

## Faculty Personnel Changes Report

### ACADEMIC AFFAIRS COMMITTEE AND FINANCE AND AUDIT COMMITTEE

**Quarter ending December 31, 2015**

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	1
New Appointments to Tenure-Track or Continued Appointment-Track	12
New Appointments to Non-Tenure Track	0
Adjustments in Salary	6
Administrative and Professional Faculty	
New Appointments	21
Adjustments in Salary	27
One-time payments	7
One-time payments for Post-Season Sports Events	45

### **RECOMMENDATION:**

That the Board ratify the Faculty Personnel Changes Report

March 21, 2016

# FACULTY PERSONNEL CHANGES

March 21, 2016

Attachment AA

## 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 &amp; Life Sciences</u>								
Huang, Haibo	Assistant Professor	Food Science & Technology	Reg	9	25-Dec-15	100	\$	79,000
Kring, Timothy	Professor and Department Head - Tenured	Entomology	Reg	12	1-Jan-16	100	\$	180,000
Mercadante, Vitor	Assistant Professor	Animal and Poultry Sciences	Reg	9	25-Dec-15	100	\$	80,000
<u>Engineering</u>								
Hosseinichimeh, Niyousha	Assistant Professor	Industrial & Systems Engineering	Reg	9	25-Dec-15	100	\$	90,000
Massa, Luca	Assistant Professor	Aerospace & Ocean Engineering	Reg	9	25-Dec-15	100	\$	90,000
Srinivasan, Divya	Assistant Professor	Industrial & Systems Engineering	Reg	9	25-Dec-15	100	\$	92,000
Tallon, Carolina	Assistant Professor	Materials Science & Engineering	Reg	9	25-Dec-15	100	\$	91,000
Wolfe, Steven	Distinguished Visiting Professor	Biomedical Engineering & Mechanics	Rest	12	1-Feb-16	100		\$ 10,000
Yu, Hang	Assistant Professor	Materials Science & Engineering	Reg	9	25-Dec-15	100	\$	91,000
Zheng, Xiaoyu	Assistant Professor	Mechanical Engineering	Reg	9	25-Dec-15	100	\$	100,000
Zhu, Yunhui	Assistant Professor	Electrical & Computer Engineering	Reg	9	25-Dec-15	100	\$	92,000
<u>Science</u>								
Bowers, Michael	Assistant Professor	School of Neuroscience	Reg	9	25-Dec-15	100	\$	100,000
Chen, Jing	Assistant Professor	Biological Sciences	Reg	9	25-Dec-15	100	\$	78,500
Ranganathan, Shyam	Assistant Professor	Statistics	Reg	9	25-Dec-15	100	\$	85,000

**TEACHING AND RESEARCH FACULTY**

***ADJUSTMENTS***

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

Agriculture & Life Sciences

Salom, Scott	Professor	Entomology	Reg	12	1-Oct-15	100	\$	136,475
Vinatzter, Boris	Associate Professor	Plant Pathology, Physiology & Weed Science	Reg	9	1-Oct-15	100	\$	130,903

Architecture & Urban Studies

Pittman, Vance	Associate Professor	School of Architecture + Design	Reg	9	25-Dec-15	100	\$	103,110
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Business

Carlson, Kimberly	Assistant Professor of Practice	Management	Reg	12	25-Dec-15	100	\$	75,000
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Engineering

Ribbens, Calvin	Professor and Department Head	Computer Science	Reg	12	25-Dec-15	100	\$	191,013
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Science

Sontheimer, Harald	Professor	School of Neuroscience	Reg	12	1-Jan-16	100		\$ 50,000
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Veterinary Medicine

Redican, Kerry	Professor	Population Health Science	Reg	12	1-Oct-15	100	\$	180,982
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**ADMINISTRATIVE AND PROFESSIONAL FACULTY**

**NEW APPOINTMENTS**

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

President

Bartelstein, Danielle	Senior Director, Operations, Football	Athletics	Reg	12	1-Jan-16	100	\$	105,000	
Bost, Joshua	Director, Video Football	Athletics	Reg	12	1-Jan-16	100	\$	67,000	
Casali, Diana	Director, Sports Medicine	Athletics	Reg	12	10-Oct-15	100	\$	50,000	
Cornelsen, Anthony	Assistant Coach, Football	Athletics	Reg	12	1-Jan-16	100	\$	450,000	
Crosby, R. Anthony	Senior Director, S/C, Football	Athletics	Reg	12	18-Jan-16	100	\$	80,000	
Forbes, Natalie	Director, Student-Athlete Development	Athletics	Reg	12	10-Jan-16	100	\$	37,500	
Fuente, Justin	Head Coach, Football	Athletics	Reg	12	29-Nov-15	100	\$	500,000	
					1-Jan-16	100			\$ 675,000
					1-Apr-16	100			\$ 675,000
Hilgart, Benjamin	Associate Athletics Director, S/C, Football	Athletics	Reg	12	10-Jan-16	100	\$	190,000	
La Rocque, Ally	Recruiting Assistant, Football	Athletics	Reg	12	20-Jan-16	100	\$	40,000	
Lewis, Shannon	Assistant to the Head Coach, Football	Athletics	Reg	12	29-Jan-16	100	\$	35,000	
Sayer, Martin	Assistant Coach, Men's Tennis	Athletics	Reg	12	10-Jan-16	100	\$	45,000	
Scott, Galen	Assistant Coach, Football	Athletics	Reg	12	4-Jan-16	100	\$	308,000	
Shaughnessy, Kelsey	Director, Student-Athlete Development, Women's Basketball	Athletics	Reg	12	2-Nov-15	100	\$	40,250	
Shibest, James	Assistant Coach, Football	Athletics	Reg	12	1-Dec-15	100	\$	420,000	
Transue, Matthew	Assistant Director, Player Personnel and Recruiting	Athletics	Reg	12	1-Feb-16	100	\$	45,000	
Vice, Vance	Assistant Coach, Football	Athletics	Reg	12	5-Dec-15	100	\$	260,000	
					1-Feb-16	100			\$ 10,000
Whitaker, Alison	Assistant Director, Compliance and Admissions	Athletics	Reg	12	25-Nov-15	100	\$	36,000	
Wiggins, Holman	Assistant Coach, Football	Athletics	Reg	12	1-Dec-15	100	\$	260,000	
					1-Feb-16	100			\$ 10,000

Vice President for Advancement

Torget, John	Assistant Vice President for Leadership Gifts and Annual Giving	University Development	Reg	12	1-Nov-15	100	\$	195,000	
Winston, Matthew	Senior Associate Vice President for Alumni Relations and Secretary-Treasurer	Alumni Association	Reg	12	1-Nov-15	100	\$	215,000	

Vice President for Research

Mayer, Theresa	Vice President for Research and Innovation - Professor - Tenured	Vice President for Research and Innovation	Reg	12	18-Jan-16	100	\$	325,000	
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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

Business

Tillar, Thomas	Special Assistant to the Dean	Business	Reg	12	1-Jan-16	100	\$	150,000
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Natural Resources

Albert, Candice	Director of Administration and Finance	College of Natural Resources	Reg	12	25-Dec-15	100	\$	70,000
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President

Armstrong, Sarah	Associate Director	Athletics	Reg	12	10-Jan-16	100		\$	1,500
Babcock, Bradley	Director of Athletics	Athletics	Reg	12	10-Jan-16	100		\$	61,688
Ballein, John	Associate Athletic Director, Football Operations	Athletics	Reg	12	10-Jan-16	100		\$	20,000
Beamer, Franklin	Head Football Coach	Athletics	Reg	12	10-Jan-16	100		\$	25,000
Beamer, Shane	Associate Head Coach	Athletics	Reg	12	10-Jan-16	100		\$	20,000
Brown, Cornell	Assistant Coach	Athletics	Reg	12	10-Jan-16	100		\$	15,000
Burden, Zohn	Assistant Coach	Athletics	Reg	12	10-Jan-16	100		\$	15,000
Byrd, Cory	Assistant Director	Athletics	Reg	12	10-Jan-16	100		\$	1,000
Callguiri, Megan	Senior Director, Visual Communications	Athletics	Reg	12	10-Jan-16	100		\$	750
Cantor, Charles	Director, Player Personnel	Athletics	Reg	12	10-Jan-16	100		\$	5,625
Connolly, Ryan	Assistant Coach, Baseball	Athletics	Reg	12	1-Jul-15	100	\$	85,000	
Cooper, George	Director, Business & Management Systems	Business & Management Systems	Reg	12	10-Dec-15	100	\$	108,432	
Dietter, David	Director, Sports Medicine	Athletics	Reg	12	10-Jan-16	100		\$	500
Doolan, Keith	Senior Director, Sports Medicine	Athletics	Reg	12	10-Jan-16	100		\$	1,000
Ferguson, Jarrett	Director, S/C, Football	Athletics	Reg	12	10-Jan-16	100		\$	7,038
Foster, Robert	Defensive Coordinator	Athletics	Reg	12	10-Jan-16	100		\$	45,000
Gabbard, Thomas	Senior Associate Athletic Director, Facilities and Operations	Athletics	Reg	12	10-Jan-16	100		\$	1,500
Garnes, Bruce	Senior Director, Football	Athletics	Reg	12	10-Jan-16	100		\$	4,583
Gentry, R. Michael	Associate Athletic Director, Athletic Performance	Athletics	Reg	12	10-Jan-16	100		\$	15,000
Gilbert-Lowry, Reyna	Associate Athletic Director	Athletics	Reg	12	10-Jan-16	100		\$	1,500
Goforth, Michael	Associate Athletic Director, Sports Medicine	Athletics	Reg	12	10-Jan-16	100		\$	15,000
Gray, Torrian	Assistant Coach	Athletics	Reg	12	10-Jan-16	100		\$	15,000
Guerry, James	Director, High School Relations	Athletics	Reg	12	10-Jan-16	100		\$	3,750
Gwinn, Derek	Assistant Athletic Director, Compliance	Athletics	Reg	12	10-Jan-16	100		\$	500

## ADMINISTRATIVE AND PROFESSIONAL FACULTY ADJUSTMENTS

Attachment AA

NAME	TITLE	DEPARTMENT	REG or RSTR	MONTHS	CURRENT ACTION				
					EFF DATE	% APPT	ANNUAL RATE		
							BASE	ONE-TIME	
Helms, Christopher	Senior Associate Athletic Director, Administration and Sports Programs	Athletics	Reg	12	10-Jan-16	100		\$ 1,500	
Jacobson, Cara	Assistant to the Head Coach, Men's Basketball	Athletics	Reg	12	10-Oct-15	100	\$	37,500	
Jones, Kevin	Assistant Athletic Director, Special Projects and Design	Athletics	Reg	12	10-Jan-16	100		\$ 750	
Krusen, Nicole	Assistant to the Head Coach, Women's Basketball	Athletics	Reg	12	10-Oct-15	100	\$	40,250	
Landsen, William	Executive Director, Development	Athletics	Reg	12	10-Jan-16	100		\$ 750	
Lewis, M. Erik	Director, Equipment Services	Athletics	Reg	12	10-Jan-16	100		\$ 5,000	
Loeffler, Scot	Offensive Coordinator	Athletics	Reg	12	10-Jan-16	100		\$ 45,000	
					1-Feb-16	100		\$ 112,000	
McKee, David	Marching Virginians	Athletics	Reg	12	10-Jan-16	100		\$ 4,000	
Middleton, Polly	Marching Virginians	Athletics	Reg	12	10-Jan-16	100		\$ 2,000	
Mitchell, Ryndee	Tutor Coordinator	Athletics	Reg	12	10-Jan-16	100		\$ 1,000	
Moris, Peter	Associate Athletic Director	Athletics	Reg	12	10-Jan-16	100		\$ 1,000	
Northup, Carly	Assistant Athletic Director, External Engagement	Athletics	Reg	12	10-Jan-16	100		\$ 750	
Panella, Martha	Publications Director	Athletics	Reg	12	10-Jan-16	100		\$ 500	
Parker, Timothy	Senior Associate Athletic Director, Governance and Compliance	Athletics	Reg	12	10-Jan-16	100		\$ 1,500	
Reed-Francois, Desiree	Executive Associate Athletic Director	Athletics	Reg	12	10-Jan-16	100		\$ 2,500	
Rudd, Lisa	Senior Associate Athletic Director, Finance and Administration	Athletics	Reg	12	10-Jan-16	100		\$ 1,500	
Searels, Stacy	Assistant Coach	Athletics	Reg	12	10-Jan-16	100		\$ 15,000	
Shuman, Ryan	Associate Director	Athletics	Reg	12	10-Jan-16	100		\$ 4,167	
Smith, Clarence	Associate Athletic Director	Athletics	Reg	12	10-Jan-16	100		\$ 1,250	
Stinespring, Bryan	Assistant Coach	Athletics	Reg	12	10-Jan-16	100		\$ 20,000	
Underwood, Casey	Director of Outside Facilities	Athletics	Reg	12	10-Jan-16	100		\$ 1,000	
White, Daniel	Assistant Athletic Director, Student- Athlete Development	Athletics	Reg	12	10-Jan-16	100		\$ 500	
Wiles, Charles	Assistant Coach	Athletics	Reg	12	10-Jan-16	100		\$ 15,000	
Woodard, Robert	Assistant Coach, Baseball	Athletics	Reg	12	1-Jul-15	100	\$	100,000	
Young, Parren	Head Spirit Coach	Athletics	Reg	12	10-Jan-16	100		\$ 750	
Zabinsky, Jennifer	Senior Director, Sports Nutrition	Athletics	Reg	12	10-Jan-16	100		\$ 1,000	
<u>Executive Vice President and Provost</u>									
Ginn, Raymond	Associate Director of Programming, Center for the Arts	Center for the Arts	Reg	12	10-Nov-15	100	\$	68,000	
Smith, Kenneth	Vice Provost for Resource Management and Institutional Effectiveness	Executive Vice President and Provost	Reg	12	10-Mar-16	100	\$	190,000	

**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 Administration

Altman, Jennifer	Assistant Director of Support Services	IT for Administrative Services	Reg	12	1-Nov-15	100	\$	65,235
Beckett, Malcolm	Executive Director, Operations & Strategic Initiatives	Business Services	Reg	12	1-Nov-15	100	\$	125,000
Hansen, Elizabeth	Director, Facilities Finance	Facilities Finance	Reg	12	10-Oct-15	100	\$	96,890
Ma, Ping	Business Analyst Consultant	Management Consulting Services	Reg	12	1-Nov-15	100	\$	66,000
McCoy, Robin	Director, Finance and Administration	Business Services	Reg	12	1-Nov-15	100	\$	84,000
Stanford, Brian	Safety and Health Coordinator	Occupational Safety Program	Reg	12	10-Nov-15	100	\$	52,131
Wilkes, Lisa	Associate Vice President for Administration	Vice President for Administration	Reg	12	12-Oct-15	100	\$	225,000
Wright, James	Director, Air Transportation Services	Air Transportation Services	Reg	12	10-Nov-15	100	\$	105,000

Vice President for Finance and CFO

Helmick, Mary	Director of Procurement	Procurement	Reg	12	8-Dec-15	100	\$	137,333
Sumpter, Jerry	Director of Finance Information Technology	Finance Information Technology	Reg	12	10-Nov-15	100	\$	108,000
VandeVord, Todd	Finance Planning Manager	Budget and Financial Planning	Reg	12	10-Dec-15	100	\$	75,788

**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 Information Technology

Brunton, Kelsey	Assessment Coordinator	Technology-enhanced Learning and Online Strategies	Reg	12	25-Jun-15	100	\$	50,000
Johnson, Kara	Lead Application Analyst	Finance Applications	Reg	12	12-Oct-15	100	\$	65,000
Warnick, Quinn	Director of Academic Innovation	Technology-enhanced Learning and Online Strategies	Reg	12	10-Dec-15	100	\$	83,500

Vice President for National Capital Region

Bulka, Lauren	Strategic Initiatives Coordinator	National Capital Region Operations	Reg	12	1-Dec-15	100	\$	70,000
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Vice President for Research

Friedlander, Michael	Vice President for Health Sciences and Technology	Virginia Tech Carilion Research Institute	Reg	12	1-Mar-16	100	\$	500,000
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Vice President for Student Affairs

Kropff, Catherine	Director of Hokie Wellness	Hokie Wellness	Reg	12	10-Oct-15	100	\$	90,000
Preston, Dominique	Interim Associate Director for Recreational Sports	Recreational Sports	Reg	12	10-Oct-15	100	\$	52,721



**Personnel Changes Report - Addendum A**  
**Annual Base Compensation: Athletic Employment Contracts**  
**Calendar Year 2016**

		<b>CY 2016</b>
<b><u>Charles Adair</u></b>		
Head Coach	Base Salary (contract ends 2/29/20)	\$ 138,334
Women's soccer	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Country Club Membership (est.)	\$ 3,900
	<b>Total Compensation</b>	<b>\$ 151,484</b>
<b><u>Whit Babcock</u></b>		
Athletic Director	Base Salary (contract ends 6/30/20)	\$ 518,175
	Courtesy Cars (2)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 3,900
	Retention Incentive	\$ 140,000
	<b>Total Compensation</b>	<b>\$ 680,575</b>
<b><u>Dave Cianelli</u></b>		
Director	Base Salary (contract ends 6/30/20)	\$ 140,000
Track & Field and Cross Country	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Blacksburg Country Club (est.)	\$ 3,900
	<b>Total Compensation</b>	<b>\$ 153,150</b>
<b><u>Kevin Dresser</u></b>		
Head Coach	Base Salary (contract ends 6/30/19)	\$ 150,000
Men's Wrestling	Car stipend (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Auburn Hills Country Club (est.)	\$ 2,145
	<b>Total Compensation</b>	<b>\$ 161,395</b>
<b><u>Bud Foster</u></b>		
Defensive Coordinator (football)	Base Salary (contract ends 12/31/19)	\$ 625,000
	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Auburn Hills Country Club (est.)	\$ 2,145
	Retention Incentive	\$ 300,000
	<b>Total Compensation</b>	<b>\$ 936,395</b>
<b><u>Seth Greenberg</u></b>		
	Contractual obligation (ends 3/31/16)	\$ 75,000
Former Coach, MBB	<b>Total Compensation (subject to offset)</b>	<b>\$ 75,000</b>
<b><u>James Johnson</u></b>		
	Contractual obligation (ends 4/30/17)	\$ 293,235
Former Coach, MBB	<b>Total Compensation (subject to offset)</b>	<b>\$ 293,235</b>
<b><u>Pat Mason</u></b>		
Head Coach	Base Salary (contract ends 6/30/18)	\$ 164,537
Baseball	Courtesy Car (actual amount may be less than \$9,250 maximum)	\$ 9,250
	Blacksburg Country Club (est.)	\$ 3,900
	Easton	\$ 25,000
	<b>Total Compensation</b>	<b>\$ 202,687</b>
<b><u>Buzz Williams</u></b>		
Head Coach	Base Salary (contract ends 3/24/21)	\$ 500,000
Men's Basketball	Courtesy Cars (2)	\$ 18,500
	Blacksburg Country Club (est.)	\$ 3,900
	Retention Incentive	\$ 1,966,667
	<b>Total Compensation</b>	<b>\$ 2,489,067</b>
<b><u>Dennis Wolff</u></b>		
Head Coach	Base Salary (contract ends 3/31/17)	\$ 297,963
Women's Basketball	Courtesy Cars (2) (amount stipulated in contract)	\$ 13,440
	Blacksburg Country Club (est.)	\$ 3,900
	Retention Incentive	\$ 165,132
	<b>Total Compensation</b>	<b>\$ 480,435</b>