

## 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

| Name   | Promoted Rank       | Recommended Salary 2017-18 | Appt <sup>(1)</sup> | Attachment            |         | Code |
|--|---------------------|----------------------------|---------------------|-----------------------|---------|------|
|  |                     |                            |                     | Increase over 2016-17 |         |      |
|  |                     |                            |                     | Amount                | Percent |      |
| <b>COLLEGE OF AGRICULTURE &amp; LIFE SCIENCES</b>  |                     |                            |                     |                       |         |      |
| 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    |
| <b>COLLEGE OF ARCHITECTURE &amp; URBAN STUDIES</b> |                     |                            |                     |                       |         |      |
| 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    |
| <b>COLLEGE OF BUSINESS</b>                         |                     |                            |                     |                       |         |      |
| Bhattacharjee, Sudip                               | Professor           | 202,339                    | AY                  | 7,000                 | 3.58    | 2    |
| Xu, Jin  | Associate Professor | 231,723                    | AY                  | 5,000                 | 2.21    | 3    |
| <b>COLLEGE OF ENGINEERING</b>                      |                     |                            |                     |                       |         |      |
| 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    |
| <b>COLLEGE OF LIBERAL ARTS AND HUMAN SCIENCES</b>  |                     |                            |                     |                       |         |      |
| 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    |

| Name  | Promoted Rank       | Recommended Salary 2017-18 | Appt <sup>(1)</sup> | Increase over 2016-17 |         | Code |
|---|---------------------|----------------------------|---------------------|-----------------------|---------|------|
|   |                     |                            |                     | Amount                | Percent |      |
| <b>COLLEGE OF NATURAL RESOURCES &amp; ENVIRONMENT</b> |                     |                            |                     |                       |         |      |
| 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    |
| <b>COLLEGE OF SCIENCE</b>                             |                     |                            |                     |                       |         |      |
| 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    |
| <b>COLLEGE OF VETERINARY MEDICINE</b>                 |                     |                            |                     |                       |         |      |
| 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    |
| <b>DEAN OF LIBRARIES</b>                              |                     |                            |                     |                       |         |      |
| 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    |
| <b>VIRGINIA COOPERATIVE EXTENSION</b>                 |                     |                            |                     |                       |         |      |
| 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    |

Attachment

| Name  | Promoted Rank       | Recommended Salary 2017-18 | Appt <sup>(1)</sup> | Increase over 2016-17 |                | Code |
|---|---------------------|----------------------------|---------------------|-----------------------|----------------|------|
|   |                     |                            |                     | Amount                | Percent        |      |
| <b>VICE PRESIDENT FOR RESEARCH</b>              |                     |                            |                     |                       |                |      |
| 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    |
| <b>Total Promotion &amp; Tenure Adjustments</b> |                     |                            |                     | <b>\$</b>             | <b>437,000</b> |      |

**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 <sup>(2)</sup>                    | 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            |
| <b>Subtotal Promotion and Tenure Adjustments</b>      |          | <b>89</b>             | <b>437,000</b>    |
| <b>Associated Fringe Benefit Costs <sup>(3)</sup></b> |          |                       | <b>106,147</b>    |
| <b>TOTAL COST OF PROMOTION AND TENURE ADJUSTMENTS</b> |          |                       | <b>\$ 543,147</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) 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.