



NEWSBRIEFS

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Administrative Salaries

A Welcome Break From Past Practice

For the first time in years, salary increases in 2002-2003 for continuing administrators trailed behind the negotiated increases for faculty and academic staff. We know of no bonus payments that may have supplemented administrative compensation, though some administrator's have received them in the past. The relatively modest increase in management salaries (1.85% for administrators in continuing appointments) compared to faculty and academic staff (2.00% across the board and 3.25% including a one-time bonus and the pool for selective raises) was a departure from the usual outcome.

In the past, administrative raises have been higher (sometimes much higher) than raises for the academic personnel who carry out the primary mission of the university—education and research. In the context of the present budgetary crisis and spending cutbacks, this reversal of priorities is welcome. We have a long way to go, however, before the accumulated imbalances of past years are fully addressed, particularly with respect to the long-term erosion of tenure-track faculty positions and continuing cutbacks in academic staff. It will be hard to make substantial progress in reversing these

trends in the current economic and political environment, but we can at least insist that there be no further compromise in the direction of part-time and contingent labor.

As always, there was considerable variation in salary increases for the 313 individual adminis-

trators included in our list. President Reid and most of the Vice Presidents and Deans took the smallest increase, just .04%, amounting to a virtual freeze in salaries. It

should be noted, however, that President Reid's new salary does not include the additional 5% given him in deferred compensation. On the other hand, even his current salary of \$215,547 places him only 5th on the overall salary list, trailing top administrators in the School of Medicine.

For the balance, most of the raises hovered around the 2.04% level, with a scattering of salary cuts and a few double-digit raises on either side of this modal point. The overall average for continuing administrators does not include the many cases—marked with an asterisk—where the change in compensation reflects a change in status, usually a promotion.

VICTORY

**UM non-tenure-track
faculty vote yes for union**

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ADMINISTRATIVE SALARIES, 2002-03

EXECUTIVE OFFICERS

Name	Title/Position	2001-02 Salary	2002-03 Salary	% Change
Charles Richard Bantz	Provost & Sr. Vice President, Academic Affairs	\$186,330	\$186,402	0.04%
Charles L. Brown	Vice President, Student Dev & Campus Life	\$155,850	\$155,910	0.04%
George E. Dambach	Vice President, Research	\$199,944	\$200,021	0.04%
John Louis Davis	Sr Vice President, Finance and Administration	\$163,971	\$164,034	0.04%
Meredith Gibbs	Executive Vice President, Chief of Staff	\$150,915	\$165,064	9.38%
James Walter Johnson	Vice President, Computing & Info Tech	\$193,516	\$193,591	0.04%
Louis A. Lessem	Vice President, General Counsel	\$129,718	\$140,054	7.97%
Julie Hearshen Miller	Secretary to the Board of Governors	\$79,695	\$85,033	6.70%
Faye A. Nelson	Vice President, Governmental Affairs	\$128,227	\$135,052	5.32%
Irvin D. Reid^^^	President	\$215,464	\$215,547	0.04%
Gary Edward Rounding	Sr Vice President, Devel & Alumni	\$198,553	\$198,630	0.04%

ASSOCIATE & ASSISTANT VICE PRESIDENTS

James Donald Barbret	Assoc Vice President, RESEARCH	\$145,390	\$148,655	2.25%
Stephen Eric Brown	Assoc Vice President, DEVEL & ALUMNI	\$112,000	\$114,956	2.64%
Susan Elizabeth Burns	Assoc Vice President, DEVEL & ALUMNI	\$134,000	\$137,805	2.84%
John S. Camp	Assoc Vice President & Dep Chf Inf Off, C & IT	\$133,928	\$137,329	2.54%
Gary Kever Dent*	Assoc Vice President, HUMAN RESOURCES	\$140,000	\$142,855	*
Nabeleh Ghareeb	Asst Vice President, BUSINESS OPERATIONS	\$107,167	\$109,428	2.11%
Roger William Kempa	Asst Vice President, FISCAL OPERATIONS	\$118,612	\$121,114	2.11%
Richard L. Lintvedt	Assoc Vice President, RESEARCH	\$137,859	\$140,670	2.04%
Kaye Moore Patten	Asst Vice President, STUD DEV & CAMPUS LIFE	\$107,120	\$111,137	3.75%
Fred H. Reinhart*	Asst Vice President, RESEARCH	\$109,106	\$140,000	*
Marguerite S. Rigby	Asst Vice President, DEV & ALUM	\$104,996	\$107,768	2.64%
Marda Joan Robillard*	Asst Vice President, RESEARCH	N/A	\$105,000	*
James R. Sears, IV	Asst Vice President, FAC PLAN & MGT	\$116,480	\$118,936	2.11%
Thomas J. Sees, Sr.	Assoc Vice President, STUD DEV & CAMPUS LIF	\$115,320	\$117,365	1.77%
E. Ray Stinson	Asst Vice President, RESEARCH	\$108,849	\$113,069	3.88%

PROVOST'S OFFICE

Marie Draper Dykes	Associate Vice President	\$114,241	\$119,285	4.42%
William Emerson Hill	Assistant Vice President	\$76,560	\$77,590	1.35%
Jack Kay	Associate Vice President	\$125,300	\$129,199	3.11%
Keith D. Kenny*	Associate Vice President	\$103,000	\$130,000	*
John P. Oliver	Associate Vice President	\$167,480	\$173,245	3.44%
Susan Rose Raftery*	Assistant Vice President	N/A	\$125,000	*
Margaret E. Winters*	Associate Vice President	N/A	\$141,253	*

DEANS

John David Crissman	Dean, MEDICINE	\$307,400	\$307,518	0.04%
Harvey Kahalas	Dean, BUSINESS ADMINISTRATION	\$193,000	\$193,074	0.04%
Ralph H. Kummler	Dean, ENGINEERING	\$170,000	\$170,066	0.04%
Joan E. Mahoney	Dean, LAW	\$197,600	\$197,676	0.04%
Linda L. Moore	Dean, FINE, PERF & COMM ARTS	\$143,300	\$143,355	0.04%
Hilary Horn Ratner	Dean, ACADEMIC AFFAIRS	\$135,000	\$138,000	2.22%
Barbara Klug Redman	Dean, NURSING	\$160,500	\$160,562	0.04%
Lawrence Alvin Scaff	Dean, LIBERAL ARTS	\$151,100	\$151,158	0.04%
Beverly Jean Schmoll	Dean, PHARMACY & AHP	\$155,000	\$155,060	0.04%

^^^President Reid's new salary does not include the additional 5% given him in deferred compensation.

*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	2001-02 Salary	2002-03 Salary	% Change
Robert L. Thomas	Dean, SCIENCE	\$183,000	\$183,071	0.04%
Phyllis Ivory Vroom	Dean, SOCIAL WORK	\$129,400	\$140,054	8.23%
Paula Christine Wood*	Dean, EDUCATION	\$176,446	\$147,600	*
Sandra G. Yee	Dean, UNIV. LIBRARIES	\$135,000	\$135,052	0.04%
Alma Harrington Young	Dean, CULMA	\$156,050	\$156,110	0.04%
ASSOCIATE, ASSISTANT & DEPUTY DEANS				
Ann R. Alvarez*	Associate Dean, SOCIAL WORK	\$58,991	\$97,183	*
Thomas C. Anderson	Associate Dean, BUSINESS ADMIN	\$100,461	\$93,821	-6.61%
Kertia L. Black*	Assistant Dean, MEDICINE	\$84,800	\$212,800	*
Robert M. Boyle	Associate Dean, CULMA	\$124,486	\$127,534	2.45%
Stephen James Cavanagh	Associate Dean, NURSING	\$108,742	\$118,103	8.61%
Sharon W. Elliott*	Deputy Dean, EDUCATION	\$142,521	\$134,249	*
Sarah Jane Erbaugh	Assistant Dean, EDUCATION	\$93,315	\$102,847	10.21%
Naomi Estalee Ervin	Assistant Dean, NURSING	\$104,000	\$106,121	2.04%
Joan Marie Ferguson*	Admin Asst Dean II, FINE, PERF & COMM ARTS	\$72,131	\$70,521	*
Robert Richard Frank	Associate Dean, MEDICINE	\$204,400	\$210,000	2.74%
Kenneth Alan Ginsburg	Assistant Dean, MEDICINE	\$127,100	\$129,692	2.04%
Herman B. Gray, Jr.*	Associate Dean, MEDICINE	\$225,000	\$46,232	*
Janice W. Green	Assistant Dean, EDUCATION	\$89,221	\$91,039	2.04%
James C. Hazlett, Jr.	Assistant Dean, MEDICINE	\$126,000	\$128,570	2.04%
Joanne Holbert*	Assistant Dean, EDUCATION	\$132,589	\$118,486	*
Steven Imler	Associate Dean, EDUCATION	\$133,274	\$135,993	2.04%
Snehama Khasnabis*	Associate Dean, ENGINEERING	\$103,785	\$151,159	*
Helene J. Krouse	Assistant Dean, NURSING	\$120,400	\$122,856	2.04%
Sheryl Ann Lamarand	Admin Asst Dean IV, SCIENCE	\$83,381	\$85,113	2.08%
Marjorie A. Lang	Assistant Dean, LAW	\$66,346	\$67,122	1.17%
Stephen Alexander Lerner*	Associate Dean, MEDICINE	\$147,348	\$177,405	*
Barton Michael Lessin	Assistant Dean, UNIVERSITY LIBRARIES	\$96,985	\$99,380	2.47%
Frederica B. Lombard	Associate Dean, LAW	\$157,818	\$161,779	2.51%
Helene Lycaki	Assistant Dean, MEDICINE	\$169,900	\$173,365	2.04%
John Michael Malone*	Associate Dean, MEDICINE	\$149,200	\$187,958	*
Michele Rosanne Miller	Assistant Dean, LAW	\$68,200	\$69,950	2.57%
Mary A. Nies	Associate Dean, NURSING	\$136,960	\$139,753	2.04%
David Lars Njus	Associate Dean, SCIENCE	\$123,768	\$125,866	1.70%
Silas Norman*	Assistant Dean, MEDICINE	\$146,794	\$161,851	*
Howard James Normile*	Associate Dean, HEALTH SCIENCES	\$105,135	\$122,821	*
Kenneth C. Palmer	Assistant Dean, MEDICINE	\$127,900	\$130,509	2.04%
David R. Pieper	Assistant Dean, MEDICINE	\$104,000	\$106,111	2.03%
Jose S. Pontes	Assistant Dean, MEDICINE	\$161,500	\$162,928	0.88%
Barbara Price	Associate Dean, BUSINESS ADMIN	\$144,200	\$147,256	2.12%
John C. Ruckdeschel*	Associate Dean, MEDICINE	N/A	\$200,000	*
Steven O. Salley	Associate Dean, ENGINEERING	\$129,112	\$137,753	6.69%
Michael K. Samson*	Assistant Dean, MEDICINE	\$245,500	\$62,197	*
Wynefred Halpin Schumann	Assistant Dean, PHARMACY	\$87,279	\$89,495	2.54%
Linda Fowler Sims	Assistant Dean, LAW	\$67,700	\$69,420	2.54%
Richard L. Slaughter*	Assistant Dean, PHARMACY	\$128,354	\$135,974	*
Donald C. Spinelli	Associate Dean, LIBERAL ARTS	\$85,238	\$87,538	2.70%
Lynn Sorensen Sutton	Associate Dean, UNIV LIBRARIES	\$103,900	\$112,718	8.49%
Chin-An Tan*	Associate Dean, ENGINEERING	\$83,424	\$122,447	*
Gerald O. Thompkins	Assistant Dean, ENGINEERING	\$104,000	\$106,121	2.04%
Thomas W. Uhde	Associate Dean, MEDICINE	\$276,300	\$209,486	-24.18%
John D. Vander Weg	Associate Dean, FINE, PERF & COMM ARTS	\$85,000	\$87,133	2.51%

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Name	Title/Position	2001-02 Salary	2002-03 Salary	% Change
John Manuel Lopes	Assoc Chair, Biological Sci, SCIENCE	\$80,551	\$118,673	47.33%
William David Lyman	Assoc Chair, Pediatrics, MEDICINE	\$232,500	\$238,016	2.37%
Charles Wayne Manke, Jr.	Chair, Chem Engineering, ENGINEERING	\$131,000	\$133,462	1.88%
Pariedeau Mars*	Chair, Africana Studies, LIBERAL ARTS	\$72,165	\$100,598	*
Harold Michael Marsh	Chair, Anesthesiology, MEDICINE	\$151,400	\$154,488	2.04%
James D. Marsh*	Assoc Chair, Internal Med, MEDICINE	\$279,052	\$143,349	*
Robert Joseph Martin*	Assoc Chair, Art/Art Hist, FINE, PERF & COM AR	\$84,240	\$69,709	*
Robert Henry Mathog	Chair, Otolaryngology, MEDICINE	\$175,300	\$177,648	1.34%
Douglas Allan Miller	Assoc Chair, Pharmacy Prac, PHARM & AHP	\$119,398	\$122,444	2.55%
Paul C. Montgomery	Chair, Immun/Microb, MEDICINE	\$206,300	\$209,063	1.34%
George Joji Murakawa	Chair, Dermatology, MEDICINE	\$150,100	\$152,110	1.34%
John B. O'Connell	Chair, Internal Medicine, MEDICINE	\$183,900	\$187,650	2.04%
Randolph C. Paschke*	Chair, Accounting, BUSINESS ADMIN	N/A	\$100,000	*
Joseph Michael Pellerito	Chair, Occup Therapy, HEALTH SCIENCES	\$86,470	\$88,669	2.54%
Francis Eugene Plonka	Chair, Indus/Manuf Engg, ENGINEERING	\$147,000	\$154,893	5.37%
Eva M. Powers	Chair, Dance, FINE, PERF&COMM ARTS	\$73,620	\$75,521	2.58%
Mulchand S. Rathod	Chair, Engineering Tech, ENGINEERING	\$143,500	\$146,426	2.04%
Setti Subbiyer Rengachary*	Assoc Chair, Neurosurgery, MEDICINE	\$109,090	\$122,235	*
James Harry Rigby	Chair, Chemistry, SCIENCE	\$200,400	\$204,486	2.04%
Barry Philip Rosen	Chair, Biochemistry, MEDICINE	\$202,600	\$208,732	3.03%
Aleya A. Rouchdy	Chair, Near East/Asian, LIBERAL ARTS	\$87,705	\$89,459	2.00%
Bruce Alan Russell	Chair, Philosophy, LIBERAL ARTS	\$100,700	\$102,754	2.04%
Mary Jean Schenk	Chair, Family Med, MEDICINE	\$214,700	\$220,582	2.74%
Donald Earl Schurlknight	Chair, Romance Lang, LIBERAL ARTS	\$85,793	\$88,876	3.59%
Richard K. Severson	Assoc Chair, Family Med, MEDICINE	\$173,900	\$178,664	2.74%
Linda Estelle Simmons*	Assoc Chair, Dance, FINE, PERF & COM ARTS	\$50,303	\$56,128	*
Bonnie Fiedorek Sloane	Chair, Pharmacology, MEDICINE	\$202,200	\$207,740	2.74%
Wilbur L. Smith*	Chair, Radiology, MEDICINE	N/A	\$155,000	*
Margaret A. Smoller	Chair, Fin/Bsn Econ, BUSINESS ADMIN	\$133,900	\$136,252	1.76%
Bonita Frances Stanton*	Chair, Pediatrics, MEDICINE	N/A	\$166,700	*
Charles J. Stivale*	Chair, Art/Art History, FINE, PERF&COMM ARTS	\$84,586	\$110,000	*
Craig Karl Svensson	Assoc Chair, Pharm Sci, PHARMACY	\$113,825	\$116,149	2.04%
Joseph K. H. Tan*	Chair, Info Sys/Manuf, BUSINESS ADMIN	N/A	\$140,000	*
Manuel Ellis Tancer*	Chair, Psychiatry, MEDICINE	\$278,592	\$206,508	*
Dennis J. Tini	Chair, Music, FINE, PERF, COM ARTS	\$103,047	\$105,349	2.23%
Liborio Tranchida*	Assoc Chair, Internal Med, MEDICINE	\$190,900	\$170,008	*
James David Tucker*	Chair, Biological Sci, SCIENCE	N/A	\$135,000	*
Kathryn Ann Urberg	Assoc Chair, Psychology, SCIENCE	\$97,500	\$99,489	2.04%
Mumtaz Usman	Chair, Civil Engg, ENGINEERING	\$151,500	\$154,772	2.16%
Avis Carlotta Vidal	Chair, Geog/Urb Plan, CULMA	\$102,000	\$104,640	2.59%
Jogindra Mohan Wadehra	Assoc Chair, Physics, SCIENCE	\$111,543	\$113,818	2.04%
Kenneth Russell Walters	Chair, Classics, Greek & Latin, LIBERAL ARTS	\$82,897	\$84,929	2.45%
Cynthia Ward*	Assoc Chair, Credit Programs, CLL	\$62,771	\$71,884	*
Carol Ann Watkins*	Chair, Clinical Lab Sci, ALLIED HEALTH	\$72,000	\$36,734	*
Donald Willard Weaver*	Assoc Chair, Surgery, MEDICINE	\$116,030	\$142,995	*
Lowell Edward Wenger	Chair, Physics, SCIENCE	\$137,885	\$140,697	2.04%
Russell Douglas Whitman	Assoc Chair, Psychology, SCIENCE	\$122,135	\$124,626	2.04%
Leon C. Wilson	Chair, Sociology, LIBERAL ARTS	\$95,000	\$98,837	4.04%
Charles H. Winter	Assoc Chair, Chemistry, SCIENCE	\$143,752	\$149,560	4.04%
Prudentia A. Johnson Worth*	Chair, Anesthesia, ALLIED HEALTH PROF	\$78,583	\$24,059	*
Russell Kazuo Yamazaki	Assoc Chair, Pharmacology, MEDICINE	\$94,100	\$96,020	2.04%
Marvin Zalman	Chair, Criminal Justice, LIBERAL ARTS	\$102,450	\$104,540	2.04%
Yang Zhao	Chair, Elect/Computer Engg, ENGINEERING	\$136,500	\$139,284	2.04%

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OTHER NON-REPRESENTED PERSONNEL

Name	Title/Position	2001-02 Salary	2002-03 Salary	% Change
Karin Gay Abel	Director II, Benefits Admin, HUMAN RES	\$72,323	\$74,014	2.34%
Sandra E. Alford*	Director, Acad, Comm Educ, CLL	\$83,631	\$85,337	*
Valerie Marie Allen-Hardesty	Director II, Plant Oper., FAC PLAN & MGT	\$72,500	\$74,029	2.11%
Victoria Asmar Anderson	Ombudsperson, CHIEF OF STAFF	\$75,007	\$76,537	2.04%
David Salman Bach	Director, Acad, Pharm Prac, PHARMACY	\$139,934	\$142,788	2.04%
Paul J. Beavers*	Lib Dir, Lib Info Svc, UNIV LIBRARIES	\$73,441	\$80,817	*
Howard Otha Bell*	Exec Dir Res Tech Park, GOV/COMMUN AFF	\$89,960	\$130,000	*
Sandra Combs Birdiatt	Director, Acad, Communication, FPCA	\$57,680	\$58,857	2.04%
James E. Blessman,Jr	Director, Acad, Family Med, MEDICINE	\$165,600	\$167,975	1.43%
Kenton A. Bolt	Director I, Grounds Main., FAC. PLAN & MANAG	\$64,983	\$66,353	2.11%
Clifford A. Brown*	Director, Internal Audit, INTERNAL AUDIT	\$126,000	\$127,764	*
Robert P. Brown*	Director II, Mkt Svc, DEV & ALUMNI AFF	N/A	\$68,000	*
Louise Marie Bugg	Library Director, Tech. Svc., UNIV LIBRARIES	\$95,606	\$97,935	2.44%
Ronald Bradd Burningham*	Library Dir, Access Svc, UNIV LIBRARIES	\$48,747	\$73,470	*
Linda L. Carr	Director II, Employment Svc, HUMAN RES	\$67,252	\$68,812	2.32%
Eugene Colston Carter	Director II, Custodial Main, FAC PLAN & MGT	\$72,500	\$74,029	2.11%
Georgia A. Clark	Library Director, Law Lib, UNIV LIBRARIES	\$99,161	\$101,611	2.47%
Jan Theresa Collins-Eaglin*	Director II, Counseling Svc, STUD DEV&CAMPUS	N/A	\$75,000	*
William N. Cooke	Director, Acad, Deans Office, CULMA	\$129,363	\$132,001	2.04%
Stephen David Corrsin	Asst Lib Dir II, Tech Svc, UNIV LIBRARIES	\$60,100	\$61,612	2.52%
Theodore George Coutilish	Director III, Marketing Svc, MKT & COMMUN	\$79,311	\$81,405	2.64%
Kevin J. Culler*	Assoc Director, Fin Aid, STUD DEV & CAMPUS L	\$89,340	\$80,250	*
Donna Marie Dauphinais	Chief of Staff, Med Administration, MEDICINE	\$130,000	\$133,650	2.81%
Carrolyn Ann Davis	Assoc Director, Archives, CULMA	\$72,176	\$74,204	2.81%
Elizabeth Jean Dawe	Director, Acad, MEDICINE	\$109,600	\$111,836	2.04%
Margaret Kipfmueller Delor	Director I, Development, DEV & ALUM	\$64,913	\$66,367	2.24%
Timothy D. Demos	Director I, Contract/Rel Svc, BUS OPERATIONS	\$59,772	\$61,032	2.11%
James Charles Dorsett*	Director II, Intl Studs/Schol, STUD DEV & CAMP	N/A	\$63,786	*
Patricia R. Douglas	Director III, Accounting, FISCAL OPERATIONS	\$91,288	\$93,213	2.11%
Walter Fitz-Herbert Edwards	Director, Acad., ACADEMIC AFFAIRS	\$100,700	\$102,719	2.00%
Erica M. Eisinger	Director, Acad, LAW	\$97,700	\$100,038	2.39%
Merlin E. Ekstrom	Res Dir IV, Lab Animla Res, RES SUPP	\$113,546	\$116,320	2.44%
Marlene Grazioli Erno*	Director IV, Research/Spon Prog, RESEARCH	\$93,600	\$71,632	*
Ahmad M. Ezzeddine*	Director, Acad, Prof Dev, BUSINESS ADMIN	\$62,800	\$71,527	*
Donald R. Falkenburg	Director (Acad), Indus/Mfg Engg, ENGINEERING	\$158,750	\$162,194	2.17%
Linda K. Falkiewicz	Director IV, Registrar/Rec, STUD DEV & CAMPUS	\$91,175	\$94,860	4.04%
Lawrence D. Favro	Director, Acad., Manufacturing Res, RESEARCH	\$130,851	\$133,520	2.04%
Marcia Earlene Femrite	Director IV, GOVERN. & COMMUNITY AFF	\$83,381	\$85,081	2.04%
Howard Finley	Director I, ISP, CULMA	\$68,810	\$70,496	2.45%
Larry Steven Fodor*	Director II, Utilities/Energy, FAC PLAN & MGT	N/A	\$72,000	*
Robert J. Fournier	Athletic Director, Athletics, STUD DEV & CAMPU	\$109,200	\$112,492	3.01%
Lance Franklin	Res Dir III, Env Hlth/Safety, RES SUPP	\$102,962	\$105,062	2.04%
Jonathan Jay Frederick*	Director II, Parking/Trans, CHIEF OF STAFF	\$63,868	\$73,500	*
William M. Giammara	Director II, BUSINESS OPERATIONS	\$66,190	\$67,585	2.11%
Joan Menichetti Gossman	Director III, Purchasing, FISCAL OPERS	\$92,178	\$94,057	2.04%
Donna H. Green	Director, Acad, Ctr Teaching/Lrng, ACAD AFF	\$91,500	\$93,836	2.55%
Colin R. Hand*	Director I, Utilities/Energy Cons, FAC PLAN/MGT	\$70,000	\$71,476	*
Janet Kula Harden	Director (Acad), NURSING	\$71,968	\$73,436	2.04%
Jennifer Marie Harmon*	Director I, Devel Office, DEV & ALUMNI AFF	\$67,000	\$76,240	*
Michael Arthur Herbert	Chief Admin Officer, MEDICINE	\$161,200	\$165,502	2.67%
Jerry S. Herron*	Director, Acad, Acad Affs, LIBERAL ARTS	\$97,500	\$120,000	*

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Jane Louise Hoehner*	Director, Univ Press, UNIV PRESS	\$46,442	\$84,000	*
Homer Lee Isaac, Jr.	Director II, Risk Management, FISCAL OPERS	\$82,738	\$84,424	2.04%
Robert Gerald Jackson	Director (Acad), ENGINEERING	\$123,004	\$125,513	2.04%
Richard P. Jasper*	Library Dir, Res Dev/Mgt, UNIV LIBRARIES	N/A	\$80,000	*
David F. Johnson	Director IV, Stud Ctr, STUD DEV & CAMPUS L	\$96,095	\$96,632	0.56%
Kimberly Johnson*	Director IV, Federal Aff, RESEARCH	N/A	\$76,831	*
Janet M. Joiner	Director I, SOCIAL WORK	\$60,353	\$61,585	2.04%
Ronald H. Kent	Director III, Placement Svc, STUD DEV & CAMPU	\$74,400	\$75,918	2.04%
Billy Lee King*	Director III, PUBLIC SAFETY	N/A	\$92,178	*
Kenneth Louis Kopka	Director I, Contracting, FAC PLAN & MGMT	\$74,498	\$76,069	2.11%
Elke Kramer*	Assoc Director, Foreign Lang, LIBERAL ARTS	\$70,000	\$71,428	2.04%
David Richard Lepper*	Director IV, External Affairs, MEDICINE	N/A	\$103,263	*
Barbara W. LeRoy	Director, Acad, Devel Disab, ACAD AFFAIRS	\$104,100	\$106,280	2.09%
Peter A. Lichtenberg	Director, Acad, Gerontology, RESEARCH	\$109,813	\$118,553	7.96%
Bernice R. Lopata	Director II, Development, DEV & ALUM	\$73,354	\$75,291	2.64%
Mark Robert Luborsky	Director, Acad, Gerontology, RESEARCH	\$159,275	\$162,524	2.04%
Tsveti Markova	Director, Acad, Family Med, MEDICINE	\$161,971	\$166,409	2.74%
Ellen B. Marks	Library Dir, Med Lib, UNIV LIBRARIES	\$91,916	\$94,186	2.47%
Sandra Irene Martin	Asst Lib Dir II, Med Lib, UNIV LIBRARIES	\$63,265	\$65,365	3.32%
Robert Michael Massanri	Director, Acad, Health Eff, MEDICINE	\$210,600	\$213,419	1.34%
Caryn G. Mathes	General Mgr, WDET, DEV & ALUMNI AFF	\$90,871	\$94,542	4.04%
Marcia McDonald	Director, Acad, LAW	\$48,097	\$49,316	1.33%
Queen Foreman McMiller*	Director II, Personnel Proc, HUMAN RES	N/A	\$80,000	*
Jennifer Mendez	Director, Acad, Gerontology, RESEARCH	\$80,809	\$82,457	2.04%
Joseph J. Mika*	Director, Acad, Lib/Info Sci, UNIV LIBRARIES	\$81,621	\$122,963	*
Bruce S. Morgan	Director, Acad, English, LIBERAL ARTS	\$71,310	\$72,865	2.18%
Susan L. Neste	Director III, Counseling Svc, ACADEMIC AFF	\$77,830	\$79,417	2.04%
Timothy Ngure Ngare	Director III, FISCAL OPERATIONS	\$92,040	\$93,982	2.11%
Raymond F. Novak	Director, Acad, Chem Tox, RESEARCH	\$188,979	\$192,833	2.04%
Audrey Marie Olmstead*	Director I, Devel Office, DEV & ALUMNI AFF	\$65,316	\$76,240	*
Randy G. Paquette*	Director III, Design Svc, FAC PLAN & MGT	N/A	\$90,000	*
Carol Ann Parker*	Asst Lib Dir II, Law Lib, UNIV LIBRARIES	N/A	\$70,000	*
Gerrie E. Paulson	Director III, Development, DEV & ALUM	\$81,904	\$84,066	2.64%
Frederic S. Pearson	Director, Acad, Peace/Conflict, CULMA	\$124,059	\$126,589	2.04%
Sharon Ann Phillips*	Director II, Media Svc, UNIV LIBRARIES	\$62,649	\$80,000	*
Michael Craig Piper	Director, Acad, DALNET, UNIV LIBRARIES	\$81,054	\$83,013	2.42%
Marjorie Lynne Powell	Director II, Equal Oppor, PRESIDENT	\$81,693	\$84,424	3.34%
Diana V. Pratt	Director, Acad, LAW	\$79,666	\$81,497	2.30%
Sharon Kay Progar	Director IV, FISCAL OPERATIONS	\$93,713	\$95,689	2.11%
Alvin Leon Rainey, Jr.*	Director II, LABOR RELATIONS	\$58,192	\$70,000	*
Henry L. Robinson	Director IV, ACCESS, STUD DEV & CAMPUS LIF	\$77,991	\$79,580	2.04%
Vanessa Robinson Rose	Director, UNIVERSITY BUDGET	\$110,679	\$122,447	10.63%
Gail Louise Ryan*	Director IV, Research/Spon Prog, RESEARCH	\$77,991	\$63,197	*
Cleveland M. Simmons	Director III, FAC PLAN & MGMT	\$104,558	\$106,755	2.10%
Julia Mitchell Simmons	Director I, MEDICINE	\$73,550	\$74,714	1.58%
Michael Owen Smith*	Director (Acad), Archives, CULMA	\$47,410	\$86,081	*
Jo-Ann Snyder	Director (Acad), Teacher Ed, EDUCATION	\$96,547	\$98,517	2.04%
Hans-Peter Soder	Director, Acad, Jr Year Prog, LIBERAL ARTS	\$60,937	\$62,261	2.17%
Robert James Sokol*	Director, Acad, OB/GYN, MEDICINE	\$195,136	\$248,981	*
Harold Michael Stack	Director, Acad, Labor Stud, CULMA	\$93,270	\$96,077	3.01%
Shelia J. Stewart*	Director III, Bursar, FISCAL OPERATIONS	N/A	\$84,000	*
Marla Brooks Stone*	Director III, McGregor Conf Ctr, DEV & ALUM	\$75,300	\$39,080	*
David J. Strauss*	Dean of Students, STUD DEV & CAMP LIFE	N/A	\$83,054	*

*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	Salary		% Change
Daniel A. Walz	Associate Dean, RESEARCH	\$196,980	\$200,997	2.04%
Alice McGaugh Young	Associate Dean, SCIENCE	\$159,776	\$163,035	2.04%
Linda S. Zaddach	Admin Asst Dean II, BUSINESS ADMIN	\$67,200	\$70,001	4.17%
CHAIRPERSONS/ASSOCIATE CHAIRS				
Antonia D. Abbey*	Chair, Community Med, MEDICINE	\$101,760	\$126,834	*
Gary W. Abrams	Chair, Ophthalmology, MEDICINE	\$185,700	\$190,787	2.74%
Louis R. Amundsen	Chair, Physical Therapy, ALLIED HEALTH	\$122,555	\$123,207	0.53%
Blair Vaughn Anderson	Chair, Theatre, FINE ARTS	\$72,800	\$74,801	2.75%
Peter J. Aronson*	Assoc Chair, Dermatology, MEDICINE	\$123,000	\$62,415	*
Robert K. Avery*	Chair, Communication, FINE, PERF&COMM ARTS	N/A	\$110,550	*
David J. P. Bassett	Chair, Occup/Env Hlth, ALLIED HEALTH	\$133,360	\$136,082	2.04%
Joyce Ann Benjamins	Assoc Chair, Neurology, MEDICINE	\$152,600	\$156,781	2.74%
Ralph Budd Blasier	Assoc Chair, Orthopedic Surgery, MEDICINE	\$141,900	\$144,794	2.04%
Brooks F. Bock	Chair, Emergency Medicine, MEDICINE	\$148,200	\$152,260	2.74%
Beth Ann Brooks	Assoc Chair, Psychiatry, MEDICINE	\$285,900	\$211,221	-26.12%
Frank Joseph Carmone, Jr.	Chair, Marketing, BUSINESS ADMIN	\$144,200	\$145,856	1.15%
Alfred L. Cobbs*	Chair, Germ/Slavic Std, LIBERAL ARTS	\$61,338	\$67,813	*
David M. Coleman	Assoc Chair, Chemistry, SCIENCE	\$79,014	\$80,395	1.75%
George B. Corcoran	Chair, Pharmaceutical Sci, PHARMACY	\$154,357	\$157,507	2.04%
Stephen Patrick DeSilva	Chair, Orthopedic Surgery, MEDICINE	\$155,100	\$159,349	2.74%
Chirpriya B. Dhabuwala*	Assoc Chair, Urology, MEDICINE	\$76,540	\$83,101	*
Michael P. Diamond	Assoc Chair, OB/GYN, MEDICINE	\$159,400	\$163,767	2.74%
Joseph C. Dunbar	Chair, Physiology, MEDICINE	\$198,800	\$204,246	2.74%
Richard Clement Elling	Chair, Political Science, LIBERAL ARTS	\$101,233	\$103,722	2.46%
John M. Flack	Assoc Chair, Internal Medicine, MEDICINE	\$150,100	\$154,212	2.74%
Farshad Fotouhi	Assoc Chair, Computer Sci., SCIENCE	\$116,768	\$121,485	4.04%
Peter Daniel Frade	Chair, Mort Sci, HEALTH SCIENCES	\$83,512	\$86,055	3.05%
Daniel Eugene Frohardt	Assoc Chair, Mathematics, SCIENCE	\$89,669	\$91,498	2.04%
David George Fromm	Chair, Surgery, MEDICINE	\$217,200	\$221,629	2.04%
David J. Grignon	Chair, Pathology, MEDICINE	\$167,200	\$171,781	2.74%
Richard Arthur Grusin	Chair, English, LIBERAL ARTS	\$134,000	\$137,252	2.43%
Murali Guthikonda	Chair, Neurosurgery, MEDICINE	\$120,151	\$122,602	2.04%
Donald P. Haase	Chair, Germ/Slavic Std, LIBERAL ARTS	\$91,106	\$87,337	-4.14%
Lowell J. Hansen	Chair, Mathematics, SCIENCE	\$100,500	\$102,550	2.04%
William L. Hase	Chair, Computer Science, SCIENCE	\$182,277	\$185,994	2.04%
Linda D. Hazlett	Chair, Anatomy, MEDICINE	\$199,600	\$205,068	2.74%
Stuart Dennis Henry*	Chair, ISP, CULMA	\$97,075	\$99,684	*
Steven R. Hinderer	Chair, Phys Med/Rehab, MEDICINE	\$201,500	\$204,198	1.34%
Joseph L. Jacobson	Chair, Psychology, SCIENCE	\$167,667	\$171,086	2.04%
Alex Johnson	Chair, Audiology/Spch Path, SCIENCE	\$128,250	\$130,866	2.04%
Robert Michael Johnson	Assoc Chair, Biochemistry, MEDICINE	\$130,500	\$132,332	1.40%
Theodore Benjamin Jones*	Assoc Chair, OB/GYN, MEDICINE	\$75,089	\$89,458	*
Mark S. Juzych	Assoc Chair, Ophthalmology, MEDICINE	\$114,300	\$116,631	2.04%
Thomas W. Killion	Chair, Anthropology, LIBERAL ARTS	\$103,400	\$105,940	2.46%
Albert I. King*	Chair, Deans Office, ENGINEERING	\$136,112	\$138,217	*
Kenneth A. Kline	Chair, Mechanical Engg, ENGINEERING	\$157,670	\$161,122	2.19%
David M. Klurfeld	Chair, Nutrition/Food Science, SCIENCE	\$129,621	\$131,622	1.54%
Marc Wayne Kruman	Chair, History, LIBERAL ARTS	\$103,718	\$116,238	12.07%
James P. Lentini	Assoc Chair, Music, FINE, PERF & COMM ARTS	\$69,530	\$74,420	7.03%
Jay H. Levin	Chair, Economics, LIBERAL ARTS	\$125,638	\$128,687	2.43%
Richard A. Lewis	Assoc Chair, Neurology, MEDICINE	\$149,100	\$153,186	2.74%
Robert P. Lisak	Chair, Neurology, MEDICINE	\$199,700	\$203,772	2.04%

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Name	Title/Position	2001-02 Salary	2002-03 Salary	% Change
Bryan J. Terry*	Director IV, Fin Aid, STUD DEV & CAMPUS LIFE	N/A	\$95,000	*
Thomas L. Thompson*	Director, Acad, Urban Studies, CULMA	\$75,833	\$126,517	*
Mary Ann Tyler-Allen*	Director II, Alumni Rels, DEV & ALUM AFF	N/A	\$70,000	*
David H. Weinberg	Director, Acad, History, LIBERAL ARTS	\$96,000	\$97,800	1.88%
Carol S. Wells	Director III, Community Rel, GOVT & COMM	\$75,365	\$76,902	2.04%
Thomas Joseph Wilhelm	Assoc Dir III, Couns Svc, STUD DEV & CAMPUS	\$85,685	\$87,432	2.04%
Steven L. Winter*	Director (Acad), LAW	N/A	\$170,000	*
Michael Timothy Wood	Director IV, Admissions, STUD DEV & CAMPUS L	\$88,710	\$81,990	-7.58%
Philip Charles Yankovich	Assoc Dir I, Regist/Records, STUD DEV & CAMPUS	\$60,885	\$62,409	2.50%
Cheryl Ann Yurkovich	Director III, Media Relations, MKT & COMM	\$83,711	\$85,670	2.34%
Larry J. Zimmerman*	Director, Acad, PHARM & HLTH SCI	\$58,098	\$69,940	*
Susan A. Zwiieg*	Director IV, Admissions, STUD DEV & CAMPUS L	N/A	\$95,000	*
Total for Continuing Administrators		\$27,798,019	\$28,311,004	1.85%

(Continuing administrators whose classifications changed

are not included in the totals for continuing administrators.)

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Call the AAUP-AFT union office @ 577-1750 for more information.

UM non-tenure-track faculty vote yes for union

DETROIT, MI (April 29, 2003) – Non-Tenure-Track faculty at the University of Michigan voted overwhelmingly today for union representation, giving them the right to negotiate job security, salary, and other conditions of employment with the university administration.

The vote, 631 in favor, 135 against, certifies the Lecturers' Employee Organization (LEO) as a collective bargaining agent affiliated with the Michigan Federation of Teachers & School Related Personnel, AFT, AFL-CIO.

Eligible to vote were approximately 1,300 part-time and full-time lecturers, adjunct faculty, and visiting faculty on the university's three campuses: Ann Arbor, Flint, and Dearborn. Ballots were mailed April 10 and counted today by the Michigan Employment Relations Commission (MERC).

Employed on year-to-year contracts, many faculty members supported unionization because of poor job security. "Many of us worry every year about getting re-appointed. Without a union to represent us, it's hard, if not impossible, to make the University listen to our concerns," said Margaretha Sudarsih, who teaches Indonesian on the Ann Arbor campus. Others cited more general issues. "What matters most to me is respect," said Jim Anderson, a lecturer in English at UM-Flint. "It is hardly a mark of respect to pay us

what the university pays us. 'You can take it or leave it,' we are told. Well, the union gives us another choice."

Non-tenure-track faculty sometimes works part-time at multiple universities to cobble together a living. While they teach up to a third of the undergraduate courses, their full-time salaries drop as low as \$20,000 per year and they frequently work without health insurance. "No longer will I feel invisible at the University; I really feel like I am part of the community now. This is good for our morale as much as for any material gains we may achieve," said Sheryl Edwards, who teaches Political Science at UM-Dearborn.

The campaign is part of a national trend of non-tenure-track organizing. "With this victory, we take a major step in the organization of so-called contingent faculty in Michigan and the nation. Organizing higher education workers into democratic unions is critical to the future of academic freedom, the quality of education, and the fate of the American labor movement," said Ian Robinson, a lecturer in Sociology and member of the union organizing committee on the Ann Arbor campus.

SOURCE: Michigan Federation of Teachers & School Related Personnel

Wayne State University Chapter

AAUP-AFT Local 6075

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