2017-18 Promotion, Tenure, and Continued Appointment Program

ACADEMIC AFFAIRS COMMITTEE AND FINANCE AND AUDIT COMMITTEE

April 10, 2017

Traditionally, increases for faculty promoted in the spring are effective at the beginning of the academic year (or in the case of calendar-year faculty, at the beginning of the fiscal year). Consistent with the 2017-18 faculty compensation plan, salary adjustments are proposed at this time for teaching and research faculty who have been promoted in rank during the 2016-17 academic year. The following raises are recommended for promotions to:

Professor	\$7,000
Associate Professor	5,000
Assistant Professor	3,000

There are four non-tenure track clinical faculty ranks beginning with Clinical Instructor. Those clinical faculty members with outstanding performance may be considered for promotion in rank. The following raises are recommended for promotions to:

Clinical Professor	\$7,000
Clinical Associate Professor	5,000
Clinical Assistant Professor	3,000

There are three non-tenure track professor of practice faculty ranks. Instructors may be promoted into the Assistant Professor of Practice rank. Those professor of practice faculty members with outstanding performance may be considered for promotion in rank. The following raises are recommended for promotions to:

Professor of Practice	\$7,000
Associate Professor of Practice	5,000
Assistant Professor of Practice	3,000

Extension faculty are also eligible for promotion in rank. The three ranks for extension faculty are Associate Agent, Agent, and Senior Agent. The following raises are recommended for promotions to:

Senior Agent	\$5,000
Agent	3,000

There are three ranks for faculty on the instructor track: Instructor, Advanced Instructor, and Senior Instructor. The following raises are recommended for promotions to:

Senior Instructor	\$5,000
Advanced Instructor	3,000

RECOMMENDATION:

That the following faculty are recommended for promotion and/or tenure or continued appointment in accordance with the faculty compensation plan.

June 5, 2017

7.64

6.42

7.09

5,000 5,000

5.000

3

3

3

Attachment Recommended Increase over 2016-17 Appt (1) Name **Promoted Rank** Salary 2017-18 **Amount** Percent Code **COLLEGE OF AGRICULTURE & LIFE SCIENCES** Dalloul, Rami Ali Professor \$ 111,600 ΑY \$ 7,000 6.69 2 Senior Instructor 7.70 2 Guthrie, Joseph W 69,960 5,000 AY 3 Krometis, Leigh Anne Hen Associate Professor 98,830 ΑY 5,000 5.33 Leshyn, Barbara Helen Senior Instructor 5,000 2 74,315 AY 7.21 Mukhopadhyay, Biswarup Professor 132,724 CY 7,000 5.57 2 Neilson, Andrew P 5.000 5.95 3 Associate Professor 89,050 AY Owen, James Stetter Associate Professor 94,700 5,000 5.57 3 AY 4.99 3 Persia, Michael E Associate Professor 105,242 ΑY 5,000 Rhoads, Michelle Associate Professor 98,245 ΑY 5,000 5.36 3 Sharakhov, Igor V Professor 130,512 CY 7,000 5.67 2 **COLLEGE OF ARCHITECTURE & URBAN STUDIES** Cowell, Margaret M Associate Professor 84,355 AY 5,000 6.30 3 Ermann, Michael G. Professor 7,000 7 26 2 103.475 AY 3 Head, Travis Associate Professor 79,075 ΑY 5,000 6.75 McCoy, Andrew Patton Professor 138,029 7,000 5.34 2 AY Turkaslan Bulbul, Muhsin Associate Professor 92,850 ΑY 5,000 5.69 3 **COLLEGE OF BUSINESS** Bhattacharjee, Sudip Professor 202,339 ΑY 7,000 3.58 2 Xu, Jin Associate Professor 231,723 ΑY 5,000 2.21 3 **COLLEGE OF ENGINEERING** Black, Jonathan T Professor 131,225 AY 7,000 5.63 3 Burgos, Rolando Associate Professor 125,966 AY n 0.00 1 Clancy, Thomas Charles Professor 257,000 CY 7,000 2.80 2 Gallagher, Daniel L Professor 7,000 6.72 2 111,137 AY He, Zhen Professor 116,598 ΑY 7,000 6.39 2 Associate Professor 0 0.00 Kochersberger, Kevin Bru 115,091 AY 1 Luxbacher, Kramer Davis Professor 154,886 CY 7,000 4.73 2 McNair, Elizabeth D Professor 105,356 7.000 2 AY 7 12 Murayama, Mitsuhiro Professor 109,493 ΑY 7,000 6.83 3 Onufriev, Alexey Professor 112,133 ΑY 7,000 6.66 2 2 Roan, Michael J Professor 133,669 AY 7,000 5.53 2 Ross, Shane David Professor 163,247 CY 7,000 4.48 Saad, Walid 5,000 3 Associate Professor 110,504 ΑY 4.74 Sarver, Emily Allyn CY 3 Associate Professor 132,066 5,000 3.93 Tarazaga, Pablo Alberto 3 Associate Professor 107,563 AY 5,000 4 88 Van Dyke, Mark Associate Professor 143,821 CY 0 0.00 1 2 Xu, Yong Professor 109,339 AY 7,000 6.84 Zuo, Lei Professor 201,416 CY 7,000 3.60 2 **COLLEGE OF LIBERAL ARTS AND HUMAN SCIENCES** Andrango-Walker, Catalin Associate Professor 65,668 ΑY 5,000 8.24 3 Ansell, Aaron Associate Professor 67,660 ΑY 5,000 7.98 3 8.71 3 Dickow, Alexander Associate Professor 62,397 AY 5,000 3 Dixit, Priya Associate Professor 81,164 ΑY 5,000 6.56 3,000 2 Gardner, Alexa Fraley Advanced Instructor 45,255 CY 7.10 Graves, Ellington T Senior Instructor ΑY 5,000 6.92 2 77,303

70,438

82,857

75,505

AY

ΑY

AY

Associate Professor

Associate Professor

Associate Professor

Ni, Zhange

Ovink, Sarah

Staley, Natasha

Attachment

Name Promoted Rank Salary 2017-18 Appt IV Amount Porcent Code COLLEGE OF NATURAL RESOURCES & ENVIRONMENT 76.521 AY 5.000 6.00 3 Shao, Yang Associatio Professor 76.521 AY 5.000 7.03 3 Shoo, Yang Associatio Professor 76.503 AY 5.000 7.03 3 Shoo, Hard Associatio Professor 76.503 AY 7.000 6.00 3 COLLEGE OF SCIENCE Barrett, John E Professor 125.800 AY 7.000 8.16 2 Barrett, John E Professor 10.09.46 AY 7.000 6.80 2 Corninish, Adam Poir Associatio Professor 114.500 AY 5.000 5.52 3 Carelle Elebtan Associatio Professor 10.09.46 AY 7.000 6.80 2 Leitel, Nachola Professor 10.09.00 AY 5.00 5.22 3 Associatio Professor			Recommended		Increase over	2016-17	Macinient	
College OF NATURAL RESOURCES & ENVIRONMENT 76,521 AY 5,000 6.99 3 3 3 3 3 3 3 3 3	Name	Promoted Rank		Appt (1)			Code	
Oliver, Robert Douglas Associate Professor 70.521 AY 5,000 0.99 3 Shan, Yang Associate Professor 70.501 AY 5,000 7.03 3 Social, Michael G Associate Professor 70.503 AY 5,000 6.00 3 COLLEGE OF SCIENCE Ball, Shary IS Professor 128,600 AY 7,000 5.55 2 Barratt, Lohn E Professor 98,800 AY 7,000 6.36 3 Brown, Byan Lyle Associate Professor 84,070 AY 5,000 6.32 3 Clinini, Daniela Professor 119,945 AY 7,000 6.32 3 Clinini, Daniela Professor 119,945 AY 7,000 6.32 3 Clinini, Daniela Ay 10,000 AY 5,000 5.52 3 Calerbein Associate Professor 10,000 AY 5,000 5.52 3 Morria, Amanda	COLLEGE OF NATURAL RE	SOURCES & ENVIRONMEN		7.664				
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Ball, Sheryl B	conce, mender c	, 100001410 1 10100001	. 0,000	,	0,000	0.00	· ·	
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Climin, Daniela Professor 109,945 AY 7,000 6,80 2 2 2 2 2 2 2 3 3 3	Barrett, John E	Professor	92,800	AY	7,000	8.16	2	
Dominick Adam Plotr	Brown, Bryan Lyle	Associate Professor	84,070	AY	5,000	6.32	3	
Gazel, Esteban Associate Professor 95,615 AY 5,000 5,52 3 Loehr, Nichralas A Professor 100,000 AY 7,000 6.86 2 Norton, Anderson Hassell Professor 106,300 AY 7,000 7.05 2 Richey, John Anthrony Associate Professor 80,000 AY 5,000 5.95 3 Robins, Nicholas P Advanced Instructor 44,820 AY 3,000 7,17 2 Romans, Brian W Associate Professor 91,000 AY 5,000 5,81 3 Professor 142,396 CY 7,000 5,17 3 Professor 122,474 CY 5,000 4,26 3 Pancoto, Thereas Elizab Associate Professor 122,335 CY 5,000 4,26 2 Zimmerman, Kurt L Professor 75,583 CY 5,000 3,81 5 Speer, Julie Griffin Associate Professor<	Cimini, Daniela	Professor	109,945	AY	7,000	6.80	2	
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Thompson, John G Senior Agent 62,393 CY 5,000 8.71 2	Thompson, Jennifer Reed	=		CY		10.00		
Woodson, Thomas L Agent 44,789 CY 3,000 7.18 2	Thompson, John G	=		CY			2	
	Woodson, Thomas L	Agent	44,789	CY	3,000	7.18	2	

Attachment

	Recommended			Increase over 2016-17		
Name	Promoted Rank	Salary 2017-18	Appt ⁽¹⁾	Amount	Percent	Code
VICE PRESIDENT FOR I	RESEARCH					
Fox, Michael A	Associate Professor	200,049	CY	0	0.00	1
Kelly, Deborah F	Associate Professor	157,440	CY	5,000	3.28	3
	Total Promotion & Tenure	Adjustments	-\$	437,000		

Summary of Promotion and Tenure Adjustments

Promoted Rank	d Rank Increase Number of Adjustments		Total Amount		
Agent	\$	3,000	18	\$	54,000
Senior Agent		5,000	2		10,000
Assistant Professor		3,000	-		-
Associate Professor (2)		5,000	38		170,000
Professor		7,000	26		182,000
Advanced Instructor		3,000	2		6,000
Senior Instructor		5,000	3		15,000
Subtotal Promotion and	Tenure Adj	justments	89		437,000
Associated Fringe Bene	fit Costs ⁽³⁾	ı			106,147
TOTAL COST OF PROMOTION AND TENURE ADJUSTMENTS			\$	543,147	

Codes:

- 1: Tenure
- 2: Promotion
- 3: Promotion with Tenure
- 4: Continued Appointment
- 5: Promotion and Continued Appointment

Notes

⁽¹⁾ AY denotes an Academic Year appointment, while CY denotes a calendar year appointment.

⁽²⁾ Four Associate Professors received tenure but no salary increase.

⁽³⁾ Based upon university-wide average variable fringe benefit rate. Actual results may vary slightly depending upon specific employee attributes.