



NEWSBRIEFS

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Top Administration Holds the Line Salary Increases Match Faculty and Academic Staff

For the third year in a row, salary increases for continuing administrators in top management positions (Directors or Associate Directors and higher) trailed slightly behind the negotiated increases for faculty and academic staff. The gap was barely measurable: an average 3.23% raise in 2004-2005 for top administrators in continuing appointments, compared to the negotiated 3.25% 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, this parity is welcome, particularly compared to past years when raises for administrators outpaced salary increases for faculty and academic staff by a wide margin.

The number of top administrators was roughly the same, rising slightly from 285 to 288. Last year, in contrast, the number of top administrators fell by 9%, from 313 to 285. The headcount for faculty and academic staff has risen by slightly more than 1% in each of the last two years, reaching 1,880 in the latest tally.

Deans and Vice Presidents did the best, the former averaging raises of 4.34% and the latter 3.99%, while Executive Officers came in at barely 2%, pulled down by the freeze in President Reid's current salary. His package of *deferred* benefits was increased quite considerably by the Board of Governors.

Obviously, there have been significant cutbacks for our members, particularly for lecturers and non-tenured academic personnel who have either been non-renewed or, in 2003, were renewed for only one year. For lecturers with more than three years of service,

renewals are supposed to be for two or three years "under normal circumstances" (page 67 of the contract). Unfortunately, a budget crisis qualifies as "non-normal," and the Administration invoked this language the year before last in limiting renewals to one year for all lecturers—even those with more than 20 years' service.

The union has pressed the administration on this matter, and the Provost has reinstated multi-year renewals for lecturers

in most departments. The one exception that we know of is the English Language Institute, a program that teaches English as a second language to adults. Enrollments were down significantly in this program as foreign-born professionals, academics, and students have found it difficult to make their way through the regulatory maze of the Patriot Act and Homeland Security. We understand that current recruitment efforts have boosted enrollment.

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.

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ADMINISTRATIVE SALARIES, 2004-05

EXECUTIVE OFFICERS

Name	Title/Position	2003-04 Salary	2004-05 Salary	% Change
Nancy Smith Barrett	Provost & Sr. Vice President, Academic Affairs	\$205,000	\$212,175	3.50%
John Louis Davis	Sr Vice President, Finance and Administration	\$167,315	\$171,498	2.50%
Meredith Gibbs	Executive Vice President, Chief of Staff	\$197,605	\$201,557	2.00%
Harvey Hollins,III	Vice President, Government/Commun Affairs	\$123,000	\$125,460	2.00%
Louis A. Lessem	Vice President, General Counsel	\$163,808	\$167,084	2.00%
Julie Hearshen Miller	Secretary to the Board of Governors	\$86,734	\$90,203	4.00%
John P. Oliver	Vice President, Research	\$190,000	\$193,800	2.00%
Irvin D. Reid^^	President	\$219,251	\$219,251	0.00%

ASSOCIATE & ASSISTANT VICE PRESIDENTS

James Donald Barbret	Assoc Vice President, RESEARCH	\$151,828	\$155,092	2.15%
Clifford A. Brown	Asst Vice President, FISCAL OPERATIONS	\$130,638	\$146,583	12.21%
Stephen Eric Brown*	Assoc Vice President, MARKETING/COMMUN	\$117,255	\$132,795	*
Susan Elizabeth Burns	Assoc Vice President, DEVEL & ALUMNI	\$154,956	\$158,288	2.15%
John S. Camp	Assoc Vice President & Dep Chf Inf Off, C & IT	\$149,747	\$153,790	2.70%
Gary Kever Dent	Assoc Vice President, HUMAN RESOURCES	\$145,712	\$165,000	13.24%
Sean Patrick Fitzgerald*	Assoc Vice President, GENERAL COUNSEL	\$97,726	\$117,810	*
Nabeleh Ghareeb	Asst Vice President, BUSINESS OPERATIONS	\$122,400	\$125,031	2.15%
Gloria H. Heppner	Assoc Vice President, MED SCHOOL	\$165,000	\$168,548	2.15%
Roger William Kempa	Asst Vice President, FISCAL OPERATIONS	\$123,233	\$125,698	2.00%
Fred H. Reinhart	Asst Vice President, RESEARCH	\$143,000	\$146,074	2.15%
Marguerite S. Rigby	Asst Vice President, DEV & ALUM	\$109,923	\$112,286	2.15%
Marda Joan Robillard	Asst Vice President, PRESIDENT'S OFFICE	\$107,363	\$109,510	2.00%
Vanessa Robinson Rose*	Asst Vice President, UNIV BUDGET	\$124,896	\$131,325	5.15%
James R. Sears, IV*	Assoc Vice President, FAC PLAN & MGT	\$121,612	\$146,380	*
E. Ray Stinson	Asst Vice President, RESEARCH	\$115,330	\$117,810	2.15%

PROVOST'S OFFICE

William Emerson Hill	Assistant Vice President	\$79,142	\$81,120	2.50%
Jack Kay	Associate Vice President	\$148,806	\$154,778	4.01%
Barbara Price*	Associate Vice President	\$150,201	\$168,701	*

DEANS

John David Crissman	Dean, MEDICINE	\$313,668	\$319,941	2.00%
Robert Richard Frank*	Dean, MEDICINE	\$215,600	\$300,000	*
Harvey Kahalas	Dean, BUSINESS ADMINISTRATION	\$196,935	\$202,465	2.81%
Ralph H. Kummmler	Dean, ENGINEERING	\$173,467	\$195,000	12.41%
Hilary Horn Ratner	Dean, GRADUATE SCHOOL	\$147,900	\$153,599	3.85%
Barbara Klug Redman	Dean, NURSING	\$163,773	\$168,789	3.06%
Beverly Jean Schmoll	Dean, PHARMACY & H.S.	\$158,161	\$163,813	3.57%
Robert L. Thomas	Dean, LIBERAL ARTS & SCIENCE	\$196,032	\$207,148	5.67%
Sharon L. Vasquez*	Dean, FINE, PERF & COMM ARTS	N/A	\$160,000	*
Phyllis Ivory Vroom	Dean, SOCIAL WORK	\$142,855	\$146,867	2.81%
Paula Christine Wood	Dean, EDUCATION	\$155,552	\$161,184	3.62%
Frank H. Wu*	Dean, LAW	N/A	\$225,000	*
Sandra G. Yee	Dean, UNIV. LIBRARIES	\$137,753	\$144,786	5.11%

*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.

ADMINISTRATIVE SALARIES, 2004-05

Name	Title/Position	2003-04 Salary	2004-05 Salary	% Change
ASSOCIATE, ASSISTANT & DEPUTY DEANS				
Ann R. Alvarez*	Associate Dean, SOCIAL WORK	Unk	\$101,476	*
Thomas C. Anderson	Associate Dean, BUSINESS ADMIN	\$99,821	\$109,821	10.02%
Vicki Baker*	Associate Dean, MEDICINE	\$108,504	\$162,500	*
Kertia L. Black	Assistant Dean, MEDICINE	\$217,050	\$222,500	2.51%
Robert M. Boyle	Associate Dean, CULMA	\$130,085	\$133,440	2.58%
Stephen James Cavanagh	Associate Dean, NURSING	\$137,972	\$142,711	3.43%
Jean Elizabeth Davis*	Assistant Dean, NURSING	\$95,472	\$110,738	*
Sharon W. Elliott	Assistant Dean, EDUCATION	\$136,934	\$140,179	2.37%
Sarah Jane Erbaugh	Assistant Dean, EDUCATION	\$104,904	\$107,390	2.37%
Naomi Estalee Ervin	Assistant Dean, NURSING	\$108,243	\$111,345	2.87%
Joan Marie Ferguson (95%time)	Admin Asst Dean II, FINE, PERF & COMM ARTS	\$73,021	\$75,354	3.19%
Judith Ann Floyd	Associate Dean, NURSING	\$116,445	\$128,045	9.96%
Kenneth Alan Ginsburg	Assistant Dean, MEDICINE	\$132,900	\$136,200	2.48%
Janice W. Green	Assistant Dean, EDUCATION	\$92,860	\$95,061	2.37%
Miriam L. Greenberg*	Associate Dean, LIBERAL ARTS & SCIENCE	\$107,536	\$118,170	*
Michele Jeanette Grimm	Associate Dean, ENGINEERING	\$113,170	\$118,170	4.42%
James C. Hazlett, Jr.	Assistant Dean, MEDICINE	\$131,150	\$134,450	2.52%
Joanne Holbert	Assistant Dean, EDUCATION	\$120,856	\$123,720	2.37%
Steven Ilmer	Associate Dean, EDUCATION	\$136,713	\$142,000	3.87%
Mark S. Juzych*	Associate Dean, MEDICINE	\$119,000	\$137,400	*
Sheryl Ann Lamarand	Admin Asst Dean IV, LIBERAL ARTS & SCIENCE	\$86,815	\$88,682	2.15%
Stephen Alexander Lerner	Associate Dean, MEDICINE	\$185,550	\$190,200	2.51%
Barton Michael Lessin	Assistant Dean, UNIVERSITY LIBRARIES	\$101,402	\$103,818	2.38%
Frederica B. Lombard*	Associate Dean, LAW	\$176,779	\$165,954	*
Helene Lycaki	Assistant Dean, MEDICINE	\$176,880	\$181,300	2.50%
John Michael Malone	Associate Dean, MEDICINE	\$191,700	\$196,500	2.50%
Michele Rosanne Miller	Assistant Dean, LAW	\$71,950	\$75,900	5.49%
David Lars Njus	Associate Dean, LIBERAL ARTS & SCIENCE	\$128,383	\$132,583	3.27%
Silas Norman	Assistant Dean, MEDICINE	\$166,200	\$170,400	2.53%
Howard James Normile	Associate Dean, PHARMACY & H.S.	\$120,633	\$124,251	3.00%
Kenneth C. Palmer	Assistant Dean, MEDICINE	\$133,700	\$137,100	2.54%
Christopher John Peters	Associate Dean, LAW	\$137,975	\$137,975	0.00%
David R. Pieper	Assistant Dean, MEDICINE	\$108,225	\$111,000	2.56%
Jose S. Pontes	Assistant Dean, MEDICINE	\$166,200	\$170,300	2.47%
John C. Ruckdeschel	Associate Dean, MEDICINE	\$205,400	\$212,000	3.21%
Michael Joseph Rybak*	Associate Dean, PHARMACY & H.S.	\$124,280	\$129,334	*
Steven O. Salley	Associate Dean, GRADUATE SCHOOL	\$140,508	\$143,838	2.37%
Linda Fowler Sims	Assistant Dean, LAW	\$71,420	\$75,370	5.53%
Richard L. Slaughter	Assistant Dean, PHARMACY & H.S.	\$129,155	\$132,384	2.50%
Donald C. Spinelli	Associate Dean, LIBERAL ARTS & SCIENCE	\$121,239	\$125,115	3.20%
Gerald O. Thompkins*	Associate Dean, ENGINEERING	N/A	\$119,121	*
Jeffrey Gerard Trzeciak*	Associate Dean, UNIV LIBRARIES	\$90,971	\$101,000	*
John D. Vander Weg	Associate Dean, FINE, PERF & COMM ARTS	\$89,793	\$92,038	2.50%
Daniel A. Walz	Associate Dean, MEDICINE	\$205,000	\$210,100	2.49%
Linda S. Zaddach	Admin Asst Dean II, BUSINESS ADMIN	\$71,401	\$73,301	2.66%

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ADMINISTRATIVE SALARIES, 2004-05

Name	Title/Position	2003-04 Salary	2004-05 Salary	% Change
CHAIRPERSONS/ASSOCIATE CHAIRS				
Antonia D. Abbey	Chair, Community Med, MEDICINE	\$129,400	\$137,800	6.49%
Gary W. Abrams	Chair, Ophthalmology, MEDICINE	\$194,600	\$200,800	3.19%
Blair Vaughn Anderson	Chair, Theatre, FINE, PERF & COM ARTS	\$77,301	\$81,187	5.03%
Peter J. Aronson (50% time)	Assoc Chair, Dermatology, MEDICINE	\$63,650	\$64,450	1.26%
Joyce Ann Benjamins	Assoc Chair, Neurology, MEDICINE	\$160,730	\$164,800	2.53%
Thomas J. Birk*	Chair, Occup Therapy Prog, PHARM & H.S.	\$90,117	\$104,733	*
Ralph Budd Blasier	Assoc Chair, Orthopedic Surgery, MEDICINE	\$147,710	\$151,400	2.50%
Brooks F. Bock	Chair, Emergency Medicine, MEDICINE	\$154,450	\$158,300	2.49%
Beth Ann Brooks	Assoc Chair, Psychiatry, MEDICINE	\$215,500	\$220,900	2.51%
Hugh McKinley Cannon	Chair, Marketing, BUSINESS ADMIN	\$120,299	\$123,449	2.62%
Kenneth Richard Chelst	Chair, Industrial/Manuf Engg, ENGINEERING	\$150,000	\$154,942	3.29%
Juei-Teng Chen	Chair, Physics, LIB ARTS & SCI	\$124,084	\$127,821	3.01%
George B. Corcoran	Chair, Pharmaceutical Sci, PHARMACY & H.S.	\$145,506	\$148,416	2.00%
Errol D. Crook*	Chair, Internal Medicine, MEDICINE	\$106,817	\$151,600	*
James Anthony Crowley	Chair, Art/Art History, FINE, PERF & COM ARTS	\$110,680	\$112,793	1.91%
Bruce R. Deschere	Assoc Chair, Family Med, MEDICINE	\$185,650	\$190,300	2.50%
Stephen Patrick DeSilva	Chair, Orthopedic Surgery, MEDICINE	\$163,600	\$168,800	3.18%
Chirpriya B. Dhabuwala	Assoc Chair, Urology, MEDICINE	\$84,300	\$86,400	2.49%
Michael P. Diamond	Assoc Chair, OB/GYN, MEDICINE	\$167,800	\$173,200	3.22%
Joseph C. Dunbar	Chair, Physiology, MEDICINE	\$208,400	\$213,600	2.50%
Norah Duncan*	Assoc Chair, Music, FINE, PERF & COM ARTS	\$62,394	\$70,128	*
David J. Edwards*	Chair, Pharmacy Practice, PHARMACY & H.S.	\$109,975	\$134,144	*
John M. Flack	Assoc Chair, Internal Medicine, MEDICINE	\$158,000	\$162,000	2.53%
Farshad Fotouhi*	Chair, Computer Sci., LIB ARTS & SCI	\$131,285	\$155,159	*
Peter Daniel Frade	Chair, Mort Sci, HEALTH SCIENCES	\$90,412	\$93,124	3.00%
Daniel Eugene Frohardt	Assoc Chair, Mathematics, SCIENCE	\$93,796	\$103,200	10.03%
Daniel S. Geller*	Chair, Political Science, LIB ARTS & SCI	N/A	\$125,000	*
Ronald F. Gibson*	Chair, Mechanical Engineering, ENGINEERING	\$115,904	\$163,595	*
David J. Grignon	Chair, Pathology, MEDICINE	\$176,390	\$182,100	3.24%
Richard Arthur Grusin	Chair, English, LIB ARTS & SCI	\$139,997	\$143,315	2.37%
Murali Guthikonda	Chair, Neurosurgery, MEDICINE	\$92,700	\$126,600	36.57%
Donald P. Haase	Chair, Germ/Slavic Std, LIB ARTS & SCI	\$95,208	\$104,064	9.30%
Lowell J. Hansen	Chair, Mathematics, LIB ARTS & SCI	\$104,601	\$113,200	8.22%
Linda D. Hazlett	Chair, Anatomy, MEDICINE	\$210,540	\$215,800	2.50%
Stuart Dennis Henry	Chair, ISP, CULMA	\$101,678	\$104,293	2.57%
Alex Johnson	Chair, Audiology/Spch Path, LIB ARTS & SCI	\$134,266	\$142,786	6.35%
Robert Michael Johnson	Assoc Chair, Biochemistry, MEDICINE	\$135,000	\$138,400	2.52%
Theodore Benjamin Jones	Assoc Chair, OB/GYN, MEDICINE	\$91,700	\$94,000	2.51%
Melissa Kaplan-Estrin	Assoc Chair, Psychology, LIB ARTS & SCI	\$89,778	\$91,906	2.37%
Matcheri Keshavan*	Assoc Chair, Psychiatry, MEDICINE	N/A	\$210,000	*
Thomas W. Killion	Chair, Anthropology, LIB ARTS & SCI	\$108,058	\$110,619	2.37%
Albert I. King	Chair, Deans Office, ENGINEERING	\$194,714	\$199,326	2.37%
Marc Wayne Kruman	Chair, History, LIB ARTS & SCI	\$118,563	\$122,120	3.00%
Jay H. Levin	Chair, Economics, LIB ARTS & SCI	\$131,261	\$134,372	2.37%
Richard A. Lewis	Assoc Chair, Neurology, MEDICINE	\$157,050	\$161,000	2.52%
Robert P. Lisak	Chair, Neurology, MEDICINE	\$206,800	\$212,000	2.51%
John Manuel Lopes	Assoc Chair, Biological Sci, LIB ARTS & SCI	\$121,046	\$125,011	3.28%
William David Lyman	Assoc Chair, Pediatrics, MEDICINE	\$242,800	\$245,000	0.91%
Charles Wayne Manke, Jr.	Chair, Chem Engineering, ENGINEERING	\$150,000	\$153,200	2.13%
Pariedeau Mars	Chair, Africana Studies, LIB ARTS & SCI	\$102,610	\$105,042	2.37%
Harold Michael Marsh	Chair, Anesthesiology, MEDICINE	\$157,600	\$161,500	2.47%
Robert Henry Mathog	Chair, Otolaryngology, MEDICINE	\$181,200	\$185,800	2.54%

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ADMINISTRATIVE SALARIES, 2004-05

Name	Title/Position	2003-04 Salary	2004-05 Salary	% Change
Kathleen McNamee	Chair, Classics, Greek & Latin, LIB ARTS & SCI	\$114,483	\$117,196	2.37%
Jay Merlin Meythaler*	Chair, Phys Med/Rehab, MEDICINE	N/A	\$275,000	*
Paul C. Montgomery	Chair, Immun/Microb, MEDICINE	\$213,300	\$218,700	2.53%
Thomas J. Naughton*	Chair, Management, BUSINESS ADMIN	\$89,496	\$92,656	*
Randolph C. Paschke	Chair, Accounting, BUSINESS ADMIN	\$102,000	\$104,450	2.40%
Joseph Howard Rankin*	Chair, Criminal Justice, LIB ARTS & SCI	N/A	\$120,000	*
Setti Subbiyer Rengachary	Assoc Chair, Neurosurgery, MEDICINE	\$122,850	\$125,900	2.48%
James Harry Rigby	Chair, Chemistry, LIB ARTS & SCI	\$208,576	\$216,176	3.64%
Douglas Scott Risner	Chair, Dance, FINE, PERF&COMM ARTS	\$80,000	\$82,406	3.01%
Barry Philip Rosen	Chair, Biochemistry, MEDICINE	\$211,800	\$218,600	3.21%
Aleya A. Rouchdy (to 75% time)*	Chair, Near East/Asian, LIB ARTS & SCI	\$91,248	\$65,723	*
Bruce Alan Russell	Chair, Philosophy, LIB ARTS & SCI	\$108,447	\$111,017	2.37%
Gary J. Sands*	Chair, Geog & Urban Planning, CULMA	\$72,749	\$105,403	*
Leonard Boyd Savoy* (10% time)	Chair, Anesthesiology, MEDICINE	\$12,900	\$22,900	*
Mary Jean Schenk	Chair, Family Med, MEDICINE	\$225,000	\$232,200	3.20%
Donald Earl Schurlknight	Chair, Romance Lang, LIB ARTS & SCI	\$90,653	\$93,373	3.00%
Matthew Wayne Seeger*	Chair, Communication, FINE, PERF & COM ARTS	\$83,054	\$107,500	*
May A. Seikaly*	Chair, Near East/Asian, LIB ARTS & SCI	\$63,382	\$86,459	*
Richard K. Severson	Assoc Chair, Family Med, MEDICINE	\$173,097	\$177,400	2.49%
Leora A. Shelef*	Chair, Nutrition/Food Sci, LIB ARTS & SCI	\$91,624	\$117,673	*
Linda Estelle Simmons	Assoc Chair, Dance, FINE, PERF & COM ARTS	\$58,092	\$58,963	1.50%
Bonnie Fiedorek Sloane	Chair, Pharmacology, MEDICINE	\$211,900	\$217,200	2.50%
Wilbur L. Smith	Chair, Radiology, MEDICINE	\$159,100	\$164,200	3.21%
Herbert C. Smitherman*	Assoc Chair, Community Med, MEDICINE	\$101,267	\$124,300	*
Bonita Frances Stanton	Chair, Pediatrics, MEDICINE	\$171,200	\$176,700	3.21%
Joseph K. H. Tan	Chair, Info Sys/Manuf, BUSINESS ADMIN	\$142,800	\$145,645	1.99%
Manuel Ellis Tancer	Chair, Psychiatry, MEDICINE	\$212,000	\$224,800	6.04%
Dennis J. Tini	Chair, Music, FINE, PERF, COM ARTS	\$108,295	\$110,461	2.00%
Liborio Tranchida	Assoc Chair, Internal Med, MEDICINE	\$173,400	\$177,800	2.54%
James David Tucker	Chair, Biological Sci, LIB ARTS & SCI	\$143,314	\$148,014	3.28%
Andrew Turrisi	Chair, Radiation Oncology, MEDICINE	\$150,000	\$154,800	3.20%
Mumtaz Usman	Chair, Civil Engg, ENGINEERING	\$158,272	\$162,272	2.53%
Jogindra Mohan Wadehra	Assoc Chair, Physics, SCIENCE	\$116,091	\$119,570	3.00%
Donald Willard Weaver	Assoc Chair, Surgery, MEDICINE	\$145,800	\$160,300	9.95%
Russell Douglas Whitman*	Chair, Psychology, SCIENCE	\$123,581	\$136,510	*
Leon C. Wilson	Chair, Sociology, LIBERAL ARTS	\$110,315	\$104,842	-4.96%
Charles H. Winter	Assoc Chair, Chemistry, SCIENCE	\$166,308	\$175,379	5.45%
Seymour J. Wolfson*	Assoc Chair, Computer Science, LIB ARTS & SCI	\$85,037	\$115,481	*
Russell Kazuo Yamazaki	Assoc Chair, Pharmacology, MEDICINE	\$97,950	\$100,400	2.50%
Chih-Ping Yeh*	Chair, Engineering Tech, ENGINEERING	\$77,300	\$105,541	*
Yang Zhao	Chair, Elect/Computer Engg, ENGINEERING	\$150,884	\$154,460	2.37%

OTHER NON-REPRESENTED PERSONNEL

Sandra E. Alford	Director, Acad, Comm Educ, LIFELONG LRNG	\$87,470	\$89,543	2.37%
Victoria Asmar Anderson	Ombudsperson, ACADEMIC AFFAIRS	\$78,068	\$79,982	2.45%
Carole M. Bach	Director II, Sponsored Prog Adm, RESEARCH	\$68,890	\$84,826	23.13%
David Salman Bach	Director, Acad, Pharm Prac, PHARM & H.S.	\$143,777	\$148,557	3.32%
Paul J. Beavers	Lib Dir, Lib Info Svc, UNIV LIBRARIES	\$82,467	\$84,611	2.60%
Howard Otha Bell	Exec Dir Res Tech Park, GOV/COMMUN AFF	\$133,250	\$139,230	4.49%
Robert D. Berman	Associate Director (Academic)	\$107,100	\$110,000	2.71%
James E. Blessman, Jr	Director (Acad), Family Med, MEDICINE	\$171,400	\$171,400	0.00%
Jeffrey David Block	Director II, Alumni Rels, DEV & ALUMNI	\$65,062	\$70,365	8.15%
Kenton A. Bolt	Director I, Grounds Main., FAC. PLAN & MANAG	\$67,514	\$68,864	2.00%

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ADMINISTRATIVE SALARIES, 2004-05

Name	Title/Position	2003-04 Salary	2004-05 Salary	% Change
Joseph J. Brocato*	Director (Acad), Med Acad/Stud, MEDICINE	N/A	\$100,000	*
Gail Ann Brumitt*	Director, Acad, Merrill Palmer Inst, RESEARCH	\$80,000	\$95,000	*
Mary M. Bucher* (80% time)	Director I, Devel. Office, DEV & ALUMNI	N/A	\$56,000	*
Ronald Bradd Burningham	Library Dir, Access Svc, UNIV LIBRARIES	\$81,634	\$83,760	2.60%
Eugene Colston Carter	Director II, Facil Oper, Zone 2, FAC PLAN & MGT	\$75,695	\$77,209	2.00%
Jorge Luis China	Director, Acad, Chicano/Boricua, CULMA	\$88,078	\$89,578	1.70%
Georgia A. Clark	Library Director, Law Lib, UNIV LIBRARIES	\$103,677	\$106,147	2.38%
Jan Theresa Collins-Eaglin*	Director IV, Counseling Svc, STUD AFFAIRS	\$76,875	\$89,892	*
William N. Cooke	Director, Acad, Deans Office, CULMA	\$134,641	\$134,641	0.00%
Theodore George Coutilish	Director III, Marketing Svc, MARKETING & COMM	\$83,033	\$85,310	2.74%
Donna Marie Dauphinais	Chief of Staff, Med Administration, MEDICINE	\$137,250	\$141,700	3.24%
Elizabeth Jean Dawe	Director (Acad), Surg Res Svc, MEDICINE	\$111,836	\$115,700	3.46%
Timothy D. Demos*	Director II, Office of AVP, BUS OPERATIONS	\$62,252	\$70,267	*
James Charles Dorsett	Director II, Intl Studs/Schol, STUDENT AFFAIRS	\$68,890	\$74,774	8.54%
Patricia R. Douglas	Director III, Accounting, FISCAL OPERATIONS	\$95,310	\$97,550	2.35%
Erica M. Eisinger	Director, Acad, LAW	\$102,039	\$104,989	2.89%
Merlin E. Ekstrom	Res Dir IV, Lab Animla Res, RES SUPP	\$118,178	\$120,542	2.00%
Marlene Grazioli Erno (75% time)	Director IV, Spon Prog Admin, RESEARCH	\$97,467	\$74,708	*
Walter Fitz-Herbert Edwards	Director, Acad., ACADEMIC AFFAIRS	\$104,773	\$107,078	2.20%
Matthew Todd Engelbert*	Director I, Development, DEV & ALUM	\$95,000	\$95,000	*
Ahmad M. Ezzeddine	Director, Acad, Prof Dev, BUSINESS ADMIN	\$74,954	\$76,754	2.40%
Linda K. Falkiewicz	Director IV, Enrollment Systems, STUDENT AFFAIRS	\$97,080	\$99,167	2.15%
Lawrence D. Favro	Director (Acad), Manufacturing Res, RESEARCH	\$136,190	\$139,418	2.37%
Howard Finley	Director I, ISP, CULMA	\$71,906	\$73,883	2.75%
Larry Steven Fodor	Director II, Utilities Oper, FAC PLAN & MGT	\$73,260	\$75,260	2.73%
Robert J. Fournier	Athletic Director, Athletics, PRESIDENT	\$114,742	\$139,725	21.77%
Lance Franklin	Res Dir III, Env Hlth/Safety, RES SUPP	\$107,216	\$109,575	2.20%
Jonathan Jay Frederick	Director II, Parking/Trans, BUSINESS OPER	\$74,970	\$77,219	3.00%
James C. Frick*	Director (Acad), Physician Asst Stud, PHARM&H.S.	\$87,178	\$88,922	*
William M. Giammara	Director II, Office of AVP, BUSINESS OPERATIONS	\$68,937	\$71,331	3.47%
Freda P. Giblin	Director (Acad), Dean's Office, MEDICINE	\$91,800	\$94,100	2.51%
Stephanie J. Gilkey (80% time)	Director (Acad), Physician Asst Stud, PHARM&H.S.	\$64,622	\$68,996	6.77%
Joan Menichetti Gossman	Director III, Purchasing, FINANCE & ADMIN	\$95,939	\$97,858	2.00%
Brett Curtis Green	Director II, Total Comp/Well, HUMAN RESOURCES	\$86,000	\$87,834	2.13%
Donna H. Green	Director, Acad, Ctr Teaching/Lrng, UNIV LIBRARIES	\$96,232	\$98,371	2.22%
Lawrence I. Grossman	Director (Acad), Ctr MolecMed, MEDICINE	\$157,300	\$161,300	2.54%
Carolyn P. Hafner	Director, Internal Audit, INTERNAL AUDIT	\$108,000	\$110,322	2.15%
Colin R. Hand	Director I, Facilities Oper, FAC PLAN/MGT	\$73,084	\$75,079	2.73%
Janet Kula Harden	Director (Acad), Dean's Office, NURSING	\$76,701	\$78,742	2.66%
Michael Arthur Herbert	Chief Admin Officer, Dean's Office, MEDICINE	\$169,950	\$175,400	3.21%
Jerry S. Herron	Director, Acad, Acad Affs, ACADEMIC AFFAIRS	\$130,560	\$133,432	2.20%
Jane Louise Hoehner	Director, Univ Press, UNIV PRESS	\$85,680	\$87,822	2.50%
Homer Lee Isaac, Jr.	Director II, Risk Management, FISCAL OPERS	\$86,112	\$87,834	2.00%
David F. Johnson	Director II, Stud Ctr, BUSINESS OPERATIONS	\$90,528	\$87,834	-2.98%
Janet M. Joiner	Director I, Admis/Std Svc, SOCIAL WORK	\$62,817	\$67,419	7.33%
Ronald H. Kent	Director III, Placement Svc, STUDENT AFFAIRS	\$77,513	\$79,180	2.15%
Billy Lee King	Director III, PUBLIC SAFETY	\$94,022	\$96,373	2.50%
Marianne Krupka*	Director III, Advising Ctr., ACADEMIC AFFAIRS	\$53,621	\$73,783	*
David Richard Lepper	Director IV, External Affairs, MEDICINE	\$105,800	\$108,200	2.27%
Barbara W. LeRoy	Director, Acad, Devel Disab, ACADEMIC AFFAIRS	\$108,406	\$110,791	2.20%
Peter A. Lichtenberg	Director, Acad, Gerontology, RESEARCH	\$121,924	\$132,000	8.26%
Bernice R. Lopata	Director IV, Development, DEV & ALUMNI	\$95,000	\$100,716	6.02%
Mark Robert Luborsky	Director, Acad, Gerontology, RESEARCH	\$165,774	\$169,702	2.37%
Tsveti Markova	Director (Acad), Family Med, MEDICINE	\$169,800	\$174,100	2.53%

*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.

ADMINISTRATIVE SALARIES, 2004-05

Name	Title/Position	2003-04 Salary	2004-05 Salary	% Change
Ellen B. Marks	Library Dir, Med Lib, UNIV LIBRARIES	\$96,104	\$98,395	2.38%
Sandra Irene Martin	Asst Lib Dir II, Med Lib, UNIV LIBRARIES	\$66,706	\$68,477	2.65%
Robert Michael Massanri	Director (Acad), Dean's Office, MEDICINE	\$216,500	\$223,400	3.19%
Caryn G. Mathes	General Mgr, WDET, MARKETING & COMMUN	\$95,939	\$97,858	2.00%
Marcia McDonald	Director, Acad, Dean's Office, LAW	\$50,516	\$52,266	3.46%
Queen Foreman McMiller	Director II, Employment Svcs, HUMAN RES	\$82,000	\$84,050	2.50%
Jennifer Mendez	Director, Acad, Gerontology, RESEARCH	\$84,154	\$86,148	2.37%
Joseph J. Mika	Director, Acad, Lib/Info Sci, UNIV LIBRARIES	\$125,453	\$128,989	2.82%
Lisa R. Mikalonis*	Director, Acad, Dean's Off, LAW	N/A	\$70,000	*
Paul Napoleon Moniodis*	Exec Director, Instit Res Assess, STRATEGIC PLAN	N/A	\$105,000	*
Bruce S. Morgan	Director, Acad, English, LIBERAL ARTS & SCI	\$74,322	\$76,083	2.37%
Christy David Nolan	Director II, Fitness Center, BUSINESS OPER.	\$61,235	\$52,640	-14.04%
Raymond F. Novak	Director, Acad, Chem Tox, RESEARCH	\$196,890	\$201,952	2.57%
Randy G. Paquette	Director III, Design Svc, FAC PLAN & MGT	\$92,025	\$94,537	2.73%
Gerrie E. Paulson	Director III, Development, DEV & ALUM	\$85,495	\$88,205	3.17%
Frederic S. Pearson	Director, Acad, Peace/Conflict, CULMA	\$129,121	\$132,452	2.58%
Joseph Michael Pellerito	Director (Acad), Occup. Therapy, PHARM & H.S.	\$91,769	\$84,065	-8.39%
Sharon Ann Phillips	Director II, Dean's Office, UNIV LIBRARIES	\$81,634	\$83,779	2.63%
Marjorie Lynne Powell	Director II, Equal Oppor, HUMAN RESOURCES	\$90,000	\$90,000	0.00%
Diana V. Pratt	Director, Acad, LAW	\$83,127	\$85,527	2.89%
Sharon Kay Progar	Director IV, Office of Controller, FISCAL OPER.	\$97,842	\$100,513	2.73%
Alvin Leon Rainey, Jr.	Director II, LABOR RELATIONS	\$71,400	\$78,043	9.30%
Valerie Marie Richard	Director II, Fac. Oper. Zone 1, FACIL PLAN/MAIN	\$75,695	\$77,761	2.73%
Henry L. Robinson	Director IV, ACCESS, STUDENT AFFAIRS	\$85,947	\$87,795	2.15%
Gail Louise Ryan	Director IV, Spon Prog, RESEARCH	\$73,091	\$74,699	2.20%
Cleveland M. Simmons	Director III, Fac. Oper. Zone 1, FAC PLAN & MGMT	\$109,156	\$111,728	2.36%
Julia Mitchell Simmons	Director I, Med Acad/Stud Prog, MEDICINE	\$75,850	\$77,600	2.31%
Michael Owen Smith	Director, Acad, Archives, CULMA	\$94,000	\$95,600	1.70%
Jo-Ann Snyder	Director (Acad), Teacher Ed, EDUCATION	\$100,487	\$102,869	2.37%
Hans-Peter Soder	Director, Acad, Jr Year Prog, LIB ARTS & SCIENCE	\$63,506	\$71,011	11.82%
Robert James Sokol	Director (Acad), OB/GYN, MEDICINE	\$255,100	\$261,500	2.51%
Harold Michael Stack	Director, Acad, Labor Stud, CULMA	\$97,999	\$100,524	2.58%
Shelia J. Stewart	Director III, Bursar, FISCAL OPERATIONS	\$85,890	\$88,235	2.73%
David J. Strauss	Dean of Students, SCB/Prog Activ, STUDENT AFFAIRS	\$85,180	\$87,011	2.15%
Susan Ann Talley	Director (Acad), Physical Therapy, PHARM & H.S.	\$77,243	\$79,097	2.40%
Thomas L. Thompson	Director, Acad, Urban Studies, CULMA	\$129,047	\$132,370	2.58%
Kimberly Johnson Trinca	Director IV, GOVERN/COMMUNITY AFFAIRS	\$81,172	\$84,013	3.50%
John Charles Van Hecke	Director I, Devel. Off., DEVELOP & ALUMNI	\$69,496	\$79,016	13.70%
Cynthia Ward	Director, Acad, Credit Progs, LIFELONG LRNG	\$73,322	\$75,060	2.37%
Carol A. Watkins* (50% time)	Director (Acad), Clinical Science, PHARM & H.S.	N/A	\$38,293	*
David H. Weinberg	Director, Acad, History, LIBERAL ARTS	\$99,756	\$102,120	2.37%
Steven L. Winter	Director (Acad), LAW	\$174,456	\$178,456	2.29%
Prudentia A. Worth (30% time)	Director (Acad), Nurse Anesthetist, PHARM & H.S.	\$24,277	\$16,223	-33.18%
Cheryl Ann Yurkovich	Director III, Media Relations, MARKETING/COMM	\$87,383	\$89,262	2.15%
Larry J. Zimmerman	Director, Acad, Dean's Off, PHARM & H. S.	\$71,440	\$73,012	2.20%
Susan A. Zweg	Director IV, Admissions, STUDENT AFFAIRS	\$97,320	\$106,563	9.50%
Total for Continuing Administrators		\$29,664,791	\$30,622,126	3.23%

(Continuing administrators whose classifications changed are not included in the totals for continuing administrators.)

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