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Top Administration Bites the Bullet Salary Increases and Numbers Down But Continuing Problems With Term Renewals

For the second year in a row, salary increases for continuing administrators in top management positions (Directors or Associate Directors and higher) trailed behind the negotiated increases for faculty and academic staff. The gap was small: an average 2.89% raise in 2003-2004 for top administrators in continuing appointments, compared to the negotiated 3.00% in across-the-board and selective salary increases for faculty and academic staff. In the context of severe cutbacks in state support for higher education, the equality of sacrifice is welcome, particularly compared to past years when raises for administrators outpaced salary increases for faculty and academic staff by a wide margin.

Also telling is the cutback in the number of top administrators. While the headcount for faculty and academic staff rose by slightly more than 1% over the last year, the number of top administrators fell by 9%, from 313 to 285.

For years the union has been calling for a reversal of the trend which, between 1977 and 2001, increased the number of central and academic administrators at Wayne State by a whopping 92%, including a 31% jump after 1995. In these same years, the number of tenured and tenure-track faculty fell by 42%. (Data for these numbers comes from the Michi-

gan higher education database, HEIDI, and were analyzed in detail by Marc Cogan in the November 2002 issue of *Newsbriefs*.) It has apparently taken a severe budget crisis to finally break the cycle of administrative bloat.

Obviously, there have been significant cutbacks for our members, particularly for lecturers and non-

tenured academic personnel who have either been non-renewed or, more often, been renewed for only one year. For lecturers with more than three years of service, renewals are supposed to be for two or three

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years "under normal circumstances" (page 67 of the contract). Unfortunately, the current budget crisis qualifies as "non-normal," and the Administration has invoked this circumstance as warranting one-year renewals for lecturers with more than 20 years' service. At a time when some departments have been cleared to hire new lecturers—and in one case propose a five-year term contract—the union is obligated to question the criteria for "normal." Accordingly, the Provost has reminded the deans of the provisions of the Agreement with respect to lecturers. We wait to see what changes will be made in this matter.

Note: The average salary increase for continuing administrators does not include the many cases—marked with an asterisk in the pages that follow—where the change in compensation reflected a change in status, usually a promotion.

ADMINISTRATIVE SALARIES, 2003-04

EXECUTIVE OFFICERS

Name	Title/Position	2002-03 Salary	2003-04 Salary	% Change
Nancy Smith Barrett*	Provost & Sr. Vice President, Academic Affairs	N/A	\$205,000	*
John Louis Davis	Sr Vice President, Finance and Administration	\$164,034	\$167,315	2.00%
Meredith Gibbs	Executive Vice President, Chief of Staff	\$165,064	\$197,605	19.71%
Harvey Hollins,III*	Vice President, Government/Commun Affairs	N/A	\$123,000	*
Louis A. Lessem	Vice President, General Counsel	\$140,054	\$163,808	16.96%
Julie Hearshen Miller	Secretary to the Board of Governors	\$85,033	\$86,734	2.00%
John P. Oliver*	Vice President, Research	\$173,245	\$190,000	*
Irvin D. Reid^^^	President	\$215,547	\$219,251	1.72%

ASSOCIATE & ASSISTANT VICE PRESIDENTS

James Donald Barbret	Assoc Vice President, RESEARCH	\$148,655	\$151,828	2.13%
Clifford A. Brown*	Asst Vice President, FISCAL OPERATIONS	\$127,764	\$130,638	*
Stephen Eric Brown	Assoc Vice President, DEVEL & ALUMNI	\$114,956	\$117,255	2.00%
Susan Elizabeth Burns	Assoc Vice President, DEVEL & ALUMNI	\$137,805	\$154,956	12.45%
John S. Camp	Assoc Vice President & Dep Chf Inf Off, C & IT	\$137,329	\$149,747	9.04%
Gary Keever Dent	Assoc Vice President, HUMAN RESOURCES	\$142,855	\$145,712	2.00%
Nabeleh Ghareeb	Asst Vice President, BUSINESS OPERATIONS	\$109,428	\$122,400	11.85%
Gloria H. Heppner*	Assoc Vice President, MED SCHOOL	\$153,149	\$165,000	*
Roger William Kempa	Asst Vice President, FISCAL OPERATIONS	\$121,114	\$123,233	1.75%
Fred H. Reinhart	Asst Vice President, RESEARCH	\$140,000	\$143,000	2.14%
Marguerite S. Rigby	Asst Vice President, DEV & ALUM	\$107,768	\$109,923	2.00%
Marda Joan Robillard	Asst Vice President, PRESIDENT'S OFFICE	\$105,000	\$107,363	2.25%
James R. Sears, IV	Asst Vice President, FAC PLAN & MGT	\$118,936	\$121,612	2.25%
E. Ray Stinson	Asst Vice President, RESEARCH	\$113,069	\$115,330	2.00%

PROVOST'S OFFICE

Robert D. Berman*	Director	\$92,881	\$107,100	*
Marie Draper Dykes	Associate Vice President	\$119,285	\$121,671	2.00%
William Emerson Hill	Assistant Vice President	\$77,590	\$79,142	2.00%
Jack Kay*	Associate Vice President	\$129,199	\$148,806	*
Margaret E. Winters	Associate Vice President	\$141,253	\$144,078	2.00%

DEANS

John David Crissman	Dean, MEDICINE	\$307,518	\$313,668	2.00%
Harvey Kahalas	Dean, BUSINESS ADMINISTRATION	\$193,074	\$196,935	2.00%
Ralph H. Kummmler	Dean, ENGINEERING	\$170,066	\$173,467	2.00%
Frederica B. Lombard*	Dean, LAW	\$161,779	\$176,779	*
Hilary Horn Ratner	Dean, ACADEMIC AFFAIRS	\$138,000	\$147,900	7.17%
Barbara Klug Redman	Dean, NURSING	\$160,562	\$163,773	2.00%
Beverly Jean Schmoll	Dean, PHARMACY & AHP	\$155,060	\$158,161	2.00%
Robert L. Thomas*	Dean, SCIENCE	\$183,071	\$196,032	*
Phyllis Ivory Vroom	Dean, SOCIAL WORK	\$140,054	\$142,855	2.00%
Paula Christine Wood	Dean, EDUCATION	\$147,600	\$155,552	5.39%
Sandra G. Yee	Dean, UNIV. LIBRARIES	\$135,052	\$137,753	2.00%
Alma Harrington Young	Dean, CULMA	\$156,110	\$159,232	2.00%

• President Reid's new salary does not include the additional deferred compensation and other special bebenefits awarded to him by the Board of Governors.

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Name	Title/Position	2002-03 Salary	2003-04 Salary	% Change
ASSOCIATE, ASSISTANT & DEPUTY DEANS				
Thomas C. Anderson	Associate Dean, BUSINESS ADMIN	\$93,821	\$99,821	6.40%
Kertia L. Black	Assistant Dean, MEDICINE	\$212,800	\$217,050	2.00%
Robert M. Boyle	Associate Dean, CULMA	\$127,534	\$130,085	2.00%
Stephen James Cavanagh	Associate Dean, NURSING	\$118,103	\$137,972	16.82%
Sharon W. Elliott	Assistant Dean, EDUCATION	\$134,249	\$136,934	2.00%
Sarah Jane Erbaugh	Assistant Dean, EDUCATION	\$102,847	\$104,904	2.00%
Naomi Estalee Ervin	Assistant Dean, NURSING	\$106,121	\$108,243	2.00%
Joan Marie Ferguson (95% time)	Admin Asst Dean II, FINE, PERF & COMM ARTS	\$70,521	\$73,021	3.55%
Judith Ann Floyd*	Associate Dean, NURSING	\$86,197	\$116,445	*
Robert Richard Frank	Associate Dean, MEDICINE	\$210,000	\$215,600	2.67%
Kenneth Alan Ginsburg	Assistant Dean, MEDICINE	\$129,692	\$132,900	2.47%
Herman B. Gray, Jr. (20% time)	Associate Dean, MEDICINE	\$46,232	\$47,150	1.99%
Janice W. Green	Assistant Dean, EDUCATION	\$91,039	\$92,860	2.00%
Michele Jeanette Grimm*	Associate Dean, ENGINEERING	\$75,341	\$113,170	*
James C. Hazlett, Jr.	Assistant Dean, MEDICINE	\$128,570	\$131,150	2.01%
Joanne Holbert	Assistant Dean, EDUCATION	\$118,486	\$120,856	2.00%
Steven Ilmer	Associate Dean, EDUCATION	\$135,993	\$138,713	2.00%
Snehamay Khasnabis	Associate Dean, ENGINEERING	\$151,159	\$154,659	2.32%
Helene J. Krouse	Assistant Dean, NURSING	\$122,856	\$125,313	2.00%
Sheryl Ann Lamarand	Admin Asst Dean IV, SCIENCE	\$85,113	\$86,815	2.00%
Marjorie A. Lang	Assistant Dean, LAW	\$67,122	\$67,872	1.12%
Stephen Alexander Lerner	Associate Dean, MEDICINE	\$177,405	\$185,550	4.59%
Barton Michael Lessin	Assistant Dean, UNIVERSITY LIBRARIES	\$99,380	\$101,402	2.03%
Helene Lycaki	Assistant Dean, MEDICINE	\$173,365	\$176,880	2.03%
John Michael Malone	Associate Dean, MEDICINE	\$187,958	\$191,700	1.99%
Michele Rosanne Miller	Assistant Dean, LAW	\$69,950	\$71,950	2.86%
David Lars Njus	Associate Dean, SCIENCE	\$125,866	\$128,383	2.00%
Silas Norman	Assistant Dean, MEDICINE	\$161,851	\$166,200	2.69%
Howard James Normile	Associate Dean, HEALTH SCIENCES	\$122,821	\$120,633	-1.78%
Kenneth C. Palmer	Assistant Dean, MEDICINE	\$130,509	\$133,700	2.45%
Christopher John Peters*	Associate Dean, LAW	\$95,409	\$137,975	*
David R. Pieper	Assistant Dean, MEDICINE	\$106,111	\$108,225	1.99%
Jose S. Pontes	Assistant Dean, MEDICINE	\$162,928	\$166,200	2.01%
Barbara Price	Associate Dean, BUSINESS ADMIN	\$147,256	\$150,201	2.00%
John C. Ruckdeschel	Associate Dean, MEDICINE	\$200,000	\$205,400	2.70%
Steven O. Salley	Associate Dean, ENGINEERING	\$137,753	\$140,508	2.00%
Michael K. Samson (25% time)	Assistant Dean, MEDICINE	\$62,197	\$63,100	1.45%
Wynefred Halpin Schumann	Assistant Dean, PHARMACY	\$89,495	\$90,857	1.52%
Linda Fowler Sims	Assistant Dean, LAW	\$69,420	\$71,420	2.88%
Richard L. Slaughter	Assistant Dean, PHARMACY	\$135,974	\$129,155	-5.01%
Donald C. Spinelli*	Associate Dean, LIBERAL ARTS	\$87,538	\$121,239	*
Lynn Sorensen Sutton	Associate Dean, UNIV LIBRARIES	\$112,718	\$115,006	2.03%
John D. Vander Weg	Associate Dean, FINE, PERF & COMM ARTS	\$87,133	\$89,793	3.05%
Daniel A. Walz	Associate Dean, MEDICINE	\$200,997	\$205,000	1.99%
Alice McGaugh Young	Associate Dean, SCIENCE	\$163,035	\$166,296	2.00%
Linda S. Zaddach	Admin Asst Dean II, BUSINESS ADMIN	\$70,001	\$71,401	2.00%

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Name	Title/Position	2002-03 Salary	2003-04 Salary	% Change
CHAIRPERSONS/ASSOCIATE CHAIRS				
Antonia D. Abbey	Chair, Community Med, MEDICINE	\$126,834	\$129,400	2.02%
Gary W. Abrams	Chair, Ophthalmology, MEDICINE	\$190,787	\$194,600	2.00%
Blair Vaughn Anderson	Chair, Theatre, FINE ARTS	\$74,801	\$77,301	3.34%
Peter J. Aronson	Assoc Chair, Dermatology, MEDICINE	\$62,415	\$63,650	1.98%
Joyce Ann Benjamins	Assoc Chair, Neurology, MEDICINE	\$156,781	\$160,730	2.52%
Ralph Budd Blasier	Assoc Chair, Orthopedic Surgery, MEDICINE	\$144,794	\$147,710	2.01%
Brooks F. Bock	Chair, Emergency Medicine, MEDICINE	\$152,260	\$154,450	1.44%
Beth Ann Brooks	Assoc Chair, Psychiatry, MEDICINE	\$211,221	\$215,500	2.03%
Hugh McKinley Cannon*	Chair, Marketing, BUSINESS ADMIN	\$117,916	\$120,299	*
Kenneth Richard Chelst*	Chair, Industrial/Manuf Engg, ENGINEERING	\$96,550	\$150,000	*
Juei-Teng Chen*	Chair, Physics, SCIENCE	\$93,438	\$124,084	*
George B. Corcoran	Chair, Pharmaceutical Sci, PHARMACY	\$157,507	\$145,506	-7.62%
James Anthony Crowley*	Chair, Art/Art History, FINE, PERF & COM ARTS	N/A	\$110,680	*
Bruce R. Deschere*	Assoc Chair, Family Med, MEDICINE	\$154,729	\$185,650	*
Stephen Patrick DeSilva	Chair, Orthopedic Surgery, MEDICINE	\$159,349	\$163,600	2.67%
Chirpriya B. Dhabuwala	Assoc Chair, Urology, MEDICINE	\$83,101	\$84,300	1.44%
Michael P. Diamond	Assoc Chair, OB/GYN, MEDICINE	\$163,767	\$167,800	2.46%
Joseph C. Dunbar	Chair, Physiology, MEDICINE	\$204,246	\$208,400	2.03%
Richard Clement Elling	Chair, Political Science, LIBERAL ARTS	\$103,722	\$105,796	2.00%
John M. Flack	Assoc Chair, Internal Medicine, MEDICINE	\$154,212	\$158,000	2.46%
Farshad Fotouhi	Assoc Chair, Computer Sci., SCIENCE	\$121,485	\$131,285	8.07%
Peter Daniel Frade	Chair, Mort Sci, HEALTH SCIENCES	\$86,055	\$90,412	5.06%
Daniel Eugene Frohardt	Assoc Chair, Mathematics, SCIENCE	\$91,498	\$93,798	2.51%
David George Fromm	Chair, Surgery, MEDICINE	\$221,629	\$226,100	2.02%
Mary M. Garrett*	Chair, Communication, FINE, PERF&COMM ARTS	\$55,581	\$88,697	*
David J. Grignon	Chair, Pathology, MEDICINE	\$171,781	\$176,390	2.68%
Richard Arthur Grusin	Chair, English, LIBERAL ARTS	\$137,252	\$139,997	2.00%
Murali Guthikonda	Chair, Neurosurgery, MEDICINE	\$122,602	\$92,700	-24.39%
Donald P. Haase	Chair, Germ/Slavic Std, LIBERAL ARTS	\$87,337	\$95,208	9.01%
Lowell J. Hansen	Chair, Mathematics, SCIENCE	\$102,550	\$104,601	2.00%
Linda D. Hazlett	Chair, Anatomy, MEDICINE	\$205,068	\$210,540	2.67%
Stuart Dennis Henry	Chair, ISP, CULMA	\$99,684	\$101,678	2.00%
Steven R. Hinderer	Chair, Phys Med/Rehab, MEDICINE	\$204,198	\$205,600	0.69%
Joseph L. Jacobson	Chair, Psychology, SCIENCE	\$171,086	\$174,508	2.00%
Alex Johnson	Chair, Audiology/Spch Path, SCIENCE	\$130,866	\$134,266	2.60%
Robert Michael Johnson	Assoc Chair, Biochemistry, MEDICINE	\$132,332	\$135,000	2.02%
Theodore Benjamin Jones	Assoc Chair, OB/GYN, MEDICINE	\$89,458	\$91,700	2.51%
Mark S. Juzych	Assoc Chair, Ophthalmology, MEDICINE	\$116,631	\$119,000	2.03%
Melissa Kaplan-Estrin*	Assoc Chair, Psychology, SCIENCE	\$68,325	\$89,778	*
Thomas W. Killion	Chair, Anthropology, LIBERAL ARTS	\$105,940	\$108,058	2.00%
Albert I. King	Chair, Deans Office, ENGINEERING	\$138,217	\$194,714	40.88%
Kenneth A. Kline	Chair, Mechanical Engg, ENGINEERING	\$161,122	\$164,622	2.17%
Marc Wayne Kruman	Chair, History, LIBERAL ARTS	\$116,238	\$118,563	2.00%
Jay H. Levin	Chair, Economics, LIBERAL ARTS	\$128,687	\$131,261	2.00%
Richard A. Lewis	Assoc Chair, Neurology, MEDICINE	\$153,186	\$157,050	2.52%
Robert P. Lisak	Chair, Neurology, MEDICINE	\$203,772	\$206,800	1.49%
John Manuel Lopes	Assoc Chair, Biological Sci, SCIENCE	\$118,673	\$121,046	2.00%
William David Lyman	Assoc Chair, Pediatrics, MEDICINE	\$238,016	\$242,800	2.01%
Charles Wayne Manke, Jr.	Chair, Chem Engineering, ENGINEERING	\$133,462	\$150,000	12.39%
Pariedeau Mars	Chair, Africana Studies, LIBERAL ARTS	\$100,598	\$102,610	2.00%
Harold Michael Marsh	Chair, Anesthesiology, MEDICINE	\$154,488	\$157,600	2.01%
James D. Marsh	Assoc Chair, Internal Med, MEDICINE	\$143,349	\$146,900	2.48%

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Robert Henry Mathog	Chair, Otolaryngology, MEDICINE	\$177,648	\$181,200	2.00%
Kathleen McNamee*	Chair, Classics, Greek & Latin, LIBERAL ARTS	\$85,862	\$114,483	*
Paul C. Montgomery	Chair, Immun/Microb, MEDICINE	\$209,063	\$213,300	2.03%
George Joji Murakawa	Chair, Dermatology, MEDICINE	\$152,110	\$155,169	2.01%
John B. O'Connell	Chair, Internal Medicine, MEDICINE	\$187,650	\$191,400	2.00%
Randolph C. Paschke	Chair, Accounting, BUSINESS ADMIN	\$100,000	\$102,000	2.00%
Setti Subbiyer Rengachary	Assoc Chair, Neurosurgery, MEDICINE	\$122,235	\$122,850	0.50%
James Harry Rigby	Chair, Chemistry, SCIENCE	\$204,486	\$208,576	2.00%
Douglas Scott Risner*	Chair, Dance, FINE, PERF&COMM ARTS	N/A	\$80,000	*
Barry Philip Rosen	Chair, Biochemistry, MEDICINE	\$208,732	\$211,800	1.47%
Aleya A. Rouchdy	Chair, Near East/Asian, LIBERAL ARTS	\$89,459	\$91,248	2.00%
Bruce Alan Russell	Chair, Philosophy, LIBERAL ARTS	\$102,754	\$108,447	5.54%
Mary Jean Schenk	Chair, Family Med, MEDICINE	\$220,582	\$225,000	2.00%
Donald Earl Schurknight	Chair, Romance Lang, LIBERAL ARTS	\$88,876	\$90,653	2.00%
Richard K. Severson	Assoc Chair, Family Med, MEDICINE	\$178,664	\$173,097	-3.12%
Linda Estelle Simmons	Assoc Chair, Dance, FINE, PERF & COM ARTS	\$56,128	\$58,092	3.50%
Bonnie Fiedorek Sloane	Chair, Pharmacology, MEDICINE	\$207,740	\$211,900	2.00%
Wilbur L. Smith	Chair, Radiology, MEDICINE	\$155,000	\$159,100	2.65%
Margaret A. Smoller	Chair, Fin/Bsn Econ, BUSINESS ADMIN	\$136,252	\$138,977	2.00%
Bonita Frances Stanton	Chair, Pediatrics, MEDICINE	\$166,700	\$171,200	2.70%
Joseph K. H. Tan	Chair, Info Sys/Manuf, BUSINESS ADMIN	\$140,000	\$142,800	2.00%
Manuel Ellis Tancer	Chair, Psychiatry, MEDICINE	\$206,508	\$212,000	2.66%
Dennis J. Tini	Chair, Music, FINE, PERF, COM ARTS	\$105,349	\$108,295	2.80%
Liborio Tranchida	Assoc Chair, Internal Med, MEDICINE	\$170,008	\$173,400	2.00%
James David Tucker	Chair, Biological Sci, SCIENCE	\$135,000	\$143,314	6.16%
Andrew Turrisi*	Chair, Radiation Oncology, MEDICINE	N/A	\$150,000	*
Mumtaz Usman	Chair, Civil Engg, ENGINEERING	\$154,772	\$158,272	2.26%
Avis Carlotta Vidal	Chair, Geog/Urb Plan, CULMA	\$104,640	\$106,733	2.00%
Terese Volk*	Assoc Chair, Music, FINE, PERF, COM ARTS	\$48,701	\$70,803	*
Jogindra Mohan Wadehra	Assoc Chair, Physics, SCIENCE	\$113,818	\$116,091	2.00%
Donald Willard Weaver	Assoc Chair, Surgery, MEDICINE	\$142,995	\$145,800	1.96%
Russell Douglas Whitman	Assoc Chair, Psychology, SCIENCE	\$124,626	\$123,581	-0.84%
Leon C. Wilson	Chair, Sociology, LIBERAL ARTS	\$98,837	\$110,315	11.61%
Charles H. Winter	Assoc Chair, Chemistry, SCIENCE	\$149,560	\$166,308	11.20%
Russell Kazuo Yamazaki	Assoc Chair, Pharmacology, MEDICINE	\$96,020	\$97,950	2.01%
Yang Zhao	Chair, Elect/Computer Engg, ENGINEERING	\$139,284	\$150,884	8.33%

OTHER NON-REPRESENTED PERSONNEL

Sandra E. Alford	Director, Acad, Comm Educ, CLL	\$85,337	\$87,470	2.50%
Victoria Asmar Anderson	Ombudsperson, ACADEMIC AFFAIRS	\$76,537	\$78,068	2.00%
Carole M. Bach*	Director II, RESEARCH	\$63,786	\$68,890	*
David Salman Bach	Director, Acad, Pharm Prac, PHARMACY	\$142,788	\$143,777	0.69%
Paul J. Beavers	Lib Dir, Lib Info Svc, UNIV LIBRARIES	\$80,817	\$82,467	2.04%
Howard Otha Bell	Exec Dir Res Tech Park, GOV/COMMUN AFF	\$130,000	\$133,250	2.50%
James E. Blessman,Jr	Director, Acad, Family Med, MEDICINE	\$167,975	\$171,400	2.04%
Jeffrey David Block*	Director II, Alumni Rels, DEV & ALUMNI	N/A	\$65,062	*
Kenton A. Bolt	Director I, Grounds Main., FAC. PLAN & MANAG	\$66,353	\$67,514	1.75%
Louise Marie Bugg	Library Director, Tech. Svc., UNIV LIBRARIES	\$97,935	\$99,928	2.04%
Ronald Bradd Burningham	Library Dir, Access Svc, UNIV LIBRARIES	\$73,470	\$81,634	11.11%
Eugene Colston Carter	Director II, Custodial Main, FAC PLAN & MGT	\$74,029	\$75,695	2.25%
Jorge Luis Chinea*	Director, Acad, Chicano/Boricua, CULMA	\$63,124	\$88,078	*
Georgia A. Clark	Library Director, Law Lib, UNIV LIBRARIES	\$101,611	\$103,677	2.03%
Jan Theresa Collins-Eaglin	Director II, Counseling Svc, STUD DEV&CAMPUS	\$75,000	\$76,875	2.50%

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William N. Cooke	Director, Acad, Deans Office, CULMA	\$132,001	\$134,641	2.00%
Stephen David Corrsin	Asst Lib Dir II, Tech Svc, UNIV LIBRARIES	\$61,612	\$62,878	2.05%
Theodore George Coutilish	Director III, Marketing Svc, DEV & ALUMNI	\$81,405	\$83,033	2.00%
Donna Marie Dauphinais	Chief of Staff, Med Administration, MEDICINE	\$133,650	\$137,250	2.69%
Carrolyn Ann Davis	Assoc Director, Archives, CULMA	\$74,204	\$75,688	2.00%
Elizabeth Jean Dawe	Director, Acad, MEDICINE	\$111,836	\$111,836	0.00%
Margaret KipfmueLLer Delor	Director I, Development, DEV & ALUM	\$66,367	\$67,754	2.09%
Timothy D. Demos	Director I, Contract/Rel Svc, BUS OPERATIONS	\$61,032	\$62,252	2.00%
James Charles Dorsett	Director II, Intl Studs/Schol, STUD DEV & CAMPUS	\$63,786	\$68,890	8.00%
Patricia R. Douglas	Director III, Accounting, FISCAL OPERATIONS	\$93,213	\$95,310	2.25%
Erica M. Eisinger	Director, Acad, LAW	\$100,038	\$102,039	2.00%
Merlin E. Ekstrom	Res Dir IV, Lab Animla Res, RES SUPP	\$116,320	\$118,178	1.60%
Marlene Grazioli Erno	Director IV, Research/Spon Prog, RESEARCH	\$71,632	\$97,467	36.07%
Walter Fitz-Herbert Edwards	Director, Acad., Acad Affs	\$102,719	\$104,773	2.00%
Ahmad M. Ezzeddine	Director, Acad, Prof Dev, BUSINESS ADMIN	\$71,527	\$74,954	4.79%
Donald R. Falkenburg	Director (Acad), Indus/Mfg Engg, ENGINEERING	\$162,194	\$165,694	2.16%
Linda K. Falkiewicz	Director IV, Enrollment Systems, STUD DEV & CAMPUS	\$94,860	\$97,080	2.34%
Lawrence D. Favro	Director, Acad., Manufacturing Res, RESEARCH	\$133,520	\$136,190	2.00%
Howard Finley	Director I, ISP, CULMA	\$70,496	\$71,906	2.00%
Larry Steven Fodor	Director II, Utilities/Energy, FAC PLAN & MGT	\$72,000	\$73,260	1.75%
Robert J. Fournier	Athletic Director, Athletics, PRESIDENT	\$112,492	\$114,742	2.00%
Lance Franklin	Res Dir III, Env Hlth/Safety, RES SUPP	\$105,062	\$107,216	2.05%
Jonathan Jay Frederick	Director II, Parking/Trans, CHIEF OF STAFF	\$73,500	\$74,970	2.00%
William M. Giammara	Director II, BUSINESS OPERATIONS	\$67,585	\$68,937	2.00%
Freda P. Giblin*	Director (Acad), Perinatology Res, MEDICINE	N/A	\$91,800	*
Stephanie J. Gilkey* (80%time)	Director (Acad), Physician Asst Stud, PHARMACY	\$57,976	\$64,622	*
Joan Menichetti Gossman	Director III, Purchasing, FISCAL OPERS	\$94,057	\$95,939	2.00%
Brett Curtis Green*	Director II, Class&Comp, HUMAN RESOURCES	N/A	\$86,000	*
Donna H. Green	Director, Acad, Ctr Teaching/Lrng, PROVOST	\$93,836	\$96,232	2.55%
Lawrence I. Grossman*	Director (Acad), Ctr MolecMed, MEDICINE	\$129,998	\$157,300	*
Carolyn P. Hafner*	Director, Internal Audit, INTERNAL AUDIT	\$81,122	\$108,000	*
Colin R. Hand	Director I, Utilities/Energy Cons, FAC PLAN/MGT	\$71,476	\$73,084	2.25%
Janet Kula Harden	Director (Acad), NURSING	\$73,436	\$76,701	4.45%
Jennifer Marie Harmon	Director I, Devel Office, DEV & ALUMNI AFF	\$76,240	\$77,765	2.00%
Michael Arthur Herbert	Chief Admin Officer, MEDICINE	\$165,502	\$169,950	2.69%
Jerry S. Herron	Director, Acad, Acad Affs, PROVOST	\$120,000	\$130,560	8.80%
Jane Louise Hoehner	Director, Univ Press, UNIV PRESS	\$84,000	\$85,680	2.00%
Homer Lee Isaac, Jr.	Director II, Risk Management, FISCAL OPERS	\$84,424	\$86,112	2.00%
Richard P. Jasper*	Library Dir, Resource Svc, UNIV LIBRARIES	\$80,000	\$89,794	*
David F. Johnson*	Director II, Stud Ctr, STUD DEV & CAMPUS L	\$96,632	\$90,528	*
Janet M. Joiner	Director I, SOCIAL WORK	\$61,585	\$62,817	2.00%
Ronald H. Kent	Director III, Placement Svc, STUD DEV & CAMPUS	\$75,918	\$77,513	2.10%
Billy Lee King	Director III, PUBLIC SAFETY	\$92,178	\$94,022	2.00%
David Richard Lepper	Director IV, External Affairs, MEDICINE	\$103,263	\$105,800	2.46%
Barbara W. LeRoy	Director, Acad, Devel Disab, PROVOST	\$106,280	\$108,406	2.00%
Peter A. Lichtenberg	Director, Acad, Gerontology, RESEARCH	\$118,553	\$121,924	2.84%
Bernice R. Lopata*	Director IV, Development, DEV & ALUM	\$75,291	\$95,000	*
Mark Robert Luborsky	Director, Acad, Gerontology, RESEARCH	\$162,524	\$165,774	2.00%
Tsveti Markova	Director (Acad), Family Med, MEDICINE	\$166,409	\$169,800	2.04%
Ellen B. Marks	Library Dir, Med Lib, UNIV LIBRARIES	\$94,186	\$96,104	2.04%
Sandra Irene Martin	Asst Lib Dir II, Med Lib, UNIV LIBRARIES	\$65,365	\$66,706	2.05%
Robert Michael Massanri	Director (Acad), MEDICINE	\$213,419	\$216,500	1.44%
Caryn G. Mathes	General Mgr, WDET, DEV & ALUMNI AFF	\$94,542	\$95,939	1.48%
Marcia McDonald	Director, Acad, LAW	\$49,316	\$50,516	2.43%

*Salary comparisons in these cases must be made cautiously. Some of these are new appts and some are classification changes; for some, the raise (or reduction) reflects a change from a 9-mo to a 12-mo appt or from a 12-mo appt to administrative leave.

Name	Title/Position	2002-03 Salary	2003-04 Salary	% Change
Queen Foreman McMiller	Director II, Personnel Proc, HUMAN RES	\$80,000	\$82,000	2.50%
Jennifer Mendez	Director, Acad, Gerontology, RESEARCH	\$82,457	\$84,154	2.06%
Joseph J. Mika	Director, Acad, Lib/Info Sci, UNIV LIBRARIES	\$122,963	\$125,453	2.02%
Bruce S. Morgan	Director, Acad, English, LIBERAL ARTS	\$72,865	\$74,322	2.00%
Christy David Nolan*	Director II, Fitness Center, BUSINESS OPER.	N/A	\$61,235	*
Raymond F. Novak	Director, Acad, Chem Tox, RESEARCH	\$192,833	\$196,890	2.10%
Randy G. Paquette	Director III, Design Svc, FAC PLAN & MGT	\$90,000	\$92,025	2.25%
Carol Ann Parker	Asst Lib Dir II, Law Lib, UNIV LIBRARIES	\$70,000	\$71,434	2.05%
Gerrie E. Paulson	Director III, Development, DEV & ALUM	\$84,066	\$85,495	1.70%
Frederic S. Pearson	Director, Acad, Peace/Conflict, CULMA	\$126,589	\$129,121	2.00%
Joseph Michael Pellerito*	Director (Acad), Occup. Therapy, PHARMACY	\$88,669	\$91,769	*
Sharon Ann Phillips	Director II, Media Svc, UNIV LIBRARIES	\$80,000	\$81,634	2.04%
Michael Craig Piper	Director, Acad, DALNET, UNIV LIBRARIES	\$83,013	\$84,707	2.04%
Marjorie Lynne Powell	Director II, Equal Oppor, HUMAN RESOURCES	\$84,424	\$90,000	6.60%
Diana V. Pratt	Director, Acad, LAW	\$81,497	\$83,127	2.00%
Sharon Kay Progar	Director IV, FISCAL OPERATIONS	\$95,689	\$97,842	2.25%
Alvin Leon Rainey, Jr.	Director II, LABOR RELATIONS	\$70,000	\$71,400	2.00%
Valerie Marie Richard*	Director II, Plant Oper/Main, FACIL PLAN/MAIN	N/A	\$75,695	*
Henry L. Robinson	Director IV, ACCESS, STUD DEV & CAMPUS LIFE	\$79,580	\$85,947	8.00%
Vanessa Robinson Rose	Director, UNIVERSITY BUDGET	\$122,447	\$124,896	2.00%
Gail Louise Ryan	Director IV, Research/Spon Prog, RESEARCH	\$63,197	\$73,091	15.66%
Cleveland M. Simmons	Director III, FAC PLAN & MGMT	\$106,755	\$109,156	2.25%
Julia Mitchell Simmons	Director I, MEDICINE	\$74,714	\$75,850	1.52%
Michael Owen Smith	Director, Acad, Archives, CULMA	\$86,081	\$94,000	9.20%
Jo-Ann Snyder	Director (Acad), Teacher Ed, EDUCATION	\$98,517	\$100,487	2.00%
Hans-Peter Soder	Director, Acad, Jr Year Prog, LIBERAL ARTS	\$62,261	\$63,506	2.00%
Robert James Sokol	Director (Acad), OB/GYN, MEDICINE	\$248,981	\$255,100	2.46%
Harold Michael Stack	Director, Acad, Labor Stud, CULMA	\$96,077	\$97,999	2.00%
Shelia J. Stewart	Director III, Bursar, FISCAL OPERATIONS	\$84,000	\$85,890	2.25%
David J. Strauss	Dean of Students, STUD DEV & CAMP LIFE	\$83,054	\$85,180	2.56%
Susan Ann Talley*	Director (Acad), Physical Therapy, PHARMACY	\$72,574	\$77,243	*
Bryan J. Terry	Director IV, Fin Aid, STUD DEV & CAMPUS LIFE	\$95,000	\$97,320	2.44%
Thomas L. Thompson	Director, Acad, Urban Studies, CULMA	\$126,517	\$129,047	2.00%
Kimberly Johnson Trinca*	Director IV, PRESIDENT	N/A	\$81,172	*
John Charles Van Hecke*	Director I, DEVELOP & ALUMNI	\$54,437	\$69,496	*
Philip Edward Veenhuis*	Director (Acad), Ctr Hlth Eff Res, MEDICINE	N/A	\$195,000	*
Cynthia Ward*	Director, Acad, Credit Progs, LIFELONG LRNG	\$71,884	\$73,322	*
David H. Weinberg	Director, Acad, History, LIBERAL ARTS	\$97,800	\$99,756	2.00%
Steven L. Winter	Director (Acad), LAW	\$170,000	\$174,456	2.62%
Prudentia A. Worth* (30% time)	Director (Acad), Anesthesia, PHARMACY	\$24,059	\$24,277	*
Cheryl Ann Yurkovich	Director III, Media Relations, DEVEL & ALUMNI	\$85,670	\$87,383	2.00%
Larry J. Zimmerman	Director, Acad, PHARM & HLTH SCI	\$69,940	\$71,440	2.14%
Susan A. Zwieg	Director IV, Admissions, STUD DEV & CAMPUS LIFE	\$95,000	\$97,320	2.44%
Total for Continuing Administrators		\$29,494,677	\$30,348,450	2.89%

(Continuing administrators whose classifications changed

are not included in the totals for continuing administrators.)

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Wayne State University Chapter

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