Reports

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

Office of Budget and Planning - Campus Statistics

obp.umich.edu/campus-statistics/

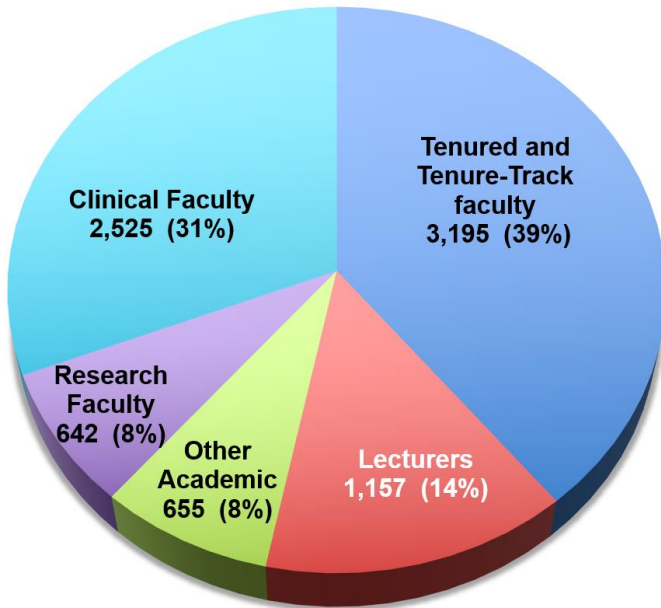
Other chapters provide information related to faculty activity, including indicators of the teaching workload (Chapter 8) and research activity (Chapter 9). The quality of the faculty influences the U-M's placement in national and international rankings (Chapter 12). Diversity indicators for the faculty,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

Charts in Chapter 6

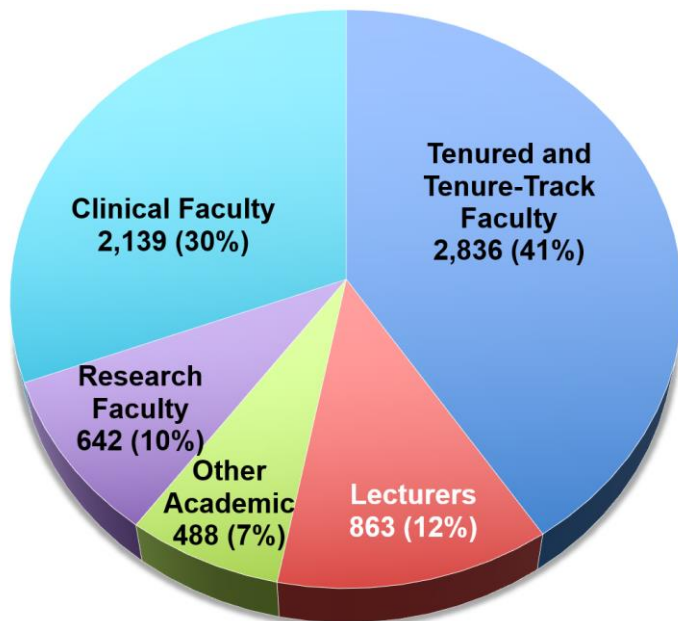
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More than half of the academic workforce (tenured/tenure-track faculty and lecturers) is involved in instruction, whether measured by headcount or full-time equivalents.

6.1.1 Academic Workforce, Headcount by Job Family, Fall 2023.



6.1.2 Academic Workforce, Full-Time Equivalents by Job Family, Fall 2023.



SOURCE: U-M Human Resources Data

The total academic workforce is 8,174 by headcount and 6,752 by full-time equivalents (FTEs), based on data collected on November 1 each year.

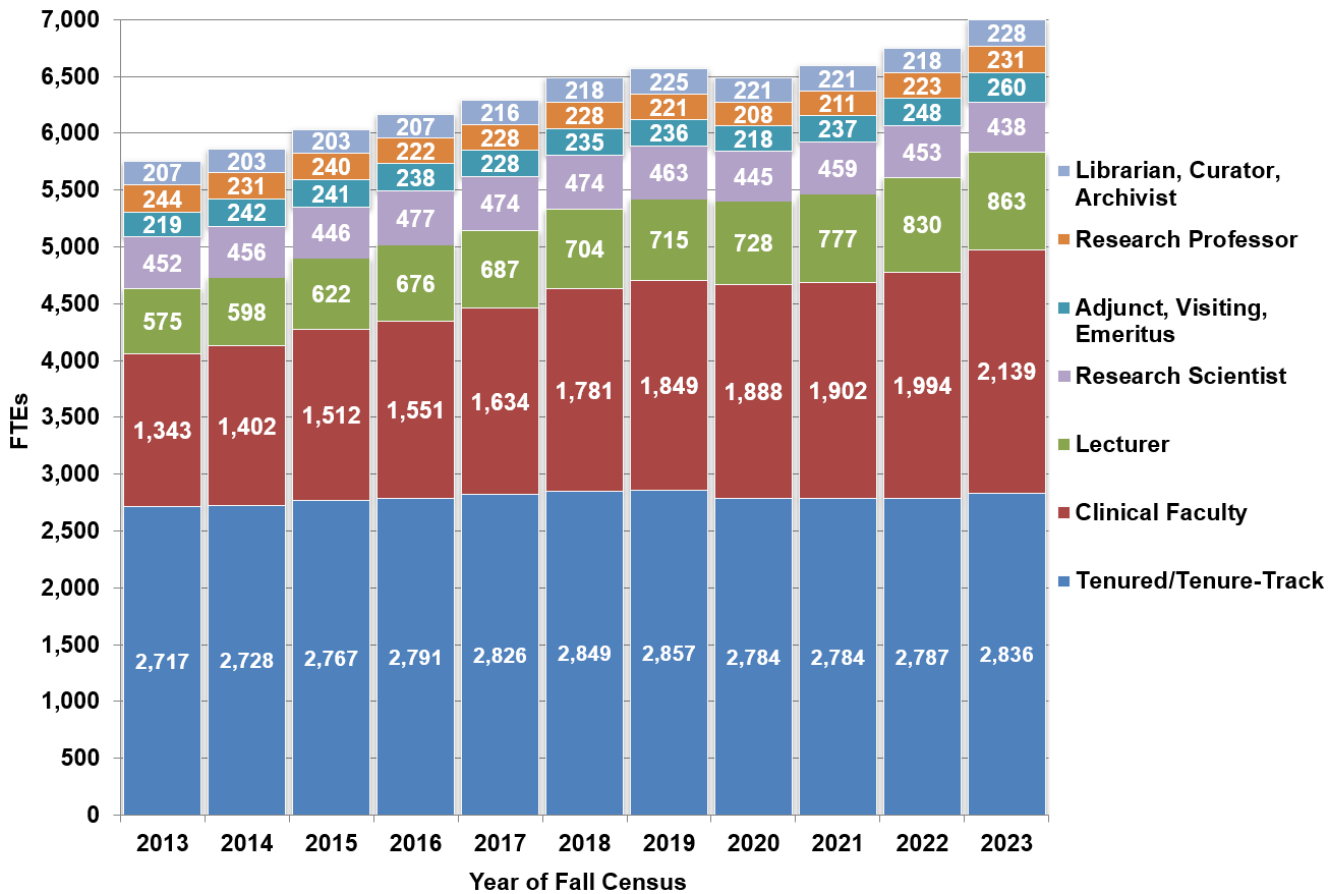
Tenured and tenure-track faculty members and lecturers manage most instructional activities. Clinical faculty members also play a role in instruction. Research faculty include individuals involved in research, mentoring of graduate students and research fellows.

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

Graduate students with supplemental appointments (GSI/GSRE/GSSA) who engage in instruction or research are not included in the above charts.

Tenured/tenure-track faculty numbers have grown by 119 FTE between 2013 and 2023, and the FTE of clinical faculty has increased by 796 over the same period.

6.1.3 Academic Workforce by Full-Time Equivalents, Fall 2013-Fall 2023.

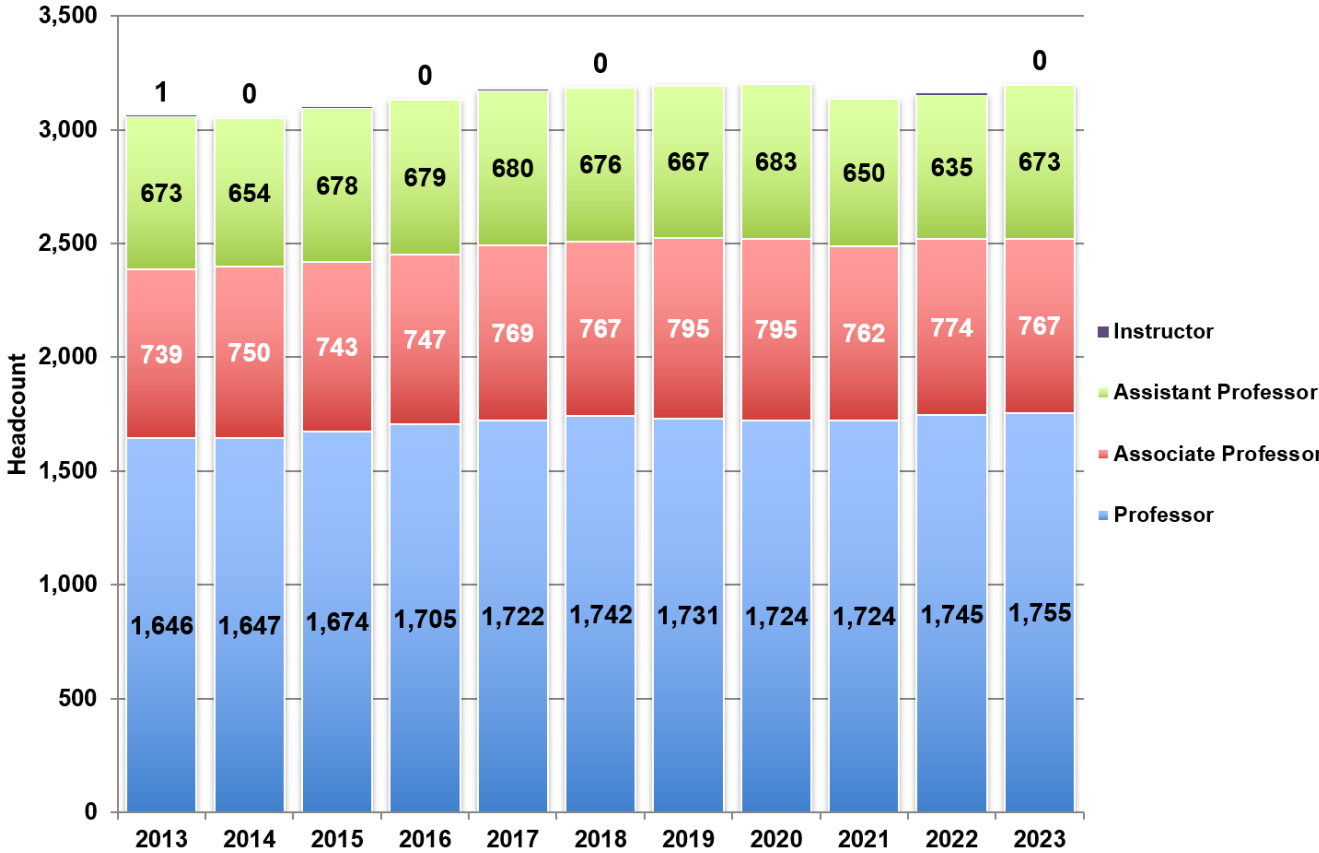


SOURCE: U-M Human Resources Data

The academic group growing most rapidly is 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 3,059 in Fall 2013 to 3,195 in Fall 2023, an increase of 136.

6.2.1 Tenured/Tenure-Track Faculty, Headcount by Title, Fall 2013-Fall 2023.

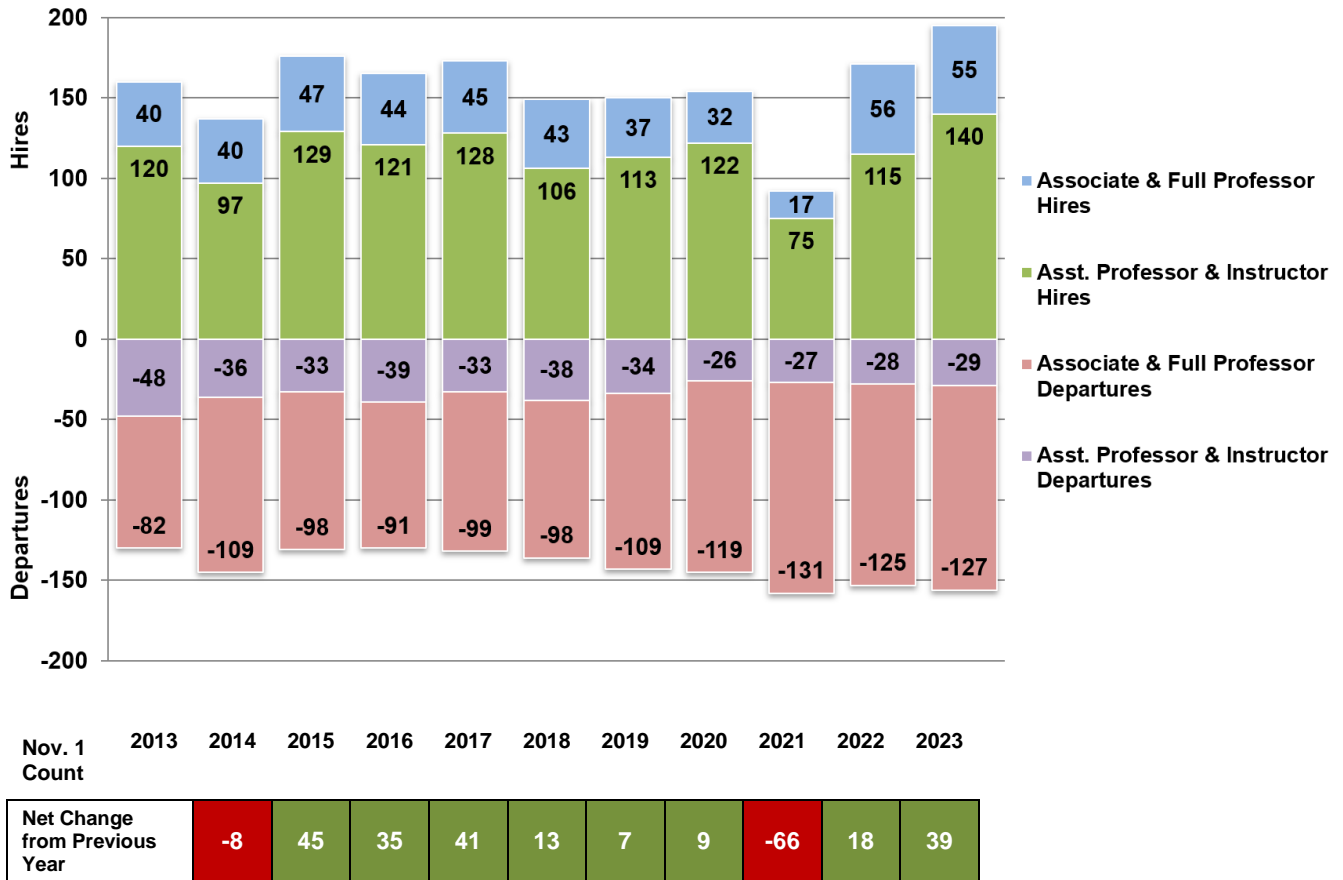


SOURCE: U-M Human Resources Data

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.

Tenured and tenure-track faculty have shown a year-to-year net increase in eight of the last ten years.

6.2.2 New Hires and Departures of Tenured/Tenure-Track Faculty; Annual Net Change and Cumulative Change, Fall 2013-Fall 2023.

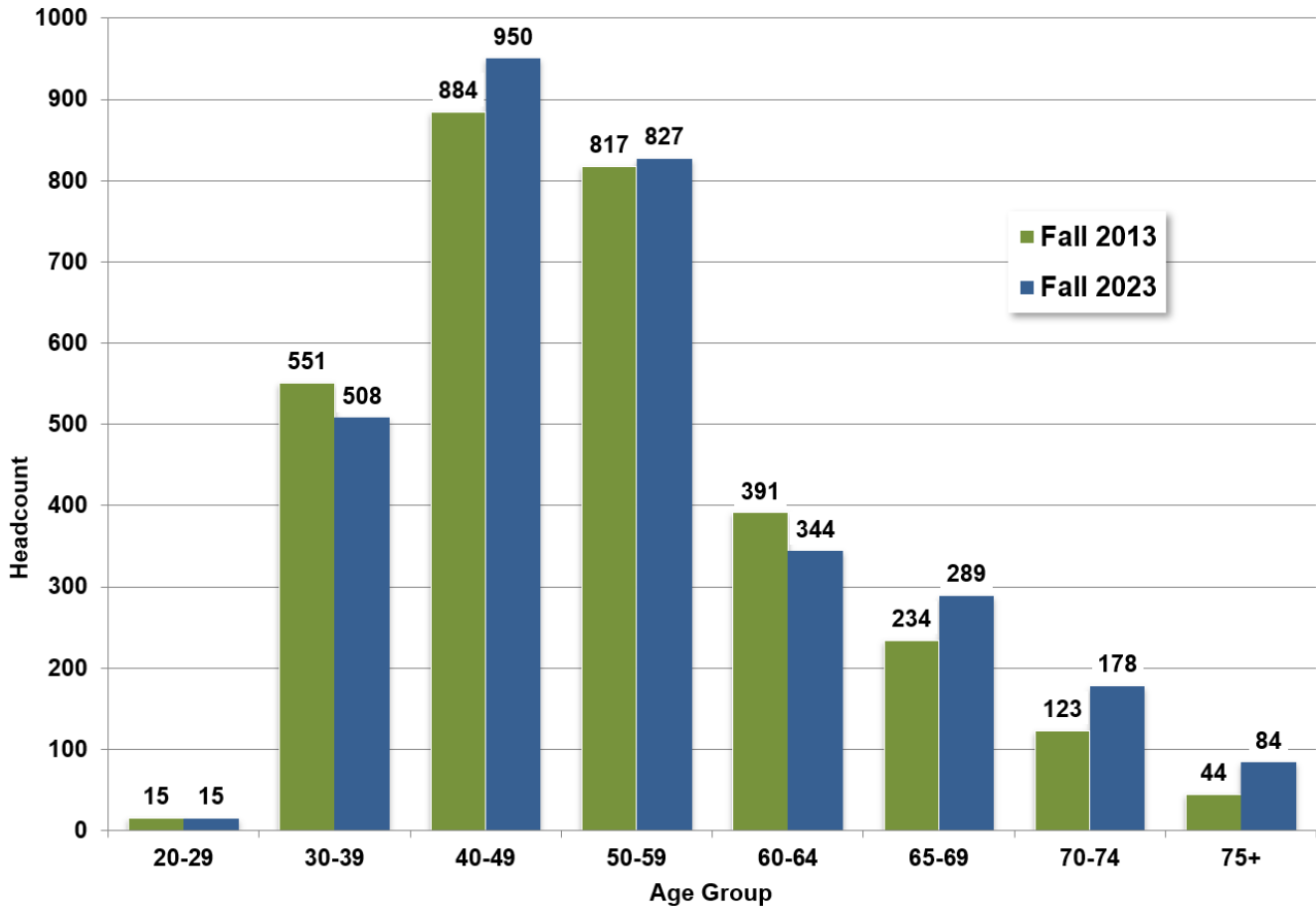


SOURCE: U-M Human Resources Data

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 2013, 26 percent of faculty members were age 60 and older; today the comparable fraction is 28 percent.

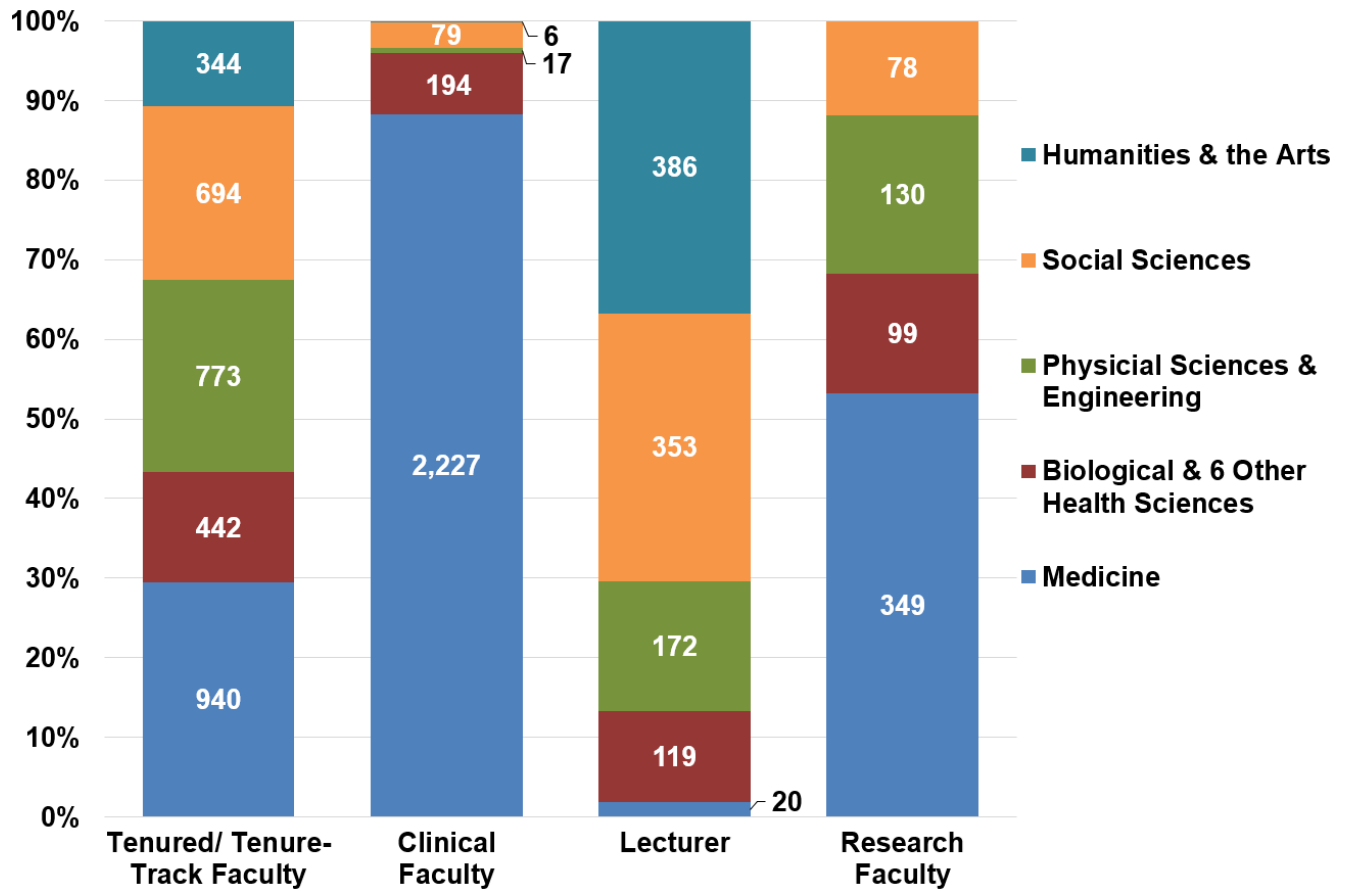
6.2.3 Age Distribution of Tenured/Tenure-Track Faculty, Fall 2013 and Fall 2023.



SOURCE: U-M Human Resources Data

The fields of study represented within each faculty category varies widely.

6.3.1 Faculty Distribution by Discipline Groups¹, Fall 2023.



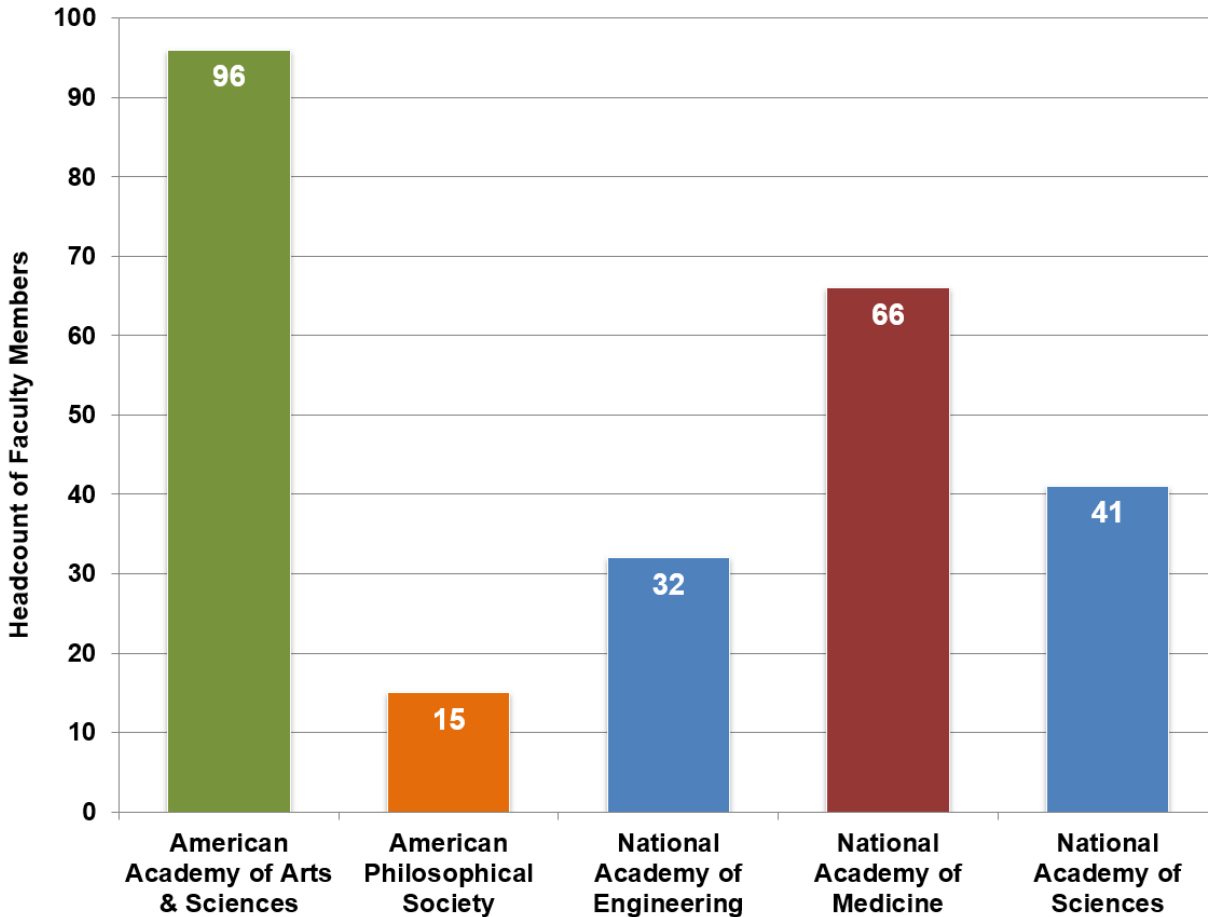
SOURCE: U-M Human Resources Data

In addition, 112 members of these faculty groups are not easily placed in a single discipline and do not appear in this chart.

¹ A list of disciplines assigned to each group is found in Appendix C.

250 U-M faculty members have been elected to one or more of the National Academies. Fourteen members of the U-M faculty were elected to an academy during 2023.

6.3.2 Count of current U-M Faculty Members Elected to a National Academy as of January 2024.



Sources: National Academies of Sciences, National Academy of Engineering, National Academy of Medicine², American Academy of Arts and Sciences

Membership in a National Academy is 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.

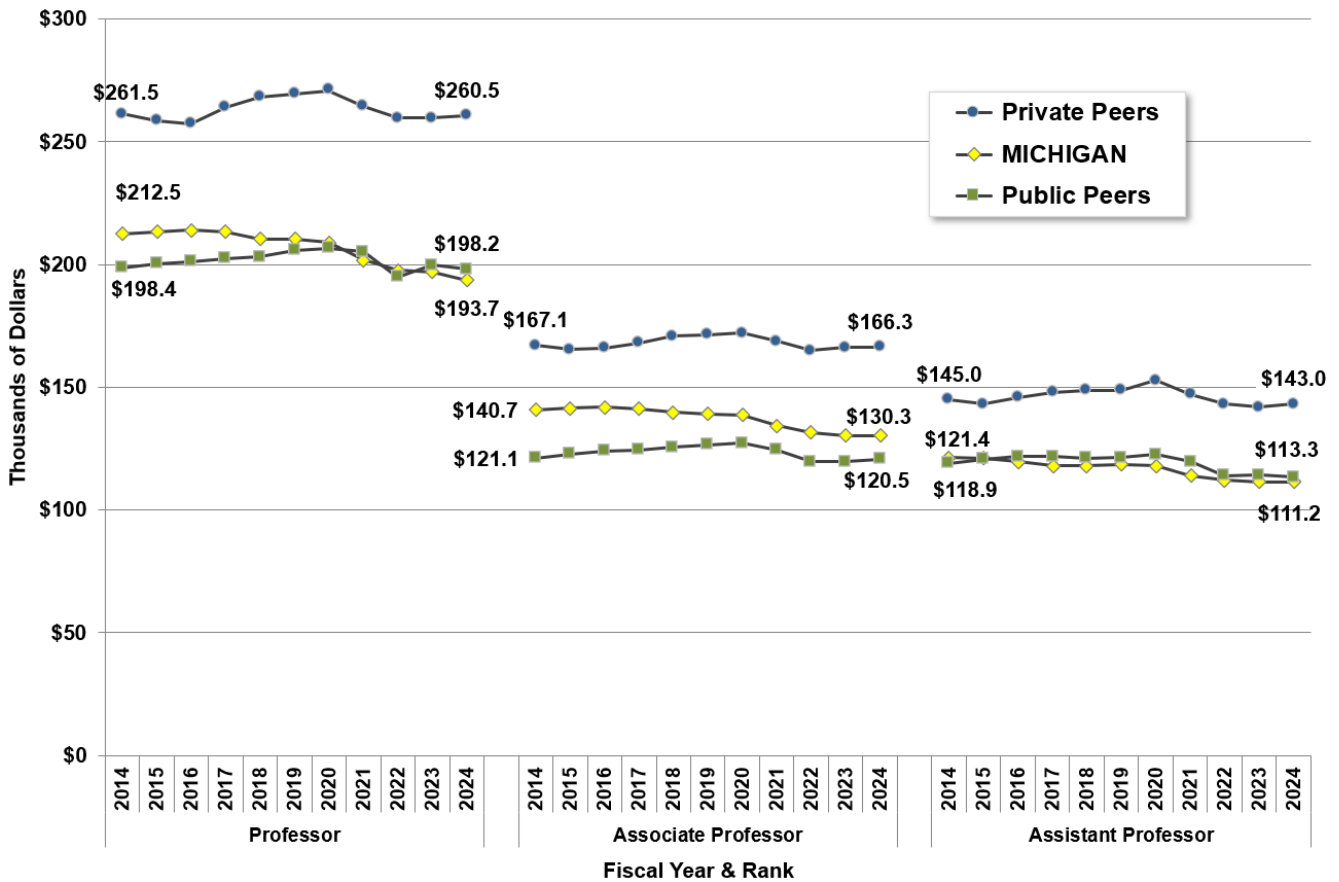
Election to these prestigious societies is through nomination and selection by existing members in recognition of extraordinary achievements and commitment to service.

Note: because some faculty members have been elected to more than one academy, the total count of U-M faculty who are academy members will be smaller than the sum of members by academy.

² In 2015, the Institute of Medicine was renamed the National Academy of Medicine.

The average salaries of faculty members³ at U-M and its peers decreased slightly, when adjusted for inflation. U-M faculty members remain competitive with their public university peers, and lag their private university peers.

6.4 Average Faculty Salaries by Rank for U-M³ and Peer Groups⁴, Adjusted for Inflation⁵, FY2014-FY2024.



SOURCE: American Association of University Professors

The current average annual salary of full professors at the University of Michigan is \$66,800 less than the average of full professors at private peer institutions, and \$4,500 less than the average of full professors at public peers. U-M associate professors currently earn \$36,000 less than their private university counterparts and \$9,800 more than associate professors at public peers. Assistant professors at the U-M currently earn \$31,800 below those at private peer universities and \$2,100 less than at public peers. All comparisons exclude medical school faculty.

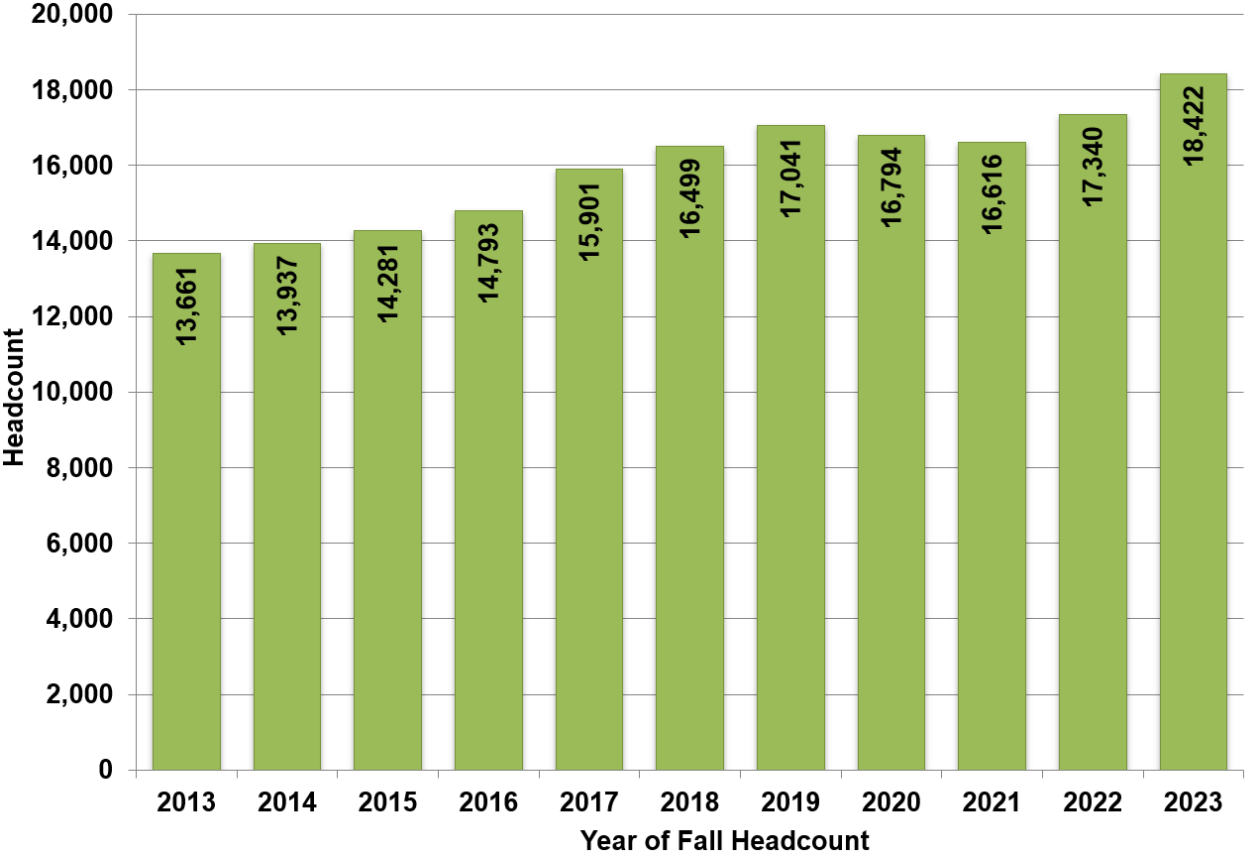
³ Salaries of medical school faculty are excluded from these data.

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

⁵ Based on FY2024 U.S. Employer Cost Index as of November 2023, estimated by the U-M Research Seminar on Quantitative Economics.

The total Ann Arbor campus staff⁶ has increased at an average annual rate of 3.0% since 2013.

6.5.1 Headcount of Regular Staff, Fall 2013- Fall 2023.



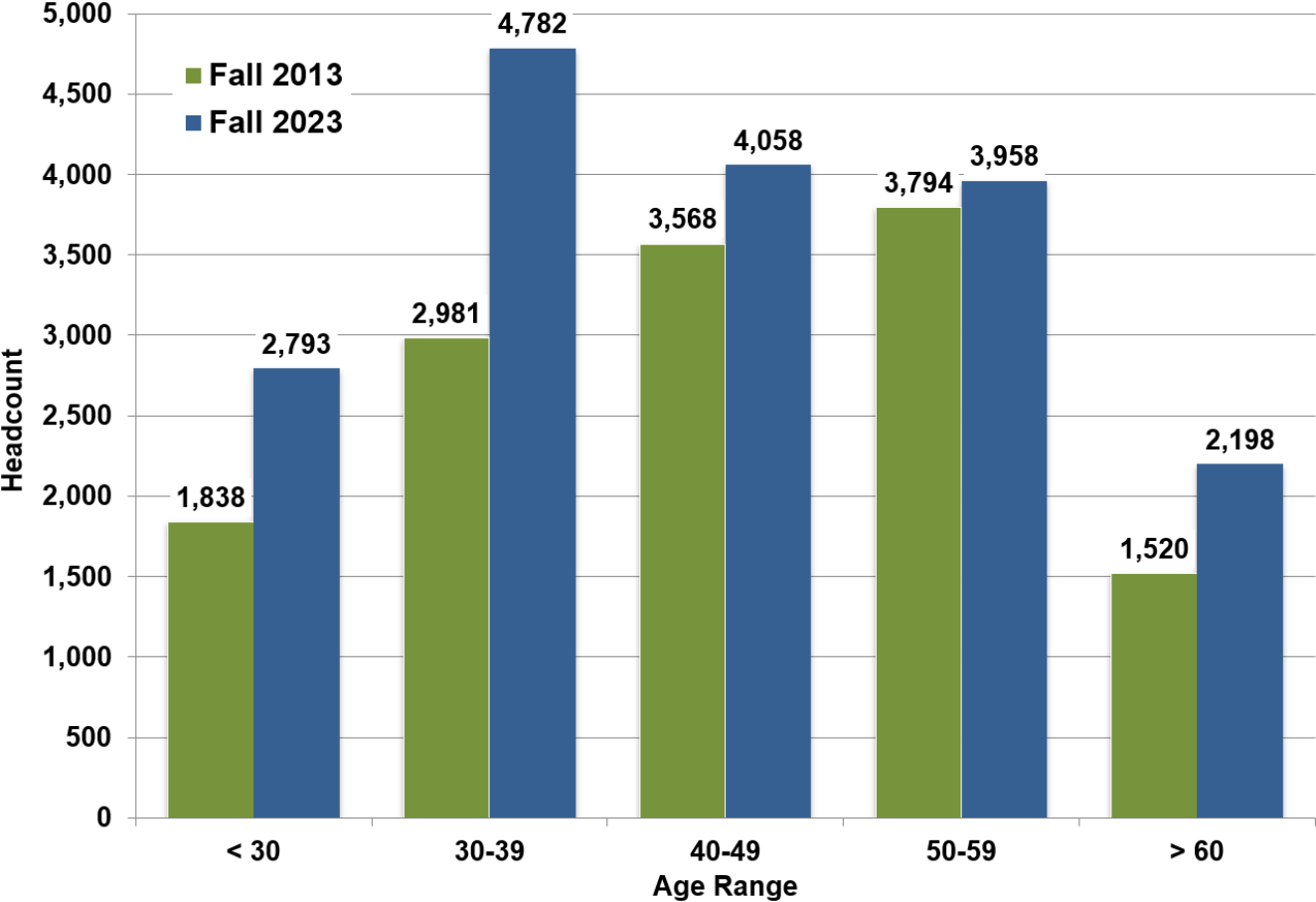
SOURCE: U-M Human Resources Data

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. Regular staff excludes those with appointments in the supplemental staff categories, as well as graduate student instructors, graduate student research assistants, graduate staff assistants, research fellows, and non-faculty staff from U-M Health System.

⁶ Staff counts exclude individuals whose primary appointment is in a faculty position.

In 2013, 11 percent of the Ann Arbor campus non-Health System regular staff⁸ was older than age 60. Today, that group represents 12 percent of the staff population.

6.5.2 Age Distribution of Staff, Fall 2013 and Fall 2023.



SOURCE: U-M Human Resources Data

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