



Representing Wayne State Faculty and Academic Staff

NEWSBRIEFS

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The Economic Crisis: How to Respond?

By Charles J. Parrish, President

There are two parts to *Newsbriefs* this month. My cover article will address some of the issues that impinge on our upcoming negotiations with the Administration for a new collective bargaining agreement. Following this you will find our annual presentation of administrative salaries. The two are directly related.

Most of the economic news these days ranges from the clearly bad to worse. As Michigan's unemployment rate climbs towards 12% and tax revenues for the state government fall, we can't help but wonder what it means for each of us and for Wayne State University, the institution to which many of us have devoted our careers.

To begin to address one of the underlying causes of the budget crisis, Governor Jennifer Granholm has begun to focus on the bloated budget for state prisons, which now rivals that for higher education. This is a welcome change from six years ago when the Governor came into office with a "lock 'em up and throw away the key" attitude of a former prosecutor. As recent issues of *Newsbriefs* have shown, Michigan has an extraordinarily high incarceration rate compared to surrounding states. This is not because Michigan has a higher crime rate, as public prosecutors in the Detroit area have recently argued, but because we hold prisoners well beyond their minimum sentence and deny them parole. Moreover, we have not systematically embraced progressive sentencing options in cases of minor drug offenses.

Granholm's proposed budget for the coming year cuts Corrections and encourages the Parole Board to release 4,000 prisoners (of nearly 50,000 total) who have served more than their minimum sentence for non-violent crimes. With the state paying over \$32,000 a year per inmate, this is a good start. But it still falls well short of the potential savings identified by the

Citizens Research Council, one of many groups urging Michigan to bring its parole and sentencing policies into alignment with those in surrounding states. (For details, go to our web site, www.aupaft.org.)

At the same time, the Governor has indicated her continuing intention to choke off resources for the state's public universities. Negotiations are ongoing, but she initially wanted to cut university budgets by 3% this year and to use part of the one-time \$7 billion in federal stimulus funds to replace these cuts— but only if the universities adopt a zero-tuition-increase policy.

President Lou Anna K. Simon of Michigan State University has stated that MSU will need at least a nine percent increase in tuition in the coming year. The President of Western Michigan University, John M. Dunn, has testified that the Governor's proposal would leave WMU with a \$14 million deficit and that a reasonable increase in tuition is the only recourse for his institution. Other university presidents have been more cautious and have not taken public stands on the tuition issue.

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As the legislative sausage grinder works its magic, it is possible that the Governor's position will be modified to some degree. The proposed 3% cut in state support to Wayne State would trim roughly \$6.6 million from the \$221 million WSU received last year. A tuition increase of 6% would bring in about \$16 million, producing a modest increase of a little under \$10 million to address the rise in operating costs.

Tuition Policy

The members of our Board of Governors, admirably, have great concern for the economic situation of our students. They hate to vote for tuition increases. The annual tuition for an undergraduate student now stands at around \$8,000, a formidable sum, even though it is considerably below the tuition cost for the University of Michigan and Michigan State. Moreover, Wayne's tuition is also below that of a number of state universities that are not research institutions. Over time something has to give in such a situation and it may be our standing as a research university.

As our tuition rises, so do the financial needs of our students. Presently, the financial aid package awarded students in the lowest economic category is about \$8,000. This is a combination of federal Pell grants (which are due to rise this year under new federal legislation) and institutional aid provided by the University. About one-third of our undergraduates qualify for this level of financial aid, another third may qualify for some aid, and the top third do not apply for financial aid at all.

A tuition increase is more difficult to manage for students whose families are not well off, but whose income is above the level which qualifies them for a full financial aid package. There is no doubt that rising tuition is a hardship for these students and their families. It is an unfortunate consequence of the state government's policy of cutting support for higher education and offloading the cost of higher education onto students and their families through higher tuition.

We need to explore the remedial measures that can compensate for these distorted budget priorities at the state level. We could cut tuition for

families hit by unemployment, expand work-study opportunities, expand our scholarship opportunities, and so on. If we are imaginative there are many things that can be done to soften the impact of our having to increase tuition each year.

Equal Sacrifice?

There is little doubt that WSU is facing several years of very tight budgets. The question that faces us is how to address this problem. The graph on page 3 shows that budget decisions have consistently favored the expansion of the Administration at the expense of the core academic mission of the University.

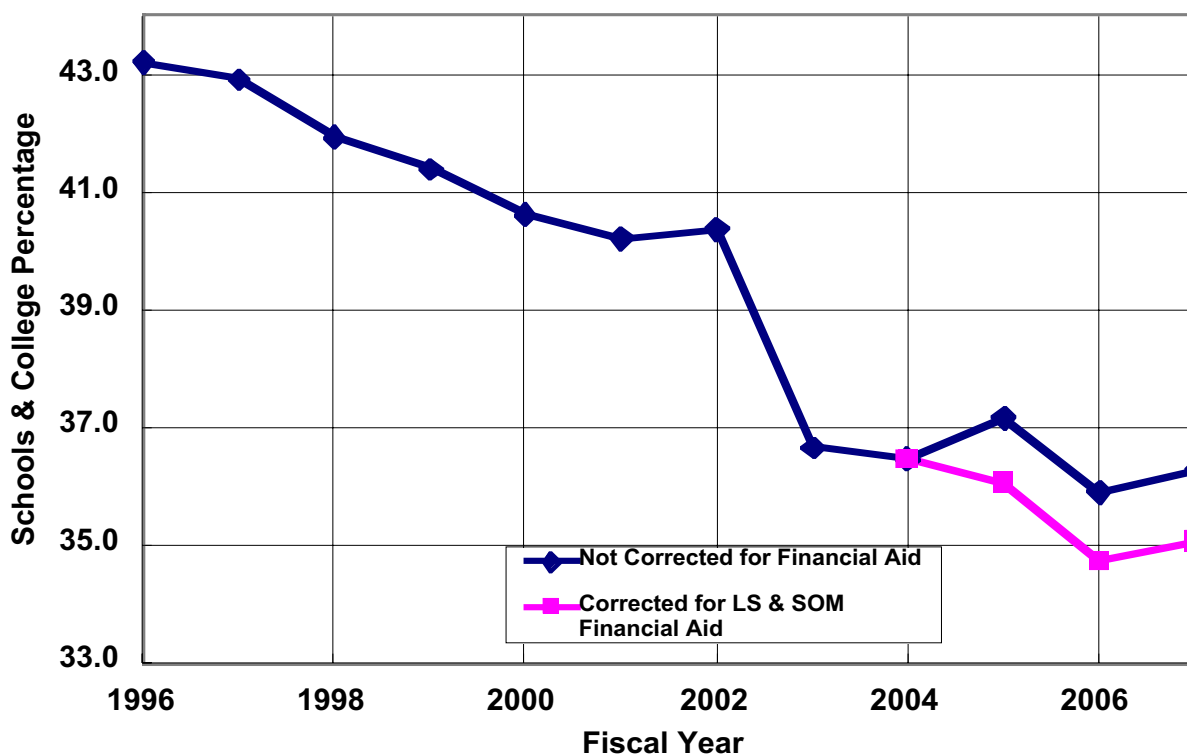
The accompanying graph (prepared by Professor James Woodyard) shows how the budgets of the Schools and Colleges have suffered. In 2005, the reallocation of financial aid for students in the Law School (LS) and the School of Medicine (SOM) gave the appearance of a jump in the amount allocated to the Schools and Colleges. In fact, the percentage of the General Fund Budget allocated to primary academic activities continued to decline, from 43% in 1996 to 35% in 2007.

All of the foregoing impinges on the collective bargaining negotiations we face in the next several months. Our contract is a relatively mature agreement, but there are a few areas in which we need to work out anomalies that have emerged in administering its provisions. The primary focus, however, will be on economics. Our objective is to negotiate a reasonable contract that preserves to the greatest degree possible the salary standing of the faculty and academic staff in comparison to comparable universities.

How can we achieve our objective in the present economic situation? We believe that there is a considerable opportunity for savings on the administrative side of the University. The expansion of the Administration at the expense of the schools and colleges can be reversed.

Unfortunately, this has not been addressed. Since President Noren took office in August, 2008, opportunities to cut back on administration have presented themselves, but have not been pursued. President Noren was given the power by the Board of Governors to amend the budget, but **con't on page 3**

Schools and Colleges Percentage of General Fund Expenditures



instead the largest annual salary increases for administrators in my long memory were authorized. Our bargaining unit members got an increase of 3.5% (.25% of which was for promotions), Administrative salaries increased an astounding 6.47%. Is this a shared sacrifice approach?

When there was a need to revise the budget because of a projected loss of \$8 million due to a fall in enrollment in the Fall Semester, the Academic Senate Budget Committee and the Senate Policy Committee negotiated with the Administration as to the best way to deal with the problem. The Senate accepted real cuts on the academic side, while the Administration initially presented administrative cuts which were primarily re-estimations of revenues and expenditures. These were modified somewhat in subsequent negotiations. Even so, the President's budget for personal projects, amounting to about \$5 million, was untouched. That amount is equal to more than a 2% raise for the members of our bargaining unit.

Our report on administrative salaries shows that WSU's administrators are paid quite well and got excellent salary increases this year despite the impending economic crisis that was well known when these raises were set. Faculty who become administrators get perquisites that most regular faculty do not: 12 month salaries with administrative attachments (equal to about a month's pay for most and more for some) and a month's vacation each year. Life at the top is sweet at Wayne State University.

The indications are that the President is looking primarily to the academic units to absorb any anticipated cutback in the university budget. He has asked the deans to identify the top 10% of programs in their School or College and to develop plans to absorb a 3% budget cut. It is difficult to discern just what the President has in mind in this respect, since he has not yet announced any particular plans or suggestions for dealing with the budget crisis.

Your union leadership is not inclined to entertain any salary proposal from the Administration that does not provide a reasonable raise for our members. We recognize that times are difficult and that this will be used to pressure the union to accept sacrifices in the new contract. We are ready to look carefully at all proposals, but we believe that adequate funds can be found for reasonable raises.

Certainly there is room for getting some of that money from administrative cuts. The consistent rise over the years in the portion of funds going to administration at the expense of the schools and

colleges is evidence of this. If the Administration is unwilling to find such administrative savings, then it is going to have to convince the Board of Governors to endorse a tuition increase to fund its unreformed practices and to pay for salary increases sufficient to maintain the University's standing in the higher education community.

Sacrifices in dire economic times need to be shared to have legitimacy. Can any readers of this newsletter point to serious administrative sacrifices that have been made, or even proposed, by the Administration?

ADMINISTRATIVE SALARIES

	Title/Position	2007-08	2008-09	
EXECUTIVE OFFICERS				
Jay Noren*	President	*	\$330,000	*
Nancy Smith Barrett	Provost & Sr. Vice President, Academic Affairs	\$250,651	\$262,151	4.59%
John Louis Davis	Vice President, Finance and Facilities Management	\$214,097	\$223,897	4.58%
Andrea R. Dickson	Executive Vice President	\$210,635	\$220,235	4.56%
Harvey Hollins, III	Vice President, Government/Commun Affairs	\$141,798	\$148,298	4.58%
Louis A. Lessem	Vice President, General Counsel	\$191,378	\$200,178	4.60%
Julie Hearshen Miller	Secretary to the Board of Governors	\$115,865	\$121,165	4.57%
Hilary H. Ratner	Vice President, Research	\$215,000	\$224,800	4.56%
David Ripple	Vice President, DEVEL & ALUMNI	\$175,000	\$185,000	5.71%
	Sub-total for continuing administrators:	\$1,339,424	\$1,400,724	4.58%
ASSOCIATE & ASSISTANT VICE PRESIDENTS				
Mark K. Ankenbauer	Assoc Vice President, Human Resources	\$178,500	\$186,900	4.71%
James Donald Barbret	Assoc Vice President, RESEARCH	\$164,622	\$171,618	4.25%
Jeffrey D. Block*	Asst Vice President, Alumni Rels, DEV & ALUMNI	*	\$89,500	*
Clifford A. Brown	Assoc Vice President, FISCAL OPERATIONS	\$171,564	\$177,569	3.50%
Joseph C. Dunbar	Assoc Vice President, RESEARCH	\$238,000	\$246,330	3.50%
Nabeleh Ghareeb	Assoc Vice President, BUSINESS OPERATIONS	\$152,308	\$156,116	2.50%
Carolyn P. Hafner	Asst Vice President, Internal Audit, INTERNAL AUDIT	\$131,694	\$137,694	4.56%
Gloria H. Heppner	Assoc Vice President, RESEARCH	\$176,357	\$183,235	3.90%
Anthony D. Holt	Assoc Vice President, Chief of Police, PUBLIC SAFETY	\$113,000	\$113,848	0.75%
Roger William Kempa	Asst Vice President, CASH MANAGEMENT & INVEST	\$133,248	\$137,912	3.50%
Robert Kohrman	Asst Vice President, OFFICE OF UNIV BUDGET	\$142,800	\$175,096	22.62%
Bernice R. Lopata	Assoc Vice President, DEVEL & ALUMNI	\$132,339	\$137,630	4.00%
Dorothy A. Nelson	Assoc Vice President, RESEARCH	\$157,265	\$162,927	3.60%
Fred H. Reinhart	Asst Vice President, RESEARCH	\$167,433	\$170,782	2.00%
Marguerite S. Rigby	Asst Vice President, DEV & ALUM	\$119,159	\$126,310	6.00%
Joseph F. Sawasky	Assoc Vice President, CHIEF INFO OFFICER, CIO C&IT	\$173,400	\$181,637	4.75%
James R. Sears, IV	Assoc Vice President, FAC PLAN & MGT	\$155,855	\$177,611	13.96%
Michael G. Wright	Assoc Vice President, MARKETING/COMMUN	\$168,300	\$177,000	5.17%
	Sub-total for continuing administrators:	\$2,675,844	\$2,820,215	5.40%

*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. The sum total of column four does not include (2008-2009) salaries for new administrators.

Name	Title/Position	2007-08 Salary	2008-09 Salary	% Change
PROVOST'S OFFICE				
Ahmad M.Ezzeddine	Associate Vice President	\$147,900	\$175,056	18.36%
Stephen Calkins*	Associate Vice President	\$175,000	\$182,000	4.00%
Howard Neal Shapiro	Associate Vice President	\$168,422	\$185,589	10.19%
	Sub-total for continuing administrators:	\$316,322	\$360,645	14.01%
DEANS/DIVISION DIRECTORS				
Robert Ackerman*	Dean, LAW	*	\$260,000	*
Robert K. Harris	Director, Acad Affairs, PROVOST/AC AFF	\$115,000	\$119,600	4.00%
Albert G. Hermsen	Director, Student Financial Aid, STUDENT AFFAIRS	\$130,000	\$134,550	3.50%
Jerry S. Herron	Dean, HONORS COLLEGE	\$142,566	\$161,200	13.07%
Jane Louise Hoehner	Director, Univ Press, UNIV PRESS	\$93,425	\$114,885	22.97%
Ralph H. Kummner	Dean, ENGINEERING	\$225,280	\$234,291	4.00%
Celeste Marie Lezuch	Director, Acad Affairs, PROVOST/AC AFF	\$116,506	\$121,233	4.06%
Robert M. Mentzer	Dean, MEDICINE	\$364,140	\$376,885	3.50%
Howard James Normile	Dean, PHARMACY & H.S.	\$175,000	\$181,125	3.50%
Barbara Klug Redman	Dean, NURSING	\$183,600	\$207,851	13.21%
Steven O. Salley	Dean, GRADUATE SCHOOL	\$168,300	\$174,191	3.50%
David J. Strauss	Dean, STUDENT AFFAIRS	\$92,518	\$113,850	23.06%
Robert L. Thomas	Dean, CLAS	\$220,905	\$228,637	3.50%
Sharon L. Vasquez	Dean, FINE, PERF & COMM ARTS	\$170,459	\$176,425	3.50%
Phyllis Ivory Vroom	Dean, SOCIAL WORK	\$168,300	\$194,616	15.64%
David L. Williams	Dean, SCHOOL of BUSINESS	\$200,000	\$238,050	19.03%
Paula Christine Wood	Dean, EDUCATION	\$185,400	\$192,445	3.80%
Sandra G. Yee	Dean, UNIV LIBRARIES	\$170,438	\$178,108	4.50%
	Sub-total for continuing administrators:	\$2,605,777	\$2,807,250	7.73%
ASSISTANT, ASSOCIATE & DEPUTY DEANS				
Nancy Marie Artinian	Associate Dean, NURSING	\$144,456	\$146,407	1.35%
Kertia Black	Assistant Dean, Medicine	\$237,800	\$245,500	3.24%
Patrick D. Bridge	Assistant Dean, Medicine	\$121,225	\$143,150	18.09%
Stephen James Cavanagh	Associate Dean, NURSING	\$154,556	\$159,186	3.00%
Mary Clark	Assistant Dean, PHARMACY & H.S.	\$107,100	\$110,849	3.50%
Kathleen Crawford-McKinney*	Assistant Dean, EDUCATION	*	\$119,831	*
Michael P. Diamond	Assistant Dean, MEDICINE	\$210,450	\$219,150	4.13%
Jean Elizabeth Davis	Assistant Dean, NURSING	\$123,620	\$131,680	6.52%
Sarah Jane Erbaugh	Assistant Dean, PHYSICAL EDUCATION	\$122,506	\$127,794	4.32%
Elizabeth V. Faue	Associate Dean, GRADUATE SCHOOL	\$132,000	\$136,316	3.27%
Joan M. Ferguson*	Assitant Dean, FINE PERFORMING ARTS	*	\$94,174	*
Moira A. Fracassa*	Assistant Dean, NURSING	*	\$65,721	*
Robert R. Frank	Associate Dean, MEDICINE	\$350,200	\$364,700	4.14%
Janice W. Green	Assistant Dean, EDUCATION	\$103,951	\$108,589	4.46%
Miriam L. Greenberg	Associate Dean, CLAS	\$161,317	\$168,576	4.50%
Michele Jeanette Grimm	Associate Dean, ENGINEERING	\$153,676	\$160,176	4.23%
Donald P. Haase*	Assoc Chair, Germ/Slavic Std, CLAS	*	\$136,895	*
Steven Ilmer	Associate Dean, EDUCATION	\$150,691	\$156,151	3.62%
Matthew P. Jackson	Assistant Dean, MEDICINE	\$136,900	\$141,350	3.25%
Kristiane Joost-Gaugier*	Assistant Dean, ART & ART HISTORY	*	\$114,000	*
Mark S. Juzych	Associate Dean, MEDICINE	\$182,500	\$194,400	6.52%
Kenneth P. Lee	Associate Dean, MEDICINE	\$200,000	\$208,275	4.14%
Linda A. Lewandowski	Assistant Dean, NURSING	\$119,834	\$124,034	3.50%
Erika M. Matthews-Jackson	Assistant Dean, LAW SCHOOL	\$85,500	\$87,150	
Ambika Mathur*	Assistant Dean, MEDICINE	*	\$154,150	*
Michele Rosanne Miller	Assistant Dean, LAW	\$79,906	\$83,256	4.19%
David Lars Njus	Associate Dean, CLAS	\$142,401	\$148,809	4.50%

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Name	Title/Position	2007-08 Salary	2008-09 Salary	% Change
ASSISTANT, ASSOCIATE & DEPUTY DEANS, Continued				
Silas Norman	Assistant Dean, MEDICINE	\$181,350	\$188,850	4.14%
Brian J. O'Neil*	Assistant Dean, MEDICINE	*	\$210,000	*
Kenneth C. Palmer	Associate Dean, MEDICINE	\$178,200	\$185,575	4.14%
Valerie Parisi	Associate Dean, MEDICINE	\$300,000	\$312,400	4.13%
Stephen J. Peters*	Associate Dean, FINE PERFORMING ARTS	*	\$115,000	*
Joseph Howard Rankin	Associate Dean, CLAS	\$138,000	\$144,210	4.50%
Thomas F. Roe	Associate Dean, MEDICINE	\$188,425	\$220,150	16.84%
John A. Rothchild*	Associate Dean, LAW	*	\$162,942	*
John C. Ruckdeschel	Associate Dean, MEDICINE	\$221,800	\$258,100	16.37%
Michael Joseph Rybak	Associate Dean, PHARMACY & H.S.	\$137,715	\$142,535	3.50%
Richard L. Slaughter	Assistant Dean, PHARMACY & H.S.	\$154,043	\$164,483	6.78%
Herbert C. Smitherman	Assistant Dean, MEDICINE	\$127,600	\$132,900	4.15%
Margaret A. Smoller*	Associate Dean, FINANCE/BUSINESS	*	\$145,711	*
Jeffrey J. Stoltman*	Associate Dean, FINANCE/BUSINESS	*	\$153,815	*
Shlomo S. Swilowsky*	Assistant Dean, EDUCATION	*	\$174,740	*
Gerald O. Thompkins	Associate Dean, ENGINEERING	\$125,580	\$130,080	3.58%
Mumtaz Usmen	Associate Dean, ENGINEERING	\$183,317	\$189,817	8.91%
Cheryl C. Waites	Associate Dean, SOCIAL WORK	\$132,600	\$137,241	3.50%
Dan A. Walz	Associate Dean, MEDICINE	\$223,300	\$230,600	3.50%
Wihelmine Wise-Rometsch*	Assistant Dean, MEDICINE	*	\$105,000	*
Linda Zaddach*	Assistant Dean, FINANCE/BUSINESS	*	\$84,302	*
Sub-total for continuing administrators:		\$5,512,519	\$5,802,439	5.26%
CHAIRPERSONS/ASSOCIATE CHAIRS				
Gary W. Abrams	Chair, Ophthalmology, MEDICINE	\$215,050	\$223,950	4.14%
Blair Vaughn Anderson	Chair, Theatre, FINE & PERF ARTS	\$96,055	\$100,618	4.75%
Jean E. Andruski*	Chair, CLAS	*	\$99,043	*
Ray Oliver Bahado—Singh	Assoc Chair, OB/GYN, MEDICINE	\$122,500	\$126,450	3.22%
David L. Bouwman	Assoc Chair, Surgery, MEDICINE	\$172,550	\$177,250	2.72%
Joyce A. Benjamins	Associ Chair, MEDICINE	\$176,550	\$183,500	3.94%
Thomas Birk	Chair, PHARM & H.S.	\$111,596	\$115,502	3.50%
Melba Boyd*	Chair, Africana Studies, CLAS	\$116,151	\$121,958	5.00%
Robin Boyle*	Chair, GEO & URBAN PLAN	\$142,289	\$148,692	4.50%
Beth Ann Brooks	Assoc Chair, Psychiatry, MEDICINE	\$236,500	\$244,150	3.23%
Robert Bruner*	Associate Chair, MATH, CLAS	*	\$123,376	*
Walter Bryzik	Chair, Mechanical Engineering, ENGINEERING	\$195,000	\$202,000	3.59%
Kenneth Richard Chelst	Chair, Industrial/Manuf Engg, ENGINEERING	\$162,728	\$180,000	10.61%
Michael L. Cher	Chair, Urology, MEDICINE	\$244,600	\$252,500	3.23%
George B. Corcoran	Chair, Pharmaceutical Sci, PHARMACY & H.S.	\$156,499	\$161,976	3.50%
Norah Duncan	Assoc Chair, Music, CLAS	\$89,345	\$93,812	5.00%
David J. Edwards	Chair, Pharmacy Practice, PHARMACY & H.S.	\$142,945	\$147,948	3.50%
John M. Flack	Chair, Internal Medicine, MEDICINE	\$229,400	\$239,525	4.41%
Farshad Fotouhi	Chair, Computer Sci, CLAS	\$166,650	\$175,609	5.38%
Peter Daniel Frade	Chair, Mortuary Sci, PHARMACY & H.S.	\$99,107	\$102,576	3.50%
Daniel Eugene Frohardt*	Chair, Mathematics, CLAS	*	\$121,000	*
Daniel S. Geller	Chair, Political Science, CLAS	\$134,256	\$140,298	4.50%
Edward M. Golenberg	Assoc Chair, Biology	\$100,000	\$105,000	5.00%
Murali Guthikonda	Chair, Neurosurgery, MEDICINE	\$197,400	\$209,850	6.31%
Linda D. Hazlett	Chair, Anatomy, MEDICINE	\$231,350	\$240,925	4.14%
Kai-Lin Catherine Jen	Chair, Nutrition/Food Sci, CLAS	\$124,902	\$130,000	4.08%
Theodore B. Jones	Chair, OB/GYN, MEDICINE	\$119,943	\$124,900	4.13%
Melissa Kaplan-Estrin	Assoc Chair, Psychology, CLAS	\$102,292	\$108,058	5.64%
Albert I. King	Chair, Deans Office, ENGINEERING	\$209,373	\$216,373	3.34%
Marc Wayne Kruman	Chair, History, CLAS	\$136,405	\$142,543	4.50%

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CHAIRPERSONS/ASSOCIATE CHAIRS, Continued				
Eric G. Lambert*	Chair, Criminal Justice, CLAS	*	\$112,000	*
David M. Lawson	Chair, Physiology, MEDICINE	\$182,510	\$190,050	4.13%
Li Way Lee	Chair, Economics, CLAS	\$152,260	\$159,112	4.50%
Richard A. Lewis	Assoc Chair, Neurology, MEDICINE	\$172,450	\$179,600	4.15%
Robert P. Lisak	Chair, Neurology, MEDICINE	\$226,300	\$235,675	4.14%
William David Lyman	Assoc Chair, Pediatrics, MEDICINE	\$256,500	\$264,800	3.24%
Charles Wayne Manke, Jr.	Chair, Chem Engineering, ENGINEERING	\$163,143	\$169,143	3.68%
Harold M. Marsh	Chair, Anesthesiology, MEDICINE	\$172,300	\$177,900	3.25%
Robert Henry Mathog	Chair, Otolaryngology, MEDICINE	\$198,250	\$204,700	3.25%
Darius R. Mehregan (50%)	Chair, Dermatology, MEDICINE	\$52,225	\$54,375	4.12%
David A. Mehregan (50%)	Assoc Chair, Dermatology, MEDICINE	\$52,225	\$54,375	4.12%
Jay Merlin Meythaler	Chair, Phys Med/Rehab, MEDICINE	\$293,400	\$302,900	3.24%
Carol J. Miller	Chair, Civil Engineering, ENGINEERING	\$147,000	\$154,767	5.28%
Paul C. Montgomery	Chair, Immun/Microb, MEDICINE	\$233,300	\$242,950	4.14%
Lawrence Morawa (30%)	Chair, Orthopedic Surgery, MEDICINE	\$50,010	\$51,630	3.24%
Ratna Naik	Chair, Physics, CLAS	\$127,950	\$134,347	5.00%
Thomas J. Naughton	Assoc Chair, Management, BUSINESS ADMIN	\$131,361	\$136,011	3.54%
Randolph C. Paschke	Chair, Accounting, BUSINESS ADMIN	\$99,558	\$103,140	3.60%
Martha S. Ratliff*	Chair, English, CLAS	*	\$98,544	*
James H. Rigby	Chair, Chemistry, CLAS	\$236,065	\$246,688	4.50%
Raymond D. Robinson	Chair, Dan, FINE & PERFORMING AARTS	\$70,000	\$72,800	4.00%
Wael A. Sakr*	Chair, Pathology, MEDICINE	*	\$225,000	*
Andrea P. Sankar	Chair, Anthropology, CLAS	\$132,372	\$137,006	3.50%
Maryjean Schenk	Chair, Family MEDICINE	\$249,350	\$259,675	4.14%
Kendra L. Schwartz	Assoc Chair, Family Medicine, MEDICINE	\$264,900	\$275,875	4.14%
Matthew Wayne Seeger	Chair, Communication, FINE & PERF ARTS	\$120,630	\$130,159	7.90%
Richard K. Severson	Assoc Chair, Family Med, MEDICINE	\$190,000	\$196,200	3.26%
Bonnie F. Sloane	Chair, Pharmacology, MEDICINE	\$231,700	\$241,300	4.14%
Wilbur L. Smith	Chair, Radiology, MEDICINE	\$175,825	\$181,550	3.26%
Bonita Frances Stanton	Chair, Pediatrics, MEDICINE	\$186,400	\$191,500	2.74%
Manuel Ellis Tancer	Chair, Psychiatry, MEDICINE	\$240,850	\$250,850	4.15%
Liborio Tranchida	Assoc Chair, Internal Med, MEDICINE	\$198,600	\$205,050	3.25%
James D. Tucker	Chair, Biology, CLAS	\$164,491	\$171,893	4.50%
John D. Vander Weg	Chair, Music, FINE & PERFORMING ARTS	\$112,824	\$117,336	4.00%
Harish L. Verma	Chair, Info Systems & Manuf, BUSINESS ADMIN	\$140,500	\$145,260	3.39%
Maria T. Vlachaki	Chair, Radiation Oncology, MEDICINE	\$160,300	\$164,700	2.74%
Jogindra Mohan Wadehra	Assoc Chair, Physics, CLAS	\$128,424	\$138,500	7.85%
Donald Willard Weaver	Chair, Surgery, MEDICINE	\$254,500	\$261,500	2.75%
Suzanne R. White	Chair, Emergency Medicine, MEDICINE	\$215,050	\$222,050	3.26%
Russell Douglas Whitman	Chair, Psychology, CLAS	\$154,720	\$161,682	4.50%
Leon C. Wilson	Chair, Sociology, CLAS	\$112,606	\$145,875	29.54%
Charles H. Winter	Assoc Chair, Chemistry, CLAS	\$190,778	\$200,317	5.00%
Margaret E. Winters	Chair, Romance Lang & Literatures, CLAS	\$135,000	\$146,300	8.37%
Seymour J. Wolfson	Assoc Chair, Computer Science, CLAS	\$124,032	\$128,555	3.65%
Russell Kazuo Yamazaki	Assoc Chair, Pharmacology, MEDICINE	\$106,500	\$109,400	2.72%
Robert J. Yanal	Chair, Philosophy, CLAS	\$115,077	\$119,680	4.00%
Chih-Ping Yeh	Chair, Engineering Tech, ENGINEERING	\$127,416	\$132,916	4.32%
Yang Zhao	Chair, Elect/Computer Engg, ENGINEERING	\$164,454	\$170,454	3.65%
Sub-total for continuing administrators:		\$11,735,042	\$12,429,709	3.65%
OTHER NON-REPRESENTED PERSONNEL				
M. Carmen Albert*	Assoc Director, CLAS	*	\$66,761	*
Victoria A. Anderson	Ombudsperson, PROVOST/AC AFF	\$84,878	\$87,849	3.50%
Carole M. Bach	Director II, Sponsored Programs, RESEARCH	\$89,357	\$92,752	3.80%
David S. Bach	Director (Acad), Pharm Prac, PHARM & HEALTH SCI	\$154,565	\$159,975	3.50%
Stephen T. Bajjaly	Director (Acad), Library & Information, UNIVERSITY LIB	\$137,700	\$142,920	3.79%
Carole M. Barduca	Assoc Director, GRADUATE SCHOOL	\$73,318	\$77,717	6.00%
Brenda S. Batts*	Director, Pathology, MEDICINE	*	\$87,600	*
Paul J. Beavers	Lib Dir, Lib Info Svc, UNIV LIBRARIES	\$89,239	\$89,239	0.00%
Kathleen J. Blumberg*	Director, Pharmacy & H. S., DEAN'S OFFICE	*	\$76,975	*
Kathleen Marie P. Borlas*	Assoc Director, Medical Software Systems, MEDICINE	*	\$81,100	*
Steven K. Bowers	Director (Acad), DALNET, UNIV LIBRARIES	\$85,833	\$88,837	3.50%
Curtis A. Brahm*	Assoc Director, Social Work, DEAN'S OFFICE	*	\$59,463	*
Ethriam C. Brammer	Assis Director I, Center Chicano Boricua Stud, CLAS	\$61,320	\$64,386	5.00%
Claire M. Brender	Assoc Director, (Acad), Academic Affairs, PROV/AC AFF	\$75,416	\$76,924	2.00%
Janet M. Brown	Director (Acad), Clinical Sci., PHARM & H.S.	\$83,167	\$86,078	3.50%
La Joyce G. Brown	Assoc Director II, Admissions, STUDENT AFF	\$72,495	\$85,986	18.61%
Michelle H. Bruner	Director III, Student Retention, STUDENT AFF	\$77,500	\$80,600	4.00%
Anne M. Burr	Director, (Acad), Law Instruction, LAW SCHOOL	\$90,000	\$92,150	2.39%

*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. The sum total of column four does not include (2008-2009) salaries for new administrators.

OTHER NON-REPRESENTED PERSONNEL, Continued

Beth A. Callahan	Assis Library Director II, University Libraries, LIB, COMP	\$76,800	\$87,437	13.85%
Karen J. Carty	Manager, Inst of Environ Hlth Sci, RESEARCH	\$64,107	\$66,351	3.50%
Deborah A. Casebolt	Manager, Medical Acad & Student Programs, MEDICINE	\$51,286	\$53,100	3.54%
Jorge L. China	Director, (Acad), Center Chicano/Boricua, CLAS	\$103,427	\$107,623	4.06%
Jason E. Clark	Assis Director II, Athletics, ATHLETICS	\$68,230	\$70,618	3.50%
Zirka S. Clark	Director, Medicine Human Resources, MEDICINE	\$84,174	\$87,575	4.04%
Gail M. Clavenna*	Assoc Director, Otolaryngology, MEDICINE	*	\$76,850	*
Paul J. Clemens (50%)	Assoc Director, Liberal Arts & Science, CLAS	\$33,897	\$35,592	5.00%
Janice M. Cook-Johnson*	Assoc Director, Student Affairs, ACAD COLL ENRICH	*	\$78,000	*
Lashonda L. Cooley	Assoc Director, Spon Program Administration, RESEARCH	\$59,000	\$60,829	3.10%
Wayne M. Cox*	Manager, Medical Communications, MEDICINE	*	\$66,700	*
Douglas Czajkowski*	Senior Director, Medical External Affairs, MEDICINE	*	\$121,000	*
Elizabeth Jean Dawe	Director (Acad), Surg Res Svc, MEDICINE	\$122,450	\$126,200	3.06%
Matthew E. Decker*	Assoc Director, University Libraries, LIB, COMP & MED	*	\$66,994	*
Jane S. Depriester-Morandini	Assis Director I, Student Disability Services, STUDENT AFF	\$53,040	\$62,100	17.08%
Mary C. Dickson	Director II, Community Ed, METRO PROG & SUM SESS	\$92,804	\$88,000	2.49%
Anne C. Disante	Research Director III, RESEARCH	\$114,234	\$118,803	4.00%
Jean F. Dismuke*	Assoc Director, Medicine Human Resources, MEDICINE	*	\$68,561	*
Kelli E. Dixon	Director, VP Academic Affairs, PROV & VP ACAD AFF	\$75,076	\$77,234	2.87%
Dawn R. Dolly*	Assoc Director, Student Affairs, ACAD COLL ENRICH	*	\$78,000	*
Barbara E. Donia	Director, Deans Office Medicine, MEDICINE	\$81,120	\$84,000	3.55%
Richard B. Dunbar*	Assoc Director, University Libraries, LIB, COMP & MED	*	\$59,809	*
James R. Earnest	Assis Director II, Dean of Students, STUDENT AFF	\$76,234	\$78,902	3.50%
Walter Fitz-Herbert Edwards	Director (Acad), Academic Affairs, PROVOST/AC AFF	\$113,631	\$117,608	3.50%
Rana El-Jaroudi*	Assoc Director, Phys Med & Rehab, MEDICINE	*	\$64,500	*
Stephen P. Ethier	Assoc Director (Acad), Cancer Institute, MEDICINE	\$201,225	\$209,550	4.14%
Marlene Grazioli Erno (80%)	Director IV, Spon Prog Admin, RESEARCH	\$78,895	\$87,353	10.72%
Thomas M. Falk	Director, Surgery, MEDICINE	\$85,825	\$88,825	3.50%
Linda K. Falkiewicz	Director IV, Enrollment Systems, STUDENT AFFAIRS	\$105,649	\$109,347	3.50%
Michele Farrell-Azuta*	Assoc Director, Pharm & H. S., DEAN'S OFFICE	*	\$73,832	*
Tracy E. Filak*	Assoc Director, Perinatology Research, MEDICINE	*	\$63,400	*
Peter Filias	Assoc Director, Student Affairs, STUDENT FINANCIAL	\$76,990	\$79,685	3.50%
Howard Finley	Director I, Interdisciplinary Studies Program, CLAS	\$78,783	\$81,146	3.00%
Rodney V. Fiori	Assoc Director, University Libraries, LIB, COMP & MED	\$82,962	\$84,621	2.00%
Robert J. Fournier	Athletic Director, Athletics, ATHELETICS	\$151,570	\$158,000	4.24%
Krystal M. Gardner	Director, (Acad), Deans Office Law, LAW	\$73,843	\$77,593	5.08%
Gabriela K. Garfield	Assis Director III, Student Financial Aid, STUDENT AFF	\$60,343	\$62,757	4.00%
Freda P. Giblin	Director (Acad), Dean's Office, MEDICINE	\$100,218	\$103,726	3.50%
Stephanie Gilkey	Director (Acad), Physician Asst Stud, PHARM & H.S.	\$94,130	\$96,954	3.00%
Jeri L. Gleichauf*	Assoc Director, Emergency Medicine, MEDICINE	*	\$64,700	*
Anne E. Greb*	Director, Med Acad & Student Pro,	*	\$105,353	*
Charles M. Green*	Manager, Student Affairs, ACAD COLL ENRICH	*	\$65,491	*
Lawrence I. Grossman	Director, Center Molecular Medicine/Genetics, MEDICINE	\$186,800	\$192,900	3.27%
Laila A. Hanks*	Assoc Director, University Library, DEAN'S OFFICE	*	\$55,183	*
Myson L. Hawthorne*	Assoc Director, University Library, PUBLIC SERV	*	\$76,500	*
Doreen Y. Head	Director, Occupational Therapy Program, PHARM & H.S.	\$84,359	\$86,357	2.37%
Sue Helderop*	Assoc Director I, Medical External Affairs, MEDICINE	\$81,000	\$83,850	*
Michael A. Hicks*	Assoc Director, Business Admin, BUS ADMIN	*	\$79,651	*
Mary L. Hollens	Director I, Development Office, DEV & ALUM AFF	\$100,000	\$115,500	15.50%
Amy S. Hopp*	Assoc Director, Internal Medicine, MEDICINE	*	\$58,000	*
Thomas B. Jankowski	Assoc Director (Acad), Gerontology Institute, RESEARCH	\$97,000	\$100,395	3.50%
Judy Mae Johncox	Research Director III, RESEARCH	\$114,234	\$118,803	4.00%
David F. Johnson (20%)	Director (Acad) Psychiatry, MEDICINE	\$35,700	\$36,850	3.22%
Therese M. Johnson	Assis Director I, Continuing Medical Education, MEDICINE	\$62,800	\$65,325	4.02%
Janet M. Joiner	Director I, Admis/Std Svc, SOCIAL WORK	\$76,687	\$79,371	3.50%
Christopher Jones*	Director II, OEO, GENERAL COUNSEL	*	\$84,800	*
Shirley A. Kaczorowski*	Director, Deans Office Education, EDUCATION	*	\$96,630	*
Joanne Kaiser*	Assoc Director, Dermatology, MEDICINE	*	\$63,725	*
Robert K. Kakos*	Assoc Director, Deans Office Engineering, ENGINEERING	*	\$84,061	*
Kathleen Kath	Director (Acad), Radiation Technology, PHARM & HEA	\$80,000	\$85,535	6.92%
Catherine Z. Kay	Assoc Director III, Student Financial Aid, STUDENT AFF	\$79,777	\$82,569	3.50%
Alicia R. Keaton	Assoc Director III, Student Financial Aid, STUDENT AFF	\$76,990	\$79,685	3.50%
Adam F. Kempa*	Director (Acad), Radiation Technology, MEDICINE	*	\$86,919	*
Ronald H. Kent	Director III, Placement Svc, STUDENT AFF	\$83,450	\$86,371	3.50%
Joe D. Kieleszewski*	Director, CLAS Dean's Office, CLAS	*	\$82,733	*
Edward F. King (60%)	Assis Director, Professional Development, BUSI ADM	\$43,986	\$44,426	1.00%
Larry Klain	Director, Med Administrative Services, MEDICINE	\$103,848	\$108,000	4.00%
Maria S. Kokas	Senior Director, Perinatology Research, MEDICINE	\$110,550	\$114,450	3.53%
Cheryl A. Kollin	Director III, University Advising Center, STUDENT AFF	\$77,500	\$80,600	4.00%
Marilynn G. Knall*	Assoc Director, Deans Office Social Work, SOCIAL WORK	*	\$63,219	*
Kristopher T. Krzyzanski*	Director, Credit Prog Lifelong, METO PRO & SUMM SESS	*	\$82,056	*
David M. Kuffner	Director I, Facilities Oper Maint Trades, FACILITIES	\$79,462	\$82,839	4.25%
Gayle A. Kusch	Director, VP Research, RESEARCH	\$63,464	\$73,000	15.03%

Name	Title/Position	2007-08 Salary	2008-09 Salary	% Change
OTHER NON-REPRESENTED PERSONNEL, Continued				
Kristin H. Lawrence	Manager, University Press, UNIVERSITY PRESS	\$56,244	\$60,001	6.68%
Richard T. Lerman	Assoc Director, Deans Office Business Admin,BUS ADMIN	\$85,000	\$86,400	1.65%
Barbara W. LeRoy	Director (Acad), Devel Disab, PROVOST/AC AFF	\$117,568	\$121,683	3.50%
Peter A. Lichtenberg	Director (Acad), Merrill Palmer Institute, RESEARCH	\$140,821	\$174,112	23.64%
Camilla D. Liebold* (75%)	Assoc Director,Deans Office Education, EDUCATION	*	\$64,613	*
Jeffrey A. Loeb	Assoc Director, (Acad), Molecular Medicine, RESEARCH	\$161,207	\$166,400	3.22%
Mark Robert Luborsky	Director (Acad), Gerontology, RESEARCH	\$180,088	\$186,391	3.50%
Kathleen T. Lueckeman	Director III, Marketing & Comm, MARKETING & COMM	\$7,360	\$91,003	
Catherine L. Lysack	Director, (Acad),Institute of Gerontology, RESEARCH	\$143,562	\$148,587	3.50%
Gerald J. MacDonald	Assoc Director, Spon Prog Admin, RESEARCH	\$62,708	\$65,091	3.80%
Patrick J. Maher	Assis Director II, Sponsored Program Admin, RESEARCH	\$62,709	\$64,747	3.25%
Terry K. Margolis	Director (Acad), VP Academic Affairs, PROVOST	\$100,000	\$103,500	3.50%
Tsveti Markova	Director (Acad), Family Med, MEDICINE	\$189,475	\$195,600	3.23%
Sandra I. Martin	Library Dir, Shiff Med Lib, UNIV LIBRARIES	\$76,500	\$93,150	21.76%
Robert M. Massanari (50%)	Director (Acad), Deans Office, MEDICINE	\$74,200	\$74,200	0.00%
Marick F. Masters*	Director, (Acad), Labor Studies, PROV & VP ACAD AFF	*	\$210,000	*
Stuart R. May*	Assoc Director, Honors College, HONORS COLL	*	\$65,000	*
Eric T. Mayes	Assoc Director, (Acad), Research, Merrill Palmer Institute	\$90,000	\$93,150	3.50%
John W. McBride*	Assoc Director, VP Research, RESEARCH	*	\$78,588	*
Marcia McDonald	Director (Acad), Dean's Office, LAW	\$60,673	\$64,933	7.02%
Colleen A. McIlwain*	Manager, Admissions,STUDENT AFFAIRS	*	\$54,967	*
Nada S. McIntyre*	Director, Pediatrics, MEDICINE	*	\$80,225	*
Monica McLeod*	Assis Director I, Mathematics, CLAS	*	\$86,400	*
Bhavna Mehta*	Assoc Director	*	\$79,367	*
C. T. Meyer*	Assoc Director, Sponsored Program, RESEARCH	*	\$56,941	*
Jill G. Moore	Senior Director, Internal Medicine, MEDICINE	\$96,475	\$100,400	4.07%
Deidre E. Moore	Assis Director II, Student Financial Aid, STUDENT AFF	\$61,926	\$64,093	3.50%
William K. Moore	Manager, CLAS Dean's Office, CLAS	\$50,000	\$50,500	1.00%
Bruce S. Morgan	Director (Acad), English, CLAS	\$81,326	\$84,173	3.50%
David R. Moss	Director (Acad) Law Instruction Units, LAW SCHOOL	\$106,464	\$111,114	4.37%
Amber M. Mott	Assoc Director, Student Services, BUSINESS ADMIN	\$55,000	\$56,925	3.50%
Christa A. Mowry	Director I, Marketing Services, MARKETING & COMMUN	\$64,334	\$67,004	4.15%
Meredith Mullins	Assis Director (Acad), Cancer Institute, MEDICINE	\$192,925	\$200,900	4.13%
William P. Murphy	Assis Director III, Cash Management, INVES DEBT & RISK	\$76,938	\$80,208	4.25%
Mary C. Myrand*	Manager, Medical Communications, MEDICINE	*	\$53,700	*
Anwar Hermiz Najor-Durack	Director (Acad), Social Work Instruc, SOCIAL WORK	\$75,101	\$77,730	3.50%
David A. Neumann*	Manager, Medical Communications,MEDICINE	*	\$65,375	*
Golam M. Newaz	Assoc Director, (Acad), Manufacturing Research, RESEAR	\$180,910	\$187,242	3.50%
Christy David Nolan	Director II, Fitness Center, BUSINESS OPER.	\$70,425	\$76,534	8.67%a
Raymond F. Novak	Director (Acad), Envir Hlth Sci,	\$214,313	\$219,242	2.30%
Julie A. O'Connor	Director, Research, RESEARCH	\$77,096	\$80,951	5.00%
John P. Oliver	Director (Acad), Institute for Manufacturing, RESEARCH	\$181,517	\$187,870	3.50%
Joseph A.Oravec	Director, Science Stores, CLAS	\$99,510	\$104,486	5.00%
Robert G.Ostrowski*	Assoc Director, Athletics, ATHLETICS	*	\$71,580	*
Nicole Patrick	Manager, Admissions,STUDENT AFFAIRS	\$62,917	\$65,119	
Robert J. Pauley	Director (Acad), Research & Graduate Program, MEDICINE	\$139,525	\$144,100	3.28%
Frederic S. Pearson	Director (Acad), Peace/Conflict, CLAS	\$118,774	\$123,525	4.00%
Joseph Michael Pellerito	Director (Acad), Occup. Therapy, PHARM & H.S.	\$93,467	\$98,642	5.54%
Alicia D. Pendleton	Director III, Employment Services, HUMAN RESOURCES	\$76,000	\$81,000	
Sharon Ann Phillips	Director, Dean's Office, UNIV LIBRARIES	\$109,687	\$113,926	3.86%
Charles A. Pokriefka	Assoc Director,Medical Facilities, MEDICINE	*	\$79,550	*
Jennifer L. Powell	Assis Director II, Deans Office Business, BUS AD	\$60,000	\$64,150	
Sarah J. Pruess	Assis Director I, Athletics, ATHLETICS	\$48,634	\$53,000	8.98%
Karin Przyklenk	Director (Acad) Deans Office Medicine, MEDICINE	\$220,000	\$229,075	
Alvin Leon Rainey,Jr.	Director II, LABOR RELATIONS	\$83,234	\$88,234	6.01%
Randy R. Ramharack*	Director, VP Research, RESEARCH	*	\$91,155	*
Lisa A. Ramos	Manager,Medical External Affairs, MEDICINE	\$55,862	\$57,825	3.51%
Padmaja Rao	Assis Director I, Placement Services, STUDENT AFF	\$57,373	\$59,381	3.50%
Erwin K. Rauschendorfer*	Assoc Director, Medical Software Systems, MEDICINE	*	\$80,625	*

OTHER NON-REPRESENTED PERSONNEL, Continued

Dwanja D. Ray*	Manager, Medicine Human Resources, MEDICNE	*	\$66,684	*
Naftali Raz	Assoc Director(Acad), Institute of Gerontology, RESE	\$109,492	\$113,324	3.50%
Paul Rease*	Manager, Academic Coll Enrich Servs, STUDENT AFF	*	\$73,586	*
Michelle L. Reaves	Assoc Director, Deans Office Eng, ENGINEERING	\$77,950	\$79,950	2.57%
Irvine D. Reid*	President Emeritus, Eugene Applebaum Chair In Comm En	*	\$389,633	*
Lisa M. Remsing	Assis Director (Acad) Business Admin StudeServices, B. A.	\$51,320	\$53,125	3.52%
Gayle M. Reynolds	Assoc Director I, Registration, STUDENT AFFAIRS	\$72,420	\$73,899	2.04%
Kimberly E. Rize	Director Deans Office Nursing, NURSING	\$82,025	\$85,310	4.00%
Henry L. Robinson	Director IV, ACCESS, STUDENT AFFAIRS	\$92,986	\$102,285	10.00%
William J. Robinson*	Manager, Academic Coll Enrich Servs, STUDENT AFF	*	\$64,662	*
Elizabeth J. Roggenbuck*	Assoc Director, Psychiatry, MEDICINE	*	\$63,450	*
Linda M. Roth	Director (Acad), Medical Personnel, MEDICINE	\$115,000	\$119,750	4.13%
Brian J. Rottermond*	Assoc Director, Law Instruction Units, LAW SCHOOL	*	\$79,649	*
Laurenn L. Rowland	Assis Director I, Counseling Services, STUDENT AFF	\$53,040	\$84,275	58.89%
Melissa A. Runge-Morris	Director, (Acad), Inst of Environ Hlth Sci, RESEARCH	\$140,896	\$160,896	14.19%
John D. Rutherford	Assis Library Director II, Library Compu UNIV LIB	\$76,500	\$79,270	3.62%
Gail Louise Ryan	Director IV, Spon Prog, RESEARCH	\$79,271	\$109,190	37.74%
Rajalakshmi M. Sabapathy*	Director, Deans Office Business Admin, BUS ADMIN	*	\$79,459	*
Eva S. Samulski*	Assoc Director, Internal Medicine, MEDICINE	*	\$60,875	*
Delta J. Saulsberry*	Manager, Academic Coll Enrich Servs, STUDENT AFF	*	\$64,506	*
Kathleen E. Schmeling	Assoc Director I, (Acad), Labor History, ARCHIVES	\$68,992	\$73,000	5.81%
Ann G. Schwartz	Assoc Director (Acad), Cancer Institute, MEDICINE	\$195,700	\$203,800	4.14%
Linda Seatts	Director II (Acad), Int'l Stu & Schol, STUDENT AFFAIRS	\$72,420	\$77,852	7.50%
Sharon Sellers-Clark	Director (Acad), Teacher Ed, EDUCATION	\$75,000	\$77,744	3.66%
Joseph R. Sharpe	Manager, Public Services, UNIV LIB	\$47,000	\$49,820	6.00%
Anthony F. Shields	Assoc Director (Acad), Internal Medicine, MEDICINE	\$195,300	\$203,400	4.15%
Lisa C. Shrader	Deputy Chief of Staff, Deputy Chief of Staff, PRES OFF	\$86,024	\$105,824	23.02%
Julia Mitchell Simmons	Director I, Med Acad/Stud Prog, MEDICINE	\$82,950	\$85,900	3.56%
Lori A. Simoes*	Director, VP Research, RESEARCH	*	\$92,040	*
Douglas I. Skrzyniarz*	Director, Medical External Affairs, MEDICINE	*	\$103,500	*
Michael Owen Smith	Director, (Acad), Labor History/Archiv, PROVOST/AC AFF	\$101,451	\$105,002	3.50%
Hans-Peter Soder	Director (Acad), Jr Year Prog, CLAS	\$76,270	\$79,320	4.00%
Robert James Sokol	Director (Acad), OB/GYN, MEDICINE	\$278,950	\$290,500	4.14%
Ronald J. Spalding*	Assoc Director, Medical Acad & Student Programs, MED	*	\$76,550	*
Harold Michael Stack	Director (Acad), Labor Stud, PROVOST/AC AFF	\$117,081	\$126,354	7.92%
Lynn M. Standley-Ryan	Assoc Director I, Acad Technologies & Customer Serv	\$73,827	\$75,304	2.00%
Frank J. Stasa*	Assoc Director, Medical Software Systems, MEDICINE	*	\$80,075	*
Jonathan Stepherson*	Director, VP Academic Affairs, PROV & VP ACAD AFF	*	\$81,057	*
Eric K. Stief*	Director, VP Research, RESEARCH	*	\$105,000	*
Christine K. Stephens	Assoc Director II, Records & Registration, STUDENT AFF	\$72,710	\$74,891	3.00%
Shelia J. Stewart	Director III, Bursar, FISCAL OPERATIONS	\$94,324	\$104,588	10.88%
Jana Stoyanovich	Director I, Devel. Office, DEV & ALUMNI	\$70,000	\$72,800	4.00%
Julie M. Sullivan	Director III, Deans Office Medicine, MEDICINE	\$103,848	\$107,500	3.52%
Susan Ann Talley	Director (Acad), Physical Therapy, PHARM & H.S.	\$84,616	\$89,416	5.67%
William W. Tandy*	Manager, Academic Coll Enrichment Servs, STUD AFF	*	\$63,702	*
Virginia Thomas*	Library Director, Law Lib, UNIV LIBRARIES	*	\$145,000	*
Marlene M. Thompson*	Assoc Director, Urology, MEDICINE	*	\$65,700	*
Thomas Lyke Thompson	Director (Acad), Urban Studies, PROVOST/AC AFF	\$140,471	\$146,090	4.00%
Allison K. Tookes*	Assoc Director, Athletics, ATHLETICS	*	\$70,097	*
Robert N. Truman*	Assoc Director, Admin Services Lifelong Learning, MPSS	*	\$85,377	*
Arthurine N. Turner*	Director, Admin Services Lifelong Learning, MPSS	*	\$103,500	*
Mary T. Valade-Levin	Director, Law Instruction Unit, LAW SCHOOL	\$70,000	\$73,150	4.50%
Kristi J. Verbeke	Assoc Director, Center Teaching & Learning, UNIV LIB	\$59,994	\$62,094	3.50%
Erika H. Walker*	Assoc Director, Ophthalmology, MEDICINE	*	\$68,650	*
Robert S. Walsh*	Assoc Director, Macomb Univ Center, MPSS	*	\$69,951	*
Suzanne M. Wasmundt	Director, Neurology, MEDICINE	\$72,300	\$74,500	3.04%
David H. Weinberg	Director (Acad), History, CLAS	\$108,582	\$112,383	3.50%
Keith L. White*	Assoc Director, Credit Prog Lifelong, MPSS	*	\$66,276	*
Kathryn P. Wildfong	Manager, University Press, UNIV PRESS	\$57,727	\$60,036	4.00%
Karen M. Wilson*	Assoc Director, Deans Office Eng, ENGINEERING	*	\$54,358	*
Nicole R. Winkler*	Assoc Director, Deans Office Nursing, NURSING	*	\$77,275	*
William M. Winkler	Director I, Medical Exter Affairs, MEDICINE	\$82,450	\$85,350	3.52%
Steven L. Winter	Director (Acad), Law, LAW SCHOOL	\$186,184	\$189,713	1.90%
Barbara A. Wolfe	Manager, Student Financial Aid, STUDENT AFF	\$67,391	\$70,087	4.00%
Michael T. Wood*	Director III, Grad Admissions, GRAD SCHOOL	*	\$95,171	*
Prudentia A. Worth (40%)	Director (Acad), Nurse Anesthetist, PHARM & H.S.	\$28,679	\$30,400	6.00%
James R. Wurm	Manager, Library Computing & Media Services, U. LIB	\$65,000	\$67,275	3.50%
Antonio E. Yancey	Director, Research, RESEARCH	\$84,000	\$87,360	4.00%
Gary L. Zaddach*	Director, Deans Office Engineering, ENGINEERING	*	\$95,949	*
Susan A. Zwieg	Director IV, Admissions, STUDENT AFFAIRS	\$112,975	\$116,929	3.50%
Sub-total for continuing administrators:		\$13,753,302	\$14,772,844	7.41%
Total for Continuing Administrators		\$37,938,230	\$40,393,826	6.47%

Graduate Employee Negotiations Continue

Fees Imposed on International Students a Primary Issue

Bargaining continues between the Administration and the Graduate Employees' Organizing Committee (GEOC), Local 6123 of the American Federation of Teachers. The collective bargaining agreement covering the nearly 500 graduate teaching assistants on campus expired at the end of February with no agreement on a new contract in sight.

Administrators have reassured graduate employees that they will receive the pay and benefits as scheduled under the expired agreement. But with only a couple of months left in the semester, GEOC negotiators are worried that the Administration will prolong negotiations into the spring and summer, when the number of GEOC members on campus falls dramatically.

"We've asked administrators to meet with us more often and for longer periods of time," says GEOC Lead Negotiator, Carissa Broadbridge. "It's clear to me that this process will continue to be slow and ineffective without widespread campus support."

GEOC began the process of negotiations in May 2008. "We notified the administration over the summer of our intent to bargain, precisely because we wanted to avoid a situation like this," said GEOC President Bayley Zito. "And yet, they didn't start negotiating until December 2008." GEOC has submitted a proposal regarding compensation, but the administration has not yet responded.

In the meantime, GEOC's platform centers on maintaining medical, dental, and vision benefits, and establishing a policy of equal pay for equal work. As it currently stands, graduate teaching assistants are paid less for teaching in the summer than in the fall and winter semesters.

A key issue of concern is the "SEVIS fee" which international students must currently pay to the university. The fee is supposed to cover part of the cost to the university for compliance with the Student and Exchange Visitor Information System, a data bank established under the Patriot Act and managed by the Department of Homeland Security to track foreign visitors. The fee paid to WSU is on top of an individual fee which the student pays to the U.S.

government before arriving in Detroit. WSU's SEVIS fee comes to \$125 a year, and is no small concern for graduate teaching assistants trying to survive on their modest wages. It is a key issue for GEOC, since an estimated 47% of its members come from China, India, Sri Lanka, Jordan and other foreign lands.

Based on their examination of documents acquired under the Freedom of Information Act, GEOC negotiators believe that Wayne's SEVIS fee places an unwarranted cost on international graduate students and should be abolished. As the web site for U.S. Immigration and Customs Enforcement stresses, not all

colleges charge this supplemental fee, and there is no mandate under law requiring them to do so.

Marylou Naumoff, a graduate employee in Communications said, "No one wants to see teachers mistreated on this campus and everyone has a shared interest in creating the best and most effective classrooms at Wayne State. But we need the campus' help to negotiate a contract that ensures graduate employees have the resources to do our best work."

GEOC is planning to organize campus demonstrations in support of their negotiators and will be asking for support from other unions on campus, as well as other grad locals in Michigan.

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Join us at the
Membership Meeting

Wednesday, April 1, 2009
12:00 pm – 1:30 pm
Undergraduate Library
Bernath Auditorium (1st Floor)

Agenda

- *Fiscal Crisis in Michigan and WSU
- *President's Report
- *Political Action Committee Report
- *Officer's Nominations
- *Other Business

We are accepting nominations for AAUP-AFT President, Secretary and Executive Board Member-at-Large until Friday 4/3/09 and will be accepting nominations from the floor at the 4/1 meeting. Call us at 577-1750 or email us at aaupaft@wayne.edu.

Meeting is open for all full-dues paying members.



Check It Out!: Income data for all WSU salaried employees, including faculty and academic staff salary increases are now on our website: www.aaupaft.org.

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