

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

Attachment

Name	Promoted Rank	Recommended Salary 2017-18	Appt ⁽¹⁾	Increase over 2016-17		Code
				Amount	Percent	
COLLEGE OF AGRICULTURE & LIFE SCIENCES						
Dalloul, Rami Ali	Professor	\$ 111,600	AY	\$ 7,000	6.69	2
Guthrie, Joseph W	Senior Instructor	69,960	AY	5,000	7.70	2
Krometis, Leigh Anne Hen	Associate Professor	98,830	AY	5,000	5.33	3
Leshyn, Barbara Helen	Senior Instructor	74,315	AY	5,000	7.21	2
Mukhopadhyay, Biswarup	Professor	132,724	CY	7,000	5.57	2
Neilson, Andrew P	Associate Professor	89,050	AY	5,000	5.95	3
Owen, James Stetter	Associate Professor	94,700	AY	5,000	5.57	3
Persia, Michael E	Associate Professor	105,242	AY	5,000	4.99	3
Rhoads, Michelle	Associate Professor	98,245	AY	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	103,475	AY	7,000	7.26	2
Head, Travis	Associate Professor	79,075	AY	5,000	6.75	3
McCoy, Andrew Patton	Professor	138,029	AY	7,000	5.34	2
Turkaslan Bulbul, Muhsin	Associate Professor	92,850	AY	5,000	5.69	3
COLLEGE OF BUSINESS						
Bhattacharjee, Sudip	Professor	202,339	AY	7,000	3.58	2
Xu, Jin	Associate Professor	231,723	AY	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	0	0.00	1
Clancy, Thomas Charles	Professor	257,000	CY	7,000	2.80	2
Gallagher, Daniel L	Professor	111,137	AY	7,000	6.72	2
He, Zhen	Professor	116,598	AY	7,000	6.39	2
Kochersberger, Kevin Bru	Associate Professor	115,091	AY	0	0.00	1
Luxbacher, Kramer Davis	Professor	154,886	CY	7,000	4.73	2
McNair, Elizabeth D	Professor	105,356	AY	7,000	7.12	2
Murayama, Mitsuhiro	Professor	109,493	AY	7,000	6.83	3
Onufriev, Alexey	Professor	112,133	AY	7,000	6.66	2
Roan, Michael J	Professor	133,669	AY	7,000	5.53	2
Ross, Shane David	Professor	163,247	CY	7,000	4.48	2
Saad, Walid	Associate Professor	110,504	AY	5,000	4.74	3
Sarver, Emily Allyn	Associate Professor	132,066	CY	5,000	3.93	3
Tarazaga, Pablo Alberto	Associate Professor	107,563	AY	5,000	4.88	3
Van Dyke, Mark	Associate Professor	143,821	CY	0	0.00	1
Xu, Yong	Professor	109,339	AY	7,000	6.84	2
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	AY	5,000	8.24	3
Ansell, Aaron	Associate Professor	67,660	AY	5,000	7.98	3
Dickow, Alexander	Associate Professor	62,397	AY	5,000	8.71	3
Dixit, Priya	Associate Professor	81,164	AY	5,000	6.56	3
Gardner, Alexa Fraley	Advanced Instructor	45,255	CY	3,000	7.10	2
Graves, Ellington T	Senior Instructor	77,303	AY	5,000	6.92	2
Ni, Zhange	Associate Professor	70,438	AY	5,000	7.64	3
Ovink, Sarah	Associate Professor	82,857	AY	5,000	6.42	3
Staley, Natasha	Associate Professor	75,505	AY	5,000	7.09	3

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COLLEGE OF NATURAL RESOURCES & ENVIRONMENT						
Oliver, Robert Douglas	Associate Professor	76,521	AY	5,000	6.99	3
Shao, Yang	Associate Professor	76,101	AY	5,000	7.03	3
Sorice, Michael G	Associate Professor	78,563	AY	5,000	6.80	3
COLLEGE OF SCIENCE						
Ball, Sheryl B	Professor	126,600	AY	7,000	5.85	2
Barrett, John E	Professor	92,800	AY	7,000	8.16	2
Brown, Bryan Lyle	Associate Professor	84,070	AY	5,000	6.32	3
Cimini, Daniela	Professor	109,945	AY	7,000	6.80	2
Dominiak, Adam Piotr	Associate Professor	114,500	AY	5,000	4.57	3
Gazel, Esteban	Associate Professor	95,615	AY	5,000	5.52	3
Loehr, Nicholas A	Professor	109,000	AY	7,000	6.86	2
Morris, Amanda	Associate Professor	99,000	AY	5,000	5.32	3
Norton, Anderson Hassell	Professor	106,300	AY	7,000	7.05	2
Richey, John Anthony	Associate Professor	89,000	AY	5,000	5.95	3
Robbins, 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
COLLEGE OF VETERINARY MEDICINE						
Borgarelli, Michele	Professor	142,396	CY	7,000	5.17	3
Gohlke, Julia M	Associate Professor	122,474	CY	5,000	4.26	3
Pancotto, Theresa Elizab	Associate Professor	122,335	CY	5,000	4.26	2
Zimmerman, Kurt L.	Professor	130,457	CY	7,000	5.67	2
DEAN OF LIBRARIES						
Hall, Nathan	Associate Professor	75,583	CY	5,000	7.08	5
Speer, Julie Griffin	Associate Professor	136,297	CY	5,000	3.81	5
Xie, Zhiwu	Professor	109,069	CY	7,000	6.86	5
VIRGINIA COOPERATIVE EXTENSION						
Benner, John Kingsley	Agent	44,439	CY	3,000	7.24	2
Council, Brittany A	Agent	42,944	CY	3,000	7.51	2
Daubert, Jeremy L	Agent	55,939	CY	3,000	5.67	2
Davis, Rebecca L	Agent	66,939	CY	3,000	4.69	2
Deitch, Ursula T	Agent	51,144	CY	3,000	6.23	2
Hopkins, Crysti Booth	Agent	58,439	CY	3,000	5.41	2
Kirby, Katrina Yvonne	Agent	48,139	CY	3,000	6.65	2
Layton-Dudding, Jeannie	Agent	51,439	CY	3,000	6.19	2
Maxey Nay, Laura Michele	Agent	46,890	CY	3,000	6.84	2
Miller, Caitlin Grace	Agent	44,289	CY	3,000	7.27	2
Morrison, Robbie Michele	Agent	53,390	CY	3,000	5.95	2
Overby, Kathryn Hawthorn	Agent	47,289	CY	3,000	6.77	2
Pittman, Theresa Mary Ja	Agent	46,389	CY	3,000	6.91	2
Price, Tonya Taylor	Associate Professor	88,297	CY	5,000	6.00	5
Ruszczuk-Murray, Christi	Agent	54,890	CY	3,000	5.78	2
Scott, Kelli Hewett	Agent	49,613	CY	3,000	6.44	2
Sheffield, Rebecca Lynn	Agent	56,490	CY	3,000	5.61	2
Sturm, Glenn James	Agent	45,689	CY	3,000	7.03	2
Thompson, Jennifer Reed	Senior Agent	54,977	CY	5,000	10.00	2
Thompson, John G	Senior Agent	62,393	CY	5,000	8.71	2
Woodson, Thomas L	Agent	44,789	CY	3,000	7.18	2

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Name	Promoted Rank	Recommended Salary 2017-18	Appt ⁽¹⁾	Increase over 2016-17		Code
				Amount	Percent	
VICE PRESIDENT FOR 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	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 Adjustments		89	437,000
Associated Fringe Benefit Costs ⁽³⁾			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.