

Faculty Personnel Changes Report
ACADEMIC, RESEARCH, AND STUDENT AFFAIRS COMMITTEE
AND
FINANCE AND RESOURCE MANAGEMENT COMMITTEE

Quarter ending September 30, 2017

The Faculty Personnel Changes Report includes new appointments and adjustments in salaries for the general faculty, including teaching and research faculty in the colleges, and for administrative and professional faculty that support the university including the library, extension, academic support, athletics, and administration. The report is organized by senior management area (college or vice presidential area).

Since the last Board meeting, the university has made the following faculty personnel appointments and salary adjustments:

Teaching and Research Faculty	
New Appointments with Tenure or Continued Appointment	3
New Appointments to Tenure-Track or Continued Appointment-Track	8
New Appointments to Non-Tenure Track	0
Adjustments in Salary	33
One-time payments	0
Administrative and Professional Faculty	
New Appointments	9
Adjustments in Salary	74
One-time payments	3
One-time payments for Post-Season Sports Events	0
Research Faculty	
Adjustments	1

RECOMMENDATION:

That the Board ratify the Faculty Personnel Changes Report

November 6, 2017

FACULTY PERSONNEL CHANGES
November 6, 2017

TEACHING AND RESEARCH FACULTY**NEW APPOINTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Agriculture & Life Sciences</u>								
Auguste, Albert	Assistant Professor	Entomology	Reg	9	10-Aug-17	100	\$	80,000
Chen, Susan	Associate Professor - Tenured	Agriculture & Applied Economics	Reg	9	10-Aug-17	100	\$	140,000
Holt, Matthew	Professor - Tenured	Agriculture & Applied Economics	Reg	12	16-Aug-17	100	\$	210,000
Lemkul, Justin	Assistant Professor	Biochemistry	Reg	9	10-Aug-17	100	\$	80,000
<u>Architecture & Urban Studies</u>								
Morshedzadeh, Elham	Assistant Professor	School of Architecture + Design	Reg	9	10-Aug-17	100	\$	75,000
Sharma, Akshay	Associate Professor - Tenured	School of Architecture + Design	Reg	9	18-Sep-17	100	\$	82,000
<u>Engineering</u>								
Xie, Weijun	Assistant Professor	Industrial & Systems Engineering	Reg	9	10-Aug-17	100	\$	94,000
Yi, Yang	Assistant Professor	Electrical & Computer Engineering	Reg	9	10-Aug-17	100	\$	100,000
<u>Liberal Arts and Human Sciences</u>								
Lavender-Smith, Evan	Assistant Professor	English	Reg	9	10-Aug-17	100	\$	62,000
<u>Veterinary Medicine</u>								
Coutermarsh-Ott, Sheryl	Assistant Professor	Biomedical Sciences & Pathobiology	Reg	12	25-Aug-17	100	\$	110,000
<u>Vice President for Research</u>								
Pan, Yuchin	Associate Professor	Virginia Tech Carilion Research Institute	Reg	12	1-Jul-17	100	\$	145,000

TEACHING AND RESEARCH FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Agriculture & Life Sciences</u>								
Marine, Sasha	Collegiate Assistant Professor	Biochemistry	Reg	9	10-Aug-17	100	\$	74,500
Vines, Karen	Assistant Professor	Ag, Leadership and Community	Reg	9	10-Aug-17	100	\$	80,000
Wilson, Thomas	Assistant Professor	Animal and Poultry Sciences	Reg	9	10-Aug-17	100	\$	80,000
Zhang, Bo	Assistant Professor	Crop & Soil Environmental Sciences	Reg	12	10-Aug-17	100	\$	85,000
<u>Architecture & Urban Studies</u>								
Duer, Zachary	Assistant Professor	School of Visual Arts	Reg	9	10-Aug-17	100	\$	75,000
<u>Business</u>								
Hiller, Janine	Professor	Finance, Insurance & Business Law	Reg	9	10-Aug-17	100	\$	174,190
Khansa, Lara	Associate Professor	Dean of Business	Reg	12	10-Aug-17	100	\$	249,857
Russell, Roberta	Professor	Business Information Technology	Reg	12	10-Aug-17	100	\$	206,515
Shen, Wenqi	Assistant Professor	Business Information Technology	Reg	9	10-Aug-17	100	\$	150,000
Teets, Jay	Collegiate Associate Professor	Business Information Technology	Reg	9	10-Aug-17	100	\$	110,000
Ye, Pengfei	Assistant Professor	Finance, Insurance & Business Law	Reg	9	10-Aug-17	100	\$	222,000
<u>Engineering</u>								
Burgoyne, Christine	Instructor	Materials Science & Engineering	Reg	9	10-Aug-17	100	\$	55,000
Furukawa, Tomonari	Professor	Mechanical Engineering	Reg	9	10-Aug-17	100	\$	141,839
Knight, David	Assistant Professor	Engineering Education	Reg	9	10-Aug-17	100	\$	107,161
Lohani, Vinod	Professor	Engineering Education	Reg	9	10-Aug-17	100	\$	125,777
Lou, Wenjing	Professor	Computer Science	Reg	9	10-Aug-17	100	\$	179,082

continued

TEACHING AND RESEARCH FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION				
					EFF DATE	% APPT	ANNUAL RATE		
							BASE	ONE-TIME	
Noble, Christopher	Associate Professor	Mining and Minerals Engineering	Reg	9	10-Aug-17	100	\$	100,000	
Paige, Frederick	Assistant Professor	Civil & Environmental Engineering	Reg	9	10-Aug-17	100	\$	92,000	
Seidel, Gary	Associate Professor	Aerospace & Ocean Engineering	Reg	9	10-Aug-17	100	\$	118,496	
Shaffer, Clifford	Professor	Computer Science	Reg	9	10-Aug-17	100	\$	138,485	
Tarazaga, Pablo	Associate Professor	Mechanical Engineering	Reg	9	10-Aug-17	100	\$	127,000	
<u>Executive Vice President & Provost</u>									
Lewis, Stephanie	Assistant Professor	University Studies	Reg	12	25-Aug-17	100	\$	70,000	
<u>Liberal Arts and Human Sciences</u>									
Agmon, Danna	Assistant Professor	History	Reg	9	10-Aug-17	100	\$	80,314	
Gitre, Edward	Assistant Professor	History	Reg	9	10-Aug-17	100	\$	61,000	
Lawson, Gerard	Professor	School of Education	Reg	9	10-Aug-17	100	\$	98,306	
Moehler, Michael	Associate Professor	Philosophy	Reg	9	10-Aug-17	100	\$	94,000	
Quesenberry, Brandi	Advanced Instructor	Communication	Reg	9	10-Aug-17	100	\$	57,200	
Sedgwick, Donna	Assistant Professor	Sociology	Reg	9	10-Aug-17	100	\$	65,000	
<u>Science</u>									
Amateis, Patricia	Associate Professor	Chemistry	Reg	9	10-Aug-17	100	\$	81,451	
Arnold, Rachel	Collegiate Assistant Professor	Mathematics	Reg	9	10-Aug-17	100	\$	67,000	
Lucero, Christian	Collegiate Assistant Professor	Statistics	Reg	9	10-Aug-17	100	\$	80,500	
Sontheimer, Harald	Professor	School of Nueroscience	Reg	12	31-Dec-17	100		\$ 50,000	
<u>Veterinary Medicine</u>									
Cecere, Julie	Assistant Professor	Small Animal Clinical Science	Reg	12	10-Aug-17	100	\$	115,000	

ADMINISTRATIVE AND PROFESSIONAL FACULTY***NEW APPOINTMENTS***

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME

Executive Vice President & Provost

Guerin, David	Associate Vice Provost for Communications	Provost Office	Reg	12	1-Sep-17	100	\$ 125,000
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President

Black, Ahsaki	Assistant Director, Business Services	Athletics	Reg	12	10-Sep-17	100	\$ 44,000
Dubs, Andrew	Assistant Coach, TFCC Program	Athletics	Reg	12	14-Aug-17	100	\$ 80,000
Hartman, Katrina	Law Fellow	University Legal Counsel	Reg	12	21-Jul-17	100	\$ 72,000
Littlejohn, Angela	Senior Associate Athletic Director, Internal Operations	Athletics	Reg	12	31-Aug-17	100	\$ 159,000
Miller, Shelby	Director, Student-Athlete Development	Athletics	Reg	12	25-Aug-17	100	\$ 47,500
Staggers, Kyle	Director, Sports Medicine	Athletics	Reg	12	10-Aug-17	100	\$ 40,000
Viet, Adam	Director, Sports Medicine	Athletics	Reg	12	10-Aug-17	100	\$ 40,000
Wurthman, Bradley	Senior Associate Athletic Director, External Operations	Athletics	Reg	12	14-Aug-17	100	\$ 122,500

ADMINISTRATIVE AND PROFESSIONAL FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Agriculture & Life Sciences</u>								
Johnson, Jeremy	State Program 4H Leader	4H General Admin	Reg	12	25-Sep-17	100	\$	72,000
Maxey-Nay, Laura	Extension Agent	Southeast District Cooperative Extension	Reg	12	25-Jul-17	100	\$	52,970
Pittman, Theresa	Extension Agent	Southeast District Cooperative Extension	Reg	12	25-Jul-17	100	\$	52,469
Pomfrey, Emily	Extension Agent	Southeast District Cooperative Extension	Reg	12	1-Jul-17	100	\$	43,474
Skiles, Timothy	Creative Services Manager	CALS Administration	Reg	12	10-Sep-17	100	\$	51,000
Yellapantula, Chitra	Business Operations Manager	CALS Administration	Reg	12	25-Sep-17	100	\$	70,000
<u>Dean of Libraries</u>								
McVoy, Elizabeth	Web Designer	Library	Reg	12	25-Aug-17	100	\$	62,313
<u>Executive Vice President & Provost</u>								
Byrd, Christina	Associate Vice Provost for Degree Innovation and SCHEV Compliance	Provost Office	Reg	12	25-Jul-17	100	\$	120,000
Garrett, Alphonso	Director of Undergraduate Diversity Recruitment Initiatives	Undergraduate Admissions	Reg	12	10-Sep-17	100	\$	61,079
McCoy, Traci	Assistant Director	Undergraduate Admissions	Reg	12	25-Jul-17	100	\$	40,000
Vandyke, Sara	Chief of Staff	Honors College	Reg	12	10-Sep-17	100	\$	60,000
<u>Graduate School</u>								
Matheis, Christian	Director, Recruiting and Diversity Initiatives	Dean - Graduate School	Reg	12	10-Aug-17	100	\$	65,000

continued

ADMINISTRATIVE AND PROFESSIONAL FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>President</u>								
Abbott, Russell	Assistant Women's Golf Coach	Athletics	Reg	12	10-Aug-17	100	\$	52,741
Ballein, John	Executive Associate Athletic Director	Athletics	Reg	12	10-Sep-17	100	\$	168,326
Brown, Jennifer	Assistant Coach Women's Basketball	Athletics	Reg	12	10-Aug-17	100	\$	127,500
Brugger-McSorley, Bridget	Assistant Athletic Director, Compliance/Title IX	Athletics	Reg	12	10-Sep-17	100	\$	69,798
Bryan, Anne	Director, Sports Medicine	Athletics	Reg	12	10-Aug-17	100	\$	50,000
Cash, Erin	Senior Director, Sports Medicine	Athletics	Reg	12	1-Jul-17	100	\$	70,000
Cox, Brian	Coordinator, Video, Women's Basketball	Athletics	Reg	12	10-Aug-17	100	\$	50,400
Eugene, Ernest	Assistant Athletic Director, Sports Medicine	Athletics	Reg	12	1-Jul-17	100	\$	99,220
Forbes, Natalie	Senior Director, S-A Development	Athletics	Reg	12	25-Aug-17	100	\$	47,500
Gebhard, Gregg	Assistant Lacrosse Coach	Athletics	Reg	12	10-Aug-17	100	\$	54,440
Gilbert-Lowry, Reyna	Senior Associate Athletic Director, S-A Development	Athletics	Reg	12	10-Sep-17	100	\$	96,800
Griesemer, Megan	Assistant Director, Compliance	Athletics	Reg	12	1-Jul-17	100	\$	56,000
Gwinn, Derek	Assistant Athletic Director, Compliance	Athletics	Reg	12	10-Sep-17	100	\$	83,107
Hamlin, Carmen	Senior Director, Business Operations	Athletics	Reg	12	10-Sep-17	100	\$	58,000
Jackson, David	Assistant Athletic Director, Basketball Programs	Athletics	Reg	12	1-Jul-17	100	\$	112,750
Jacobson, Cara	Director of Administration, Men's Basketball	Athletics	Reg	12	1-Jul-17	100	\$	51,250
Johannigmeier, Eric	Assistant Coach, TFCC Programs	Athletics	Reg	12	25-Jul-17	100	\$	47,000
Johnson, Devin	Director, Player Personnel, Men's Basketball	Athletics	Reg	12	1-Jul-17	100	\$	87,125
Jones, Adam	Director, Equipment Services	Athletics	Reg	12	25-Aug-17	100	\$	50,000
Mason, Patrick	Head Baseball Coach	Athletics	Reg	12	1-Jul-17	100	\$	176,978
McNeilly, Jamie	Assistant Coach, Men's Basketball	Athletics	Reg	12	1-Jul-17	100	\$	179,375
Mitchell, Samantha	Director of Player Personnel	Athletics	Reg	12	10-Aug-17	100	\$	54,000
Northup, Carly	Assistant Athletic Director, External Fan	Athletics	Reg	12	10-Sep-17	100	\$	91,323
Peterson, Cheryl	Executive Director	President's Office	Reg	12	1-Oct-17	100	\$	150,000
Piemonte, Ronald	Head Diving Coach	Athletics	Reg	12	1-Jul-17	100	\$	73,000
Reynolds, Jeffrey	Director of Operations, Men's Basketball	Athletics	Reg	12	1-Jul-17	100	\$	148,625
Robertson, Carol	Head Women's Golf Coach	Athletics	Reg	12	10-Aug-17	100	\$	82,250
Roccaforte, Steven	Assistant Coach, Men's Basketball	Athletics	Reg	12	1-Jul-17	100	\$	246,000

continued

ADMINISTRATIVE AND PROFESSIONAL FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION					
					EFF DATE	% APPT	ANNUAL RATE			
							BASE	ONE-TIME		
Shimp, Amanda	Assistant Lacrosse Coach	Athletics	Reg	12	10-Aug-17	100	\$	58,560		
Skinner, Ned	Director, Swimming & Diving	Athletics	Reg	12	1-Jul-17	100	\$	117,500		
Sung, John	Head Coach, Lacrosse	Athletics	Reg	12	10-Aug-17	100	\$	110,000		
Thomas, Benjamin	Head Cross Country Coach	Athletics	Reg	12	1-Jul-17	100	\$	91,000		
Thomas, Nelson	Head Softball Coach	Athletics	Reg	12	1-Jul-17	100	\$	115,000		
Thompson, James	Head Men's Tennis Coach	Athletics	Reg	12	1-Jul-17	100	\$	100,000		
Vaught, Timothy	Assistant Coach, TFCC Programs	Athletics	Reg	12	25-Jul-17	100	\$	75,000		
Webster, James	Assistant Coach, Men's Basketball	Athletics	Reg	12	1-Jul-17	100	\$	148,625		
White, Daniel	Senior Associate Athletic Director, S-A Services	Athletics	Reg	12	10-Sep-17	100	\$	88,468		
Williams, Brent	Head Coach, Men's Basketball	Athletics	Reg	12	31-Dec-17				\$ 50,000	
Wolf, Lyle	Director, S-A Development, Men's Basketball	Athletics	Reg	12	1-Jul-17	100	\$	71,750		
Zabinsky, Jennifer	Associate Athletic Director, Sports Nutrition	Athletics	Reg	12	10-Sep-17	100	\$	73,737		
Zalewski, Paul	Assistant Coach, TFCC Programs	Athletics	Reg	12	25-Jul-17	100	\$	60,000		
Zawacki-Woods, Terry	Head Women's Tennis Coach	Athletics	Reg	12	1-Jul-17	100	\$	80,000		
<u>Science</u>										
Morton, Sally	Dean of Science	Dean of Science	Reg	12	31-Dec-17	100			\$ 12,138	
<u>Vice President for Advancement</u>										
Hart, Natalie	Principal Gifts Officer	University Development	Reg	12	31-Jul-17	100	\$	158,055		
Haugh, Lindsey	Director of Communications	University Development	Reg	12	25-Jun-17	100	\$	81,400		
Hayes, Angela	Chief of Staff	University Development	Reg	12	25-Jul-17	100	\$	130,000		
Hughes, Scott	Annual Gift Officer, Virginia Tech Athletic Fund	Virginia Tech Athletic Fund	Reg	12	10-Aug-17	100	\$	50,000		
<u>Vice President for Finance and CFO</u>										
Meacham, Nancy	Project Director	Vice President for Finance and CFO	Reg	12	25-Sep-17	100	\$	86,200		

continued

ADMINISTRATIVE AND PROFESSIONAL FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME
<u>Vice President for Human Resources</u>								
Akers, Kimberly	Deputy to the Interim Vice President for Human Resources	Human Resources	Reg	12	1-Sep-17	100	\$	74,000
Daniel, Martin	Associate Vice President for HR Strategic Engagement	Human Resources	Reg	12	1-Sep-17	100	\$	215,000
Hughes, Susan	Assistant Vice President for HR Administration	Human Resources	Reg	12	1-Sep-17	100	\$	140,000
Polidoro, Kathryn	Deputy Title IX Coordinator	Equity and Access	Reg	12	1-Aug-17	100	\$	80,000
<u>Vice President for Information Technology</u>								
Akers, Joshua	HPC Team Project Lead	IT Management	Reg	12	10-Aug-17	100	\$	83,500
Kampanya, Nithiwat	Lead Cloud Application Developer	Cyber-Range	Reg	12	25-Sep-17	100	\$	95,000
<u>Vice President for Operations</u>								
Connor, Donald	University Radiation Safety Coordinator	Environmental Health & Safety	Reg	12	25-Jul-17	100	\$	76,684
Fritz, Scott	Public Safety Information Technology Manager	Information Technology for Administrative Services	Reg	12	3-Jul-17	100	\$	75,000
Ritenour, Joey	Assistant Radiation Safety Officer	Environmental Health & Safety	Reg	12	25-Jul-17	100	\$	55,277
Teglas, Jonathan	Chief of Staff to the AVP and CFO	Facilities Services	Reg	12	25-Aug-17	100	\$	80,770
<u>Vice President for Policy and Governance</u>								
Myers, April	Associate Director for Governance Administration	Vice President for Policy and Governance	Reg	12	10-Sep-17	100	\$	70,000
<u>Vice President for Research</u>								
Callsen, Christine	Director of Engagement and Learning	Hume Center	Reg	12	25-Jul-17	100	\$	120,000

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ADMINISTRATIVE AND PROFESSIONAL FACULTY**ADJUSTMENTS**

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME

Vice President for Student Affairs

Cardone, Taran	Director of Learning Partnerships	Strengths Based Learning	Reg	12	25-Jul-17	100	\$	72,000
Hawthorne, Lee	Interim Associate Vice President	Vice President for Student Affairs	Reg	12	21-Aug-17	100	\$	137,827
Rimmer, Sarah	Staff Counselor	Cook Counseling Center	Reg	12	10-Aug-17	100	\$	56,500
Tully, Rachael	Student Life Coordinator	Housing and Residence Life	Reg	12	10-Aug-17	100	\$	77,000

RESEARCH FACULTY

ADJUSTMENTS

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION			
					EFF DATE	% APPT	ANNUAL RATE	
							BASE	ONE-TIME

Science

Slebodnick, Carla	Research Associate Professor	Chemistry	Reg	9	10-Aug-17	100	\$	71,800
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Personnel Changes Report - Addendum A
Annual Base Compensation: Athletic Employment Contracts
Calendar Year 2018 (*asterisk designates 2017 payment)

		CY 2018
<u>Charles Adair</u>		
Head Coach	Base Salary (contract ends 2/29/20)	\$ 158,333
Women's soccer	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Country Club Membership (est.)	\$ 3,285
	Retention Incentive (if employed on 1/31/18)	\$ 35,000
Total Compensation		\$ 205,868
<u>Whit Babcock</u>		
Athletic Director	Base Salary (contract ends 6/30/24)	\$ 700,088
	Courtesy Cars (2)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 3,285
	Deferred Compensation (to be paid by December 31, 2018)	\$ 100,000
	Retention Incentive (to be paid by December 31, 2018)	\$ 230,000
	Deferred Compensation (to be paid by December 31, 2017)*	\$ 100,000
	Retention Incentive (to be paid by December 31, 2017)*	\$ 230,000
Total Compensation		\$ 1,381,873
<u>Kenneth R. Brooks</u>		
Head Coach	Base Salary (contract ends 3/31/22)	\$ 543,750
Women's	Courtesy Cars (2)	\$ 18,500
Basketball	Blacksburg Country Club (est.)	\$ 3,285
Total Compensation		\$ 565,535
<u>Dave Cianelli</u>		
Director	Base Salary (contract ends 6/30/22)	\$ 150,000
Track & Field and	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
Cross Country	Blacksburg Country Club (est.)	\$ 3,285
	Retention Incentive (if employed as Director on 9/1/18)	\$ 10,000
Total Compensation		\$ 172,535
<u>Bud Foster</u>		
Defensive	Base Salary (contract ends 12/31/19)	\$ 675,000
Coordinator	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
Football	Auburn Hills Country Club (est.)	\$ 2,145
	Retention Incentive (half June 30, half Dec. 1)	\$ 300,000
Total Compensation		\$ 986,395
<u>Justin Fuente</u>		
Head Coach	Base Salary (contract ends 12/31/23)	\$ 550,000
Football	Courtesy Cars (2)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 3,285
	Supplemental Compensation	\$ 2,850,000
	Retention bonus (if employed as HC on 4/1/18)	\$ 200,000
Total Compensation		\$ 3,621,785

Pat Mason	Contractual obligation (ends 6/30/18)	\$ 88,489
Former Coach, Baseball	Total Compensation (subject to offset)	\$ 88,489
Anthony Robie		
Head Coach	Base Salary (contract ends 4/30/21)	\$ 125,000
Mens' Wrestling	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Blacksburg Country Club (est.)	\$ 3,285
	Total Compensation	\$ 137,535
John J. Szefc		
Head Coach	Base Salary (contract ends 6/30/23)	\$ 425,000
Baseball	Car stipend	\$ 9,750
	Blacksburg Country Club (est.)	\$ 3,285
	Total Compensation	\$ 438,035
James B. Thompson		
Head Coach	Base Salary (contract ends 7/1/21)	\$ 102,500
Men's Tennis	Blacksburg Country Club (est.)	\$ 3,285
	Retention Incentive (if employed on 7/1/18)	\$ 10,000
	Total Compensation	\$ 115,785
Buzz Williams		
Head Coach	Base Salary (contract ends 3/23/24)	\$ 500,000
Men's Basketball	Courtesy Cars (2)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 3,285
	Supplemental Compensation	\$ 2,166,667
	Retention Bonus (if employed as HC on 4/30/18)	\$ 200,000
	Deferred Compensation (to be paid by December 31, 2018)	\$ 50,000
	Total Compensation	\$ 2,938,452