



Representing Wayne State Faculty and Academic Staff

NEWSBRIEFS

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May, 2007

Top Administrative Salaries Grow 8.6%

President Reid's Salary Up 63%

Salaries for continuing administrators in top management positions (Executive Officers, Vice Presidents, and Deans) jumped dramatically for the 2006-2007 year, rising by 8.6% (see pages 2-7 for all administrative salaries). This nearly triples the negotiated annual increase for faculty and academic staff of 3.25%, and more than doubles the typical 2-4% raise for most mid-level administrators (Assistant Deans, Chairs and Directors). The overall increase for continuing administrators was 3.8%.

These figures actually understate the rise in administrative payroll, since they only measure the salary increases for those continuing in the same position. They do not include the new executive positions and vice presidencies created in the last year, and they do not include the often substantial increase in pay for promotions and new hires.

Ahmad Ezzeddine, for example, is paid \$145,000 as the new *Associate Vice President* in the Provost's office, replacing the previous *Assistant Vice President* who was paid only \$83,000. The 75% increase in salary for this new position is not reflected in the total payroll reported for the Provost's office on page 2 of \$339,000 for the two continuing Vice Presidents.

Top Dollar

Of special note is the extraordinary jump in salary for President Irvin Reid, whose current compensation ballooned from \$229,251 to \$373,975, a one-year boost of 63%.

Some have argued that the salary of WSU's President should be on a par with that of his counterparts at the University of Michigan and Michigan State. In 2006, Mary Sue Coleman (U-M) and Lou Anna Simon (MSU) were paid, respectively, \$501,000 and \$425,000 in salary.

The *Michigan Daily*, on the other hand, reported that Coleman's total compensation of \$725,000 in pay and benefits made her the highest paid president of a public university in the United States. Given the current economic and fiscal crisis in Michigan, many will ask if this standard is appropriate for *any* public university in the state, including WSU.

Over the past several decades, the president of Wayne State's salary has ranked well below the top salaries paid in the university's School of

Medicine. That is no longer the case: President Reid's current salary topping one-third of a million dollars now puts him ahead of the runner up, Robert Mentzer, Dean of Medicine, at \$357,000.

Mentzer's pay is 14% higher than that of his predecessor, interim dean Robert Frank. Continuing deans received raises that ranged from a low of 2% to between 7 and 12%.

The Good News

There is at least one encouraging dimension to this administrative largess at the top of the pay pyramid. Assuming that it is based on careful

"Having raised the top administrative salaries by nearly 9% and the President's salary by 63%, the university Administration has indicated there must be ample funds available for retiree healthcare. "

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ADMINISTRATIVE SALARIES

Name	Title/Position	Salary 2005-06	Salary 2006-07	% Change
EXECUTIVE OFFICERS				
Nancy Smith Barrett	Provost & Sr. Vice President, Academic Affairs	\$218,010	\$238,010	9.17%
Susan Elizabeth Burns	Sr Vice President, Devel & Alumni	\$182,000	\$186,550	2.50%
John Louis Davis	Sr Vice President, Finance and Administration	\$190,610	\$194,899	2.25%
Andrea R. Dickson*	Executive Vice President	\$0	\$204,500	*
Harvey Hollins,III	Vice President, Government/Commun Affairs	\$136,292	\$139,359	2.25%
Louis A. Lessem	Vice President, General Counsel	\$180,830	\$185,803	2.75%
Julie Hearshen Miller	Secretary to the Board of Governors	\$102,615	\$113,872	10.97%
Irvin D. Reid	President	\$229,251	\$373,975	63.13%
	Sub-total for continuing administrators:	\$1,239,608	\$1,432,468	15.56%
ASSOCIATE & ASSISTANT VICE PRESIDENTS				
James Donald Barbret	Assoc Vice President, RESEARCH	\$158,194	\$161,358	2.00%
Clifford A. Brown	Asst Vice President, FISCAL OPERATIONS	\$149,661	\$188,597	26.02%
Sean Patrick Fitzgerald	Assoc Vice President, GENERAL COUNSEL	\$109,105	\$111,305	2.02%
Nabeleh Ghareeb	Asst Vice President, BUSINESS OPERATIONS	\$135,000	\$149,688	10.88%
Patrick J. Gossman*	Assoc Vice President & Chf Inf Off, C & IT	\$0	\$137,701	*
Carolyn P. Hafner*	Asst Vice President, Internal Audit, INTERNAL AUDIT	\$0	\$129,112	*
Gloria H. Heppner	Assoc Vice President, RESEARCH	\$171,919	\$199,500	16.04%
Roger William Kempa	Asst Vice President, FISCAL OPERATIONS	\$128,149	\$130,699	1.99%
Robert Kohrman*	Asst Vice President, FISCAL OPERATIONS	\$0	\$140,000	*
Bernice R. Lopata	Assoc Vice President, DEVEL & ALUMNI	\$127,200	\$129,744	2.00%
Dorothy A. Nelson*	Asst Vice President, RESEARCH	\$0	\$138,720	*
Fred H. Reinhart	Asst Vice President, RESEARCH	\$148,995	\$164,133	10.16%
Marguerite S. Rigby	Asst Vice President, DEVEL & ALUMNI	\$114,532	\$116,823	2.00%
David Ripple*	Assoc Vice President, DEVEL & ALUMNI	\$0	\$141,400	*
James R. Sears, IV	Assoc Vice President, FAC PLAN & MGT	\$149,454	\$152,428	1.99%
Jeffrey J. Stoltman*	Assoc Vice President, MARKETING/COMMUN	\$0	\$153,073	*
	Sub-total for continuing administrators:	\$1,392,209	\$1,504,275	8.05%
PROVOST'S OFFICE				
Ahmad M.Ezzeddine*	Associate Vice President	\$0	\$145,000	*
Barbara Price	Associate Vice President	\$171,911	\$175,349	2.00%
Howard Neal Shapiro	Associate Vice President	\$160,000	\$163,200	2.00%
	Sub-total for continuing administrators:	\$331,911	\$338,549	2.00%
DEANS				
Richard M. Gabrys*	Dean, BUSINESS ADMINISTRATION	\$0	\$204,000	*
Ralph H. Kummner	Dean, ENGINEERING	\$200,534	\$205,146	2.30%
Robert M. Mentzer*	Dean, MEDICINE	\$0	\$357,000	*
Hilary Horn Ratner	Dean, GRADUATE SCHOOL	\$157,746	\$177,500	12.52%
Barbara Klug Redman	Dean, NURSING	\$173,009	\$180,000	4.04%
Beverly Jean Schmoll	Dean, PHARMACY & H.S.	\$167,908	\$180,000	7.20%
David J. Strauss	Dean, STUDENT AFFAIRS	\$88,925	\$90,704	2.00%
Robert L. Thomas	Dean, LIBERAL ARTS & SCIENCE (CLAS)	\$211,912	\$216,150	2.00%
Sharon L. Vasquez	Dean, FINE, PERF & COMM ARTS	\$163,840	\$167,117	2.00%
Phyllis Ivory Vroom	Dean, SOCIAL WORK	\$150,245	\$165,000	9.82%
Paula Christine Wood	Dean, EDUCATION	\$165,536	\$180,000	8.74%
Frank H. Wu	Dean, LAW	\$229,500	\$234,090	2.00%
Sandra G. Yee	Dean, UNIV. LIBRARIES	\$148,695	\$165,000	10.97%
	Sub-total for continuing administrators:	\$1,857,850	\$1,960,707	5.54%

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

Name	Title/Position	Salary 2005-06	Salary 2006-07	% Change
ASSOCIATE & ASSISTANT DEANS				
Richard F. Beltramini*	Associate Dean, BUSINESS ADMIN	\$0	\$152,000	*
Beverly Mildred Black	Associate Dean, SOCIAL WORK	\$108,471	\$110,640	2.00%
Kertia L. Black	Assistant Dean, MEDICINE	\$227,600	\$232,200	2.02%
Patrick David Bridge	Assistant Dean, MEDICINE	\$112,900	\$115,450	2.26%
Stephen James Cavanagh	Associate Dean, NURSING	\$148,190	\$151,525	2.25%
Mary Clark*	Associate Dean, STUDENT AFFAIRS	\$0	\$105,000	*
Jean Elizabeth Davis	Assistant Dean, NURSING	\$113,700	\$117,196	3.07%
Basim Ahmad Dubaybo (25%)	Assistant Dean, MEDICINE	\$71,600	\$73,200	2.23%
Sarah Jane Erbaugh	Assistant Dean, EDUCATION	\$111,038	\$120,000	8.07%
Judith Ann Floyd	Associate Dean, NURSING	\$132,961	\$137,049	3.07%
Audra G. Forsberg*	Associate Dean, STUDENT AFFAIRS	\$0	\$50,000	*
Robert R. Frank	Associate Dean, MEDICINE	\$312,000	\$342,000	9.62%
Janice W. Green	Assistant Dean, EDUCATION	\$97,893	\$101,809	4.00%
Miriam L. Greenberg	Associate Dean, CLAS	\$147,476	\$150,853	2.29%
Michele Jeanette Grimm	Associate Dean, ENGINEERING	\$142,800	\$147,176	3.06%
Joanne Holbert	Assistant Dean, EDUCATION	\$126,194	\$127,488	1.03%
Steven Ilmer	Associate Dean, EDUCATION	\$144,840	\$147,737	2.00%
Matthew P. Jackson	Assistant Dean, MEDICINE	\$131,275	\$133,675	1.83%
Mark S. Juzych	Associate Dean, MEDICINE	\$140,550	\$178,200	26.79%
Snehamay Khasnabis	Associate Dean, ENGINEERING	\$166,054	\$169,335	1.98%
Stephen A. Lerner	Associate Dean, MEDICINE	\$215,000	\$218,900	1.81%
Barton Michael Lessin	Assistant Dean, UNIVERSITY LIBRARIES	\$104,647	\$106,740	2.00%
Linda A. Lewandowski*	Assistant Dean, NURSING	\$0	\$117,484	*
Michele Rosanne Miller	Assistant Dean, LAW	\$95,400	\$78,725	-17.48%
David A. Moran*	Associate Dean, LAW	\$0	\$131,813	*
David Lars Njus	Associate Dean, CLAS	\$136,216	\$139,335	2.29%
Silas Norman	Assistant Dean, MEDICINE	\$174,300	\$177,800	2.01%
Howard James Normile	Associate Dean, PHARMACY & H.S.	\$127,036	\$130,084	2.40%
Kenneth C. Palmer	Assistant Dean, MEDICINE	\$140,400	\$178,200	26.92%
David R. Pieper	Assistant Dean, MEDICINE	\$128,525	\$130,900	1.85%
Thomas F. Roe*	Assistant Dean, MEDICINE	\$0	\$184,000	*
Noreen F. Rossi (50%)	Assistant Dean, MEDICINE	\$95,546	\$97,700	2.25%
John C. Ruckdeschel	Associate Dean, MEDICINE	\$216,850	\$221,800	2.28%
Michael Joseph Rybak	Associate Dean, PHARMACY & H.S.	\$132,121	\$134,895	2.10%
Steven O. Salley	Associate Dean, GRADUATE SCHOOL	\$146,715	\$149,649	2.00%
Linda Fowler Sims	Assistant Dean, LAW	\$76,770	\$77,833	1.38%
Richard L. Slaughter	Assistant Dean, PHARMACY & H.S.	\$135,292	\$150,885	11.53%
Donald C. Spinelli	Associate Dean, CLAS	\$131,371	\$134,380	2.29%
Gerald O. Thompkins	Associate Dean, ENGINEERING	\$121,503	\$125,580	3.36%
John D. Vander Weg	Associate Dean, FINE, PERF & COMM ARTS	\$103,428	\$105,766	2.26%
Daniel A. Walz	Associate Dean, MEDICINE	\$214,900	\$218,900	1.86%
Larry J. Zimmerman*	Assistant Dean, NURSING	\$0	\$102,225	*
	Sub-total for continuing administrators:	\$4,931,562	\$5,133,605	4.10%
CHAIRPERSONS/ASSOCIATE CHAIRS				
Gary W. Abrams	Chair, Ophthalmology, MEDICINE	\$205,400	\$210,000	2.24%
Blair Vaughn Anderson	Chair, Theatre, FINE & PERF ARTS	\$92,099	\$94,172	2.25%
M. Safwan Badr (50%)	Assoc Chair, Internal Medicine, MEDICINE	\$111,350	\$113,800	2.20%
Ray Oliver Bahado-Singh	Assoc Chair, OB/GYN, MEDICINE	\$118,000	\$120,100	1.78%
Joyce Ann Benjamins	Assoc Chair, Neurology, MEDICINE	\$168,550	\$172,400	2.28%
Thomas J. Birk	Chair, Occup Therapy Prog, PHARMACY & H.S.	\$106,983	\$109,204	2.08%
David Lee Bouwman	Assoc Chair, Surgery, MEDICINE	\$162,228	\$169,100	4.24%
Melba J. Boyd	Chair, Africana Studies, CLAS	\$111,107	\$113,651	2.29%
Robin M. Boyle	Chair, Geog/Urban Plan, CLAS	\$136,109	\$139,226	2.29%
Beth Ann Brooks	Assoc Chair, Psychiatry, MEDICINE	\$225,950	\$230,950	2.21%
Robert Burgoyne*	Chair, English, CLAS	\$0	\$94,642	*
Kenneth Richard Chelst	Chair, Industrial/Manuf Engg, ENGINEERING	\$159,028	\$162,728	2.33%
Michael L. Cher*	Chair, Urology, MEDICINE	\$0	\$239,800	*
George B. Corcoran	Chair, Pharmaceutical Sci, PHARMACY & H.S.	\$151,164	\$153,431	1.50%
James Anthony Crowley	Chair, Art/Art History, FINE & PERF ARTS	\$113,921	\$114,949	0.90%
Stephen Patrick DeSilva	Chair, Orthopedic Surgery, MEDICINE	\$172,650	\$176,500	2.23%
Michael P. Diamond	Assoc Chair, OB/GYN, MEDICINE	\$177,150	\$181,100	2.23%
Joseph C. Dunbar	Chair, Physiology, MEDICINE	\$218,500	\$223,400	2.24%

Name	Title/Position	Salary 2005-06	Salary 2006-07	% Change
CHAIRPERSONS/ASSOCIATE CHAIRS Cont'd				
Norah Duncan	Assoc Chair, Music, FINE & PERF ARTS	\$85,625	\$87,166	1.80%
David J. Edwards	Chair, Pharmacy Practice, PHARMACY & H.S.	\$137,007	\$139,884	2.10%
John M. Flack	Chair, Internal Medicine, MEDICINE	\$220,000	\$224,900	2.23%
Farshad Fotouhi	Chair, Computer Sci, CLAS	\$159,411	\$163,062	2.29%
Peter Daniel Frade	Chair, Mortuary Sci, PHARMACY & H.S.	\$95,166	\$97,164	2.10%
Daniel Eugene Frohardt	Assoc Chair, Mathematics, CLAS	\$106,027	\$108,455	2.29%
Daniel S. Geller	Chair, Political Science, CLAS	\$128,425	\$131,366	2.29%
Jalal Ghali*	Assoc Chair, Internal Medicine, MEDICINE	\$0	\$182,300	*
Richard Arthur Grusin	Chair, English, CLAS	\$147,241	\$141,621	-3.82%
Murali Guthikonda	Chair, Neurosurgery, MEDICINE	\$190,000	\$193,500	1.84%
Donald P. Haase	Chair, Germ/Slavic Std, CLAS	\$106,915	\$109,363	2.29%
Lowell J. Hansen	Chair, Mathematics, CLAS	\$113,200	\$115,792	2.29%
Linda D. Hazlett	Chair, Anatomy, MEDICINE	\$220,900	\$225,900	2.26%
Kai-Lin Catherine Jen	Chair, Nutrition/Food Sci, CLAS	\$119,477	\$122,213	2.29%
Alex Johnson	Chair, Audiology/Spch Path, CLAS	\$146,698	\$150,057	2.29%
Melissa Kaplan-Estrin	Assoc Chair, Psychology, CLAS	\$94,424	\$100,090	6.00%
Matcheri Keshavan	Assoc Chair, Psychiatry, MEDICINE	\$214,800	\$218,700	1.82%
Thomas W. Killion	Chair, Anthropology, CLAS	\$113,650	\$110,631	-2.66%
Albert I. King	Chair, Deans Office, ENGINEERING	\$202,326	\$206,373	2.00%
Marc Wayne Kruman	Chair, History, CLAS	\$130,480	\$133,468	2.29%
Li Way Lee	Chair, Economics, CLAS	\$145,647	\$148,982	2.29%
Richard A. Lewis	Assoc Chair, Neurology, MEDICINE	\$164,675	\$168,400	2.26%
Robert P. Lisak	Chair, Neurology, MEDICINE	\$216,850	\$221,800	2.28%
John Manuel Lopes	Assoc Chair, Biological Sci, CLAS	\$128,436	\$131,377	2.29%
William David Lyman	Assoc Chair, Pediatrics, MEDICINE	\$249,600	\$251,700	0.84%
John M. Malone*	Chair, OB/GYN, MEDICINE	\$0	\$164,100	*
Charles Wayne Manke, Jr.	Chair, Chem Engineering, ENGINEERING	\$156,264	\$158,964	1.73%
Harold Michael Marsh	Chair, Anesthesiology, MEDICINE	\$165,200	\$168,900	2.24%
Robert Henry Mathog	Chair, Otolaryngology, MEDICINE	\$189,300	\$193,600	2.27%
Kathleen McNamee	Chair, Classics, Greek & Latin, CLAS	\$120,407	\$123,164	2.29%
Darius R. Mehregan*(50%)	Chair, Dermatology, MEDICINE	\$0	\$51,000	*
David A. Mehregan*(50%)	Assoc Chair, Dermatology, MEDICINE	\$0	\$51,000	*
Jay Merlin Meythaler	Chair, Phys Med/Rehab, MEDICINE	\$280,200	\$286,500	2.25%
Paul C. Montgomery	Chair, Immun/Microb, MEDICINE	\$223,700	\$228,700	2.24%
Ratna Naik	Chair, Physics, CLAS	\$122,391	\$125,194	2.29%
Thomas J. Naughton	Assoc Chair, Management, BUSINESS ADMIN	\$126,187	\$128,711	2.00%
Randolph C. Paschke	Chair, Accounting, BUSINESS ADMIN	\$106,650	\$106,650	0.00%
Joseph Howard Rankin	Chair, Criminal Justice, CLAS	\$123,288	\$126,111	2.29%
Setti Subbiyer Rengachary	Assoc Chair, Neurosurgery, MEDICINE	\$128,300	\$130,900	2.03%
James Harry Rigby	Chair, Chemistry, CLAS	\$222,099	\$230,983	4.00%
Douglas Scott Risner	Chair, Dance, FINE & PERF ARTS	\$86,406	\$88,355	2.26%
Barry Philip Rosen	Chair, Biochemistry, MEDICINE	\$223,600	\$228,600	2.24%
Andrea P. Sankar*	Chair, Anthropology, CLAS	\$0	\$129,522	*
Maryjean Schenk*	Chair, Research & Graduate Program, MEDICINE	\$0	\$243,500	*
Roslyn A. Schindler*	Chair, Interdisciplinary Studies Program, CLAS	\$0	\$92,262	*
Kendra L. Schwartz*	Assoc Chair, Family Med, MEDICINE	\$0	\$258,700	*
Matthew Wayne Seeger	Chair, Communication, FINE & PERF ARTS	\$110,188	\$112,633	2.22%
May A. Seikaly	Chair, Near East/Asian, CLAS	\$88,828	\$90,862	2.29%
Richard K. Severson	Assoc Chair, Family Med, MEDICINE	\$181,450	\$185,550	2.26%
Trilochan Singh*	Chair, Mechanical Engineering, ENGINEERING	\$0	\$137,965	*
Bonnie F. Sloane*	Chair, Pharmacology, MEDICINE	\$0	\$227,100	*
Wilbur L. Smith	Chair, Radiology, MEDICINE	\$167,950	\$171,700	2.23%
Bonita Frances Stanton	Chair, Pediatrics, MEDICINE	\$180,750	\$182,850	1.16%
Manuel Ellis Tancer	Chair, Psychiatry, MEDICINE	\$229,950	\$235,200	2.28%
Liborio Tranchida	Assoc Chair, Internal Med, MEDICINE	\$181,400	\$184,700	1.82%
James David Tucker	Chair, Biological Sci, CLAS	\$152,069	\$155,551	2.29%
Andrew Turrisi	Chair, Radiation Oncology, MEDICINE	\$158,350	\$161,300	1.86%
Mumtaz Usmen	Chair, Civil Engg, ENGINEERING	\$165,517	\$168,317	1.69%
Harish L. Verma	Chair, Info Systems & Manuf, BUSINESS ADMIN	\$135,000	\$137,700	2.00%
Maria T. Vlachaki*	Assoc Chair, Radiation Oncology, MEDICINE	\$0	\$132,100	*
Jogindra Mohan Wadehra	Assoc Chair, Physics, CLAS	\$122,846	\$125,659	2.29%
Donald Willard Weaver	Chair, Surgery, MEDICINE	\$245,000	\$249,500	1.86%
Suzanne R. White*	Chair, Emergency Medicine, MEDICINE	\$0	\$210,000	*

Name	Title/Position	Salary		% Change
		2005-06	2006-07	
CHAIRPERSONS/ASSOCIATE CHAIRS Cont'd				
Russell Douglas Whitman	Chair, Psychology, CLAS	\$148,000	\$151,389	2.29%
Leon C. Wilson*	Chair, Sociology, CLAS	\$0	\$110,182	*
Charles H. Winter	Assoc Chair, Chemistry, CLAS	\$180,184	\$186,671	3.60%
Margaret E. Winters	Chair, Romance Lang, CLAS	\$108,000	\$110,473	2.29%
Seymour J. Wolfson	Assoc Chair, Computer Science, CLAS	\$118,645	\$121,362	2.29%
Russell Kazuo Yamazaki	Assoc Chair, Pharmacology, MEDICINE	\$102,350	\$104,400	2.00%
Robert J. Yanal*	Chair, Philosophy, CLAS	\$0	\$112,600	*
Chih-Ping Yeh	Chair, Engineering Tech, ENGINEERING	\$107,652	\$123,652	14.86%
Yang Zhao	Chair, Elect/Computer Engg, ENGINEERING	\$157,549	\$160,249	1.71%
	Sub-total for continuing administrators:	\$11,382,839	\$11,631,725	2.19%
OTHER NON-REPRESENTED PERSONNEL				
Stephen A. Adamczyk*	IT Director III, Computing Ctr Serv, C&IT	\$0	\$101,808	*
Victoria Asmar Anderson	Ombudsperson, PROVOST/AC AFF	\$81,582	\$83,214	2.00%
Judith M. Arnold*	Asst Lib Director II, Public Serv, UNIV LIBRARIES	\$0	\$63,393	*
David B. Austell	Exec Dir Int'l Progs, PROVOST/AC AFF	\$110,000	\$112,200	2.00%
Carole M. Bach	Director II, Sponsored Prog Adm, RESEARCH	\$86,310	\$87,820	1.75%
David Salman Bach	Director, (Acad), Pharm Prac, PHARM & H.S.	\$149,662	\$151,907	1.50%
Paul J. Beavers	Lib Dir, Lib Info Svc, UNIV LIBRARIES	\$85,774	\$87,489	2.00%
Howard Otha Bell	Exec Dir Res Tech Park, FINANCE/ADMIN	\$139,230	\$149,860	7.63%
Robert D. Berman	Assoc Director (Acad), Records/Regist, STUDENT AFF	\$112,200	\$114,444	2.00%
Jeffrey D. Block	Director II, Alumni Rels, DEV & ALUMNI	\$73,747	\$75,222	2.00%
Kenton A. Bolt	Director I, Grounds Main., FAC. PLAN & MANAG	\$70,138	\$71,400	1.80%
Steven K. Bowers	Director (Acad), DALNET, UNIV LIBRARIES	\$80,000	\$84,150	5.19%
David W. Brisbois	IT Director III, Admin Info Sys, C&IT	\$120,863	\$122,072	1.00%
Angela L. Brown	IT Director I, Admin Info Systems, C&IT	\$89,845	\$92,091	2.50%
Janet M. Brown*	Director (Acad), Clinical Sci., PHARM & H.S.	\$0	\$81,737	*
Gail A. Brumitt	Assoc Director (Acad), Merrill Palmer Inst, RESEARCH	\$84,875	\$86,573	2.00%
Mary M. Bucher (80%)	Director I, Devel. Office, DEV & ALUMNI	\$57,652	\$58,805	2.00%
Eugene C. Carter	Director II, Facilities Plan & Mang, FACILITIES	\$78,637	\$80,524	2.40%
Jorge Luis Chinaea	Director, (Acad), Chicano/Boricua, CLAS	\$91,370	\$101,200	10.76%
Georgia A. Clark	Library Director, Law Lib, UNIV LIBRARIES	\$108,058	\$110,219	2.00%
Jan Theresa Collins-Eaglin	Director IV, Counseling Svc, STUD AFFAIRS	\$91,941	\$93,780	2.00%
Douglas Czajkowski	Director I, Devel. Off, DEV & ALUMNI	\$100,000	\$114,011	14.01%
Donna Marie Dauphinais	Chief of Staff, Med Administration, MEDICINE	\$144,950	\$148,200	2.24%
Elizabeth Jean Dawe	Director (Acad), Surg Res Svc, MEDICINE	\$117,900	\$120,000	1.78%
Timothy D. Demos	Director II, Office of AVP, BUS OPERATIONS	\$71,672	\$73,285	2.25%
Mary C. Dickson*	Director II, Community Ed, METRO PROG & SUM SESS	\$0	\$91,163	*
Anne C. Disante	Research Director III, RESEARCH	\$109,796	\$111,992	2.00%
Barbara E. Donia*	Director II, Marketing Serv, MARKETING & COMMUN	\$0	\$81,120	*
Patricia R. Douglas	Director III, Accounting, FISCAL OPERATIONS	\$99,355	\$101,740	2.40%
Thoman J. Duszynski*	IT Director I, Acad Tech & Customer Serv, C&IT	\$0	\$88,898	*
Walter Fitz-Herbert Edwards	Director, (Acad), Academic Affairs, PROVOST/AC AFF	\$109,219	\$111,403	2.00%
Erica M. Eisinger*	Director, (Acad), Law, LAW	\$0	\$108,151	*
Stephen P. Ethier*	Assoc Director (Acad), Cancer Institute, MEDICINE	\$0	\$183,600	*
Merlin E. Ekstrom	Res Dir IV, Lab Animla Res, RES SUPP	\$122,953	\$125,412	2.00%
Marlene Grazioli Erno (75%)	Director IV, Spon Prog Admin, RESEARCH	\$76,202	\$77,538	1.75%
Daniel Eklund*	IT Director I, Network Services, C&IT	\$0	\$87,080	*
Linda K. Falkiewicz	Director IV, Enrollment Systems, STUDENT AFFAIRS	\$101,447	\$103,476	2.00%
Howard Finley	Director I, ISP, CLAS	\$75,361	\$77,087	2.29%
Larry Steven Fodor	Director II, Utilities Oper, FAC PLAN & MGT	\$76,840	\$78,684	2.40%
Robert J. Fournier	Athletic Director, Athletics, ATHELETICS	\$143,218	\$147,873	3.25%
Lance Franklin	Res Dir III, Env Hlth/Safety, RES SUPP	\$111,767	\$114,002	2.00%
Jonathan Jay Frederick	Director II, Parking/Trans, BUSINESS OPER	\$78,763	\$80,496	2.20%
Krystal M. Gardner*	Director, (Acad), Law, LAW	\$0	\$71,400	*
William M. Giammara	Director II, Office of AVP, BUSINESS OPERATIONS	\$72,758	\$74,395	2.25%
Freda P. Giblin	Director (Acad), Dean's Office, MEDICINE	\$95,900	\$97,818	2.00%
Stephanie Gilkey (80%)	Director (Acad), Physician Asst Stud, PHARM&H.S.	\$70,808	\$92,421	30.52%
Dana M. Gill*	Director III, Gov & Comm Aff, GOV & COMM AFFAIRS	\$0	\$74,500	*
Joan Menichetti Gossman	Director III, Purchasing, FINANCE & ADMIN	\$99,815	\$101,812	2.00%
Brett Curtis Green	Director III, Total Comp/Well, HUMAN RESOURCES	\$93,634	\$95,507	2.00%
Victor Anthony Green	Director II, Gov/Commun Aff, GOV'T/COMMUN	\$69,800	\$69,800	0.00%
Laura A. Gorman	IT Director I, Computing Cte Serv, C&IT	\$92,497	\$93,422	1.00%

Name	Title/Position	Salary 2005-06	Salary 2006-07	% Change
	OTHER NON-REPRESENTED PERSONNEL Cont'd	2005-06	2006-07	
Joan M. Gossman	Director III, Purchasing, PURCHASING	\$99,815	\$101,812	2.00%
Lawrence I. Grossman	Director (Acad), Ctr MolecMed, MEDICINE	\$179,000	\$183,050	2.26%
Gerald L. Guttovz*	IT Director III, Admin Info Sys, C&IT	\$120,487	\$122,888	1.99%
Christine A. Hansen*	Director II, Develop Office, DEV & ALUMNI AFFAIRS	\$0	\$86,700	*
Michael Arthur Herbert	Chief Admin Officer, Dean's Office, MEDICINE	\$179,400	\$183,400	2.23%
Jerry S. Herron	Director (Acad), Acad Affs, PROVOST/AC AFF	\$136,762	\$139,771	2.20%
Jane Louise Hoehner	Director, Univ Press, UNIV PRESS	\$89,797	\$91,593	2.00%
Anthony Delton Holt	Director III, PUBLIC SAFETY	\$98,000	\$102,900	5.00%
Isaac L. Homer*	Director II, Risk Management, FISCAL OPERS	\$89,591	\$91,382	2.00%
Jeannie Jackson*	Director II, EEO, GENERAL COUNSEL	\$53,000	\$74,000	39.62%
Judy Mae Johncox	Research Director III, RESEARCH	\$109,798	\$111,994	2.00%
David F. Johnson	Director II, Student Ctr Prog Activities, BUSINESS OPER	\$89,591	\$91,383	2.00%
Janet M. Joiner	Director I, Admis/Std Svc, SOCIAL WORK	\$68,767	\$74,460	8.28%
Ronald H. Kent	Director III, Placement Svc, STUDENT AFFAIRS	\$80,605	\$82,217	2.00%
Marianne Krupka	Director III, Advising Ctr., STUDENT AFFAIRS	\$78,255	\$79,429	1.50%
David M. Kuffner	Director I, Facilities Oper Maint Trades, FACILITIES	\$66,462	\$77,715	16.93%
Sisko H. Kuivaniemi	Assoc Director (Acad), Ctr Molecular/Genetics, MEDICINE	\$123,800	\$126,300	2.02%
Judith L. Kunkle*	Director (Acad), Medical Acad. & Student Prog MEDICINE	\$0	\$102,000	*
Kathleen T. Lueckeman*	Director I, Marketing & Comm, MARKETING & COMMUN	\$0	\$77,000	*
Barbara W. LeRoy	Director (Acad), Devel Disab, PROVOST/AC AFF	\$113,003	\$115,263	2.00%
Celeste Marie Lezuch	Director, Acad Affairs, PROVOST/AC AFF	\$107,999	\$122,573	13.49%
Peter A. Lichtenberg	Director (Acad), Gerontology, RESEARCH	\$134,640	\$137,333	2.00%
Mark Robert Luborsky	Director (Acad), Gerontology, RESEARCH	\$173,096	\$176,558	2.00%
Helen Lycaki*	Director (Acad), Psychiatry, MEDICINE	\$0	\$188,450	*
Desmond J. Maddens	IT Director I, Admin Info Systems, C&NT	\$92,248	\$94,554	2.50%
Tsveti Markova	Director (Acad), Family Med, MEDICINE	\$178,075	\$182,100	2.26%
Ellen B. Marks	Library Dir, Med Lib, UNIV LIBRARIES	\$99,477	\$101,467	2.00%
Sandra Irene Martin	Asst Lib Dir II, Med Lib, UNIV LIBRARIES	\$69,910	\$71,308	2.00%
Robert Michael Massanri	Director (Acad), Dean's Office, MEDICINE	\$228,500	\$232,600	1.79%
Laura McCloskey*	Director (Acad), Merrill Palmer Institute, RESEARCH	\$0	\$175,000	*
Richard A. McCreedy	IT Director III, Network Serv, C&IT	\$102,316	\$109,444	6.97%
Marcia McDonald	Director (Acad), Dean's Office, LAW	\$53,511	\$54,581	2.00%
Queen Foreman McMiller	Director III, Employment Svcs, HUMAN RES	\$90,100	\$91,902	2.00%
Nardina N. Mein	IT Director I, Lib & Comp Media Serv, UNIV LIBRARIES	\$94,731	\$96,626	2.00%
Joseph J. Mika	Director (Acad), Lib/Info Sci, UNIV LIBRARIES	\$131,311	\$133,937	2.00%
Deidre E. Moore*	Director III, Student Financial Aid, STUDENT AFFAIRS	\$0	\$88,779	*
Paul Napoleon Moniodis	Exec Director, Instit Res Assess, STRATEGIC PLAN	\$107,360	\$109,507	2.00%
Bruce S. Morgan	Director (Acad), English, CLAS	\$78,168	\$79,731	2.00%
Anwar Hermiz Najor-Durack	Director (Acad), Social Work Instruc, SOCIAL WORK	\$71,475	\$72,905	2.00%
Christy David Nolan	Director II, Fitness Center, BUSINESS OPER.	\$53,693	\$69,044	28.59%
Raymond F. Novak	Director (Acad), Envir Hlth Sci, RESEARCH	\$205,991	\$210,111	2.00%
John P. Oliver*	Director (Acad), Institute for Manufacturing, RESEARCH	\$0	\$178,717	*
Michelle D. Olmsted	Director I, Devel Office, DEV & ALUMNI AFFAIRS	\$87,700	\$105,000	19.73%
Joseph A. Oravec	IT Director I, Science Stores, CLAS	\$95,188	\$97,368	2.29%
Kenneth F. Palazzolo	IT Director, Admin Info Sys, C&IT	\$89,538	\$90,433	1.00%
Randy G. Paquette	Director III, Design Svc, FAC PLAN & MGT	\$96,522	\$98,259	1.80%
Robert J. Pauley*	Director (Acad), Research & Graduate Program, MEDICINE	\$0	\$136,247	*
Gerrie E. Paulson*	Director III, Development, DEV & ALUM	\$0	\$91,768	*
Frederic S. Pearson	Director (Acad), Peace/Conflict, CLAS	\$135,101	\$138,195	2.29%
Joseph Michael Pellerito	Director (Acad), Occup. Therapy, PHARM & H.S.	\$85,946	\$87,665	2.00%
Sharon Ann Phillips	Director II, Dean's Office, UNIV LIBRARIES	\$87,130	\$88,873	2.00%
Diana V. Pratt	Director (Acad), Instruction Units, LAW	\$87,227	\$88,972	2.00%
Sharon Kay Progar	Director IV, Office of Controller, FISCAL OPER.	\$102,624	\$104,471	1.80%
Alvin Leon Rainey, Jr.	Director II, LABOR RELATIONS	\$79,604	\$81,204	2.01%
Morris J. Reynolds	IT Director I, Info Security & Access Mgmt, C&IT	\$96,361	\$98,288	2.00%
Henry L. Robinson	Director IV, ACCESS, STUDENT AFFAIRS	\$89,375	\$91,163	2.00%
Linda M. Roth	Director (Acad), Medical Personnel, MEDICINE	\$109,750	\$112,250	2.28%
Kathleen A. Russeau*	Director I, Devel. Off., DEVELOP & ALUMNI	\$0	\$100,000	*
Gail Louise Ryan	Director IV, Spon Prog, RESEARCH	\$76,193	\$77,717	2.00%
Gary S. Schickler	Director III, Grad. Admissions, GRAD SCHOOL	\$74,870	\$76,367	2.00%
Ann G. Schwartz	Assoc Director (Acad), Cancer Institute, MEDICINE	\$187,350	\$191,100	2.00%
Linda Seatts*	Director II (Acad), Int'l Stu & Schol, STUDENT AFFAIRS	\$0	\$66,300	*
Anthony F. Shields	Assoc Director (Acad), Internal Medicine, MEDICINE	\$186,900	\$190,700	2.03%

Name	Title/Position	Salary		% Change
		2005-06	2006-07	
OTHER NON-REPRESENTED PERSONNEL Cont'd				
Cleveland M. Simmons	Director III, Fac. Oper. Zone 1, FAC PLAN & MGMT	\$113,752	\$116,482	2.40%
Julia Mitchell Simmons	Director I, Med Acad/Stud Prog, MEDICINE	\$79,270	\$81,175	2.40%
Michael Owen Smith	Director, (Acad), Labor History/Archiv, PROVOST/AC AFF	\$97,512	\$99,462	2.00%
Jo-Ann Snyder	Director (Acad), Teacher Ed, EDUCATION	\$106,426	\$98,890	-7.08%
Hans-Peter Soder	Director (Acad), Jr Year Prog, CLAS	\$72,957	\$74,628	2.29%
Robert James Sokol	Director (Acad), OB/GYN, MEDICINE	\$267,500	\$272,400	1.83%
Harold Michael Stack	Director (Acad), Labor Stud, PROVOST/AC AFF	\$102,534	\$114,785	11.95%
Shelia J. Stewart	Director III, Bursar, FISCAL OPERATIONS	\$90,088	\$92,250	2.40%
Susan Ann Talley	Director (Acad), Physical Therapy, PHARM & H.S.	\$81,094	\$83,080	2.45%
Thomas Lyke Thompson	Director (Acad), Urban Studies, PROVOST/AC AFF	\$135,017	\$137,717	2.00%
Casandra Effie Ulbrich	Director I, Devel. Off., DEVELOP & ALUMNI	\$85,000	\$86,700	2.00%
Manuel Valdivieso*	Assoc Director (Acad), Cancer Institute, MEDICINE	\$0	\$101,600	*
John Charles Van Hecke	Director I, Devel. Off., DEVELOP & ALUMNI	\$88,740	\$88,740	0.00%
Cynthia Ward	Director (Acad), CLL Ext, METRO PROG & SUM SESS	\$76,561	\$79,500	3.84%
David H. Weinberg	Director (Acad), History, CLAS	\$104,162	\$106,892	2.62%
William M. Winkler	Director I, Medical Exter Affairs, MEDICINE	\$70,000	\$80,800	15.43%
Steven L. Winter*	Director (Acad), Law, LAW	\$0	\$183,759	*
Prudentia A. Worth (40%)	Director (Acad), Nurse Anesthetist, PHARM & H.S.	\$22,024	\$22,487	2.10%
Francine R. Wunder*	Director III, Market & Commun, MARKETING & COMM	\$0	\$85,000	*
Susan A. Zwieng	Director IV, Admissions, STUDENT AFFAIRS	\$108,421	\$110,561	1.97%
	Sub-total for continuing administrators:	\$11,163,710	\$11,533,756	3.31%
	Total salary change continuing administrators:	\$32,299,689	\$33,535,085	3.82%

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

The Union Invites You to Make a Difference

Over the last few months the union has focused on developing two networks to build member participation and increase effectiveness. These are the Political Action Committee (PAC) and the Council Representative Network.

PAC Committee

Some of the political issues identified as important to members are: ensuring fair appropriations from the state budget, state programs for student financial aid, regulation of the healthcare industry and "certificate of need" issues impacting DMC, and enabling legislation to support research (including stem-cell research). The committee will focus on these issues in the coming year.

Also, three workgroups have formed to research further these issues as well as to develop and identify funding initiatives to promote our union's interests in these matters. The workgroups consist of the following: 1) Research and Writing, 2) Fundraising, and 3) Mobilization Strategies. They will be meeting over the summer to prepare for upcoming events.

Council Representatives

Too often our members, especially new hires, are unaware of rights and benefits available to them. Therefore, the Local is establishing a network of area council representatives whose role is to provide contractual and other union information to faculty and academic staff in their department or program. These Representatives will also provide information on colleagues' concerns to the union leadership. Training and programming will be available to council representatives.

We're off to a good start. A number of our members have already stepped forward providing a solid base on which to build. If you too are interested in working with colleagues from across campus, learning more about your rights and benefits, or developing strategies to advance the interests of faculty and academic staff, consider participating in one or both network groups by contacting Michelle Fecteau at aaupaft@wayne.edu, or by calling the union office at 577-1750.

Top Administrative Salaries Grow 8.6%

Cont'd from page 1

consideration of the university's financial situation and what it can afford to pay, it suggests that Wayne's top administrators are optimistic about the university's financial future. This is good news for AAUP-AFT members as we continue to negotiate the question of whether and how the university might fund a retiree health care benefit.

As readers may recall, the union agreed last year to forego one-half of one percent of our raise for the first year of the current contract, with the money earmarked for funding retiree healthcare benefits if agreement can be found on the size and the source of the University's subsidy. The amount is being held in a separate account and, if agreement cannot be reached by July 31, 2007, it will be returned to our paychecks (plus interest) in 2007-2008.

We made this offer of foregoing part of our pay increase for one year as a good-faith gesture to get the ball rolling on negotiating a retiree health benefit. Having raised top administrative salaries by nearly 9% and the President's salary by 63%, the university Administration has indicated that there must be ample funds available for retiree healthcare.

Note: The salary increases indicated on pages 2-7 include many cases—marked with an asterisk—where the change in compensation reflected a change in assignment or classification.

Go to www.aaup-aft.wayne.edu for an electronic copy of this newsletter.

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