

2017-18 National Distinction Salary Adjustments

FINANCE AND RESOURCE MANAGEMENT COMMITTEE

September 26, 2017

As described in the 2017-18 Faculty Compensation Plan, approved by the Board of Visitors at the June 5, 2017 meeting, faculty salary adjustments are normally implemented within three categories: Promotion & Tenure, a university-wide Faculty Merit Review process, and through the use of supplemental actions to achieve certain targeted salary compensation or retention needs such as recognition of national distinction. Consistent with the Board approved 2017-18 Faculty Compensation Plan, this report presents the proposed salary adjustments for faculty with demonstrated national distinction and exceptional performance in their role.

National distinction can be demonstrated in a variety of ways. Some examples include creating high impact research and scholarship, chairing an NIH study section, serving as president of a national/international society, serving as a juror for nationally competitive installations and performance venues, serving as an invited participant in a national workshop, implementing innovative processes that support university operations, solving complex challenges (including those within Destination Areas), and supporting advancement of university strategic priorities. Faculty who have demonstrated sustained excellence that is recognized nationally (and internationally) are often approached to consider a faculty position at another university.

To facilitate the 2017-18 national distinction review process, each academic and administrative area was provided with a resource pool based upon the area's base salary budget (0.75 percent of base 208 E&G faculty salary budget). The university also authorized each senior management area to reallocate existing resources or identify self-generated revenue (Agency 229, sponsored, overhead, or private funds) to enhance the overall pool as needed.

Because of the nature of this program, only a relatively small percentage of eligible faculty are recognized in any given year. The university has established five percent as the minimum salary adjustment for this year's program. As a result, Deans and Vice Presidents recommended adjustments for 299 faculty members (7.1 percent of all eligible faculty) with exceptionally meritorious records and/or national distinction in their field. The average recommended merit increase equals 6.6 percent for teaching, research, and administrative and professional faculty. The recommended salary adjustments for national distinction are listed in the attached report.

RECOMMENDATION:

That the proposed national distinction salary adjustments for faculty in the 2017-18 fiscal year be approved as presented in the following report.

November 6, 2017

2017-18 National Distinction Adjustment Nominations
Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u> <u>%</u>	<u>\$</u>	<u>Proposed</u> <u>Salary</u>	<u>Appointment</u>
College of Agriculture and Life Sciences					
<u>Administration</u>					
Christian, Mary	Professional Lecturer	5.1%	6,500	134,050	CY
Kleiber, Stephen	Professional Lecturer	5.2%	7,500	152,180	CY
<u>Agricultural and Applied Economics</u>					
Walker, Martha	Professional Lecturer	5.0%	5,000	104,348	CY
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Alson H. Smith,</u>					
Bergh, James	Professor	7.0%	7,800	119,684	CY
<u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - Eastern Shore</u>					
Reiter, Mark	Associate Professor	5.0%	5,500	115,050	CY
Strawn, Laura	Assistant Professor	5.5%	5,000	96,705	AY
<u>Agricultural, Leadership and Community Education</u>					
Archibald, Thomas	Assistant Professor	7.0%	6,000	91,195	AY
Niewolny, Kimberly	Associate Professor	5.6%	6,000	113,814	CY
<u>Animal and Poultry Sciences</u>					
Cline, Mark	Associate Professor	5.0%	5,000	104,325	AY
Gilbert, Elizabeth	Associate Professor	5.0%	5,000	104,325	AY
<u>Biochemistry</u>					
Zhu, Jinsong	Associate Professor	5.2%	6,000	121,786	REC
<u>Biological Systems Engineering</u>					
Benham, Brian	Professor	5.4%	6,500	127,137	AY
<u>Crop and Soil Environmental Science</u>					
Stewart, Ryan	Assistant Professor	5.8%	5,000	91,282	AY
<u>Dairy Science</u>					
Corl, Benjamin	Associate Professor	5.0%	6,500	136,300	AY
<u>Director, Resident Instruction</u>					
Sumner, Susan	Administrative Professor	5.1%	11,000	225,080	CY
<u>Entomology</u>					
Kuhar, Thomas	Professor	5.2%	6,000	121,353	CY

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>Extension</u>					
Grisso, Robert	Administrative Lecturer	5.1%	8,000	166,361	CY
<u>Food Science and Technology</u>					
Neilson, Andrew	Associate Professor	5.5%	5,000	95,850	AY
<u>Human Nutrition, Foods and Exercise</u>					
Hulver, Matthew	Associate Professor	5.0%	10,000	209,500	CY
Kraak, Vivica	Assistant Professor	5.2%	6,000	121,088	REC
Liu, Dongmin	Professor	5.4%	9,000	177,051	REC
<u>Information Technology</u>					
Magana, Isaac	Professional Lecturer	6.2%	3,110	53,000	CY
<u>Plant Pathology, Physiology, and Weed Science</u>					
Schmale, David	Professor	5.0%	7,000	146,268	REC
<u>Research</u>					
Duncan, Susan	Professor	5.2%	8,000	161,800	CY
<u>Virginia Cooperative Extension</u>					
Alstat, Kathryn	Professional Lecturer	5.0%	3,000	62,639	CY
Bowen, Jennifer	Professional Lecturer	5.7%	3,500	64,630	CY
Grimes, Kelsey	Professional Lecturer	5.5%	2,500	48,270	CY
Nauta, Ashley	Professional Lecturer	5.8%	2,500	45,474	CY
Pearson, Jocelyn	Professional Lecturer	5.1%	2,500	51,717	CY
Reiter, James	Professional Lecturer	5.2%	3,000	60,926	CY
Spurlin, Kevin	Professional Lecturer	5.2%	3,000	60,591	CY
Thacker, Paige	Professional Lecturer	5.3%	3,500	70,115	CY
College of Agriculture and Life Sciences Subtotal			\$179,910		
College of Architecture and Urban Studies					
<u>Building Construction</u>					
Mills, Thomas	Associate Professor	6.0%	5,740	101,250	AY
Ryan, Jacqueline	Professional Lecturer	14.1%	7,300	59,000	CY
<u>Myers-Lawson School of Construction</u>					
Iorio, Josh	Assistant Prof of Practice	6.1%	5,725	100,280	CY

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>School of Architecture and Design</u>					
Becker, Edward	Assistant Professor	6.4%	4,500	74,700	AY
Bohannon, Cermetrius	Assistant Professor	8.1%	6,070	80,970	AY
Dunay, Donna	Professor	5.1%	7,649	156,874	REC
Ishida, Aki	Assistant Professor	5.5%	4,280	82,535	AY
Setareh, Mehdi	Professor	5.6%	7,000	131,440	AY
<u>School of Visual Arts</u>					
Head, Travis	Associate Professor	7.3%	5,925	86,680	AY
Moseley Christian, Michell	Associate Professor	7.9%	6,470	88,865	AY
Tucker, Thomas	Associate Professor	5.7%	5,130	95,000	AY
<u>School of Public and International Affairs</u>					
Ahram, Ariel	Associate Professor	8.0%	7,220	97,475	AY
Buehler, Ralph	Associate Professor	10.0%	9,998	109,978	AY
Hall, Ralph	Associate Professor	10.0%	9,475	104,150	AY
Jordan, Sara	Assistant Professor	8.0%	5,925	80,000	AY
Zhang, Yang	Associate Professor	8.1%	7,370	98,725	AY
College of Architecture and Urban Studies Subtotal			\$105,777		

Pamplin College of Business

Accounting and Information Systems

Belanger, France	Professor	10.0%	20,859	229,449	AY
Bhattacharjee, Sudip	Professor	10.0%	20,732	228,052	AY

Business - Off Campus Instruction

Hansson, Dana	Professional Lecturer	5.5%	5,528	106,028	CY
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Business Information Technology

Zobel, Christopher	Professor	5.0%	8,205	172,309	AY
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Dean of Business

Africa, Emily Anne	Professional Lecturer	5.5%	4,030	77,295	CY
Dickhans, James	Professional Lecturer	5.5%	5,233	100,372	CY

Finance, Insurance and Business Law

Kender, Michael	Professor of Practice	5.0%	5,720	120,120	AY
Paye, Bradley	Assistant Professor	5.0%	11,330	237,930	AY

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
Xu, Jin	Associate Professor	5.0%	11,926	250,449	AY
<u>Hospitality and Tourism</u>					
McGehee, Nancy	Professor	5.9%	12,787	229,148	CY
Singal, Manisha	Associate Professor	10.0%	12,511	137,621	AY
<u>Management</u>					
Becker, William	Associate Professor	10.0%	18,122	199,345	AY
Ward Bartlett, Anna	Assistant Professor	5.0%	7,420	155,820	AY
<u>Marketing</u>					
May, Frank	Assistant Professor	10.0%	16,896	185,854	AY
Pamplin College of Business Subtotal				\$161,299	

College of Engineering

Aerospace and Ocean Engineering

Borgoltz, Aurelien	Research Associate Professor	5.0%	5,406	113,526	CY
Devenport, William	Professor	5.0%	11,619	243,992	REC
Lowe, Kevin	Associate Professor	5.0%	5,570	116,971	AY
Srinivasan, Bhuvana	Assistant Professor	5.0%	4,829	101,409	AY
Sultan, Cornel	Associate Professor	5.0%	6,133	128,796	REC

Biomedical Engineering and Mechanics

Davalos, Rafael	Professor	9.5%	18,927	217,117	REC
Lord, James	Instructor	9.9%	6,774	75,196	AY
Ross, Shane	Professor	5.0%	8,340	175,146	CY
Verbridge, Scott	Assistant Professor	9.5%	12,616	145,415	REC

Chemical Engineering

Karim, Ayman	Associate Professor	6.1%	7,000	122,100	AY
Kiran, Erdogan	Professor	6.1%	10,000	174,397	AY

Civil and Environmental Engineering

Easterling, William	Professor	10.0%	24,767	272,436	CY
Eatherton, Matthew	Associate Professor	5.0%	5,408	113,561	AY
Green, Russell	Professor	5.5%	7,039	135,013	AY
Hancock, Kathleen	Associate Professor	5.0%	5,631	118,260	AY
Irish, Jennifer	Professor	6.0%	8,464	149,535	REC
Lattimer, Kara	Instructor	7.0%	4,674	71,449	CY

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
Little, John	Professor	5.0%	6,717	141,059	AY
Wang, Linbing	Professor	5.0%	6,425	134,929	AY
<u>Computer Science</u>					
Edwards, Stephen	Professor	5.1%	6,600	135,465	AY
Lou, Wenjing	Professor	5.0%	9,000	188,082	AY
Lu, Chang Tien	Professor	7.1%	9,000	135,095	AY
Luther, Kurt	Assistant Professor	5.2%	5,200	104,300	AY
Marcum, Robert	Professional Lecturer	6.6%	4,809	77,236	CY
Shaffer, Clifford	Professor	5.1%	7,100	145,585	AY
<u>Dean - Engineering</u>					
Watford, Beville	Administrative Professor	5.0%	11,734	246,422	CY
<u>Department of Engineering Education</u>					
Knight, David	Assistant Professor	5.0%	5,483	115,144	AY
Matusovich, Holly	Associate Professor	5.0%	5,202	109,242	AY
Reid, Kenneth	Associate Professor	10.0%	11,400	125,399	AY
<u>Electrical and Computer Engineering</u>					
Buehrer, Richard	Professor	5.0%	7,026	147,555	AY
Burgos, Rolando	Associate Professor	15.0%	19,840	152,104	AY
Mili, Lamine	Professor	5.0%	5,504	115,593	AY
Ngo, Khai	Professor	5.0%	7,282	152,912	AY
Park, Jung-Min	Professor	10.0%	17,306	190,369	REC
Poon, Ting Chung	Professor	5.0%	5,611	117,830	AY
Stilwell, Daniel	Professor	13.2%	24,204	208,000	REC
<u>Industrial and Systems Engineering</u>					
Gabbard, Joseph	Associate Professor	5.0%	7,467	156,810	REC
Ghaffarzadegan, Navid	Assistant Professor	5.0%	5,122	107,569	AY
Jin, Ran	Assistant Professor	5.0%	4,951	103,967	AY
Kong, Zhenyu	Associate Professor	5.0%	5,280	110,872	AY
Nussbaum, Maury	Professor	5.0%	10,503	220,570	CY
<u>Materials Science and Engineering</u>					
Foster, Earl	Associate Professor	5.0%	5,358	112,511	AY
Lu, Peizhen	Professor	5.0%	6,182	129,829	AY
Tallon Galdeano, Carolina	Assistant Professor	5.0%	4,723	99,181	AY

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<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>Mechanical Engineering</u>					
Asbeck, Alan	Assistant Professor	8.0%	7,936	107,136	AY
Burdisso, Ricardo	Professor	9.0%	12,098	146,525	AY
Dancey, Clinton	Associate Professor	10.0%	12,138	133,520	AY
Furukawa, Tomonari	Professor	5.0%	7,092	148,931	AY
Nain, Amrinder	Associate Professor	10.0%	10,667	117,339	AY
Ott, Robin	Associate Prof of Practice	10.0%	7,336	80,696	CY
<u>Mining and Minerals Engineering</u>					
Sarver, Emily	Associate Professor	10.0%	13,692	150,929	REC
College of Engineering Subtotal			\$449,185		
College of Liberal Arts and Human Sciences					
<u>Apparel, Housing and Resource Management</u>					
Fisher, Patricia	Associate Professor	10.0%	7,715	84,862	AY
Hopkins, Erin	Assistant Professor	10.0%	6,901	75,906	AY
<u>Communication</u>					
Cannon, Douglas	Professor of Practice	6.0%	4,680	82,680	AY
<u>Department of Religion and Culture</u>					
Ansell, Aaron	Associate Professor	9.0%	6,254	75,741	AY
Gabriele, Matthew	Associate Professor	10.0%	8,071	88,785	AY
Ni, Zhange	Associate Professor	9.0%	6,511	78,851	AY
<u>English</u>					
Carmichael, Katie	Assistant Professor	9.0%	5,828	70,579	AY
Eska, Charlene	Associate Professor	9.0%	6,544	79,255	AY
Eska, Joseph	Professor	10.0%	10,769	118,455	AY
Fowler, Virginia	Professor	5.0%	5,402	113,442	AY
Walker, Abby	Assistant Professor	9.0%	5,943	71,980	AY
<u>Foreign Languages and Literatures</u>					
Andrango-Walker, Catalin	Associate Professor	10.0%	6,764	74,402	AY
Milman-Miller, Nyusya	Associate Professor	9.0%	6,935	83,986	AY
<u>History</u>					
Ekirch, Arthur	Professor	5.0%	6,821	143,234	AY

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
Hirsh, Richard	Professor	5.0%	5,214	109,492	AY
Winling, LaDale	Assistant Professor	9.0%	5,940	71,937	AY
<u>Human Development</u>					
Allen, Katherine	Professor	6.0%	7,731	136,574	AY
Few-Demo, April	Associate Professor	9.0%	7,828	94,810	AY
Zvonkovic, Anisa	Professor	8.0%	13,958	188,434	CY
<u>Philosophy</u>					
Patton, Lydia	Associate Professor	5.0%	4,729	99,306	AY
<u>Political Science</u>					
Apodaca, Clair	Associate Professor	9.0%	7,210	87,319	AY
Jardine, Eric	Assistant Professor	9.0%	5,881	71,225	AY
Stivachtis, Ioannis	Associate Professor	10.0%	11,466	126,130	CY
Zanotti, Laura	Associate Professor	9.0%	8,155	98,762	AY
<u>School of Education</u>					
Jones, Brett	Professor	10.0%	9,696	106,653	AY
Lockee, Barbara	Professor	9.0%	9,104	110,260	AY
Mullen, Carol	Professor	5.0%	8,858	186,009	CY
Wells, John	Associate Professor	9.0%	7,649	92,633	AY
Wilkins, Jesse	Professor	9.0%	8,405	101,798	AY
<u>Science and Technology in Society</u>					
Abbate, Janet	Associate Professor	10.0%	8,541	93,947	AY
Allen, Barbara	Professor	9.0%	9,794	118,615	AY
<u>Sociology</u>					
Calasanti, Toni	Professor	5.0%	6,250	131,255	AY
Hawdon, James	Professor	5.0%	7,278	152,844	CY
Peguero, Anthony	Associate Professor	5.0%	5,505	115,613	AY
College of Liberal Arts and Human Sciences Subtotal			\$254,330		

College of Science

Biological Sciences

Carey, Cayelan	Assistant Professor	5.0%	4,233	88,896	AY
Hauf, Silke	Assistant Professor	7.5%	6,162	88,322	AY
McGlothlin, Joel	Assistant Professor	7.5%	6,123	87,763	AY

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	
		<u>%</u>	<u>\$</u>	<u>Salary</u>	<u>Appointment</u>
Moore, Ignacio	Professor	5.0%	4,972	104,412	AY
Sewall, Kendra	Assistant Professor	5.0%	4,004	84,085	AY
Walker, Richard	Associate Professor	7.5%	8,431	120,844	AY
<u>Chemistry</u>					
Matson, John	Assistant Professor	8.5%	7,323	93,474	AY
Santos, Webster	Associate Professor	8.5%	10,664	136,117	AY
Valeyev, Eduard	Professor	8.5%	11,641	148,589	AY
<u>Dean of Science</u>					
Heflin, James	Administrative Professor	7.5%	11,767	168,658	CY
<u>Economics</u>					
Ashley, Richard	Professor	5.0%	6,152	129,192	AY
Salehi-Isfahani, Djavad	Professor	5.0%	6,522	136,968	AY
Sarangji, Sudipta	Professor	5.0%	9,409	197,591	CY
<u>Geosciences</u>					
Michel, Frederick	Assistant Professor	10.0%	8,550	94,050	AY
Nesbitt, Sterling	Assistant Professor	10.0%	8,650	95,150	AY
Weiss, Robert	Associate Professor	5.0%	5,289	111,067	REC
<u>Mathematics</u>					
Chung, Julianne	Assistant Professor	7.0%	5,646	86,296	AY
Embree, Mark	Professor	5.0%	9,189	192,974	AY
Gugercin, Serkan	Professor	7.1%	8,450	127,462	AY
Renardy, Michael	Professor	5.0%	9,106	191,233	AY
Warburton, Timothy	Professor	5.0%	9,548	200,507	AY
<u>Physics</u>					
Anderson, Lara	Assistant Professor	5.0%	4,257	89,401	AY
Gray, James	Assistant Professor	5.0%	4,241	89,070	AY
Huber, Patrick	Professor	5.0%	5,896	123,818	AY
Tauber, Uwe	Professor	5.0%	5,742	120,588	AY
Vogelaar, Robert	Professor	5.0%	5,289	111,062	AY
<u>Psychology</u>					
Bell, Martha Ann	Professor	5.0%	7,104	149,190	AY
Kim-Spoon, Jungmeen	Professor	5.0%	7,833	164,493	REC
White, Susan	Associate Professor	5.0%	6,960	146,158	REC

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>School of Neuroscience</u>					
Clinton, Sarah	Associate Professor	5.0%	8,160	171,360	REC
<u>Statistics</u>					
Deng, Xinwei	Associate Professor	5.0%	5,134	107,821	AY
Guo, Feng	Associate Professor	5.0%	5,306	111,426	AY
Hong, Yili	Associate Professor	5.0%	5,359	112,530	AY
Vining, Gordon	Professor	5.0%	7,020	147,423	AY
College of Science Subtotal			\$240,132		
College of Veterinary Medicine					
<u>Biomedical Science</u>					
Allen, Irving	Assistant Professor	7.0%	8,199	125,323	REC
Caswell, Clayton	Assistant Professor	5.0%	6,224	130,708	REC
Luo, Xin	Assistant Professor	8.0%	7,602	102,624	AY
Theus, Michelle	Assistant Professor	6.0%	7,773	137,315	REC
<u>Dean - Veterinary Medicine</u>					
Burchett, Amy	Professional Lecturer	5.0%	4,548	95,507	CY
<u>Equine Medical Ancillary</u>					
Duerbeck, Cathy	Administrative Lecturer	9.5%	6,956	80,180	CY
<u>Large Animal Clinical Sciences</u>					
Clark-Deener, Sherrie	Associate Professor	7.0%	9,315	142,381	CY
McKenzie, Harold	Associate Professor	8.0%	11,849	159,957	CY
Witonsky, Sharon	Associate Professor	7.0%	8,395	128,317	CY
<u>Population Health Sciences Dept</u>					
Gohlke, Julia	Associate Professor	8.0%	10,159	137,149	REC
Pelzer, Jacquelyn	Associate Prof of Practice	5.0%	5,591	117,412	CY
Ragan, Valerie	Associate Prof of Practice	5.0%	7,701	161,711	CY
Rist, Cassidy	Assistant Prof of Practice	10.0%	9,705	106,753	CY
<u>Small Animal Clinical Sciences</u>					
Borgarelli, Michele	Professor	5.0%	7,280	152,880	CY
Neves Soares, Joao Henri	Assistant Professor	8.0%	9,536	128,739	CY
Rossmesl, John	Professor	10.0%	15,965	175,610	CY

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>Veterinary Medicine Research and Graduate Studies</u>					
Crawford, Jessica	Professional Lecturer	7.0%	5,069	77,480	CY
<u>Veterinary Medicine Teaching Hospital</u>					
Foster, Drema	Professional Lecturer	5.0%	3,860	81,057	CY
College of Veterinary Medicine Subtotal				\$145,727	

College of Natural Resources and Environment

Fish and Wildlife Conservation

Cherry, Michael	Assistant Professor	5.0%	3,577	75,117	AY
Dayer, Ashley	Assistant Professor	5.0%	3,833	80,483	AY
Haas, Carola	Professor	5.0%	5,914	124,182	CY

For Resources and Environ Consvr

Day, Susan	Associate Professor	5.0%	4,055	85,154	AY
Thomas, Robert	Assistant Professor	5.0%	3,859	81,025	AY
Thomas, Valerie	Associate Professor	5.0%	4,243	89,084	AY
Wynne, Randolph	Professor	5.0%	6,229	130,809	CY

Geography

Baird, Timothy	Assistant Professor	5.0%	3,637	76,372	AY
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Sustainable Biomaterials

Horvath, Laszlo	Assistant Professor	5.0%	3,990	83,786	AY
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College of Natural Resources and Environment Subtotal \$39,337

Dean of Libraries

Library

Bradley, Jonathan	Professional Lecturer	9.1%	5,317	64,000	CY
Coleman, Robin	Professional Lecturer	6.2%	3,468	59,000	CY
Goldbeck DeBose, Kyrille	Professional Associate Prof	8.7%	5,507	69,000	CY
Metko, Stefanie	Professional Assistant Prof	9.1%	6,957	83,000	CY
Ogier, Andrea	Professional Assistant Prof	9.8%	8,041	90,000	CY
Tomlin, Patrick	Professional Associate Prof	6.2%	4,993	85,000	CY

Dean of Libraries Subtotal \$34,283

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>	<u>Proposed</u>	<u>Salary</u>	<u>Appointment</u>
		%	\$		
Executive Vice President and Provost					
<u>Academic Resource Management</u>					
Earley, Jeffrey	Professional Lecturer	9.6%	14,000	160,000	CY
<u>Alumni Distinguished Professors</u>					
Downey, Gary	Professor	5.0%	7,125	149,625	AY
Seiler, John	Professor	5.0%	8,453	177,513	CY
<u>Center for Instructional Development and Educational Research</u>					
Filer, Kimberly	Professional Lecturer	10.0%	10,200	112,200	CY
<u>Deans and Vice Presidents</u>					
Sumichrast, Robert	Administrative Professor	5.0%	24,742	519,583	CY
Waalkes, Ruth	Professional Lecturer	5.0%	10,163	212,000	CY
Walters, Tyler	Administrative Professor	5.0%	12,095	253,988	CY
<u>Faculty Affairs</u>					
Gabriele, Rachel	Professional Lecturer	8.7%	8,000	100,000	CY
Hogan, Amy	Administrative Lecturer	5.0%	6,200	129,744	CY
<u>Inclusion and Diversity</u>					
Thorpe, Leemar	Professional Lecturer	15.4%	8,000	60,000	CY
<u>Office of Academic Decision Support</u>					
Joshi, Abhay	Professional Lecturer	5.2%	8,000	162,000	CY
<u>Provost - Administration</u>					
Davitt, Marcia	Postdoctoral Associate	10.0%	5,000	55,000	CY
<u>Undergraduate Admissions</u>					
Espinoza, Juan	Professional Lecturer	11.3%	10,603	104,305	CY
<u>Undergraduate Studies</u>					
Biscotte, Stephen	Professional Lecturer	10.0%	6,618	72,802	CY
<u>University Academic Advising Center</u>					
Bruce, Herbert	Professional Lecturer	7.0%	4,797	73,328	CY
<u>University Scholarships and Financial Aid</u>					
Armstrong, Elizabeth	Professional Lecturer	7.7%	10,000	140,074	CY

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>VP Undergraduate Academic Affairs</u>					
Holloway, Rachel	Administrative Associate Prof	5.2%	10,000	204,000	CY
<u>Women's Center</u>					
LoMascolo, Anna	Professional Lecturer	6.4%	5,000	83,000	CY
Executive Vice President and Provost Subtotal				\$168,996	
President					
<u>President's Staff</u>					
Hooper, Elizabeth	Professional Lecturer	10.0%	11,970	131,665	CY
<u>University Internal Audit</u>					
Daniels, Brian	Professional Lecturer	5.0%	7,277	152,818	CY
President Subtotal				\$19,247	
Vice President for Outreach and International Affairs					
<u>Economic Development</u>					
Lyon-Hill, Sarah	Professional Lecturer	11.9%	6,000	56,248	CY
Provo, John	Professional Lecturer	5.5%	7,500	142,718	CY
Travis, Elli	Professional Lecturer	13.5%	6,500	54,476	CY
<u>Global Education Office</u>					
Fitzgerald, Rachel	Professional Lecturer	9.8%	5,000	56,085	CY
<u>International Research Education and Development</u>					
Fayad, Amer	Senior Research Associate	5.0%	3,826	80,342	CY
Vice President for Outreach and International Affairs Subtotal				\$28,826	
Vice President for Advancement					
<u>Alumni Relations</u>					
Harrington, Gwen	Professional Lecturer	10.0%	5,275	58,021	CY
<u>University Development</u>					
Arsenault, Rhonda	Administrative Lecturer	6.4%	15,139	250,000	CY
Green, Leslie	Professional Lecturer	10.0%	7,560	83,160	CY

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>University Relations</u>					
Soucy, Brandon	Professional Lecturer	5.0%	4,171	87,584	CY
Vice President for Advancement Subtotal			\$32,145		
Vice President for Information Technology and Chief Information Officer					
<u>Advanced Research Computing</u>					
McClure, James	Professional Lecturer	5.0%	5,750	120,750	CY
Romanella, Alana	Professional Lecturer	5.0%	2,450	51,450	CY
Settlage, Robert	Professional Lecturer	5.0%	5,250	110,250	CY
<u>Collaborative Computing Solutions</u>					
Shively, Christopher	Professional Lecturer	7.0%	5,889	90,089	CY
<u>Cyber-Range</u>					
Memisyazici, Aras	Professional Lecturer	5.0%	5,000	105,000	CY
<u>Enterprise Systems</u>					
Flora, Michael	Professional Lecturer	6.4%	4,200	70,000	CY
Hall, Vicki	Professional Lecturer	7.1%	6,000	90,000	CY
<u>IT Experience and Engagement</u>					
Davis, Kevin	Professional Lecturer	6.0%	4,355	76,800	CY
Duckett, David	Professional Lecturer	6.5%	3,650	59,750	CY
Sheppard, Anne	Professional Lecturer	6.5%	4,557	74,866	CY
<u>IT Security</u>					
Lang, Jeffry	Professional Lecturer	5.0%	4,093	85,955	CY
Tilley, Richard	Professional Lecturer	5.9%	6,675	120,175	CY
Tunison, Amy	Professional Lecturer	7.0%	4,921	75,221	CY
<u>Secure Identity Services</u>					
Rooney, Kevin	Professional Lecturer	5.0%	5,236	109,952	CY
<u>Technology-enhanced Learning and Online Strategies</u>					
Bond, Mark	Professional Lecturer	5.5%	4,670	89,580	CY
Overton, Stephanie	Professional Lecturer	7.0%	4,013	61,337	CY
Warnick, Quinn	Professional Lecturer	5.0%	5,124	107,604	CY

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>Telecommunications Auxiliary</u>					
Fotedar, Ajinkya	Professional Lecturer	5.0%	3,775	79,265	CY
<u>Vice President for Information Technology - Administration</u>					
Irwin, Michael	Professional Lecturer	7.0%	5,922	90,522	CY
Krallman, John	Administrative Lecturer	5.0%	6,950	145,991	CY
Vice President for Information Technology and Chief Information Officer Subtotal			\$98,480		
Vice President for Student Affairs					
<u>Dining Services</u>					
Faulkner, Theodore	Professional Lecturer	7.5%	11,160	159,966	CY
<u>Military Affairs</u>					
Fullhart, Randal	Administrative Lecturer	9.2%	12,844	152,576	CY
Vice President for Student Affairs Subtotal			\$24,004		
Vice President for Operations					
<u>Emergency Management</u>					
Marinik, Andrew	Professional Lecturer	7.0%	5,408	82,661	CY
<u>Environmental Health and Safety</u>					
Mondy, Bernadette	Professional Lecturer	7.0%	6,282	96,031	CY
Waggoner, Charlotte	Professional Lecturer	7.0%	6,175	94,383	CY
<u>Facilities Services Office of University Planning</u>					
Soileau, Jason	Professional Lecturer	7.0%	11,810	180,520	CY
<u>Facilities Services Associate Vice President and Chief Facilities Office</u>					
Kiwus, Christopher	Administrative Lecturer	5.0%	11,866	249,183	CY
Vice President for Operations Subtotal			\$41,541		
Vice President for Research					
<u>Institute for Critical Technology and Applied Science</u>					
Lawless, Monika	Professional Lecturer	7.0%	8,916	136,285	CY
Nelsen, Eleanor	Professional Lecturer	7.0%	4,207	64,301	CY

Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>	<u>Appointment</u>
		<u>%</u>	<u>\$</u>	<u>Salary</u>	
<u>Office of Research Compliance</u>					
Trout, Stephanie	Professional Lecturer	5.0%	3,247	68,182	CY
<u>Research/Interdisciplinary Program- Administration</u>					
Bucy, Linda	Administrative Lecturer	5.5%	9,691	186,000	CY
Byrd, Kimberly	Professional Lecturer	11.4%	9,222	90,000	CY
Sedlak, Neil	Professional Lecturer	5.7%	6,500	120,000	CY
Spangler, Cynthia	Professional Lecturer	11.5%	10,312	100,000	CY
<u>Sponsored Programs</u>					
Cochrane, Christina	Professional Lecturer	5.0%	3,575	75,075	CY
<u>Virginia Bioinformatics Institute</u>					
Coble, Lauren	Administrative Lecturer	5.0%	9,401	197,419	CY
Vullikanti, Anil	Associate Professor	10.0%	16,449	180,938	CY
<u>Virginia Tech Transportation Institute</u>					
Gerni, Pascha	Professional Lecturer	9.9%	12,927	143,500	CY
<u>VT Carilion (VTC) Research Institute</u>					
Gourdie, Robert	Professor	6.0%	18,609	328,761	CY
Kelly, Deborah	Associate Professor	6.0%	10,202	180,237	CY
LaConte, Stephen	Associate Professor	6.0%	11,013	194,556	CY
Poelzing, Steven	Associate Professor	6.0%	10,200	180,207	CY
Van Wart, Audra	Professional Assistant Prof	5.0%	6,524	137,010	CY
			Vice President for Research Subtotal	\$150,995	

Vice President for Finance and Chief Financial Officer

Budget and Financial Planning

Heath, Harvey	Professional Lecturer	9.0%	9,066	109,801	CY
Shepard, Brennan	Professional Lecturer	9.0%	9,804	118,736	CY

Controller

Starling, Barbara	Professional Lecturer	8.0%	10,400	140,400	CY
Vest, Wendell	Professional Lecturer	5.0%	7,760	162,957	CY

Risk Management

Douglas, Ellen	Professional Lecturer	6.0%	7,440	131,440	CY
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Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Adjustment</u>		<u>Proposed</u>		
		<u>%</u>	<u>\$</u>	<u>Salary</u>	<u>Appointment</u>	
<u>Vice President for Finance</u>						
Hundley, Jennifer	Professional Lecturer	6.1%	5,000	86,713	CY	
Johnson, Jeannette	Professional Lecturer	5.0%	3,705	77,805	CY	
Mann, Robert	Professional Lecturer	5.6%	5,000	94,825	CY	
Vice President for Finance and Chief Financial Officer Subtotal				\$58,175		
Graduate School						
<u>Dean - Graduate School</u>						
Austin, Janice	Professional Lecturer	5.0%	3,863	81,124	CY	
Gibson, Monika	Professional Lecturer	5.0%	4,563	95,813	CY	
Graduate School Subtotal				\$8,426		
Vice President of Human Resources						
<u>Department of Human Resources</u>						
Cumberland, Jeffrey	Professional Lecturer	7.3%	4,800	70,304	CY	
<u>Equity and Access</u>						
Kutnak, Michael	Professional Lecturer	12.2%	6,000	55,200	CY	
Vickers, Pamela	Professional Lecturer	9.6%	8,400	96,179	CY	
Vice President for Human Resources Subtotal				\$19,200		
Grand Total				\$2,260,015		

Notes:

AY = Academic Year

CY = Calendar Year

REC = Research