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Administrative Salaries Grow 3.24% Increase Matches Faculty and Academic Staff

For the fourth year in a row, salary increases for continuing administrators in top management positions (Directors or Associate Directors and higher) roughly matched the negotiated increases for faculty and academic staff: an average 3.24% raise in 2005-2006 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. For all administrators, the annual cost of salaries (not including benefits) is now \$36 million.

The number of top administrators has fallen over the last three years by 11%, from 313 to 278, while the headcount for faculty and academic staff has risen by nearly 4% over the same period, from 1,832 to 1,899. This welcome trend may change dramatically, however, if current negotiations between the School of Medicine (SOM) and the Detroit Medical Center fail to produce a new agreement for collaboration between these two institutions. In that event, as many as 250 faculty clinicians in the SOM could face non-renewal of their personal contracts.

Executive Officers did especially well over the last year, averaging a 7% increase for administrators in continuing positions. President Reid's *current* salary grew by 4.56%, but his package of *deferred* benefits, as approved by the Board of Governors, has grown

dramatically in recent years. Even at a current salary of \$229,251, however, President Reid lags behind the WSU salaries of seven administrators in the School of Medicine, led by Dean Robert Frank at \$312,000.

Not surprisingly, the average raise of 3.24% includes a wide range of outcomes. Forty-five

administrators (16% of the total) were newly hired, promoted, or underwent some change in status that makes year-to-year comparison irrelevant. Of those administrators in continuing positions, a handful (five) received no raise at all, while the same number got raises of 20% or more—the hands-down leader being Murali Guthikonda, Chair of Neurosurgery in the School of Medicine, with a 50% raise to \$190,000.

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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Coming in March,

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ADMINISTRATIVE SALARIES, 2005-06**EXECUTIVE OFFICERS**

Name	Title/Position	2004-05 Salary	2005-06 Salary	% Change
Nancy Smith Barrett	Provost & Sr. Vice President, Academic Affairs	\$212,175	\$218,010	2.75%
Susan Elizabeth Burns*	Sr Vice President, Devel & Alumni	\$158,288	\$182,000	*
John Louis Davis	Sr Vice President, Finance and Administration	\$171,498	\$190,610	11.14%
Harvey Hollins,III	Vice President, Government/Commun Affairs	\$125,460	\$136,292	8.63%
Louis A. Lessem	Vice President, General Counsel	\$167,084	\$180,830	8.23%
Julie Hearshen Miller	Secretary to the Board of Governors	\$90,203	\$102,615	13.76%
John P. Oliver	Vice President, Research	\$193,800	\$197,676	2.00%
Irvin D. Reid^^	President	\$219,251	\$229,251	4.56%

ASSOCIATE & ASSISTANT VICE PRESIDENT

James Donald Barbret	Assoc Vice President, RESEARCH	\$155,092	\$158,194	2.00%
Clifford A. Brown	Asst Vice President, FISCAL OPERATIONS	\$146,583	\$149,661	2.10%
Stephen Eric Brown	Assoc Vice President, MARKETING/COMMUN	\$132,795	\$135,451	2.00%
John S. Camp	Assoc Vice President & Chf Inf Off, C & IT	\$153,790	\$156,864	2.00%
Gary Kever Dent	Assoc Vice President, HUMAN RESOURCES	\$165,000	\$165,000	0.00%
Sean Patrick Fitzgerald	Assoc Vice President, GENERAL COUNSEL	\$106,966	\$109,105	2.00%
Nabeleh Ghareeb	Asst Vice President, BUSINESS OPERATIONS	\$125,031	\$135,000	7.97%
Gloria H. Heppner	Assoc Vice President, RESEARCH	\$168,548	\$171,919	2.00%
Roger William Kempa	Asst Vice President, FISCAL OPERATIONS	\$125,698	\$128,149	1.95%
Bernice R. Lopata*	Assoc Vice President, DEVEL & ALUMNI	\$100,716	\$127,200	*
Fred H. Reinhart	Asst Vice President, RESEARCH	\$146,074	\$148,995	2.00%
Marguerite S. Rigby	Asst Vice President, DEV & ALUM	\$112,286	\$114,532	2.00%
James R. Sears, IV	Assoc Vice President, FAC PLAN & MGT	\$146,380	\$149,454	2.10%
E. Ray Stinson	Asst Vice President, RESEARCH	\$117,810	\$120,166	2.00%

PROVOST'S OFFICE

William Emerson Hill	Assistant Vice President	\$81,120	\$82,538	1.75%
Barbara Price	Associate Vice President	\$168,701	\$171,911	1.90%
Howard Neal Shapiro*	Associate Vice President	N/A	\$160,000	*

DEANS

Robert Richard Frank	Dean, MEDICINE	\$300,000	\$312,000	4.00%
Harvey Kahalas	Dean, BUSINESS ADMINISTRATION	\$202,465	\$206,514	2.00%
Ralph H. Kummler	Dean, ENGINEERING	\$195,000	\$200,534	2.84%
Hilary Horn Ratner	Dean, GRADUATE SCHOOL	\$153,599	\$157,746	2.70%
Barbara Klug Redman	Dean, NURSING	\$168,789	\$173,009	2.50%
Beverly Jean Schmoll	Dean, PHARMACY & H.S.	\$163,813	\$167,908	2.50%
Robert L. Thomas	Dean, LIBERAL ARTS & SCIENCE	\$207,148	\$211,912	2.30%
Sharon L. Vasquez	Dean, FINE, PERF & COMM ARTS	\$160,000	\$163,840	2.40%
Phyllis Ivory Vroom	Dean, SOCIAL WORK	\$146,867	\$150,245	2.30%
Paula Christine Wood	Dean, EDUCATION	\$161,184	\$165,536	2.70%
Frank H. Wu	Dean, LAW	\$225,000	\$229,500	2.00%
Sandra G. Yee	Dean, UNIV. LIBRARIES	\$144,786	\$148,695	2.70%

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

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Name	Title/Position	2004-05	2005-06	% Change
ASSOCIATE, ASSISTANT & DEPUTY DEANS				
Thomas C. Anderson	Associate Dean, BUSINESS ADMIN	\$109,821	\$104,468	-4.87%
Beverly Mildred Black*	Associate Dean, SOCIAL WORK	\$73,662	\$108,471	*
Kertia L. Black	Assistant Dean, MEDICINE	\$222,500	\$227,600	2.29%
Patrick David Bridge*	Assistant Dean, MEDICINE	\$90,387	\$112,900	*
Stephen James Cavanagh	Associate Dean, NURSING	\$142,711	\$148,190	3.84%
Jean Elizabeth Davis	Assistant Dean, NURSING	\$110,738	\$113,700	2.67%
Basim Ahmad Dubaybo*(25%time)	Assistant Dean, MEDICINE	\$27,125	\$71,600	*
Sarah Jane Erbaugh	Assistant Dean, EDUCATION	\$107,390	\$111,038	3.40%
Naomi Estalee Ervin	Assistant Dean, NURSING	\$111,345	\$111,833	0.44%
Joan Marie Ferguson (95%time)	Admin Asst Dean II, FINE, PERF & COMM ARTS	\$75,354	\$76,861	2.00%
Judith Ann Floyd	Associate Dean, NURSING	\$128,045	\$132,961	3.84%
Angela Foley*	Associate Dean of Students, STUDENT AFFAIRS	N/A	\$50,000	*
Kenneth Alan Ginsburg	Assistant Dean, MEDICINE	\$136,200	\$138,800	1.91%
Janice W. Green	Assistant Dean, EDUCATION	\$95,061	\$97,893	2.98%
Miriam L. Greenberg	Associate Dean, LIBERAL ARTS & SCIENCE	\$118,170	\$147,476	24.80%
Michele Jeanette Grimm	Associate Dean, ENGINEERING	\$118,170	\$142,800	20.84%
Joanne Holbert	Assistant Dean, EDUCATION	\$123,720	\$126,194	2.00%
Steven Ilmer	Associate Dean, EDUCATION	\$142,000	\$144,840	2.00%
Matthew P. Jackson*	Assistant Dean, MEDICINE	\$103,346	\$131,275	*
Mark S. Juzych	Associate Dean, MEDICINE	\$137,400	\$140,550	2.29%
Snehamay Khasnabis*	Associate Dean, ENGINEERING	\$110,665	\$166,054	*
Stephen Alexander Lerner	Associate Dean, MEDICINE	\$190,200	\$215,000	13.04%
Barton Michael Lessin	Assistant Dean, UNIVERSITY LIBRARIES	\$103,818	\$104,647	0.80%
Frederica B. Lombard	Associate Dean, LAW	\$165,954	\$165,954	0.00%
John Michael Malone	Associate Dean, MEDICINE	\$196,500	\$201,000	2.29%
Michele Rosanne Miller	Assistant Dean, LAW	\$75,900	\$95,400	25.69%
David Lars Njus	Associate Dean, LIBERAL ARTS & SCIENCE	\$132,583	\$136,216	2.74%
Silas Norman	Assistant Dean, MEDICINE	\$170,400	\$174,300	2.29%
Howard James Normile	Associate Dean, PHARMACY & H.S.	\$124,251	\$127,036	2.24%
Kenneth C. Palmer	Assistant Dean, MEDICINE	\$137,100	\$140,400	2.41%
David R. Pieper	Assistant Dean, MEDICINE	\$111,000	\$128,525	15.79%
Jose S. Pontes	Assistant Dean, MEDICINE	\$170,300	\$173,500	1.88%
Noreen F. Rossi*(50% time)	Assistant Dean, MEDICINE	\$67,839	\$95,546	*
John C. Ruckdeschel	Associate Dean, MEDICINE	\$212,000	\$216,850	2.29%
Michael Joseph Rybak	Associate Dean, PHARMACY & H.S.	\$129,334	\$132,121	2.15%
Steven O. Salley	Associate Dean, GRADUATE SCHOOL	\$143,838	\$146,715	2.00%
Maryjean Schenk*	Associate Dean, MEDICINE	\$232,200	\$268,200	*
Linda Fowler Sims	Assistant Dean, LAW	\$75,370	\$76,770	1.86%
Richard L. Slaughter	Assistant Dean, PHARMACY & H.S.	\$132,384	\$135,292	2.20%
Donald C. Spinelli	Associate Dean, LIBERAL ARTS & SCIENCE	\$125,115	\$131,371	5.00%
Gerald O. Thompkins	Associate Dean, ENGINEERING	\$119,121	\$121,503	2.00%
Jeffrey Gerard Trzeciak	Associate Dean, UNIV LIBRARIES	\$101,000	\$102,982	1.96%
John D. Vander Weg	Associate Dean, FINE, PERF & COMM ARTS	\$92,038	\$103,428	12.38%
Daniel A. Walz	Associate Dean, MEDICINE	\$210,100	\$214,900	2.28%
Linda S. Zaddach	Admin Asst Dean II, BUSINESS ADMIN	\$73,301	\$75,501	3.00%

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Name	Title/Position	2004-05	2005-06	% Change
CHAIRPERSONS/ASSOCIATE CHAIRS				
Antonia D. Abbey	Chair, Community Med, MEDICINE	\$137,800	\$140,950	2.29%
Gary W. Abrams	Chair, Ophthalmology, MEDICINE	\$200,800	\$205,400	2.29%
Blair Vaughn Anderson	Chair, Theatre, FINE, PERF & COM ARTS	\$81,187	\$92,099	13.44%
Peter J. Aronson (50% time)	Assoc Chair, Dermatology, MEDICINE	\$64,450	\$65,700	1.94%
M. Safwan Badr* (50% time)	Assoc Chair, Internal Medicine, MEDICINE	\$93,878	\$111,350	*
Ray Oliver Bahado-Singh*	Assoc Chair, OB/GYN, MEDICINE	N/A	\$118,000	*
Joyce Ann Benjamins	Assoc Chair, Neurology, MEDICINE	\$164,800	\$168,550	2.28%
Thomas J. Birk	Chair, Occup Therapy Prog, PHARM & H.S.	\$104,733	\$106,983	2.15%
Ralph Budd Blasier	Assoc Chair, Orthopedic Surgery, MEDICINE	\$151,400	\$154,300	1.92%
David Lee Bouwman*	Assoc Chair, Surgery, MEDICINE	\$137,228	\$162,228	*
Melba J. Boyd*	Chair, Africana Studies, LIB ARTS & SCI	\$84,621	\$111,107	*
Robert M. Boyle*	Chair, Geog/Urban Plan, LIB ARTS & SCI	\$133,440	\$136,109	*
Beth Ann Brooks	Assoc Chair, Psychiatry, MEDICINE	\$220,900	\$225,950	2.29%
Kenneth Richard Chelst	Chair, Industrial/Manuf Engg, ENGINEERING	\$154,942	\$159,028	2.64%
George B. Corcoran	Chair, Pharmaceutical Sci, PHARMACY & H.S.	\$148,416	\$151,164	1.85%
James Anthony Crowley	Chair, Art/Art History, FINE, PERF & COM ARTS	\$112,793	\$113,921	1.00%
Stephen Patrick DeSilva	Chair, Orthopedic Surgery, MEDICINE	\$168,800	\$172,650	2.28%
Chirpriya B. Dhabuwala	Assoc Chair, Urology, MEDICINE	\$86,400	\$88,000	1.85%
Michael P. Diamond	Assoc Chair, OB/GYN, MEDICINE	\$173,200	\$177,150	2.28%
Joseph C. Dunbar	Chair, Physiology, MEDICINE	\$213,600	\$218,500	2.29%
Norah Duncan*	Assoc Chair, Music, FINE, PERF & COM ARTS	\$70,128	\$85,625	*
David J. Edwards	Chair, Pharmacy Practice, PHARMACY & H.S.	\$134,144	\$137,007	2.13%
John M. Flack*	Chair, Internal Medicine, MEDICINE	\$162,000	\$220,000	*
Farshad Fotouhi	Chair, Computer Sci., LIB ARTS & SCI	\$155,159	\$159,411	2.74%
Peter Daniel Frade	Chair, Mort Sci, HEALTH SCIENCES	\$93,124	\$95,166	2.19%
Daniel Eugene Frohardt	Assoc Chair, Mathematics, LIB ARTS & SCI	\$103,200	\$106,027	2.74%
Daniel S. Geller	Chair, Political Science, LIB ARTS & SCI	\$125,000	\$128,425	2.74%
David J. Grignon	Chair, Pathology, MEDICINE	\$182,100	\$186,250	2.28%
Richard Arthur Grusin	Chair, English, LIB ARTS & SCI	\$143,315	\$147,241	2.74%
Murali Guthikonda	Chair, Neurosurgery, MEDICINE	\$126,600	\$190,000	50.08%
Donald P. Haase	Chair, Germ/Slavic Std, LIB ARTS & SCI	\$104,064	\$106,915	2.74%
Lowell J. Hansen	Chair, Mathematics, LIB ARTS & SCI	\$113,200	\$113,200	0.00%
Linda D. Hazlett	Chair, Anatomy, MEDICINE	\$215,800	\$220,900	2.36%
Stuart Dennis Henry	Chair, ISP, LIB ARTS & SCI	\$104,293	\$106,379	2.00%
Kai-Lin Catherine Jen*	Chair, Nutrition/Food Sci, LIB ARTS & SCI	\$88,523	\$119,477	*
Alex Johnson	Chair, Audiology/Spch Path, LIB ARTS & SCI	\$142,786	\$146,698	2.74%
Robert Michael Johnson	Assoc Chair, Biochemistry, MEDICINE	\$138,400	\$141,550	2.28%
Melissa Kaplan-Estrin	Assoc Chair, Psychology, LIB ARTS & SCI	\$91,906	\$94,424	2.74%
Matcheri Keshavan	Assoc Chair, Psychiatry, MEDICINE	\$210,000	\$214,800	2.29%
Thomas W. Killion	Chair, Anthropology, LIB ARTS & SCI	\$110,619	\$113,650	2.74%
Albert I. King	Chair, Deans Office, ENGINEERING	\$199,326	\$202,326	1.51%
Marc Wayne Kruman	Chair, History, LIB ARTS & SCI	\$122,120	\$130,480	6.85%
Li Way Lee*	Chair, Economics, LIB ARTS & SCI	\$114,517	\$145,647	*
Richard A. Lewis	Assoc Chair, Neurology, MEDICINE	\$161,000	\$164,675	2.28%
Robert P. Lisak	Chair, Neurology, MEDICINE	\$212,000	\$216,850	2.29%
John Manuel Lopes	Assoc Chair, Biological Sci, LIB ARTS & SCI	\$125,011	\$128,436	2.74%
William David Lyman	Assoc Chair, Pediatrics, MEDICINE	\$245,000	\$249,600	1.88%
Charles Wayne Manke, Jr.	Chair, Chem Engineering, ENGINEERING	\$153,200	\$156,264	2.00%
Harold Michael Marsh	Chair, Anesthesiology, MEDICINE	\$161,500	\$165,200	2.29%
Robert Henry Mathog	Chair, Otolaryngology, MEDICINE	\$185,800	\$189,300	1.88%
Kathleen McNamee	Chair, Classics, Greek & Latin, LIB ARTS & SCI	\$117,196	\$120,407	2.74%
Jay Merlin Meythaler	Chair, Phys Med/Rehab, MEDICINE	\$275,000	\$280,200	1.89%
Paul C. Montgomery	Chair, Immun/Microb, MEDICINE	\$218,700	\$223,700	2.29%
Ratna Naik*	Chair, Physics, LIB ARTS & SCI	\$86,322	\$122,391	*
Thomas J. Naughton*	Assoc Chair, Management, BUSINESS ADMIN	\$92,656	\$126,187	*
Randolph C. Paschke	Chair, Accounting, BUSINESS ADMIN	\$104,450	\$106,650	2.11%
Joseph Howard Rankin	Chair, Criminal Justice, LIB ARTS & SCI	\$120,000	\$123,288	2.74%

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Setti Subbiyer Rengachary	Assoc Chair, Neurosurgery, MEDICINE	\$125,900	\$128,300	1.91%
James Harry Rigby	Chair, Chemistry, LIB ARTS & SCI	\$216,176	\$222,099	2.74%
Douglas Scott Risner	Chair, Dance, FINE, PERF&COMM ARTS	\$82,406	\$86,406	4.85%
Barry Philip Rosen	Chair, Biochemistry, MEDICINE	\$218,600	\$223,600	2.29%
Bruce Alan Russell	Chair, Philosophy, LIB ARTS & SCI	\$111,017	\$114,058	2.74%
Leonard Boyd Savoy (10% time)	Chair, Dermatology MEDICINE	\$22,900	\$23,650	3.28%
Matthew Wayne Seeger	Chair, Communication, FINE, PERF & COM ARTS	\$107,500	\$110,188	2.50%
May A. Seikaly	Chair, Near East/Asian, LIB ARTS & SCI	\$86,459	\$88,828	2.74%
Richard K. Severson	Assoc Chair, Family Med, MEDICINE	\$177,400	\$181,450	2.28%
Linda Estelle Simmons	Assoc Chair, Dance, FINE, PERF & COM ARTS	\$58,963	\$59,847	1.50%
Wilbur L. Smith	Chair, Radiology, MEDICINE	\$164,200	\$167,950	2.28%
Herbert C. Smitherman (75% time)	Assoc Chair, Community Med, MEDICINE	\$93,225	\$94,969	1.87%
Bonita Frances Stanton	Chair, Pediatrics, MEDICINE	\$176,700	\$180,750	2.29%
Padraic J. Sweeny* (40% time)	Chair, Emergency Medicine, MEDICINE	N/A	\$35,000	*
Manuel Ellis Tancer	Chair, Psychiatry, MEDICINE	\$224,800	\$229,950	2.29%
Liborio Tranchida	Assoc Chair, Internal Med, MEDICINE	\$177,800	\$181,400	2.02%
James David Tucker	Chair, Biological Sci, LIB ARTS & SCI	\$148,014	\$152,069	2.74%
Andrew Turrisi	Chair, Radiation Oncology, MEDICINE	\$154,800	\$158,350	2.29%
Mumtaz Usman	Chair, Civil Engg, ENGINEERING	\$162,272	\$165,517	2.00%
Harish L. Verma*	Chair, Info Systems & Manuf, BUSINESS ADMIN	\$79,526	\$135,000	*
Jogindra Mohan Wadehra	Assoc Chair, Physics, LIB ARTS & SCI	\$119,570	\$122,846	2.74%
Arun R. Wakade*	Chair, Pharmacology, MEDICINE	\$157,648	\$185,386	*
Donald Willard Weaver*	Chair, Surgery, MEDICINE	\$160,300	\$245,000	*
Russell Douglas Whitman	Chair, Psychology, LIB ARTS & SCI	\$136,510	\$148,000	8.42%
Charles H. Winter	Assoc Chair, Chemistry, LIB ARTS & SCI	\$175,379	\$180,184	2.74%
Margaret E. Winters*	Chair, Romance Lang, LIB ARTS & SCI	\$79,340	\$108,000	*
Seymour J. Wolfson	Assoc Chair, Computer Science, LIB ARTS & SCI	\$115,481	\$118,645	2.74%
Russell Kazuo Yamazaki	Assoc Chair, Pharmacology, MEDICINE	\$100,400	\$102,350	1.94%
Chih-Ping Yeh	Chair, Engineering Tech, ENGINEERING	\$105,541	\$107,652	2.00%
Yang Zhao	Chair, Elect/Computer Engg, ENGINEERING	\$154,460	\$157,549	2.00%

OTHER NON-REPRESENTED PERSONNEL

Sandra E. Alford	Director, Acad, Comm Educ, ACAD AFFAIRS	\$89,543	\$91,334	2.00%
Victoria Asmar Anderson	Ombudsperson, ACADEMIC AFFAIRS	\$79,982	\$81,582	2.00%
David B. Austell*	Exec Dir Int'l Progs, ACADEMIC AFFAIRS	N/A	\$110,000	*
Carole M. Bach	Director II, Sponsored Prog Adm, RESEARCH	\$84,826	\$86,310	1.75%
David Salman Bach	Director, Acad, Pharm Prac, PHARM & H.S.	\$148,557	\$149,662	0.74%
Paul J. Beavers	Lib Dir, Lib Info Svc, UNIV LIBRARIES	\$84,611	\$85,774	1.37%
Howard Otha Bell	Exec Dir Res Tech Park, FINANCE/ADMIN	\$139,230	\$139,230	0.00%
Robert D. Berman	Associate Director (Academic), Records/Regist.	\$110,000	\$112,200	2.00%
Jeffrey David Block	Director II, Alumni Rels, DEV & ALUMNI	\$70,365	\$73,747	4.81%
Kenton A. Bolt	Director I, Grounds Main., FAC. PLAN & MANAG	\$68,864	\$70,138	1.85%
Steven K. Bowers*	Director, Acad, DALNET, UNIV LIBRARIES	\$42,000	\$80,000	*
Mary M. Bucher (80% time)	Director I, Devel. Office, DEV & ALUMNI	\$56,000	\$57,652	2.95%
Eugene Colston Carter	Director II, Facil Oper, Zone 2, FAC PLAN & MGT	\$77,209	\$78,637	1.85%
Jorge Luis China	Director, Acad, Chicano/Boricua, LIB ARTS & SCI	\$89,578	\$91,370	2.00%
Georgia A. Clark	Library Director, Law Lib, UNIV LIBRARIES	\$106,147	\$108,058	1.80%
Michael Patrick Coleman*	General Manager, WDET, PRESIDENT	N/A	\$98,000	*
Jan Theresa Collins-Eaglin	Director IV, Counseling Svc, STUD AFFAIRS	\$89,892	\$91,941	2.28%
William N. Cooke	Director, Acad, Deans Office, ACAD AFFAIRS	\$134,641	\$140,877	4.63%
Theodore George Coutilish*	Director IV, Marketing Svc, MARKETING & COM	\$85,310	\$90,128	*
Douglas Czajkowski*	Director I, Devel. Off, DEV & ALUMNI	N/A	\$100,000	*
Donna Marie Dauphinais	Chief of Staff, Med Administration, MEDICINE	\$141,700	\$144,950	2.29%
Elizabeth Jean Dawe	Director (Acad), Surg Res Svc, MEDICINE	\$115,700	\$117,900	1.90%
Timothy D. Demos	Director II, Office of AVP, BUS OPERATIONS	\$70,267	\$71,672	2.00%
Anne C. Disante*	Research Director III, RESEARCH	\$96,618	\$109,796	*
James Charles Dorsett	Director II, Intl Studs/Schol, STUDENT AFFAIRS	\$74,774	\$76,269	2.00%
Patricia R. Douglas	Director III, Accounting, FISCAL OPERATIONS	\$97,550	\$99,355	1.85%

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Walter Fitz-Herbert Edwards	Director, Acad., ACADEMIC AFFAIRS	\$107,078	\$109,219	2.00%
Merlin E. Ekstrom	Res Dir IV, Lab Animla Res, RES SUPP	\$120,542	\$122,953	2.00%
Marlene Grazioli Erno (75% time)	Director IV, Spon Prog Admin, RESEARCH	\$74,708	\$76,202	2.00%
Ahmad M. Ezzeddine	Director, Acad, Prof Dev, BUSINESS ADMIN	\$76,754	\$81,000	5.53%
Linda K. Falkiewicz	Director IV, Enrollment Systems, STUDENT AFFA	\$99,167	\$101,447	2.30%
Howard Finley	Director I, ISP, LIB ARTS & SCI	\$73,883	\$75,361	2.00%
Larry Steven Fodor	Director II, Utilities Oper, FAC PLAN & MGT	\$75,260	\$76,840	2.10%
Angela Foley*	Associate Dean of Students, STUDENT AFFAIRS	N/A	\$50,000	*
Robert J. Fournier	Athletic Director, Athletics, PRESIDENT	\$139,725	\$143,218	2.50%
Lance Franklin	Res Dir III, Env Hlth/Safety, RES SUPP	\$109,575	\$111,767	2.00%
Jonathan Jay Frederick	Director II, Parking/Trans, BUSINESS OPER	\$77,219	\$78,763	2.00%
William M. Giammara	Director II, Office of AVP, BUSINESS OPERATIO	\$71,331	\$72,758	2.00%
Freda P. Giblin	Director (Acad), Dean's Office, MEDICINE	\$94,100	\$95,900	1.91%
Stephanie J. Gilkey (80% time)	Director (Acad), Physician Asst Stud, PHARM&H.S.	\$68,996	\$70,808	2.63%
Joan Menichetti Gossman	Director III, Purchasing, FINANCE & ADMIN	\$97,858	\$99,815	2.00%
Brett Curtis Green*	Director III, Total Comp/Well, HUMAN RESOURC	\$87,834	\$93,634	*
Victor Anthony Green*	Director II, Gov/Commun Af, GOV'T/COMMUN	N/A	\$69,800	*
Lawrence I. Grossman	Director (Acad), Ctr MolecMed, MEDICINE	\$161,300	\$179,000	10.97%
Carolyn P. Hafner	Director, Internal Audit, INTERNAL AUDIT	\$110,322	\$116,322	5.44%
Colin R. Hand	Director I, Facilities Oper, FAC PLAN/MGT	\$75,079	\$76,656	2.10%
Janet Kula Harden	Director (Acad), Adlt Hlth/Adm, NURSING	\$78,742	\$83,160	5.61%
Michael Arthur Herbert	Chief Admin Officer, Dean's Office, MEDICINE	\$175,400	\$179,400	2.28%
Jerry S. Herron	Director, Acad, Acad Affs, ACADEMIC AFFAIRS	\$133,432	\$136,762	2.50%
Jane Louise Hoehner	Director, Univ Press, UNIV PRESS	\$87,822	\$89,797	2.25%
Anthony Delton Holt*	Director III, PUBLIC SAFETY	\$76,376	\$98,000	*
Homer Lee Isaac, Jr.	Director II, Risk Management, FISCAL OPERS	\$87,834	\$89,591	2.00%
Judy Mae Johncox*	Research Director III, RESEARCH	\$95,141	\$109,798	*
David F. Johnson	Director II, Stud Ctr, BUSINESS OPERATIONS	\$87,834	\$89,591	2.00%
Janet M. Joiner	Director I, Admis/Std Svc, SOCIAL WORK	\$67,419	\$68,767	2.00%
Ronald H. Kent	Director III, Placement Svc, STUDENT AFFAIRS	\$79,180	\$80,605	1.80%
Marianne Krupka	Director III, Advising Ctr., ACADEMIC AFFAIRS	\$73,783	\$78,255	6.06%
David Richard Lepper	Director IV, External Affairs, MEDICINE	\$108,200	\$110,525	2.15%
Barbara W. LeRoy	Director, Acad, Devel Disab, ACADEMIC AFFAIR	\$110,791	\$113,003	2.00%
Celeste Marie Lezuch*	Director, Acad Affairs, PROVOST	\$90,290	\$107,999	*
Peter A. Lichtenberg	Director, Acad, Gerontology, RESEARCH	\$132,000	\$134,640	2.00%
Mark Robert Luborsky	Director, Acad, Gerontology, RESEARCH	\$169,702	\$173,096	2.00%
Tsveti Markova	Director (Acad), Family Med, MEDICINE	\$174,100	\$178,075	2.28%
Ellen B. Marks	Library Dir, Med Lib, UNIV LIBRARIES	\$98,395	\$99,477	1.10%
Sandra Irene Martin	Asst Lib Dir II, Med Lib, UNIV LIBRARIES	\$68,477	\$69,910	2.09%
Robert Michael Massanri	Director (Acad), Dean's Office, MEDICINE	\$223,400	\$228,500	2.28%
Marcia McDonald	Director, Acad, Dean's Office, LAW	\$52,266	\$53,511	2.38%
Queen Foreman McMiller*	Director III, Employment Svcs, HUMAN RES	\$84,050	\$90,100	*
Joseph J. Mika	Director, Acad, Lib/Info Sci, UNIV LIBRARIES	\$128,989	\$131,311	1.80%
Paul Napoleon Moniodis	Exec Director, Instit Res Assess, STRATEGIC PLA	\$105,000	\$107,360	2.25%
Bruce S. Morgan	Director, Acad, English, LIBERAL ARTS & SCI	\$76,083	\$78,168	2.74%
Anwar Hermiz Najor-Durack*	Director, Acad, SOCIAL WORK	\$53,074	\$71,475	*
Christy David Nolan	Director II, Fitness Center, BUSINESS OPER.	\$52,640	\$53,693	2.00%
Raymond F. Novak	Director, Acad, Envir Hlth Sci, RESEARCH	\$201,952	\$205,991	2.00%
Randy G. Paquette	Director III, Design Svc, FAC PLAN & MGT	\$94,537	\$96,522	2.10%
Gerrie E. Paulson	Director III, Development, DEV & ALUM	\$88,205	\$103,169	16.97%
Frederic S. Pearson	Director, Acad, Peace/Conflict, LIB ARTS & SCI	\$132,452	\$135,101	2.00%
Joseph Michael Pellerito	Director (Acad), Occup. Therapy, PHARM & H.S.	\$84,065	\$85,946	2.24%
Sharon Ann Phillips	Director II, Dean's Office, UNIV LIBRARIES	\$83,779	\$87,130	4.00%
Marjorie Lynne Powell	Director II, Equal Oppor, HUMAN RESOURCES	\$90,000	\$90,000	0.00%
Diana V. Pratt	Director, Acad, LAW	\$85,527	\$87,227	1.99%
Sharon Kay Progar	Director IV, Office of Controller, FISCAL OPER.	\$100,513	\$102,624	2.10%
Alvin Leon Rainey, Jr.	Director II, LABOR RELATIONS	\$78,043	\$79,604	2.00%
Valerie Marie Richard	Director II, Fac. Oper. Zone 1, FACIL PLAN/MAIN	\$77,761	\$79,394	2.10%
Henry L. Robinson	Director IV, ACCESS, STUDENT AFFAIRS	\$87,795	\$89,375	1.80%

*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	2004-05	2005-06	% Change
Linda M. Roth*	Director, Acad, Medical Personnel, MEDICINE	\$97,299	\$109,750	*
Gail Louise Ryan	Director IV, Spon Prog, RESEARCH	\$74,699	\$76,193	2.00%
Gary S. Schickler	Director III, Grad. Admissions, GRAD SCHOOL	N/A	\$74,870	*
Cleveland M. Simmons	Director III, Fac. Oper. Zone 1, FAC PLAN & MGT	\$111,728	\$113,752	1.81%
Julia Mitchell Simmons	Director I, Med Acad/Stud Prog, MEDICINE	\$77,600	\$79,270	2.15%
Michael Owen Smith	Director, Acad, Archives, ACADEMIC AFFAIRS	\$95,600	\$97,512	2.00%
Jo-Ann Snyder	Director (Acad), Teacher Ed, EDUCATION	\$102,869	\$106,426	3.46%
Hans-Peter Soder	Director, Acad, Jr Year Prog, LIB ARTS & SCIENC	\$71,011	\$72,957	2.74%
Robert James Sokol	Director (Acad), OB/GYN, MEDICINE	\$261,500	\$267,500	2.29%
Harold Michael Stack	Director, Acad, Labor Stud, ACADEMIC AFFAIRS	\$100,524	\$102,534	2.00%
Shelia J. Stewart	Director III, Bursar, FISCAL OPERATIONS	\$88,235	\$90,088	2.10%
David J. Strauss	Dean of Students, SCB/Prog Activ, STUDENT AFF	\$87,011	\$88,925	2.20%
Susan Ann Talley	Director (Acad), Physical Therapy, PHARM & H.S.	\$79,097	\$81,094	2.52%
Thomas Lyke Thompson	Director, Acad, Urban Studies, ACAD AFFAIRS	\$132,370	\$135,017	2.00%
Casandra Effie Ulbrich*	Director I, Devel. Off., DEVELOP & ALUMNI	\$57,050	\$85,000	*
John Charles Van Hecke	Director I, Devel. Off., DEVELOP & ALUMNI	\$79,016	\$88,740	12.31%
Cheryl Ranee Verbruggen*	Director, UNIVERSITY BUDGET	N/A	\$105,000	*
Cynthia Ward	Director, Acad, Credit Progs, LIFELONG LRNG	\$75,060	\$76,561	2.00%
Carol A. Watkins (50% time)	Director (Acad), Clinical Science, PHARM & H.S.	\$38,293	\$39,009	1.87%
David H. Weinberg	Director, Acad, History, LIBERAL ARTS & SCI	\$102,120	\$104,162	2.00%
Prudentia A. Worth (40% time)	Director (Acad), Nurse Anesthetist, PHARM & H.S.	\$21,631	\$22,024	1.82%
Cheryl Ann Yurkovich	Director III, Media Relations, MARKETING/COM	\$89,262	91,047	2.00%
Larry J. Zimmerman	Director, Acad, Dean's Off, PHARM & H. S.	\$73,012	\$87,958	20.47%
Susan A. Zwiig	Director IV, Admissions, STUDENT AFFAIRS	\$106,563	\$108,481	1.80%
Total for Continuing Administrators		\$29,630,587	\$30,591,865	3.24%

(Continuing administrators whose classifications changed

are not included in the totals for continuing administrators.)

*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.

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AFT PLUS

**2006 Bargaining Survey
On-Line Questionnaire Begins in March**

Look for E-mail Instructions on the first of the Month

We need your input. Negotiations are about to begin between the AAUP-AFT and the Administration over salaries, benefits, and due process. To prepare for bargaining, we need the widest possible participation.

In past years we have mailed out hard-copy surveys to faculty and academic staff. This year we are trying something new in collaboration with the Applied Psychology and Organizational and Research Group (APORG) of the WSU Psychology Department.

On **March 1**, you will get an email with the site address for two surveys, one for faculty and one for academic staff. The front page will ask you to input your Banner number as a password, giving you a one-time access to a secure survey site. To insure confidentiality, your responses to the survey will **not** be attached to your Banner number or any other ID.

Your Banner number is the nine-digit number beginning with zero that you'll find on your OneCard and on your paycheck in the upper left-hand corner under "Ident. No."

The Questions

Please take a few minutes to respond to the questions. They not only ask for feedback on issues related to salary and benefits, but also on matters related to:

For Faculty: selective salary distribution, teaching load, evaluation of student complaints, academic freedom, term appointments, and retirement benefits.

For academic staff: contracting out of work, flex and comp time, ESS and promotion factors, bylaws, director searches, contract renewals, and personnel files.

**Wayne State University Chapter
AAUP-AFT**

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