

## 2018-19 Promotion, Tenure, and Continued Appointment Program

### ACADEMIC, RESEARCH, AND STUDENT AFFAIRS COMMITTEE AND FINANCE AND RESOURCE MANAGEMENT COMMITTEE

April 16, 2018

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 2017-18 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

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

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

Senior Agent	\$5,000
Agent	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 4, 2018

Name	Promoted Rank	Recommended Salary 2018-19	Appt <sup>(1)</sup>	Increase over 2017-18		Code
				Amount	Percent	
<b>COLLEGE OF AGRICULTURE &amp; LIFE SCIENCES</b>						
Barone, Justin Robert	Professor	\$ 140,415	CY	\$ 7,000	5.25	2
Boyer, Renee Raiden	Professor	112,418	AY	7,000	6.64	2
Ealy, Alan Dale	Professor	113,650	AY	7,000	6.56	2
Eifert, Joseph D	Professor	105,009	AY	7,000	7.14	2
Frame, William Hunter	Associate Professor	93,946	CY	5,000	5.62	3
Friedel, Curtis Robert	Associate Professor	89,636	AY	5,000	5.91	3
Hulver, Matthew Wade	Professor	216,500	CY	7,000	3.34	2
Johnson, Sally E.	Professor	152,050	AY	7,000	4.83	2
Kuhn, David D	Associate Professor	90,780	AY	5,000	5.83	3
Sridhar, Venkataramana R	Associate Professor	104,200	AY	5,000	5.04	3
Wang, Xiaofeng	Associate Professor	98,500	AY	5,000	5.35	3
Zhu, Jinsong	Professor	128,786	CY	7,000	5.75	2
<b>COLLEGE OF ARCHITECTURE &amp; URBAN STUDIES</b>						
Blanchard, Samuel Paul	Associate Professor	82,060	AY	5,000	6.49	3
Doan, Patrick A	Associate Professor	83,060	AY	5,000	6.41	3
Heavers, Nathan	Associate Professor	85,350	AY	5,000	6.22	3
Ishida, Aki	Associate Professor	87,535	AY	5,000	6.06	3
Lemaire, Robin Hargroder	Associate Professor	83,015	AY	5,000	6.41	3
Wernstedt, Kris Frederic	Professor	105,880	AY	7,000	7.08	2
Zellner Bassett, Paola A <sup>(4)</sup>	Associate Professor	87,661	AY	5,000	6.05	3
<b>PAMPLIN COLLEGE OF BUSINESS</b>						
Becker, William J	Associate Professor	199,345	AY	0	0.00	1
Daniloski, Kimberly	Associate Professor	71,370	AY	5,000	7.53	2
Easterwood, Cintia M	Assistant Professor	84,600	AY	3,000	3.68	2
Garner, Dana Porter	Assistant Professor	82,050	AY	3,000	3.80	2
Martin, Eric Alan	Assistant Professor	80,520	AY	3,000	3.87	2
Seref, Michelle Marie Ha	Associate Professor	148,200	AY	5,000	3.49	2
<b>COLLEGE OF ENGINEERING</b>						
Abbas, Montasir Mahgoub	Professor	113,037	AY	7,000	6.60	2
Cherbaka, Natalie Stanis	Associate Professor	75,492	AY	5,000	7.09	2
Dymond, Randel L	Professor	124,769	AY	7,000	5.94	2
Foster, Earl Johan	Associate Professor	112,511	AY	0	0.00	1
Gabbard, Joseph L.	Associate Professor	156,810	CY	0	0.00	1
Ghaffarzadegan, Navid	Associate Professor	112,569	AY	5,000	4.65	3
Hin, Celine <sup>(4)</sup>	Associate Professor	102,872	AY	5,000	5.11	3
Katz, Bryan J	Associate Professor	55,400	CY	5,000	9.92	2
Knight, David B	Associate Professor	120,144	AY	5,000	4.34	3
Koutromanos, Ioannis	Associate Professor	102,687	AY	5,000	5.12	3
Leonessa, Alexander	Professor	132,736	AY	7,000	5.57	2
Li, Qiang	Associate Professor	134,534	CY	5,000	3.86	3
MacKenzie, Allen B	Professor	115,933	AY	7,000	6.43	2
McPherson, David Patrick	Advanced Instructor	70,524	AY	3,000	4.44	2
Mueller, Rolf	Professor	126,814	AY	7,000	5.84	2
Poelzing, Steven	Associate Professor	180,207	CY	0	0.00	1
Qiao, Rui	Professor	133,040	AY	7,000	5.55	2
Ripepi, Nino S	Associate Professor	131,905	CY	5,000	3.94	3
Rowson, Steven	Associate Professor	153,272	CY	5,000	3.37	3
Ruohoniemi, John Michael	Professor	177,900	CY	7,000	4.10	2
Verbridge, Scott	Associate Professor	150,415	CY	5,000	3.44	3
Yu, Guoqiang	Associate Professor	103,629	AY	5,000	5.07	3

Name	Promoted Rank	Recommended Salary 2018-19	Appt <sup>(1)</sup>	Increase over 2017-18		Code
				Amount	Percent	
<b>COLLEGE OF LIBERAL ARTS &amp; HUMAN SCIENCES</b>						
Abbate, Janet E	Professor	100,947	AY	7,000	7.45	2
Agmon, Danna	Associate Professor	87,506	AY	5,000	6.06	3
Azano, Amy Price	Associate Professor	78,695	AY	5,000	6.78	3
Cana Jimenez, Maria D	Associate Professor	72,436	AY	5,000	7.41	3
Crafton, Jason A	Associate Professor	69,246	AY	5,000	7.78	3
Few-Demo, April L	Professor	101,810	AY	7,000	7.38	2
Gabriele, Matthew R	Professor	95,785	AY	7,000	7.88	2
Grafsky, Erika L	Associate Professor	73,814	AY	5,000	7.27	3
Hofer, Stefanie	Associate Professor	70,042	AY	5,000	7.69	3
Hwang, Eunju	Associate Professor	73,803	AY	5,000	7.27	3
Ivory, James Dee	Professor	100,594	AY	7,000	7.48	2
Jantzen, Benjamin C	Associate Professor	84,646	AY	5,000	6.28	3
Kiechle, Melanie A	Associate Professor	76,208	AY	5,000	7.02	3
Labuski, Christine	Associate Professor	74,092	AY	5,000	7.24	3
Mesmer, Heidi Anne Edelb	Professor	89,459	AY	7,000	8.49	2
Olson, Philip R	Associate Professor	70,526	AY	5,000	7.63	3
Patton, Lydia K	Professor	106,306	AY	7,000	7.05	2
Read, Dustin	Associate Professor	129,948	AY	5,000	4.00	3
Savla, Jyoti Shital	Professor	96,994	AY	7,000	7.78	2
Scallorns, Joseph R	Senior Instructor	49,709	AY	5,000	11.18	2
Serna, Gabriel Ramon	Associate Professor	82,316	AY	5,000	6.47	3
Sinno, Nadine Adel	Associate Professor	81,666	AY	5,000	6.52	3
Stewart, Trevor T	Associate Professor	73,645	AY	5,000	7.28	3
Ulrich, Catherine Louise	Associate Professor	69,958	AY	5,000	7.70	3
Wells, John Gaulden	Professor	99,633	AY	7,000	7.56	2
Winling, LaDale C	Associate Professor	76,937	AY	5,000	6.95	3
Zhu, Haiyan	Associate Professor	72,832	AY	5,000	7.37	3
<b>COLLEGE OF NATURAL RESOURCES &amp; ENVIRONMENT</b>						
Baird, Timothy David	Associate Professor	81,372	AY	5,000	6.55	3
Horvath, Laszlo	Associate Professor	88,786	AY	5,000	5.97	3
Jiao, Yan	Professor	101,241	CY	7,000	7.43	2
Stern, Marc J	Professor	95,322	AY	7,000	7.93	2
<b>COLLEGE OF SCIENCE</b>						
Caddick, Mark James	Associate Professor	90,700	AY	5,000	5.83	3
Chung, Matthias	Associate Professor	86,160	AY	5,000	6.16	3
Diana, Rachel A	Associate Professor	90,700	AY	5,000	5.83	3
Eddleton, Jeannine E	Senior Instructor	60,335	AY	5,000	9.04	2
Gill, Benjamin C	Associate Professor	89,950	AY	5,000	5.89	3
Hart, Heath D	Senior Instructor	52,445	AY	5,000	10.54	2
Hauf, Silke	Associate Professor	93,322	AY	5,000	5.66	3
Hogan, Eric Phillip	Advanced Instructor	61,279	AY	3,000	5.15	2
Long, Victoria Kathleen	Advanced Instructor	53,772	AY	3,000	5.91	2
Matson, John	Associate Professor	98,474	AY	5,000	5.35	3
McGlothlin, Joel W	Associate Professor	92,763	AY	5,000	5.70	3
Saenz Maldonado, Edgar A	Advanced Instructor	41,195	AY	3,000	7.85	2
Santos, Webster	Professor	143,117	AY	7,000	5.14	2
Scarpa-Friedman, Angela	Professor	103,400	AY	7,000	7.26	2
Tholl, Dorothea Berta Ch	Professor	100,947	AY	7,000	7.45	2
Ufferman, Eric	Advanced Instructor	42,686	AY	3,000	7.56	2
Valdez, Gregorio	Associate Professor	135,392	CY	5,000	3.83	3
White, Susan Williams	Professor	153,158	CY	7,000	4.79	2
Zhu, Hongxiao	Associate Professor	99,884	AY	5,000	5.27	3
<b>COLLEGE OF VETERINARY MEDICINE</b>						
Boes, Katie Mae	Associate Professor	116,458	CY	5,000	4.49	2
Burns, Travis Dean	Associate Professor	96,800	CY	5,000	5.45	2
Byron, Christopher R	Associate Professor	138,884	CY	0	0.00	1
Dervisis, Nikolaos	Associate Professor	139,483	CY	5,000	3.72	3
He, Jia-Qiang	Associate Professor	109,577	AY	5,000	4.78	3
Klahn, Shawna L	Associate Professor	128,471	CY	5,000	4.05	2
LeRoith, Tanya	Professor	143,103	CY	7,000	5.14	2
Luo, Xin	Associate Professor	107,624	AY	5,000	4.87	3
Ruth, Jeffrey	Associate Professor	140,289	CY	5,000	3.70	2
Theus, Michelle Hedrick	Associate Professor	142,315	CY	5,000	3.64	3

Name	Promoted Rank	Recommended Salary 2018-19	Appt <sup>(1)</sup>	Increase over 2017-18		Code
				Amount	Percent	
<b>DEAN OF LIBRARIES</b>						
Speer, Ryan	Assistant Professor	64,412	CY	0	0.00	4
<b>VIRGINIA COOPERATIVE EXTENSION</b>						
Alt, Theresa Joan	Agent	55,974	CY	3,000	5.66	2
Carter, Katherine Entsmi	Agent	55,966	CY	3,000	5.66	2
Cox, Erin Elizabeth	Agent	47,965	CY	3,000	6.67	2
Eigel, Bethany A	Senior Agent	66,805	CY	5,000	8.09	2
Flanagan, Roy David	Agent	62,266	CY	3,000	5.06	2
Hilleary, James Edward	Agent	75,369	CY	3,000	4.15	2
Lawrence, Mary Catherine	Agent	45,898	CY	3,000	6.99	2
Mallory, Kelly Morris	Senior Agent	57,453	CY	5,000	9.53	2
Mitchell, Sonja T	Agent	56,170	CY	3,000	5.64	2
Pottorff, Stephen L	Agent	54,829	CY	3,000	5.79	2
Rose, Kelly Mullins	Agent	48,925	CY	3,000	6.53	2
Sponaugle, Kari Botkin	Agent	50,065	CY	3,000	6.37	2
Spurlin, Kevin M	Senior Agent	66,287	CY	5,000	8.16	2
Temple, Karrin M	Agent	51,215	CY	3,000	6.22	2
Vargo, Ann F.	Agent	48,691	CY	3,000	6.57	2
Vest, Jonathan M	Senior Agent	63,539	CY	5,000	8.54	2
Yager, Kristina Anne	Agent	45,525	CY	3,000	7.05	2

**Total Promotion & Tenure Adjustments**

**\$ 613,000**

### Summary of Promotion and Tenure Adjustments

Promoted Rank	Increase	Number of Adjustments	Total Amount
Agent	\$ 3,000	13	\$ 39,000
Senior Agent	5,000	4	20,000
Assistant Professor <sup>(2)</sup>	3,000	4	9,000
Associate Professor <sup>(2)</sup>	5,000	66	305,000
Professor	7,000	30	210,000
Advanced Instructor	3,000	5	15,000
Senior Instructor	5,000	3	15,000
<b>Subtotal Promotion and Tenure Adjustments</b>		<b>125</b>	<b>613,000</b>
<b>Associated Fringe Benefit Costs<sup>(3)</sup></b>			<b>148,775</b>
<b>TOTAL COST OF PROMOTION AND TENURE ADJUSTMENTS</b>			<b>\$ 761,775</b>

### 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) Five Associate Professors and one Assistant Professor 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.
- (4) Promotion effective retroactively due to error in prior process.