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## ADMINISTRATOR OF THE YEAR AWARD

### **Paul Salow**

*Chief Department Administrator, Department of Anesthesiology*



Described by those who work with him as “bright, dedicated and creative,” Paul Salow’s primary position is chief administrator for Anesthesiology. This past year, the Medical School’s Finance Advisory Committee tapped Mr. Salow to be the lead and project chair for the School’s new financial forecasting team.

The five-year forecasting system allows departments and units to predict revenue and expenditures on all fund types, identify trends, and produce key indicator and management tools. Mr. Salow played an active and leading role in all phases of the project, including timeline development, report production, system testing and training. An articulate representative for the project, he reported progress to all levels of Medical School leadership and staff who were equally impressed by his presentation skills and his enthusiasm.

Mr. Salow actively led the Medical School through a smooth transition to its new forecasting model and, in doing so, modeled dedication, perseverance and patience. He took the initiative to work with others on the conceptual framework and the practical development of a very complex program in addition to performing his full-time responsibilities as a CDA. He successfully and collaboratively worked with – and led – Medical School administration, information services, department administrators and staff on a project that was crucial to the Medical School and the Health System.

As one project participant remarked, “Without Paul, I am certain we would not have accomplished as much as we did in such a short time frame.”

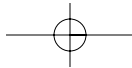
The forecasting project affected all Medical School departments and Medical School administration. Mr. Salow was a major influence in getting the job done – with the support of all departments.

As one senior administrator states, “Under Paul’s leadership, the Medical School has developed a computer model that is far more advanced than any forecasting tool I’ve seen from presentations of other academic institutions.”

A faculty member remarks, “This model has really put us on the cutting-edge of programmatic forecasting and has positioned us to be a leader in academic institutions on modeling different financial scenarios.”

The forecasting tool is applicable to other University units and it is anticipated that other units will adopt it. The finished product will be presented at national meetings.





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In addition to his effectiveness as an administrator and project lead, his colleagues attest that his dedication and job excellence are complemented by a great attitude, creative problem-solving skills and efficiency. Mr. Salow demonstrated self-confidence as the project lead even under stressful situations – and found ways to keep all team members motivated. He also was effective in keeping participants focused on meeting project goals even when frustration was high or demands on people’s time pulled them in other directions.

Mr. Salow joined the University of Michigan in 1999.

*Mr. Salow writes, “I enjoy engaging in physical activity in my free time. I have been a distance runner for over 30 years. I also ride bikes, swim and hike. I find these activities even more enjoyable when my wife and my children participate with me.*

*“I’d like to thank my wife, Kathy, and my children, Angela and Adam. Their efforts at home allow me to accept greater responsibility at the Health System. I am grateful for the support of Dr. Kevin Tremper and Tony Denton who understand how the work I perform on behalf of the Medical School also benefits me professionally. I’d like to thank Bill Elger for asking me to lead work that is so important to him and to the Medical School. Lastly, I’d like to thank the department administrators, their staff and Medical School staff for their excellent support and teamwork.”*

