

## **2018-19 Faculty Salary Adjustments**

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

**August 27, 2018**

As detailed in the 2018-19 Faculty Compensation Plan approved by the Board of Visitors at the June 4, 2018 meeting, faculty salary adjustments are normally reviewed and approved by the Board of Visitors in two phases: adjustments for promotion are traditionally recommended at the spring meeting and adjustments based on performance are recommended at the fall meeting, or as needed to align with a state approved compensation program. No state compensation program was approved by the 2018 General Assembly. Consistent with the approved 2018-19 Faculty Compensation Plan, the university facilitated a faculty merit review process resulting in recommendations effective September 10, 2018.

The recommended salary adjustments for merit actions are listed in Attachment B.

#### Benchmark Comparison for Instructional Faculty

The State Council of Higher Education for Virginia (SCHEV) maintains a set of peer institutions for each public institution in Virginia for the purpose of determining the adequacy of funding for faculty salaries.

Two significant changes occurred during 2007 with regard to the university's faculty salary peer group. First, at its July 10, 2007 meeting, SCHEV approved a new group of peer institutions for each Virginia institution to benchmark for salary purposes. Virginia Tech has since had 25 institutions in its peer group (Attachment A). The establishment of the peer group is an intensive process, and one that occurs once every 10 years.

Second, the Commonwealth made the decision to change the official data source from which peer salary information is obtained. Previously, the source for salary data from peer institutions was the American Association of University Professors (AAUP) Faculty Salary Survey data. The AAUP data had been used since the establishment of the first faculty salary peer group in 1986. During the summer 2007, SCHEV changed the source for faculty salary data to be the Integrated Postsecondary Education Data System (IPEDS).

The university annually monitors the authorized faculty salary average, which reflects the salary average available to Virginia Tech based on funding appropriations provided by the Commonwealth. Each year the university also computes its actual salary average, which is determined based on faculty in place at the end of each calendar year in accordance with rules issued by the Secretary of Education.

The authorized salary average is updated from time to time by SCHEV. However, given that the university's actual salary average currently exceeds the authorized salary average, the university's current focus is the comparison of the actual salary average to peer averages to determine the university's competitive position. This is consistent with JLARC's recent review and recommendations.

The most recent IPEDS data of the university's peer group salary average is as of the Fall of 2017. The attached table provides a list of the university's peer group and the comparative salary averages for Fall 2017 and Fall 2018.

Using SCHEV's projection methodology for 2018, it is reasonable to expect that Virginia Tech's annual merit process will fall below the projected peer average increase.

	<b>Fall 2017</b>	<b>Fall 2018 Projection</b>
60th Percentile	\$112,607	\$115,760*
VT Actual Average Salary	102,470	104,519
VT Rank	18 of 26	19 of 26*
VT Percentile	35th	33rd*

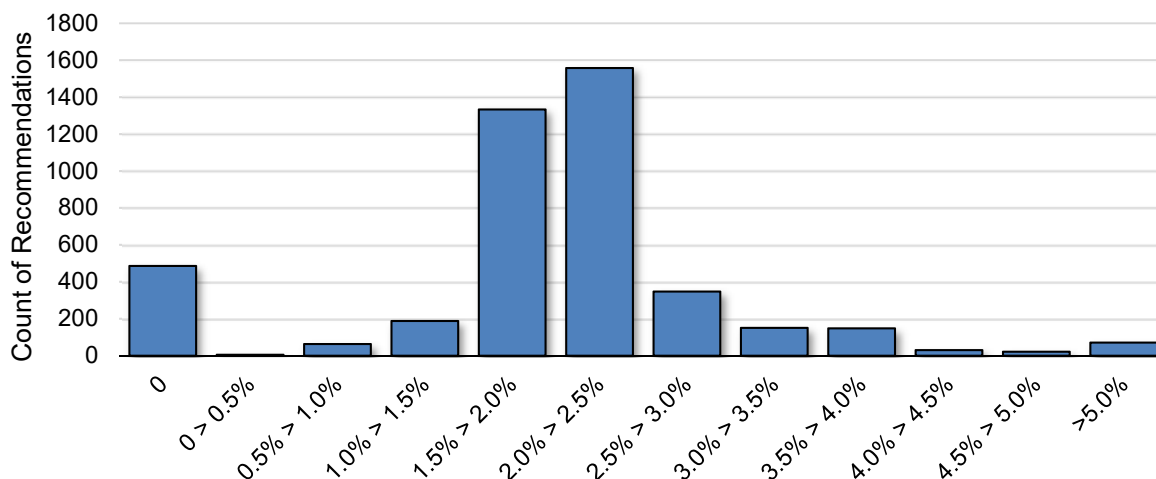
*\* Projections for Fall 2018 are based on the State Council of Higher Education's forecast of 2.8% salary escalation at peer institutions.*

While the university's actual salary average is higher than the estimated authorized salary average, the state understands that the two salary averages may not match exactly at certain points in time.

### Summary of Faculty Merit Review Process

The university allocated 2.0 percent of base E&G faculty budgets to each senior management area to support the 2018-19 merit process. Units could reallocate existing resources to supplement the process to address unique compensation priorities. Merit recommendations ranged from 0.0 to 12.0 percent, and averaged 2.0 percent as displayed in the distribution below.

## 2018-19 Faculty Merit Recommendation Distribution



*\*Adjustments of 0% occur for various reasons including ineligibility due to hire date, change of position or separation from the university, recent promotion or retention action, performance, contractual agreement, and other employment-related factors.*

In addition to merit recommendations, the review process included supplemental recommendations for Special Salary Adjustments. This category includes adjustments for National Distinction recognition, internal alignment, external market competitiveness, increased responsibility, and retention. A total of 230 Special Salary Adjustments were recommended, averaging 4.9 percent, and representing a supplemental increase of 0.3 percent over the total faculty salary base.

Of the total Special Salary Adjustments, 169 were National Distinction adjustments. The university allocated 0.25 percent of the base E&G faculty salary budgets to each senior management area to recognize faculty for their outstanding contributions to the university. National Distinction adjustments averaged 4.7 percent, representing a supplemental increase of 0.22 percent over the total faculty salary base. The recommended salary adjustments for National Distinction are listed separately in Attachment C.

See Attachment D for a supplemental list of salary adjustments for senior leadership.

### **RECOMMENDATION:**

That the proposed merit salary adjustments for faculty in the 2018-19 fiscal year be approved as presented in the following report.

August 27, 2018

## Benchmark Salary Analysis

Institution	VT Actual Salary Average vs. Peer Average			
	Fall 2016	Fall 2017	Fall 2018 Projected <sup>(1)</sup>	2018 Rank <sup>(1)</sup>
California-Berkeley, University of	\$ 146,987	\$ 150,863	\$ 155,087	1
Cornell University	132,028	135,570	139,366	2
Southern California, University of	125,227	130,552	134,207	3
California-Davis, University of	123,211	126,357	129,895	4
Maryland-College Park, University of	115,676	116,219	119,473	5
Washington-Seattle Campus, University of	107,873	114,011	117,203	6
Texas at Austin, University of	79,998	112,283	115,427	7
Ohio State University-Main Campus	109,660	111,006	114,114	8
Illinois at Urbana-Champaign, University of	107,091	110,178	113,263	9
Purdue University-Main Campus	106,817	109,552	112,619	10
Wisconsin-Madison, University of	106,320	108,135	111,163	11
Florida, University of	102,592	107,263	110,266	12
Rutgers University-New Brunswick/Piscataway	105,693	107,178	110,179	13
Minnesota-Twin Cities, University of	104,978	106,604	109,589	14
Michigan State University	103,699	106,253	109,228	15
Michigan-Ann Arbor, University of	103,605	105,317	108,266	16
Texas A & M University	101,957	102,767	105,644	17
Pennsylvania State University-Main Campus	102,129	102,273	105,137	18
<b>Virginia Tech</b>	<b>100,552</b>	<b>102,470</b>	<b>104,519</b>	19
Stony Brook University	99,854	101,513	104,355	20
North Carolina State University at Raleigh	96,631	98,011	100,755	21
Iowa State University	97,383	97,969	100,712	22
Pittsburgh-Main Campus, University of	95,398	97,541	100,272	23
SUNY at Buffalo	92,257	91,312	93,869	24
Missouri-Columbia, University of	83,236	85,097	87,480	25
Colorado at Boulder, University of	99,991	76,385	78,524	26
<b>Virginia Tech's Percentile Ranking</b>	<b>35th</b>	<b>35th</b>	<b>33rd</b>	

<sup>(1)</sup> Fall 2018 peer salary averages are based on SCHEV projected average increases of 2.8%.

**College of Agriculture and Life Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>ADMINISTRATION</u></b>			
Grant, Alan	Administrative Professor	317,395	CY
Evans, Michael	Professor	190,000	CY
Barlow, Christopher	Professional Lecturer	88,434	CY
Christian, Mary	Professional Lecturer	134,050	CY
Crichton, Juliet	Professional Lecturer	62,220	CY
Ebel, Elizabeth	Professional Lecturer	70,000	CY
Graham, Crystal	Professional Lecturer	47,940	CY
Hale, Shalin	Professional Lecturer	59,160	CY
Jones, Jennifer	Professional Lecturer	58,545	CY
Kleiber, Stephen	Professional Lecturer	155,580	CY
Mahdu, Samantha	Professional Lecturer	68,795	CY
Mountain, Gabrielle	Professional Lecturer	52,020	CY
Painter, Amy	Professional Lecturer	66,300	CY
Skiles, Timothy	Professional Lecturer	52,020	CY
Wood, April	Professional Lecturer	66,900	CY
Yellapantula, Chitra Aparna	Professional Lecturer	72,000	CY

**AGRICULTURAL RESEARCH AND EXTENSION CENTER - ALSON H. SMITH, JR.**

Bergh, James	Professor	122,148	CY
Wolf, Anthony	Professor	147,000	CY
Yoder, Keith	Professor	128,000	CY
Nita, Mizuho	Assistant Professor	87,383	CY
Sherif, Sherif	Assistant Professor	82,000	CY
Hatch, Tremain	Research Associate	55,678	CY

**AGRICULTURAL RESEARCH AND EXTENSION CENTER - EASTERN SHORE**

Reiter, Mark	Associate Professor	117,800	CY
Rideout, Steven	Associate Professor	124,250	CY
Arancibia, Ramon	Assistant Professor	99,883	CY
Strawn, Laura	Assistant Professor	98,705	AY
Gu, Ganyu	Research Associate	49,560	CY

**AGRICULTURAL RESEARCH AND EXTENSION CENTER - EASTERN VIRGINIA**

Oakes, Joseph	Professional Lecturer	76,000	CY
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**AGRICULTURAL RESEARCH AND EXTENSION CENTER - HAMPTON ROADS**

Derr, Jeffrey	Professor	117,600	CY
Hong, Chuanxue	Professor	130,055	CY
Schultz, Peter	Professor	138,630	CY
Owen, James	Associate Professor	98,800	AY
Sample, David	Associate Professor	111,135	AY

### **College of Agriculture and Life Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Samtani, Jayesh	Assistant Professor	84,675	AY
Kong, Ping	Research Scientist	66,955	CY
Mashaheet, Alsayed	Postdoctoral Associate	45,000	CY
Fox, Laurie	Professional Lecturer	57,127	CY

#### **AGRICULTURAL RESEARCH AND EXTENSION CENTER - MIDDLEBURG**

Fiske, David	Research Associate	102,600	CY
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#### **AGRICULTURAL RESEARCH AND EXTENSION CENTER - SOUTHERN PIEDMONT**

Johnson, Charles	Professor	108,722	CY
Wilkinson, Carol	Associate Professor	121,300	CY
Reed, Thomas	Research Scientist	83,086	CY
Ellis, Bradley	Professional Lecturer	46,954	CY
Pent, Gabriel	Professional Lecturer	76,000	CY

#### **AGRICULTURAL RESEARCH AND EXTENSION CENTER - SOUTHWEST VIRGINIA**

Wright, Donald	Research Associate	73,500	CY
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#### **AGRICULTURAL RESEARCH AND EXTENSION CENTER - TIDEWATER**

Estienne, Mark	Professor	111,419	CY
Langston, David	Professor	136,150	CY
Balota, Maria	Associate Professor	93,448	CY
Frame, William	Associate Professor	95,215	CY
Holshouser, David	Associate Professor	90,534	CY
Mehl, Hillary	Assistant Professor	87,536	CY
Taylor, Sally	Assistant Professor	81,595	CY
Ahmed, Saleh	Research Associate	48,328	CY
Aguilar, Christian	Postdoctoral Associate	46,800	CY
Parvej, Rasel	Postdoctoral Associate	45,000	CY

#### **AGRICULTURAL RESEARCH AND EXTENSION CENTER - VIRGINIA SEAFOOD**

van Senten, Jonathan	Postdoctoral Associate	62,500	CY
Lane, Robert	Professional Lecturer	64,723	CY
Schwarz, Michael	Professional Lecturer	111,000	CY
Villalba, Abigail	Professional Lecturer	76,781	CY

#### **AGRICULTURAL AND APPLIED ECONOMICS**

Alwang, Jeffrey	Professor	167,409	AY
Bosch, Darrell	Professor	126,935	CY
Boyle, Kevin	Professor	236,909	CY
Davis, George	Professor	150,240	AY
Ellerbrock, Michael	Professor	124,297	AY
Holt, Matthew	Professor	214,300	CY

### **College of Agriculture and Life Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Marchant, Mary	Professor	157,933	RE10
Mills, Bradford	Professor	134,000	CY
Moeltner, Klaus	Professor	142,009	AY
Norton, George	Professor	158,550	CY
Pease, James	Professor	113,810	CY
Peterson, Everett	Professor	106,824	RE10
Stephenson, Stephen	Professor	126,734	CY
Chen, Susan	Associate Professor	142,800	AY
Grant, Jason	Associate Professor	211,430	RE12
Isengildina Massa, Olga	Associate Professor	127,210	AY
You, Wen	Associate Professor	146,720	RE10
Larochelle, Catherine	Assistant Professor	85,908	AY
Morgan, Kimberly	Assistant Professor	102,094	AY
Mountain, Travis	Assistant Professor	86,070	AY
Neill, Clinton	Assistant Professor	84,500	AY
Ramsey, Ford	Assistant Professor	83,200	AY
Bruce, Franklin	Sr Project Associate	57,078	CY
Hejazi, Mina	Postdoctoral Associate	50,000	AY
Haskins, Conaway	Professional Lecturer	96,757	CY
Walker, Martha	Professional Lecturer	106,448	CY
White, Katherine	Professional Lecturer	52,050	CY

#### **AGRICULTURAL, LEADERSHIP AND COMMUNITY EDUCATION**

Rudd, Rickie	Professor	187,978	AY
Friedel, Curtis	Associate Professor	91,436	AY
Kaufman, Eric	Associate Professor	131,192	RE12
Niewolny, Kimberly	Associate Professor	123,740	CY
Westfall-Rudd, Donna	Associate Professor	90,190	AY
Archibald, Thomas	Assistant Professor	93,069	AY
Rateau, Richard	Assistant Professor	69,000	AY
Scherer, Hannah	Assistant Professor	84,861	AY
Vines, Karen	Assistant Professor	81,600	AY
Martin, Perry	Instructor	68,000	AY
Culhane, Jennifer	Assistant Prof of Practice	71,400	CY
Drape, Tiffany	Research Assistant Professor	74,369	CY
Mitra, Shreya	Project Associate	31,200	CY
Seibel, Megan	Professional Lecturer	75,018	CY

#### **AGRICULTURE TECHNOLOGY PROGRAM – TWO YEAR**

Doak, Samuel	Senior Instructor	71,603	AY
Guthrie, Joseph	Senior Instructor	72,460	AY
Kohl, Rachel	Senior Instructor	74,707	AY
Martin, Thomas	Senior Instructor	73,137	AY

### **College of Agriculture and Life Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Mykerezi, Pavli	Senior Instructor	112,286	CY
Gwaltney, Wesley	Instructor	57,584	AY

#### **ANIMAL AND POULTRY SCIENCES**

Dalloul, Rami	Professor	128,921	AY
Denbow, Donald	Professor	134,814	AY
Dunnington, Elizabeth	Professor	95,213	AY
Ealy, Alan	Professor	116,150	AY
Gerrard, David	Professor	211,550	CY
Greiner, Scott	Professor	108,417	AY
Jiang, Honglin	Professor	132,049	RE11
Johnson, Sally	Professor	155,091	AY
Knight, James	Professor	125,483	CY
Smith, Edward	Professor	129,789	RE12
Wong, Eric	Professor	130,681	AY
Cline, Mark	Associate Professor	106,525	AY
Eversole, Dan	Associate Professor	104,543	AY
Gilbert, Elizabeth	Associate Professor	106,525	AY
Persia, Michael	Associate Professor	110,114	RE10
Rhoads, Michelle	Associate Professor	102,210	AY
Rhoads, Robert	Associate Professor	117,510	AY
Wood, Cynthia	Associate Professor	95,017	AY
Campbell, Susan	Assistant Professor	91,800	AY
El-Kadi, Samer	Assistant Professor	93,240	AY
Feuerbacher, Erica	Assistant Professor	84,150	AY
Jacobs, Leonie	Assistant Professor	81,800	AY
Jarome, Timothy	Assistant Professor	89,300	AY
Lee, Kiho	Assistant Professor	104,244	AY
Leeth, Caroline	Assistant Professor	94,650	AY
Mercadante, Vitor	Assistant Professor	90,246	AY
White, Robin	Assistant Professor	83,550	AY
Wilson, Thomas	Assistant Professor	81,600	AY
Bergamasco, Luciana	Instructor	69,050	AY
Tamim, Nada	Instructor	69,050	AY
Shi, Hao	Research Assistant Professor	71,709	AY
Barrett, Nathaniel	Research Associate	42,500	CY
Bedford, Andrea	Postdoctoral Associate	45,000	CY
Negron Perez, Veronica	Postdoctoral Associate	46,500	CY
Arnold, Sandy	Professional Lecturer	47,050	CY
Bradley, Jennifer	Professional Lecturer	44,384	CY
Golightly, William	Professional Lecturer	55,600	CY
McIntosh, Bridgett	Professional Lecturer	117,747	CY
Nulton, Lisa	Professional Lecturer	45,150	CY



### **College of Agriculture and Life Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Ransdell, Leona	Professional Lecturer	43,050	CY
Saville, Joi	Professional Lecturer	45,000	CY
Sheely, Beth	Professional Lecturer	44,950	CY
West, Sherri	Professional Lecturer	49,038	CY
Wicks, Jordan	Professional Lecturer	66,028	CY

#### **BIOCHEMISTRY**

Bevan, David	Professor	113,268	CY
Dean, Dennis	Professor	344,081	CY
Gillaspy, Glenda	Professor	194,000	CY
Kennelly, Peter	Professor	164,718	CY
Larson, Timothy	Professor	110,599	CY
Li, Jianyong	Professor	114,119	AY
Mukhopadhyay, Biswarup	Professor	140,513	RE12
Sobrado, Pablo	Professor	158,855	AY
Tu, Zhijian	Professor	185,782	RE12
Zhu, Jinsong	Professor	133,741	RE12
Helm, Richard	Associate Professor	113,018	CY
Klemba, Michael	Associate Professor	87,189	AY
White, Robert	Associate Professor	57,255	CY
Jutras, Brandon	Assistant Professor	80,000	AY
Lemkul, Justin	Assistant Professor	81,600	AY
Mackey, Zachary	Assistant Professor	85,963	AY
Slade, Daniel	Assistant Professor	88,009	AY
Vinauger Tella, Clement	Assistant Professor	81,600	AY
Xu, Bin	Assistant Professor	84,963	AY
Marine, Sasha	Collegiate Assistant Professor	76,200	AY
Lahondere, Chloe	Research Assistant Professor	66,300	AY
Purwantini, Endang	Research Assistant Professor	73,477	CY
Phillips, Katherine	Senior Research Scientist	108,073	CY
Aryan, Azadeh	Research Scientist	79,560	CY
Qi, Yumin	Research Scientist	58,339	CY
Sanchez Martin del Campo, Julia	Research Scientist	60,000	CY
Susanti, Dwi	Research Scientist	55,550	CY
Wu, Ling	Research Scientist	29,172	CY
Ray, William	Senior Research Associate	49,420	CY
Liu, Pengcheng	Research Associate	50,458	CY
Rasor, Amy	Research Associate	60,215	CY
Ruggio, David	Research Associate	65,680	CY
Jimenez Vicente, Emilio	Postdoctoral Associate	50,000	CY
Williams, Sarah	Postdoctoral Associate	47,500	CY
Yu, Yue	Postdoctoral Associate	45,000	CY
Lally, David	Professional Lecturer	56,800	CY

### **College of Agriculture and Life Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Wilson, Molly	Professional Lecturer	49,600	CY
<b><u>BIOLOGICAL SYSTEMS ENGINEERING</u></b>			
Barone, Justin	Professor	142,265	CY
Benham, Brian	Professor	129,337	AY
Hession, William	Professor	116,502	AY
Wolfe, Mary Leigh	Professor	213,140	CY
Zhang, Chenming	Professor	161,170	RE10
Easton, Zachary	Associate Professor	120,624	AY
Krometis, Leigh Anne	Associate Professor	108,917	AY
Ogejo, Jactone	Associate Professor	110,338	CY
Scott, Durelle	Associate Professor	103,280	AY
Senger, Ryan	Associate Professor	114,410	AY
Sridhar, Venkataramana	Associate Professor	106,500	AY
Thompson, Theresa	Associate Professor	111,646	AY
Czuba, Jonathan	Assistant Professor	91,500	AY
Shortridge, Julie	Assistant Professor	92,380	AY
Mariger, Stanley	Instructor	69,473	CY
Kline, Karen	Senior Research Scientist	75,784	CY
Fuka, Daniel	Research Associate	48,688	CY
Ling, Erin	Sr Project Associate	78,610	CY
Hanson, Jeremy	Project Associate	71,045	CY
Tse, Wesley	Project Associate	45,400	CY
Ahmadisharaf, Ebrahim	Postdoctoral Associate	48,050	CY
Hu, Yun	Postdoctoral Associate	45,000	CY
Reis, Julia	Postdoctoral Associate	46,865	CY
Wagena, Moges	Postdoctoral Associate	47,500	CY
Baker, Priscilla	Professional Lecturer	38,900	AY
Ignosh, John	Professional Lecturer	78,061	CY
Lehmann, Laura	Professional Lecturer	60,127	CY
Rustia, Roman	Professional Lecturer	70,700	CY

### **CROP AND SOIL ENVIRONMENTAL SCIENCES**

Abaye, Azenegashe	Professor	118,198	CY
Daniels, Walter	Professor	151,253	RE10
Eick, Matthew	Professor	108,819	CY
Evanylo, Gregory	Professor	123,036	CY
Goatley, James	Professor	113,079	CY
Griffey, Carl	Professor	142,396	CY
Hodges, Steven	Professor	137,453	CY
Maguire, Rory	Professor	109,866	CY
Saghai-Marroof, Mohammad	Professor	156,427	CY
Thomason, Wade	Professor	145,881	CY

### **College of Agriculture and Life Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Xia, Kang	Professor	117,602	AY
Zipper, Carl	Professor	52,182	CY
Fike, John	Associate Professor	89,515	CY
Galbraith, John	Associate Professor	96,231	CY
Tracy, Benjamin	Associate Professor	106,542	CY
Badgley, Brian	Assistant Professor	85,553	AY
Fukao, Takeshi	Assistant Professor	85,553	AY
Li, Song	Assistant Professor	85,929	AY
Steele, Meredith	Assistant Professor	84,801	AY
Stewart, Ryan	Assistant Professor	93,308	AY
Zhang, Bo	Assistant Professor	86,900	AY
Zhang, Xunzhong	Research Assistant Professor	63,372	CY
Brooks, Wynse	Senior Research Associate	58,534	CY
Shang, Chao	Senior Research Associate	72,766	CY
Burger, Julia	Research Associate	40,511	CY
Clevinger, Elizabeth	Research Associate	47,267	CY
Haering, Kathryn	Research Associate	30,791	CY
Hokanson, Elizabeth	Research Associate	55,281	CY
Klopf, Sara	Research Associate	53,241	CY
Liu, Limei	Research Associate	51,197	CY
Waller, Lucas	Research Associate	49,419	CY
Chen, Chaoqi	Postdoctoral Associate	32,967	CY
Fitzgerald, Joshua	Postdoctoral Associate	45,451	CY
Bendfeldt, Eric	Professional Lecturer	88,133	CY
Hardiman, Thomas	Professional Lecturer	62,529	CY
Holler, Tammy	Professional Lecturer	52,989	CY
Stewart, Jennifer	Professional Lecturer	41,000	AY
Williams, Tad	Professional Lecturer	51,975	CY
Wilson, Chantel	Professional Lecturer	53,030	CY

#### **DAIRY SCIENCE**

Akers, Robert	Professor	180,792	CY
Hanigan, Mark	Professor	135,322	AY
Knowlton, Katharine	Professor	128,364	CY
Corl, Benjamin	Associate Professor	139,400	AY
Petersson-Wolfe, Christina	Associate Professor	98,201	CY
Cockrum, Rebecca	Assistant Professor	85,805	AY
Daniels, Kristy	Assistant Professor	99,350	AY
Ferreira, Gonzalo	Assistant Professor	87,516	AY
White, William	Advanced Instructor	69,230	AY
Winston, David	Lecturer	79,836	CY

## *College of Agriculture and Life Sciences*

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>DIRECTOR, RESIDENT INSTRUCTION</u></b>			
Sumner, Susan	Administrative Professor	229,580	CY
Ziegler, Peter	Assistant Prof of Practice	75,262	AY
Beatty, Cynthia	Professional Lecturer	58,291	CY
Saunders, Natasha	Professional Lecturer	66,300	CY
<b><u>ENTOMOLOGY</u></b>			
Brewster, Carlyle	Professor	101,791	CY
Kring, Timothy	Professor	194,000	CY
Kuhar, Thomas	Professor	123,853	CY
Miller, Dini	Professor	110,466	CY
Pfeiffer, Douglas	Professor	109,558	CY
Salom, Scott	Professor	123,654	CY
Sharakhov, Igor	Professor	137,852	RE12
Paulson, Sally	Associate Professor	91,485	AY
Auguste, Albert	Assistant Professor	81,780	AY
Couvillon, Margaret	Assistant Professor	83,590	AY
Gross, Aaron	Assistant Professor	81,780	AY
Marek, Paul	Assistant Professor	92,361	AY
Sharakhova, Maria	Assistant Professor	84,050	AY
Schuerch, Roger	Research Assistant Professor	67,626	AY
Onufrieva, Ksenia	Research Scientist	54,925	CY
Dodd, Howard	Research Associate	70,000	CY
Laub, Curtis	Research Associate	55,403	CY
Wallingford, Anna	Research Associate	50,000	CY
Sharma, Atashi	Postdoctoral Associate	46,818	CY
Blevins, Stephanie	Professional Lecturer	42,802	CY
Day, Eric	Professional Lecturer	72,098	CY
Dodd, Denise	Professional Lecturer	55,728	CY
Lee, Peter	Professional Lecturer	46,359	CY
McCoy, Tim	Professional Lecturer	46,920	CY
Parson, Rachel	Professional Lecturer	43,196	CY
Trujillo Burbano, Laura	Professional Lecturer	56,100	CY
Wilson, James	Professional Lecturer	63,585	CY
<b><u>EXTENSION</u></b>			
Jones, Edwin	Administrative Professor	227,186	CY
Grisso, Robert	Administrative Lecturer	189,711	CY
Seibel, George	Instructor	69,425	CY
Sutphin, Cathy	Professional Associate Professor	139,873	CY
Baughman, Sarah	Research Associate Professor	120,127	CY
Scott, Brigitte	Research Assistant Professor	80,223	CY

### **College of Agriculture and Life Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Hunnings, Joseph	Professional Lecturer	108,586	CY
Johnson, Lonnie	Professional Lecturer	129,550	CY
Lambur, Michael	Professional Lecturer	134,650	CY
Monk, Brandon	Professional Lecturer	52,530	CY
Tyler-Mackey, Crystal	Professional Lecturer	83,503	CY

#### **FOOD SCIENCE AND TECHNOLOGY**

Boyer, Renee	Professor	114,918	AY
Eifert, Joseph	Professor	107,109	AY
Marcy, Joseph	Professor	191,500	CY
O'Keefe, Sean	Professor	116,413	AY
Kuhn, David	Associate Professor	97,419	AY
Neilson, Andrew	Associate Professor	95,850	AY
Ponder, Monica	Associate Professor	95,687	AY
Williams, Robert	Associate Professor	98,102	AY
Fernandez-Fraguas, Cristina	Assistant Professor	83,800	AY
Huang, Haibo	Assistant Professor	83,800	AY
Lahne, Jacob	Assistant Professor	83,650	AY
Stewart, Amanda	Assistant Professor	87,736	AY
Yin, Yun	Research Assistant Professor	64,260	AY
Hurley, Eldon	Research Associate	57,890	CY
Wu, Jian	Research Associate	50,050	CY
Driver, Brett	Project Associate	46,200	CY
Galagarza, Oscar	Postdoctoral Associate	45,000	CY
Chase, Melissa	Professional Lecturer	67,017	CY
Eifert, Joell	Professional Lecturer	54,100	CY
Granata, Linda	Professional Lecturer	54,600	CY
Saunders, Thomas	Professional Lecturer	45,900	CY
Wiersema, Brian	Professional Lecturer	77,269	CY

#### **GLOBAL PROGRAMS**

Thompson, Tommy	Administrative Lecturer	216,000	CY
Grove, Benjamin	Professional Lecturer	90,200	CY

#### **HORTICULTURE**

Beers, Eric	Professor	138,224	CY
Harris, James	Professor	152,489	CY
Latimer, Joyce	Professor	114,944	CY
Niemiera, Alexander	Professor	113,584	CY
Veilleux, Richard	Professor	167,411	CY
Welbaum, Gregory	Professor	112,972	CY
Clark, Susan	Associate Professor	92,991	AY
Scoggins, Holly	Associate Professor	107,864	CY

### **College of Agriculture and Life Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Williams, Mark	Associate Professor	96,430	AY
Zhao, Bingyu	Associate Professor	100,530	AY
Bombarely Gomez, Aureliano	Assistant Professor	84,813	AY
O'Rourke, Megan	Assistant Professor	93,432	AY
Leshyn, Barbara	Senior Instructor	78,045	AY
Hessler, Alex	Instructor	60,221	CY
Gugercin, Sarah	Research Associate	44,968	CY
Angelella, Gina	Postdoctoral Associate	50,000	CY
Close, David	Professional Lecturer	82,728	CY
Douglas, David	Professional Lecturer	80,070	CY
Freeborn, John	Professional Lecturer	50,649	CY
Huckestein, Stephanie	Professional Lecturer	49,195	CY
Vallotton, Amber	Professional Lecturer	66,726	CY

#### **HUMAN NUTRITION, FOODS AND EXERCISE**

Davy, Brenda	Professor	119,418	AY
Davy, Kevin	Professor	132,221	AY
Hulver, Matthew	Professor	221,000	CY
Liu, Dongmin	Professor	150,494	RE10
Rankin, Janet	Professor	57,936	AY
Serrano, Elena	Professor	149,005	RE12
Williams, Jay	Professor	114,945	AY
Brown, David	Associate Professor	217,472	RE12
Good, Deborah	Associate Professor	107,488	AY
Grange, Robert	Associate Professor	113,396	AY
Ju, Young	Associate Professor	92,270	AY
Schmelz, Eva	Associate Professor	103,857	AY
Cheng, Zhiyong	Assistant Professor	105,485	AY
Harden, Samantha	Assistant Professor	90,993	AY
Hedrick, Valisa	Assistant Professor	85,509	AY
Kraak, Vivica	Assistant Professor	92,632	AY
Rafie, Carlin	Assistant Professor	86,934	CY
Papillon, Carol	Senior Instructor	79,180	AY
Cox, Heather	Advanced Instructor	75,705	AY
Eaton, Renee	Advanced Instructor	74,595	AY
Girmes-Grieco, Nicolin	Advanced Instructor	67,033	AY
Chang, Kristen	Instructor	86,700	AY
Rockwell, Michelle	Instructor	50,995	AY
Frisard, Madlyn	Research Assistant Professor	88,911	AY
McMillan, Ryan	Research Assistant Professor	72,227	CY
Misyak, Sarah	Research Scientist	71,400	CY
Marinik, Elaina	Project Director	72,739	CY
Addington, Adele	Research Associate	62,255	CY

### **College of Agriculture and Life Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Bandara, Aloka	Research Associate	63,036	CY
Wiedmer, Franc-Eric	Research Associate	67,293	CY
Zheng, Dongxu	Research Associate	20,661	CY
Brooks, Austin	Project Associate	52,948	CY
Ledlie, Meredith	Project Associate	64,874	CY
Dobson, Elizabeth	Professional Lecturer	46,200	CY
LaFalce, Amy	Professional Lecturer	46,469	AY
Nelson, Stephanie	Professional Lecturer	49,491	CY
Pollio, Deborah	Professional Lecturer	52,076	CY
Stylianios, Kyriakos	Professional Lecturer	63,672	CY
Wogenrich, Kevin	Professional Lecturer	42,511	CY

#### **INFORMATION TECHNOLOGY**

Collins, Stephanie	Professional Lecturer	56,925	CY
Crawford, Mark	Professional Lecturer	72,996	CY
Flinchum, Randy	Professional Lecturer	64,617	CY
Kelly, Sarah	Professional Lecturer	55,063	CY
Magana, Isaac	Professional Lecturer	54,000	CY
Meeks, Andrew	Professional Lecturer	68,950	CY
Robinson, Patrick	Professional Lecturer	94,796	CY
Shetrone, Scott	Professional Lecturer	63,914	CY
Sumner, Mark	Professional Lecturer	72,941	CY
Vines, Neal	Professional Lecturer	163,125	CY
Yao, Xiaozheng	Professional Lecturer	53,875	CY

#### **PLANT PATHOLOGY, PHYSIOLOGY, AND WEED SCIENCE**

Eisenback, Jonathan	Professor	91,353	CY
Grabau, Elizabeth	Professor	159,350	AY
Greene, Ruth	Professor	88,226	AY
McDowell, John	Professor	134,236	AY
Schmale, David	Professor	149,918	RE11
Vinatzer, Boris	Professor	126,109	RE10
Westwood, James	Professor	122,779	CY
Askew, Shawn	Associate Professor	104,611	CY
Barney, Jacob	Associate Professor	107,341	AY
Baudoin, Antonius	Associate Professor	92,958	AY
Colla'kova', Eva	Associate Professor	90,731	AY
Jelesko, John	Associate Professor	85,939	CY
Pilot, Guillaume	Associate Professor	92,351	AY
Wang, Xiaofeng	Associate Professor	102,026	RE10
Flessner, Michael	Assistant Professor	121,826	AY
Haak, David	Assistant Professor	86,088	AY
McCall, David	Assistant Professor	85,741	AY

## **College of Agriculture and Life Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Hansen, Mary	Instructor	73,929	CY
Bush, Elizabeth	Senior Research Associate	53,015	CY
Park, So Yon	Senior Research Associate	62,908	CY
Booth, Jordan	Research Associate	51,000	CY
Hanlon, Regina	Research Associate	53,210	CY
McMaster, Nicole	Research Associate	53,238	CY
Pittman, Kara	Research Associate	45,000	CY
Shuman, Joel	Sr Project Associate	58,475	AY
<b><u>RESEARCH</u></b>			
Mostaghimi, Saied	Administrative Professor	255,424	CY
Duncan, Susan	Professor	164,900	CY
Dudek, Nancy	Professional Lecturer	74,540	CY
Hilt, Patrick	Professional Lecturer	100,000	CY

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**College of Architecture and Urban Studies**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>ARCHITECTURE</u></b>			
Breitschmid, Markus	Professor	106,610	AY
Choudhury, Salahuddin	Professor	112,300	AY
Clements, Terry	Professor	102,920	AY
Davis, Albert	Professor	236,660	AY
de Hahn, Henri	Professor	121,345	AY
Dunay, Donna	Professor	160,030	RE10
Dunay, Robert	Professor	233,015	CY
Ermann, Michael	Professor	107,485	AY
Jones, James	Professor	109,485	AY
Miller, Patrick	Professor	122,890	AY
Piedmont-Palladino, Susan	Professor	149,000	CY
Rodriguez-Camilloni, Humberto	Professor	104,000	AY
Rott, Hans	Professor	107,345	AY
Setareh, Mehdi	Professor	133,940	AY
Tucker, Lisa	Professor	107,005	AY
Weiner, Frank	Professor	106,675	AY
Wheeler, Joseph	Professor	111,415	AY
Bassett, James	Associate Professor	88,905	AY
Bork, Dean	Associate Professor	95,645	AY
Bryon, Hilary	Associate Professor	89,225	AY
Cortes, Mario	Associate Professor	88,145	AY
Doan, Patrick	Associate Professor	84,810	AY
Dugas, David	Associate Professor	92,305	AY
Edge, Kay	Associate Professor	85,500	AY
Feuerstein, Marcia	Associate Professor	89,900	AY
Galloway, William	Associate Professor	97,585	AY
Gartner, Howard	Associate Professor	88,670	AY
Grant, Elizabeth	Associate Professor	88,960	AY
Green, William	Associate Professor	80,240	AY
Heavers, Nathan	Associate Professor	87,100	AY
Ishida, Aki	Associate Professor	89,435	AY
Jacobson, Wendy	Associate Professor	84,100	AY
Katen, Brian	Associate Professor	90,415	AY
Kelsch, Paul	Associate Professor	97,095	AY
Kennedy, Brook	Associate Professor	86,855	AY
Kim, Mintai	Associate Professor	82,370	AY
Martin, Shelley	Associate Professor	93,840	AY
McGrath, Margarita	Associate Professor	84,815	AY
McSherry, Laurel	Associate Professor	115,100	AY
Pittman, Vance	Associate Professor	156,360	CY
Renard, Helene	Associate Professor	79,800	AY

**College of Architecture and Urban Studies**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Schnoedt, Heinrich	Associate Professor	97,000	AY
Sharma, Akshay	Associate Professor	94,035	AY
Tew, Gregory	Associate Professor	102,540	AY
Thompson, Steven	Associate Professor	94,965	AY
Whitney, Brad	Associate Professor	81,000	AY
Zellner Bassett, Paola	Associate Professor	89,465	AY
Becker, Edward	Assistant Professor	80,240	AY
Bedford, Joseph	Assistant Professor	78,050	AY
Bohannon, Cermetrius	Assistant Professor	92,205	AY
Hauptman, Jonas	Assistant Professor	77,550	AY
King, Jonathan	Assistant Professor	87,535	AY
Morshedzadeh, Elham	Assistant Professor	76,500	AY
Tomer, Sharone	Assistant Professor	78,050	AY
Tural, Elif	Assistant Professor	74,000	AY
Wagner, Matthew	Assistant Professor	75,765	AY
Holt, Rengin	Instructor	66,500	AY
MacDonald, Katherine	Collegiate Assistant Professor	71,450	AY
Sullivan, Martha	Assistant Prof of Practice	70,100	AY
Jones, Kevin	Visiting Assistant Professor	63,010	AY
Pieper, Ryan	Visiting Instructor	64,380	CY
Pritchett, Christopher	Visiting Instructor	69,725	AY
Regan, Deidre	Visiting Instructor	45,900	AY
Vance, Robert	Visiting Instructor	46,300	AY
Vorster, Clive	Visiting Instructor	59,815	AY
Lewis, Bram	Professional Lecturer	66,635	CY

**ART AND ART HISTORY**

Concannon, Kevin	Professor	161,300	CY
Van Hook, Leila	Professor	109,700	AY
Blanchard, Samuel	Associate Professor	94,060	AY
Casto, Marilyn	Associate Professor	78,170	AY
Head, Travis	Associate Professor	88,410	AY
Knoblauch, Ann-Marie	Associate Professor	98,330	AY
Moseley Christian, Michelle	Associate Professor	95,750	AY
Paterson, Simone	Associate Professor	86,665	AY
Standley, Eric	Associate Professor	86,585	AY
Tucker, Thomas	Associate Professor	97,000	AY
Webster, Dane	Associate Professor	99,868	AY
Borowski, Michael	Assistant Professor	67,000	AY
Dee, Meaghan	Assistant Professor	86,400	AY
Duer, Zachary	Assistant Professor	76,600	AY
Finley, Patrick	Assistant Professor	75,040	AY
Meaney, Kathleen	Assistant Professor	74,910	AY

### ***College of Architecture and Urban Studies***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Weaver, Rachel	Assistant Professor	78,100	AY
Bannan, Diane	Advanced Instructor	52,125	AY
Rosenthal, Joy	Instructor	47,570	AY
Sim, Deborah	Instructor	60,240	CY
Okumura, Hiromi	Collegiate Assistant Professor	66,300	AY
Joiner, Jeffrey	Assistant Prof of Practice	71,700	AY
Nguyen, Phat	Visiting Assistant Professor	70,000	AY
Duffield, Lesley	Visiting Instructor	70,000	AY
Hand, Jennifer	Visiting Instructor	54,125	AY
Choi, Dongsoo	Professional Lecturer	65,500	CY
Jewitt, James	Professional Lecturer	66,450	AY

#### **BUILDING CONSTRUCTION**

Beliveau, Yvan	Professor	174,920	AY
McCoy, Andrew	Professor	146,500	RE10
Thabet, Walid	Professor	106,080	AY
Mills, Thomas	Associate Professor	103,745	AY
Pearce, Annie	Associate Professor	96,330	AY
Reichard, Georg	Associate Professor	105,115	AY
Turkaslan Bulbul, Muhsine	Associate Professor	97,045	AY
Roofigari-Esfahan, Nazila	Assistant Professor	94,265	AY
Goldsmith, David	Assistant Prof of Practice	85,000	CY
Markovic Graff, Aleksandra	Assistant Prof of Practice	75,000	AY
Yauger, James	Assistant Prof of Practice	69,010	CY
Ryan, Jacqueline	Professional Lecturer	66,600	CY

#### **COMMUNITY DESIGN ASSISTANCE CENTER**

Gilboy, Elizabeth	Assistant Professor	80,000	CY
Proctor, Nicholas	Project Associate	48,175	CY

#### **DEAN - ARCHITECTURE**

Blythe, Richard	Administrative Professor	336,600	CY
Albright, Kathryn	Professor	160,725	CY
Emmons, Paul	Professor	133,990	CY
Schubert, Robert	Professor	172,165	CY
Velez, Anne-Lise	Collegiate Assistant Professor	74,880	AY
Jacks, Robert	Professional Lecturer	51,700	CY
Simpson, Maritza	Professional Lecturer	117,989	CY

#### **HOUSING RESEARCH CENTER**

Jones O'Brien, Melissa	Research Scientist	80,820	CY
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## *College of Architecture and Urban Studies*

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>LEARNING SYSTEMS INNOVATIONS AND EFFECTIVENESS</u></b>			
Berinzon, Maya	Research Associate	48,380	AY
Mooney, Erin	Research Associate	64,688	CY
Dunkenberger, Mary	Sr Project Associate	96,625	CY
Moore, John	Sr Project Associate	88,832	CY
Price-Rhodes, Melony	Sr Project Associate	93,779	CY
<b><u>MYERS-LAWSON SCHOOL OF CONSTRUCTION</u></b>			
Akanmu, Abiola	Assistant Professor	96,000	AY
Muir, Robert	Professor of Practice	102,990	CY
Iorio, Josh	Assistant Prof of Practice	105,780	CY
Johnson, Ashley	Assistant Prof of Practice	72,422	AY
Groen, Cassandra	Postdoctoral Associate	48,925	CY
<b><u>SCHOOL OF PUBLIC AND INTERNATIONAL AFFAIRS</u></b>			
Cook, Brian	Professor	128,930	AY
Khademian, Anne	Professor	193,157	CY
Peters, Joel	Professor	155,640	CY
Sanchez, Thomas	Professor	123,260	AY
Stephenson, Max	Professor	121,975	CY
Toal, Gerard	Professor	129,720	AY
Wernstedt, Kris	Professor	108,000	AY
Ahram, Ariel	Associate Professor	99,430	AY
Bieri, David	Associate Professor	93,885	AY
Buehler, Ralph	Associate Professor	112,278	AY
Cowell, Margaret	Associate Professor	87,790	AY
Datz, Giselle	Associate Professor	96,550	AY
Dull, Matthew	Associate Professor	85,300	AY
Hall, Ralph	Associate Professor	106,500	AY
Jensen, Laura	Associate Professor	99,630	AY
Lemaire, Robin	Associate Professor	84,650	AY
Rees, Joseph	Associate Professor	99,525	AY
Roberts, Patrick	Associate Professor	98,460	AY
Zahm, Diane	Associate Professor	92,360	AY
Zhang, Yang	Associate Professor	106,955	AY
Edisis, Adrienne	Assistant Professor	86,700	AY
Hankey, Steven	Assistant Professor	81,000	AY
Jordan, Sara	Assistant Professor	81,600	AY
Misra, Shalini	Assistant Professor	81,730	AY
Schenk, Todd	Assistant Professor	80,395	AY
Skuzinski, Thomas	Assistant Professor	80,050	AY
Zhang, Wenwen	Assistant Professor	76,500	AY

***College of Architecture and Urban Studies***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Zuniga, Raymond	Assistant Professor	76,500	AY
Pourchot, Georgeta	Instructor	54,210	CY
Morton, Elizabeth	Associate Prof of Practice	80,570	AY
Davis, Stephanie	Assistant Prof of Practice	100,300	CY
Fawkes, Heather	Professional Lecturer	65,610	CY
Gregory, Lin Chiu	Professional Lecturer	50,000	CY
Kirk, Gary	Professional Lecturer	95,030	CY
LaRiviere, Leisha	Professional Lecturer	91,800	CY

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**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>ADVANCED RESEARCH INSTITUTE</u></b>			
Rahman, Saifur	Professor	268,975	CY
Pipattanasomporn, Manisa	Research Associate Professor	99,956	AY
Kuzlu, Murat	Research Assistant Professor	70,800	AY
Teklu, Yonael	Professional Lecturer	85,372	AY
<b><u>AEROSPACE AND OCEAN ENGINEERING</u></b>			
Black, Jonathan	Professor	203,666	RE12
Brown, Alan	Professor	139,265	AY
Canfield, Robert	Professor	74,151	AY
Devenport, William	Professor	248,872	RE12
Kapania, Rakesh	Professor	190,541	AY
Paterson, Eric	Professor	251,468	CY
Psiaki, Mark	Professor	190,592	AY
Roy, Christopher	Professor	148,901	AY
Schetz, Joseph	Professor	226,587	AY
Woolsey, Craig	Professor	142,929	AY
Brizzolara, Stefano	Associate Professor	124,500	AY
Coutier-Delgosha, Olivier	Associate Professor	114,000	AY
England, Scott	Associate Professor	112,320	AY
Farhood, Mazen	Associate Professor	112,723	AY
Lowe, Kevin	Associate Professor	119,571	AY
Patil, Mayuresh	Associate Professor	98,562	AY
Philen, Michael	Associate Professor	129,031	AY
Seidel, Gary	Associate Professor	120,596	AY
Sultan, Cornel	Associate Professor	130,796	RE10
Adams, Colin	Assistant Professor	94,310	AY
Alexander, William	Assistant Professor	95,650	AY
Choi, Seongim	Assistant Professor	97,010	AY
Gilbert, Christine	Assistant Professor	98,600	AY
Massa, Luca	Assistant Professor	95,461	AY
Srinivasan, Bhuvana	Assistant Professor	104,451	AY
Vamvoudakis, Kyriakos	Assistant Professor	100,500	AY
Wang, Kevin	Assistant Professor	99,331	AY
Xiao, Heng	Assistant Professor	99,131	AY
Raj, Pradeep	Collegiate Professor	134,112	AY
Borgoltz, Aurelien	Research Associate Professor	116,932	CY
Intaratep, Nanyaporn	Research Assistant Professor	90,379	CY
Kuester, Matthew	Research Assistant Professor	83,232	CY
Byun, Gwi Bo	Research Scientist	93,840	CY
Gillespie, John	Research Associate	52,020	CY
Schroeder, Kevin	Postdoctoral Associate	56,100	CY

**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Kapania, Madhu	Professional Lecturer	49,980	CY
Ren, Na	Professional Lecturer	65,405	CY
Thompson, Cory	Professional Lecturer	75,705	CY

**BIOMEDICAL ENGINEERING AND MECHANICS**

Batra, Romesh	Professor	290,133	RE12
Case, Scott	Professor	194,649	RE10
Cramer, Mark	Professor	98,893	AY
Davalos, Rafael	Professor	222,672	RE12
Dillard, David	Professor	163,814	AY
Gabler, Hampton	Professor	214,493	CY
Hajj, Muhammad	Professor	215,507	CY
Ragab, Saad	Professor	124,472	AY
Ross, Shane	Professor	179,146	CY
Stremmer, Mark	Professor	148,512	AY
VandeVord, Pamela	Professor	210,263	CY
De Vita, Raffaella	Associate Professor	141,384	AY
Hendricks, Scott	Associate Professor	140,898	CY
Jung, Sunghwan	Associate Professor	117,095	AY
Lee, Yong	Associate Professor	95,417	AY
Queen, Robin	Associate Professor	125,721	AY
Rowson, Steven	Associate Professor	158,489	RE12
Socha, John	Associate Professor	158,950	RE11
Staples, Anne	Associate Professor	98,469	AY
Thangjitham, Surot	Associate Professor	85,986	AY
Untaroiu, Costin	Associate Professor	150,581	RE12
Van Dyke, Mark	Associate Professor	151,236	RE12
Verbridge, Scott	Associate Professor	156,356	RE12
Wang, Vincent	Associate Professor	176,856	RE12
Abaid, Nicole	Assistant Professor	104,908	AY
Boreyko, Jonathan	Assistant Professor	142,112	RE12
Cao, Guohua	Assistant Professor	99,736	AY
Domann, John	Assistant Professor	93,850	AY
Foroutan, Hosein	Assistant Professor	96,850	AY
Hanna, James	Assistant Professor	93,959	AY
Kemper, Andrew	Assistant Professor	138,239	RE12
Munson, Jennifer	Assistant Professor	137,617	RE12
Shahab, Shima	Assistant Professor	101,820	AY
Untaroiu, Alexandrina	Assistant Professor	96,285	AY
Vlaisavljevich, Eli	Assistant Professor	105,100	AY
Aidi, Bilel	Instructor	63,250	AY
Chang, Tsu-Sheng	Instructor	78,750	AY
Cooper, Bailey	Instructor	65,025	AY

**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Davison, Sneha	Instructor	68,900	AY
Galitz, Christopher	Instructor	71,100	AY
Gragg, Jared	Instructor	67,000	AY
Johnson, Nicholas	Instructor	63,945	AY
Lord, James	Instructor	93,150	AY
Pendar, Hodjat	Instructor	65,250	AY
Tahmasian, Sevak	Instructor	74,000	AY
Arena, Christopher	Collegiate Assistant Professor	86,900	AY
Arena, Sara	Collegiate Assistant Professor	86,900	AY
Robertson, John	Research Professor	89,445	AY
Rowson, Bethany	Research Assistant Professor	71,400	CY
McNeil, Elizabeth	Research Scientist	69,200	CY
Murphy, Susan	Research Scientist	57,600	CY
Tyson, Abigail	Research Associate	53,060	CY
Cornelison, Robert	Postdoctoral Associate	51,000	CY
Pydah, Anup	Postdoctoral Associate	47,500	CY
Covey, Amanda	Professional Lecturer	63,800	CY
Koziol, Lisa	Professional Lecturer	100,475	CY
McCord, Marshal	Professional Lecturer	75,544	CY
Rodriguez-McGill, Claudia	Professional Lecturer	46,155	CY
Roediger, Emily	Professional Lecturer	59,250	CY
Sandridge, Amanda	Professional Lecturer	60,151	CY
Tomlin, Timothy	Professional Lecturer	86,416	CY

**CHEMICAL ENGINEERING**

Achenie, Luke	Professor	147,661	AY
Baird, Donald	Professor	196,369	AY
Cox, David	Professor	233,812	CY
Davis, Richey	Professor	130,666	AY
Ducker, William	Professor	166,640	AY
Kiran, Erdogan	Professor	176,997	AY
Liu, Yih-An	Professor	189,261	AY
Lu, Chang	Professor	218,717	RE12
Rajagopalan, Padmavathy	Professor	182,536	RE10
Goldstein, Aaron	Associate Professor	119,359	AY
Karim, Ayman	Associate Professor	125,500	AY
Martin, Stephen	Associate Professor	106,240	AY
Bortner, Michael	Assistant Professor	105,400	AY
Deshmukh, Sanket	Assistant Professor	97,000	AY
Tong, Rong	Assistant Professor	103,645	AY
Xin, Hongliang	Assistant Professor	105,076	AY
Whiting, Gary	Professor of Practice	101,000	AY
Guo, Wendi	Research Scientist	55,960	CY



**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Bejagam, Karteek	Postdoctoral Associate	49,350	CY

**CIVIL AND ENVIRONMENTAL ENGINEERING**

Abbas, Montasir	Professor	115,266	AY
Brandon, Thomas	Professor	122,657	AY
Charney, Finley	Professor	133,348	AY
de la Garza, Jesus	Professor	211,335	RE12
Dietrich, Andrea	Professor	130,014	AY
Dymond, Randel	Professor	127,316	AY
Easterling, William	Professor	277,884	CY
Edwards, Marc	Professor	320,530	CY
Filz, George	Professor	159,262	AY
Flintsch, Gerardo	Professor	184,079	RE12
Gallagher, Daniel	Professor	115,466	AY
Green, Russell	Professor	137,560	AY
He, Zhen	Professor	122,098	AY
Irish, Jennifer	Professor	152,335	RE11
Knocke, William	Professor	215,268	AY
Leon, Roberto	Professor	177,397	AY
Little, John	Professor	143,559	AY
Marr, Linsey	Professor	71,205	AY
Pruden-Bagchi, Amy	Professor	157,505	AY
Rakha, Hesham	Professor	204,789	RE12
Roberts-Wollmann, Carin	Professor	134,820	AY
Rodriguez-Marek, Adrian	Professor	60,965	AY
Sinha, Sunil	Professor	121,723	AY
Trani, Antonio	Professor	128,478	AY
Vikesland, Peter	Professor	141,670	AY
Wang, Linbing	Professor	137,529	AY
Widdowson, Mark	Professor	183,685	RE12
Eatherton, Matthew	Associate Professor	115,836	AY
Garvin, Michael	Associate Professor	112,169	AY
Hancock, Kathleen	Associate Professor	120,260	AY
Heaslip, Kevin	Associate Professor	117,407	AY
Hester, Erich	Associate Professor	53,354	AY
Koutromanos, Ioannis	Associate Professor	104,737	AY
Mauldon, Matthew	Associate Professor	95,700	AY
Strom, Kyle	Associate Professor	107,783	AY
Flint, Madeleine	Assistant Professor	107,223	RE10
Hebdon, Matthew	Assistant Professor	95,750	AY
Hotle, Susan	Assistant Professor	94,600	AY
Isaacman-VanWertz, Gabriel	Assistant Professor	94,600	AY
Jacques, Eric	Assistant Professor	94,000	AY

**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Jazizadeh Karimi, Farrokh	Assistant Professor	95,000	AY
Paige, Frederick	Assistant Professor	94,000	AY
Shakiba, Maryam	Assistant Professor	94,250	AY
Shealy, Earl	Assistant Professor	96,000	AY
Simmons, Denise	Assistant Professor	104,665	AY
Stark, Nina	Assistant Professor	103,986	AY
Wang, Zhiwu	Assistant Professor	96,376	AY
Yerro Colom, Alba	Assistant Professor	94,000	AY
Lattimer, Kara	Instructor	72,949	CY
Wright Cron, Amanda	Instructor	56,000	AY
Dove, Joseph	Associate Prof of Practice	103,600	AY
Katz, Bryan	Associate Prof of Practice	60,138	CY
Scardina, Robert	Assistant Prof of Practice	95,204	CY
White, Claire	Assistant Prof of Practice	83,100	AY
Young, Kevin	Assistant Prof of Practice	93,305	CY
Godrej, Adil	Research Associate Professor	166,808	CY
Hodges, Clayton	Research Assistant Professor	41,616	CY
Castellanos, Bernardo	Research Scientist	88,250	CY
Leng, Weinan	Research Scientist	58,387	CY
Parks, Jeffrey	Research Scientist	75,203	CY
Pieper, Kelsey	Research Scientist	80,800	CY
Hinze, Nicolas	Senior Research Associate	85,570	CY
Alvi, Dongmei	Research Associate	77,834	CY
Dai, Dongjuan	Research Associate	57,120	CY
Mokarem, David	Research Associate	96,629	CY
Post, Harold	Research Associate	87,315	CY
Chan, Matthew	Project Associate	48,960	CY
Ashraf, Fahmidah	Postdoctoral Associate	49,419	CY
Cao, Jianping	Postdoctoral Associate	47,500	CY
Garner, Emily	Postdoctoral Associate	52,000	CY
Rhoads, William	Postdoctoral Associate	62,400	CY
Roy, Siddhartha	Postdoctoral Associate	60,000	CY
Tang, Min	Postdoctoral Associate	49,400	CY
Belcher, William	Professional Lecturer	107,100	CY
Cranwell, Lindy	Professional Lecturer	70,136	CY
Laskowski, Kathleen	Professional Lecturer	97,818	CY
Prussin, Aaron	Professional Lecturer	74,460	CY
Sakry, Courtney	Professional Lecturer	58,915	CY
Smiley, Elizabeth	Professional Lecturer	71,822	CY

**COMPUTER SCIENCE**

Balci, Osman	Professor	121,549	AY
Bowman, Douglas	Professor	144,303	AY

**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Butt, Ali	Professor	153,632	AY
Cameron, Kirk	Professor	153,911	AY
Chen, Ing Ray	Professor	136,196	AY
Edwards, Stephen	Professor	137,495	AY
Feng, Wu-Chun	Professor	157,835	AY
Fox, Edward	Professor	188,262	RE11
Heath, Lenwood	Professor	135,710	AY
Kafura, Dennis	Professor	126,731	AY
Lou, Wenjing	Professor	195,282	AY
Lu, Chang Tien	Professor	167,923	AY
Murali, T	Professor	142,880	AY
North, Christopher	Professor	143,439	AY
Onufriev, Alexey	Professor	115,765	AY
Ramakrishnan, Narendran	Professor	330,519	RE12
Ribbens, Calvin	Professor	230,010	CY
Sandu, Adrian	Professor	146,764	AY
Shaffer, Clifford	Professor	147,765	AY
Tatar, Deborah	Professor	58,552	AY
Watson, Layne	Professor	162,075	AY
Back, Godmar	Associate Professor	101,903	AY
Cao, Yang	Associate Professor	102,780	AY
Gracanin, Denis	Associate Professor	115,669	RE10
Kelliher, Aisling	Associate Professor	120,368	AY
McCrickard, Donald	Associate Professor	104,941	AY
Reddy, Chandan	Associate Professor	182,391	RE12
Tilevich, Eli	Associate Professor	107,397	AY
Yao, Danfeng	Associate Professor	182,271	RE12
Zhang, Liqing	Associate Professor	102,314	AY
Hicks, Matthew	Assistant Professor	105,050	AY
Huang, Bert	Assistant Professor	104,218	AY
Jian, Xun	Assistant Professor	101,500	AY
Jung, Changhee	Assistant Professor	107,874	AY
Lee, Dongyoon	Assistant Professor	103,764	AY
Luther, Kurt	Assistant Professor	111,280	AY
Meng, Na	Assistant Professor	101,553	AY
Mitra, Tanushree	Assistant Professor	101,500	AY
Prakash, Bodicherla	Assistant Professor	109,115	AY
Raghvendra, Sharath	Assistant Professor	102,834	AY
Servant Cortes, Francisco	Assistant Professor	99,198	AY
Wang, Gang	Assistant Professor	105,721	AY
Barnette, Noah	Senior Instructor	107,857	CY
McQuain, William	Senior Instructor	72,710	AY
Bradford, Libby	Lecturer	58,749	CY

**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Harrison, Steven	Associate Prof of Practice	106,617	AY
Ellis, Margaret	Assistant Prof of Practice	63,255	AY
Kulczycki, Gregory	Assistant Prof of Practice	80,748	AY
Apostolellis, Panagiotis	Visiting Assistant Professor	80,000	CY
Bart, Austin	Visiting Assistant Professor	70,000	AY
Seyam, Mohammed	Visiting Assistant Professor	81,200	CY
Hauck, Peter	Senior Research Scientist	92,907	CY
Butler, Patrick	Senior Research Associate	156,145	CY
Tolokh, Igor	Senior Research Associate	47,940	CY
Cui, Jing	Research Associate	60,000	CY
Self, Nathan	Research Associate	98,840	CY
Sathre, Paul	Sr Project Associate	62,180	CY
Mayer, Brian	Project Associate	78,795	CY
Bortz, Whitney	Postdoctoral Associate	59,000	CY
Thebault-Spieker, Jacob	Postdoctoral Associate	50,000	CY
Brogdon, Laurie	Professional Lecturer	64,945	CY
Farris, Gregory	Professional Lecturer	50,552	CY
Loeffler, Amy	Professional Lecturer	58,140	CY
Marcum, Robert	Professional Lecturer	79,736	CY

**DEAN - ENGINEERING**

Lesko, John	Administrative Professor	216,403	CY
Ross, Julia	Administrative Professor	362,100	CY
Watford, Beville	Administrative Professor	251,350	CY
Martens, Bradley	Administrative Lecturer	117,019	CY
Nelson, Edward	Administrative Lecturer	250,000	CY
Scales, Glenda	Administrative Lecturer	171,171	CY
Cvetkovic, Igor	Research Scientist	130,000	CY
Gilham, David	Senior Research Associate	101,614	CY
Shaw, Teresa	Senior Research Associate	120,938	CY
Dimarino, Christina	Research Associate	75,920	CY
Arnold-Christian, Susan	Professional Lecturer	62,345	CY
Boone, Christi	Professional Lecturer	74,613	CY
Erwin, Abbey	Professional Lecturer	51,515	CY
Haugh, Lindsey	Professional Lecturer	83,028	CY
Long, Linda	Professional Lecturer	91,862	CY
Phillips, Jeffrey	Professional Lecturer	67,962	CY
Sanderlin, Nicole	Professional Lecturer	80,007	CY
Spangler, Dewey	Professional Lecturer	71,606	CY
Spoon, Phillip	Professional Lecturer	99,080	CY
Wagoner, Ryan	Professional Lecturer	55,430	CY
Young, Adrienne	Professional Lecturer	55,000	CY

**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>ELECTRICAL AND COMPUTER ENGINEERING</u></b>			
Agah, Masoud	Professor	180,855	AY
Ampadu, Paul	Professor	144,879	AY
Athanas, Peter	Professor	156,238	AY
Bailey, Scott	Professor	121,332	AY
Beex, Aloysius	Professor	118,142	AY
Boroyevich, Dushan	Professor	443,073	RE12
Buehrer, Richard	Professor	151,001	AY
Clancy, Thomas	Professor	285,000	RE12
Earle, Gregory	Professor	148,968	AY
Ha, Dong	Professor	117,614	AY
Hou, Yiwei	Professor	205,447	AY
Hsiao, Michael	Professor	133,512	AY
Jones, Mark	Professor	123,464	AY
Lai, Jih	Professor	171,890	AY
Lester, Luke	Professor	273,592	CY
Liu, Chen-Ching	Professor	244,772	AY
MacKenzie, Allen	Professor	118,401	AY
Martin, Thomas	Professor	137,689	AY
Mili, Lamine	Professor	117,915	AY
Ngo, Khai	Professor	155,324	AY
Orlowski, Mariusz	Professor	189,350	AY
Park, Jung-Min	Professor	194,292	RE12
Plassmann, Paul	Professor	196,443	CY
Poon, Ting Chung	Professor	120,152	AY
Ravindran, Binoy	Professor	147,452	AY
Reed, Jeffrey	Professor	177,320	AY
Ruohoniemi, John	Professor	184,233	RE12
Safaai-Jazi, Ahmad	Professor	108,489	AY
Scales, Wayne	Professor	150,805	AY
Schaumont, Patrick	Professor	136,206	AY
Stilwell, Daniel	Professor	212,125	RE12
Tront, Joseph	Professor	163,010	RE12
Wang, Anbo	Professor	287,342	RE12
Wang, Yue	Professor	187,376	AY
Xu, Yong	Professor	110,874	AY
Xuan, Jianhua	Professor	127,271	AY
Abbott, Amos	Associate Professor	101,554	AY
Baker, Joseph	Associate Professor	144,241	RE12
Baumann, William	Associate Professor	131,752	CY
Burgos, Rolando	Associate Professor	167,314	AY
Centeno, Virgilio	Associate Professor	111,515	AY

**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
De La Reelopez, Jaime	Associate Professor	155,059	CY
Ellingson, Steven	Associate Professor	111,666	AY
Guido, Louis	Associate Professor	115,642	AY
Hudait, Mantu	Associate Professor	112,266	AY
Li, Qiang	Associate Professor	138,890	RE12
Liu, Lingjia	Associate Professor	122,365	AY
Manteghi, Majid	Associate Professor	106,368	AY
Mayer, Jeffrey	Associate Professor	113,009	AY
Nazhandali, Leyla	Associate Professor	119,803	AY
Odendaal, Willem	Associate Professor	101,341	AY
Patterson, Cameron	Associate Professor	106,397	AY
Paul, JoAnn	Associate Professor	106,993	AY
Saad, Walid	Associate Professor	113,189	AY
Wyatt, Chris	Associate Professor	103,606	AY
Yang, Yaling	Associate Professor	107,667	AY
Yu, Guoqiang	Associate Professor	105,667	AY
Chantem, Thidapat	Assistant Professor	106,615	AY
Dhillon, Harpreet Singh	Assistant Professor	110,039	AY
Gerdes, Ryan	Assistant Professor	106,349	AY
Ghassemi, Mona	Assistant Professor	95,657	AY
Huang, Jia-Bin	Assistant Professor	99,383	AY
Jia, Xiaoting	Assistant Professor	99,215	AY
Kekatos, Vasileios	Assistant Professor	99,566	AY
Lind, Elena	Assistant Professor	96,675	AY
Min, Chang Woo	Assistant Professor	102,743	AY
Tokekar, Pratap	Assistant Professor	97,614	AY
Williams, Ryan	Assistant Professor	96,447	AY
Yi, Yang	Assistant Professor	102,244	AY
Zeng, Haibo	Assistant Professor	100,786	AY
Zhou, Wei	Assistant Professor	95,792	AY
Zhu, Yizheng	Assistant Professor	94,988	AY
Zhu, Yunhui	Assistant Professor	95,728	AY
McPherson, David	Advanced Instructor	72,208	AY
Thweatt, Jason	Advanced Instructor	71,281	AY
Ball, Arthur	Instructor	84,046	AY
Cooper, Kristie	Instructor	78,152	AY
Barnes, Adam	Assistant Prof of Practice	74,904	AY
Giles, Kendall	Assistant Prof of Practice	88,104	AY
Han, Wei-Jer	Assistant Prof of Practice	73,730	AY
Weimer, Daniel	Research Professor	160,332	CY
Dietrich, Carl	Research Associate Professor	109,722	CY
Hartinger, Michael	Research Assistant Professor	78,030	CY
Marojevic, Vuk	Research Assistant Professor	81,253	CY

**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Nikolaev, Ruslan	Research Assistant Professor	99,750	CY
Olivier, Pierre	Research Assistant Professor	80,168	CY
Verbeek, Freek	Research Assistant Professor	83,200	CY
Carstens, Justin	Research Scientist	67,194	CY
Thurairajah, Brentha	Research Scientist	69,840	CY
Xu, Zhonghua	Research Scientist	66,220	CY
Noel, Stephen	Research Associate	79,397	CY
Abdelfattah, Amr	Postdoctoral Associate	50,000	CY
Abu Zainab, Nof	Postdoctoral Associate	51,856	CY
Afshang, Mehrnaz	Postdoctoral Associate	51,500	CY
Dinu, Dumitru	Postdoctoral Associate	47,500	CY
Karaoui, Mohamed Lamine	Postdoctoral Associate	66,300	CY
Kim, Jaeho	Postdoctoral Associate	66,300	CY
Kim, Jong Woo	Postdoctoral Associate	52,250	CY
Kim, Sang-Hoon	Postdoctoral Associate	68,900	CY
Kumar, Vireshwar	Postdoctoral Associate	60,000	CY
Kunduri, Bharat Simha Reddy	Postdoctoral Associate	48,960	CY
Mohamedin, Mohamed	Postdoctoral Associate	69,000	CY
Nemouchi, Yakoub	Postdoctoral Associate	68,276	CY
Regmi, Bishnu	Postdoctoral Associate	48,935	CY
Ren, Xiang	Postdoctoral Associate	48,935	CY
Tahat, Amer	Postdoctoral Associate	63,036	CY
Tuong, Frederic	Postdoctoral Associate	69,360	CY
Xie, Jing	Postdoctoral Associate	55,000	CY
Yilmaz, Buse	Postdoctoral Associate	61,200	CY
Zhou, Bo	Postdoctoral Associate	47,500	CY
Andrews DeHart, Roderick	Professional Lecturer	63,497	CY
Atkins, Kathy	Professional Lecturer	157,933	CY
Brewer, Mary	Professional Lecturer	53,172	CY
Broniak, Susan	Professional Lecturer	49,743	CY
Gholston, Nicole	Professional Lecturer	51,100	CY
Ghra, John	Professional Lecturer	106,017	CY
Johnston, Kimberly	Professional Lecturer	55,271	CY
Leber, Donald	Professional Lecturer	87,915	CY
Lewis, JoAnna	Professional Lecturer	51,969	CY
Lineberry, Robert	Professional Lecturer	92,635	CY
Nealy, J	Professional Lecturer	50,083	CY
Russell, Brandon	Professional Lecturer	46,360	CY
<b><u>ENGINEERING EDUCATION</u></b>			
Case, Jennifer	Professor	222,900	CY
Lohani, Vinod	Professor	135,730	AY
McNair, Elizabeth	Professor	121,239	AY

**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Paretti, Marie	Professor	127,850	AY
Connor, Jeffrey	Associate Professor	76,566	AY
Goff, Richard	Associate Professor	100,181	AY
Knight, David	Associate Professor	123,799	AY
Matusovich, Holly	Associate Professor	128,872	AY
Reid, Kenneth	Associate Professor	116,549	AY
Bairaktarova, Diana	Assistant Professor	95,676	AY
Grohs, Jacob	Assistant Professor	125,406	RE12
Lee, Walter	Assistant Professor	96,453	AY
Murzi Escobar, Homero	Assistant Professor	93,840	AY
Pitterson, Nicole	Assistant Professor	91,800	AY
Lo, Jenny	Senior Instructor	75,261	AY
St Omer, Ingrid	Senior Instructor	74,690	AY
Chambers, Benjamin	Instructor	69,690	AY
Hamza, Abdelbaset	Instructor	67,500	AY
Hodges, Kimberly	Instructor	71,635	AY
Ohanehi, Donatus	Instructor	69,539	AY
Butler, William	Associate Prof of Practice	81,673	AY
Van Tyne, Natalie	Associate Prof of Practice	82,987	AY
James, Matthew	Assistant Prof of Practice	73,800	AY
Carrico, Cheryl	Research Scientist	31,289	CY
Lesko, Holly	Sr Project Associate	61,350	CY
Edwards, Cherie	Postdoctoral Associate	51,000	CY
Moyer, Lisa	Postdoctoral Associate	38,301	CY
Van Montfrans, Veronica	Postdoctoral Associate	50,000	CY
Elmore, Jessica	Professional Lecturer	53,576	CY
Greene-Havas, Maia	Professional Lecturer	49,470	CY
Hager, Monte	Professional Lecturer	80,331	CY
Knott, Tamara	Professional Lecturer	86,865	CY
McGlothlin Lester, Marlena	Professional Lecturer	80,000	CY
Miller, Alexandra	Professional Lecturer	49,470	CY
Newcomb, Daniel	Professional Lecturer	48,450	CY
Newcomer, James	Professional Lecturer	50,959	CY
Noble, Alice	Professional Lecturer	48,450	CY
Smith, Natasha	Professional Lecturer	71,051	CY

**INDUSTRIAL AND SYSTEMS ENGINEERING**

Camelio, Jaime	Professor	250,000	RE12
Casali, John	Professor	248,902	RE12
Kleiner, Brian	Professor	229,197	CY
Madigan, Michael	Professor	158,488	AY
Nussbaum, Maury	Professor	225,533	CY
Sarin, Subhash	Professor	175,885	RE10



**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Triantis, Konstantinos	Professor	162,715	AY
Van Aken, Eileen	Professor	239,700	CY
Bish, Douglas	Associate Professor	105,253	AY
Bish, Ebru	Associate Professor	103,316	AY
Dickerson, Deborah	Associate Professor	104,545	AY
Ellis, Kimberly	Associate Professor	121,648	AY
Gabbard, Joseph	Associate Professor	161,514	RE12
Ghaffarzadegan, Navid	Associate Professor	116,227	AY
Harmon, Lawrence	Associate Professor	119,792	AY
Koelling, Charles	Associate Professor	113,550	AY
Kong, Zhenyu	Associate Professor	119,644	AY
Shewchuk, John	Associate Professor	138,107	CY
Taaffe, Michael	Associate Professor	112,735	AY
Bansal, Manish	Assistant Professor	95,781	AY
Chen, Xi	Assistant Professor	94,694	AY
Hildebrand, Robert	Assistant Professor	98,980	AY
Hosseinichimeh, Niyousha	Assistant Professor	96,127	AY
Jin, Ran	Assistant Professor	107,346	AY
Johnson, Blake	Assistant Professor	101,629	AY
Kannan, Hanumanthrao	Assistant Professor	95,000	AY
Lau, Nathan	Assistant Professor	96,285	AY
Salado Diez, Alejandro	Assistant Professor	98,389	AY
Srinivasan, Divya	Assistant Professor	97,672	AY
Xie, Weijun	Assistant Professor	95,410	AY
Cherbaka, Natalie	Collegiate Associate Professor	98,000	AY
Duncan, Carolyn	Visiting Assistant Professor	81,200	AY
Lee, Kichol	Research Assistant Professor	49,504	CY
Purdy, Gregory	Research Assistant Professor	96,322	RE12
Kim, Hyungil	Research Scientist	102,158	CY
Kim, Sun Wook	Research Scientist	72,252	CY
Earnest, Madison	Project Associate	67,580	AY
Desmit, Zachary	Postdoctoral Associate	64,615	CY
Xu, Ran	Postdoctoral Associate	55,794	CY
Van Curen, Paula	Professional Lecturer	50,967	CY
Volkmar, Susan	Professional Lecturer	95,500	CY

**MATERIALS SCIENCE AND ENGINEERING**

Clark, David	Professor	254,265	CY
Farkas, Diana	Professor	180,097	RE12
Hendricks, Robert	Professor	171,742	CY
Lu, Guo Quan	Professor	138,834	AY
Lu, Peizhen	Professor	132,815	AY
Murayama, Mitsuhiro	Professor	113,916	AY

**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Pickrell, Gary	Professor	190,160	RE12
Reynolds, William	Professor	129,123	AY
Viehland, Dwight	Professor	186,925	AY
Aning, Alexander	Associate Professor	103,930	AY
Asryan, Levon	Associate Professor	104,580	AY
Corcoran, Sean	Associate Professor	126,541	CY
Foster, Earl	Associate Professor	109,599	AY
Whittington, Abby	Associate Professor	103,285	AY
Bai, Xianming	Assistant Professor	97,557	AY
Tallon Galdeano, Carolina	Assistant Professor	101,164	AY
Yu, Hang	Assistant Professor	96,252	AY
Burgoyne, Christine	Instructor	55,962	AY
Staley, Thomas	Collegiate Associate Professor	94,848	AY
Druschitz, Alan	Associate Prof of Practice	114,363	AY
McGinnis, Sean	Associate Prof of Practice	97,282	AY
Li, Jie-Fang	Research Associate Professor	78,856	CY
Suchicital, Carlos	Research Associate Professor	99,319	CY
Homa, Daniel	Research Scientist	80,712	CY
Leung, Chung Ming	Research Scientist	56,100	CY
Zhuang, Xin	Postdoctoral Associate	48,934	CY

**MECHANICAL ENGINEERING**

Ahmadian, Mehdi	Professor	230,109	RE12
Burdisso, Ricardo	Professor	150,774	AY
Diller, Thomas	Professor	148,166	AY
Eskandarian, Azim	Professor	342,999	CY
Fuller, Christopher	Professor	247,101	RE12
Furukawa, Tomonari	Professor	203,141	RE12
Haghighat, Alireza	Professor	203,139	AY
Kurdila, Andrew	Professor	175,302	AY
Leonessa, Alexander	Professor	135,656	AY
Mahajan, Roop	Professor	307,894	CY
Mueller, Rolf	Professor	129,350	AY
Nelson, Douglas	Professor	132,636	AY
Ng, Wing Fai	Professor	253,959	RE12
O'Brien, Walter	Professor	287,466	RE12
Parker, Robert	Professor	192,766	AY
Paul, Mark	Professor	130,002	AY
Pitchumani, Ranga	Professor	206,299	AY
Qiao, Rui	Professor	135,967	AY
Roan, Michael	Professor	139,402	AY
Sandu, Corina	Professor	68,340	AY
Tafti, Danesh	Professor	197,955	AY

**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Taheri, Saied	Professor	145,851	AY
von Spakovsky, Michael	Professor	171,456	AY
Zhang, Jinsuo	Professor	134,057	AY
Zuo, Lei	Professor	216,041	RE12
Behkam, Bahareh	Associate Professor	115,677	AY
Ben-Tzvi, Pinhas	Associate Professor	190,446	RE12
Bohn, Jan Helge	Associate Professor	104,575	AY
Cheng, Jiangtao	Associate Professor	111,588	AY
Dancey, Clinton	Associate Professor	136,724	AY
Ellis, Michael	Associate Professor	110,643	AY
Ferris, John	Associate Professor	116,512	AY
Hardy, Warren	Associate Professor	121,734	AY
Hin, Celine	Associate Professor	104,929	AY
Huxtable, Scott	Associate Professor	107,623	AY
Kasarda, Mary	Associate Professor	113,523	AY
Kochersberger, Kevin	Associate Professor	120,270	AY
Kornhauser, Alan	Associate Professor	93,153	AY
Nain, Amrinder	Associate Professor	119,920	AY
Southward, Steve	Associate Professor	114,573	AY
Tarazaga, Pablo	Associate Professor	129,921	AY
Vick, Brian	Associate Professor	92,067	AY
West, Robert	Associate Professor	102,921	AY
Wicks, Alfred	Associate Professor	123,083	AY
Williams, Christopher	Associate Professor	147,195	AY
Acar, Pinar	Assistant Professor	96,960	AY
Asbeck, Alan	Assistant Professor	109,279	AY
Li, Ling	Assistant Professor	95,880	AY
Li, Zheng	Assistant Professor	97,798	AY
Liu, Yang	Assistant Professor	99,552	AY
Meadows, Joseph	Assistant Professor	98,940	AY
Mirzaeifar, Reza	Assistant Professor	103,357	AY
Tian, Zhiting	Assistant Professor	99,960	AY
Zheng, Xiaoyu	Assistant Professor	105,389	AY
Ranganathan, Shivakumar	Collegiate Associate Professor	106,050	AY
Ott, Robin	Associate Prof of Practice	82,471	CY
Pierson, Mark	Associate Prof of Practice	113,549	AY
Vick, Linda	Associate Prof of Practice	84,229	CY
Yan, YongKe	Research Assistant Professor	68,979	CY
Wilson, Samuel	Senior Research Scientist	238,986	CY
Guo, Shaoqiang	Research Scientist	53,570	CY
Malladi, Vijaya Venkata	Research Scientist	60,000	CY
Pandit, Jaideep	Research Scientist	76,512	CY
Kennedy, Ronald	Project Director	79,888	CY

**College of Engineering**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Peterson, Andrew	Senior Research Associate	61,618	CY
Howell, Margaret	Research Associate	77,608	CY
Sekhar, Susheel Kumar	Research Associate	52,020	CY
Wu, Congcong	Research Associate	62,354	CY
Boren, Blake	Postdoctoral Associate	47,500	CY
Chen, Yang	Postdoctoral Associate	48,450	CY
Kang, Min Gyu	Postdoctoral Associate	49,419	CY
Khyam, Mohammad Omar	Postdoctoral Associate	51,000	CY
Lee, Seul-Yi	Postdoctoral Associate	49,939	CY
Li, Wenjie	Postdoctoral Associate	49,419	CY
Li, Xiaotian	Postdoctoral Associate	47,500	CY
Lin, Yuan	Postdoctoral Associate	50,388	CY
Liu, Hairui	Postdoctoral Associate	48,450	CY
Singh, Deepa	Postdoctoral Associate	47,500	CY
Sri Ramdas, Ram Mohan	Postdoctoral Associate	48,450	CY
Tai, Wei Che	Postdoctoral Associate	49,419	CY
Wang, Kai	Postdoctoral Associate	48,450	CY
Xie, Yi	Postdoctoral Associate	48,480	CY
Yang, Dong	Postdoctoral Associate	47,500	CY
Bushey, Rosaire	Professional Lecturer	71,925	CY
Williams, Melissa	Professional Lecturer	103,887	CY

**MINING AND MINERALS ENGINEERING**

Karmis, Michael	Professor	238,008	RE12
Luttrell, Gerald	Professor	262,871	RE12
Luxbacher, Kramer	Professor	162,445	CY
Westman, Erik	Professor	224,583	CY
Yoon, Roe	Professor	305,609	RE12
Karfakis, Mario	Associate Professor	93,590	AY
Noble, Christopher	Associate Professor	140,565	RE12
Ripepi, Nino	Associate Professor	136,572	RE12
Sarver, Emily	Associate Professor	154,929	RE12
Chen, Cheng	Assistant Professor	94,453	AY
Gilliland, Ellen	Assistant Professor	92,950	AY
Nojabaei, Bahareh	Assistant Professor	93,750	AY
Biviano, Angelo	Instructor	56,500	AY
Keles, Cigdem	Research Associate	69,984	CY
Keles, Serhat	Research Associate	51,500	CY
Kim, Daejin	Research Associate	51,500	CY
Louk, Andrew	Research Associate	47,350	CY
Amini, Seyed Hassan	Postdoctoral Associate	50,000	CY
Gupta, Nikhil	Postdoctoral Associate	53,895	CY
Tang, Xu	Postdoctoral Associate	50,000	CY

***College of Engineering***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Wang, Yan	Postdoctoral Associate	50,000	CY
Crotto, Michelle	Professional Lecturer	47,800	CY
Hillman, Emilee	Professional Lecturer	72,510	CY
Lucero, Warren	Professional Lecturer	61,250	CY
Radcliffe, Margaret	Professional Lecturer	97,514	CY
Schlosser, Charles	Professional Lecturer	67,465	CY

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## **College of Liberal Arts and Human Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>ADULT DAY CARE</u></b>			
Schepisi, Ila	Advanced Instructor	59,485	CY
Stachelski, Eric	Instructor	40,405	CY
<b><u>APPAREL, HOUSING AND RESOURCE MANAGEMENT</u></b>			
Beamish, Julia	Professor	154,676	CY
Gaskill, LuAnn	Professor	109,379	AY
Kincade, Doris	Professor	119,177	AY
Parrott, Kathleen	Professor	55,425	AY
Chen-Yu, Hsiu	Associate Professor	85,059	AY
Fisher, Patricia	Associate Professor	93,667	AY
Hwang, Eunju	Associate Professor	75,503	AY
Leech, Irene	Associate Professor	81,231	AY
Read, Dustin	Associate Professor	132,908	AY
Hopkins, Erin	Assistant Professor	77,666	AY
Lee, Jung Eun	Assistant Professor	69,005	AY
Shin, Eonyou	Assistant Professor	64,330	AY
Solis, Oscar	Collegiate Associate Professor	68,548	AY
<b><u>CENTER FOR GERONTOLOGY</u></b>			
Roberto, Karen	Professor	253,852	CY
Sands, Laura	Professor	70,000	AY
Teaster, Pamela	Professor	153,204	CY
Brossoie, Nancy	Senior Research Scientist	90,000	CY
<b><u>CHILD DEVELOPMENT CENTER FOR LEARNING AND RESEARCH</u></b>			
Gallagher, Karen	Advanced Instructor	65,126	CY
<b><u>COMMUNICATION</u></b>			
Denton, Robert	Professor	196,982	CY
Hopkins, William	Professor	97,000	AY
Ivory, James	Professor	102,606	AY
Kuypers, Jim	Professor	91,900	AY
Tedesco, John	Professor	94,175	AY
Mackay, Jennifer	Associate Professor	77,825	AY
Waggenspack, Beth	Associate Professor	90,440	AY
Haenschen, Katherine	Assistant Professor	68,300	AY
Horning, Michael	Assistant Professor	68,900	AY
Ivory, Adrienne	Assistant Professor	70,554	AY
Logan, Nneka	Assistant Professor	71,950	AY
Mielczarek, Natalia	Assistant Professor	65,500	AY
Myers, Marcus	Assistant Professor	70,100	AY

**College of Liberal Arts and Human Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Smith, Stephanie	Assistant Professor	64,700	AY
Tamul, Daniel	Assistant Professor	65,000	AY
Watkins, Brandi	Assistant Professor	66,300	AY
Woods, Chelsea	Assistant Professor	64,500	AY
Stallings, Emily	Senior Instructor	60,600	AY
Jenkins, Dale	Advanced Instructor	55,100	AY
Quesenberry, Brandi	Advanced Instructor	58,700	AY
Robinson, Syrenthia	Advanced Instructor	57,400	AY
Boor, Claire	Instructor	41,050	AY
Conner, Dorothy	Instructor	41,050	AY
Shinault, Hannah	Instructor	42,900	AY
Sowder, Nathan	Instructor	41,210	AY
Stinson, Susan	Instructor	45,100	AY
Tydings, Emilie	Instructor	39,740	AY
Woolly, Jared	Instructor	47,200	AY
Cannon, Douglas	Professor of Practice	84,680	AY
Roth, William	Professor of Practice	93,050	AY
Howell, Buddy	Visiting Assistant Professor	58,200	AY

**DEAN-LIBERAL ARTS AND HUMAN SCIENCES**

Blieszner, Rosemary	Administrative Professor	272,850	CY
Ewing, Edward	Administrative Professor	139,950	CY
Stoudt, Debra	Administrative Professor	157,730	CY
Kimbrell, Monica	Administrative Lecturer	82,228	CY
Shabanowitz, Brian	Administrative Lecturer	170,159	CY
Thorp, Daniel	Administrative Associate Profes	123,889	CY
Watson, Karen	Professional Instructor	70,888	CY

**ENGLISH**

Eska, Joseph	Professor	120,943	AY
Falco, Edward	Professor	110,711	AY
Fowler, Virginia	Professor	115,938	AY
Gardner, Thomas	Professor	146,878	AY
Giovanni, Nikki	Professor	203,873	AY
Graham, Peter	Professor	151,988	AY
Hausman, Bernice	Professor	171,283	CY
Hicok, Robert	Professor	134,075	AY
Hodges, Kenneth	Professor	88,566	AY
Metz, Nancy	Professor	52,426	AY
Powell, Katrina	Professor	104,248	AY
Radcliffe, David	Professor	92,134	AY
Roy, Lucinda	Professor	200,782	AY
Smith, Carmen	Professor	86,785	AY

**College of Liberal Arts and Human Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Carter-Tod, Sheila	Associate Professor	89,126	AY
Chandler-Smith, Gena	Associate Professor	83,443	AY
Colaianne, Anthony	Associate Professor	90,264	AY
Dubinsky, James	Associate Professor	87,633	AY
Eska, Charlene	Associate Professor	80,840	AY
Evia Puerto, Carlos	Associate Professor	79,585	AY
Heilker, Paul	Associate Professor	97,132	AY
Knapp, Shoshana	Associate Professor	77,676	AY
Mann, Jeffrey	Associate Professor	86,078	AY
Meitner, Erika	Associate Professor	90,989	AY
Ng, Su Fang	Associate Professor	92,160	AY
Pender, Kelly	Associate Professor	108,826	CY
Swenson, Karen	Associate Professor	68,286	AY
Vollmer, James	Associate Professor	85,706	AY
Carmichael, Katie	Assistant Professor	72,343	AY
Cleland, Katharine	Assistant Professor	65,497	AY
Commer, Carolyn	Assistant Professor	67,000	AY
Lavender-Smith, Evan	Assistant Professor	63,612	AY
Lindgren, Chris	Assistant Professor	68,340	AY
Reed, Ashley	Assistant Professor	68,120	AY
Sano-Franchini, Jennifer	Assistant Professor	69,009	AY
Walker, Abby	Assistant Professor	73,851	AY
Allnutt, Robin	Senior Instructor	49,947	AY
Armstrong, Mark	Senior Instructor	54,258	AY
Bliss, Michael	Senior Instructor	49,798	AY
Bloomer, Elisabeth	Senior Instructor	54,839	AY
Canter, Robert	Senior Instructor	53,160	AY
Combiths, Zana	Senior Instructor	49,260	AY
Frost, Serena	Senior Instructor	49,971	AY
Harvill, Joann	Senior Instructor	55,550	AY
Kinder, Alice	Senior Instructor	59,825	AY
Lawrence, Jennifer	Senior Instructor	55,396	AY
Mengert, Julie	Senior Instructor	51,553	AY
Mooney, Jennifer	Senior Instructor	77,725	CY
Mooney, Stephen	Senior Instructor	52,711	AY
Moore, Mary	Senior Instructor	59,588	AY
Murphy, Aileen	Senior Instructor	60,736	AY
Neilan, Leslie	Senior Instructor	59,150	AY
Oakey, Steve	Senior Instructor	51,192	AY
Patton, Herbert	Senior Instructor	55,661	AY
Scallorns, Joseph	Senior Instructor	50,803	AY
Skinner, Linda	Senior Instructor	50,272	AY
Voros, Gyorgyi	Senior Instructor	52,353	AY



### ***College of Liberal Arts and Human Sciences***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Wemhoener, Jane	Senior Instructor	57,360	AY
Barton, Jennifer	Advanced Instructor	45,275	AY
Gibbs, Jared	Advanced Instructor	45,702	AY
Lautenschlager, Edward	Advanced Instructor	45,384	AY
Ruccolo, Vanessa	Advanced Instructor	44,275	AY
Baker, Hannah	Instructor	40,734	AY
Baker, Shaun	Instructor	40,736	AY
Bean, Carl	Instructor	43,225	AY
Beckett, Jessica	Instructor	39,816	AY
Conaway, Sean	Instructor	41,556	AY
Correll, Colleen	Instructor	39,816	AY
Fehr, Laura	Instructor	39,816	AY
Gardner, Traci	Instructor	41,095	AY
Hobin, Andrew	Instructor	39,816	AY
Hooper, Robert	Instructor	40,132	AY
Johnson, Ingrid	Instructor	40,735	AY
Maycock, Michelle	Instructor	39,626	AY
McGlone, Amanda	Instructor	40,695	AY
Offenberger, Kama	Instructor	39,816	AY
Trager, Eve	Instructor	50,801	CY
Truscello, Joseph	Instructor	40,655	AY
Harman, Jorden	Professional Lecturer	49,163	CY

#### **HISTORY**

Barrow, Mark	Professor	141,916	CY
Ekirch, Arthur	Professor	146,170	AY
Hirsh, Richard	Professor	112,010	AY
Shadle, Brett	Professor	85,502	AY
Wallenstein, Peter	Professor	112,974	AY
Agmon, Danna	Associate Professor	89,781	AY
Bugh, Glenn	Associate Professor	93,047	AY
Gumbert, Heather	Associate Professor	82,114	AY
Heaton, Matthew	Associate Professor	85,393	AY
Kiechle, Melanie	Associate Professor	78,189	AY
Mollin, Marian	Associate Professor	80,632	AY
Nelson, Amy	Associate Professor	89,611	AY
Quigley, Paul	Associate Professor	103,160	AY
Schneider, Helen	Associate Professor	78,520	AY
Shumsky, Neil	Associate Professor	82,001	AY
Stephens, Robert	Associate Professor	85,990	AY
Winling, LaDale	Associate Professor	78,514	AY
Gitre, Carmen	Assistant Professor	64,802	AY
Gitre, Edward	Assistant Professor	66,856	AY

### ***College of Liberal Arts and Human Sciences***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Halpin, Dennis	Assistant Professor	62,259	AY
Becker, Gertrude	Senior Instructor	59,739	AY
Dufour, Monique	Collegiate Assistant Professor	52,517	AY
Nichols, Bradley	Visiting Assistant Professor	51,765	AY

#### **HUMAN DEVELOPMENT AND FAMILY SCIENCE**

Allen, Katherine	Professor	70,165	AY
Arditti, Joyce	Professor	104,893	AY
Few-Demo, April	Professor	109,688	AY
Savla, Jyoti	Professor	111,004	RE10
Zvonkovic, Anisa	Professor	188,434	CY
Dolbin-MacNab, Megan	Associate Professor	116,927	CY
Falconier, Mariana	Associate Professor	132,786	CY
Grafsky, Erika	Associate Professor	75,290	AY
Kaestle, Christine	Associate Professor	93,404	AY
Kim, Kee	Associate Professor	70,704	AY
Smith, Cynthia	Associate Professor	92,822	AY
Jackson, Jeffrey	Assistant Professor	78,074	AY
Katz, Benjamin	Assistant Professor	70,610	AY
Landers, Ashley	Assistant Professor	75,680	AY
Muruthi, Bertranna	Assistant Professor	75,045	AY
Shivers, Carolyn	Assistant Professor	67,578	AY
Verdu, Mary	Senior Instructor	81,924	CY
Gardner, Alexa	Advanced Instructor	47,851	CY
Blanchard, Victoria	Instructor	52,241	AY
Komelski, Matthew	Instructor	57,890	AY
Case Pease, Jenene	Clinical Assistant Professor	73,645	CY
Cunanan, Elnora	Clinical Assistant Professor	71,059	CY
Bradburn, Isabel	Research Scientist	72,778	AY
Thai, An	Sr Project Associate	61,200	CY
Muruthi, James	Postdoctoral Associate	45,900	AY

#### **MODERN AND CLASSICAL LANGUAGES**

Bixler, Jacqueline	Professor	137,276	CY
Folkart, Jessica	Professor	91,272	AY
Watson, Ronda	Professor	133,381	CY
Andrango-Walker, Catalina	Associate Professor	76,113	AY
Austin, Elisabeth	Associate Professor	73,747	AY
Bauer, Esther	Associate Professor	70,692	AY
Becker, Andrew	Associate Professor	87,257	AY
Cana Jimenez, Maria	Associate Professor	74,392	AY
Coburn, Melissa	Associate Professor	67,761	AY
Dickow, Alexander	Associate Professor	65,045	AY

**College of Liberal Arts and Human Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Efird, Robert	Associate Professor	68,525	AY
Gudmestad, Aarnes	Associate Professor	89,719	AY
Gueye, Medoune	Associate Professor	68,951	AY
Hofer, Stefanie	Associate Professor	71,653	AY
Johnson, Sharon	Associate Professor	78,444	AY
Milman-Miller, Nyusya	Associate Professor	85,666	AY
Noirot, Corinne	Associate Professor	73,743	AY
Shryock, Richard	Associate Professor	84,392	AY
Sierra, Sarah	Associate Professor	71,448	AY
Sinno, Nadine	Associate Professor	84,116	AY
Teulon, Fabrice	Associate Professor	73,722	AY
Venkatesh, Vinodh	Associate Professor	82,498	AY
Minkova, Yuliya	Assistant Professor	59,883	AY
Montero, Gonzalo	Assistant Professor	63,426	AY
Phillips, Richard	Assistant Professor	61,203	AY
Ridge, Patrick	Assistant Professor	63,426	AY
Hesp, Andrea	Advanced Instructor	59,984	AY
Lopez-Romero, Nancy	Advanced Instructor	45,969	AY
Chang, Rong	Instructor	40,000	AY
Dalton, Addison	Instructor	41,022	AY
Kumazawa, Yasuko	Instructor	41,282	AY
Layne, Jay	Instructor	42,242	AY
McKagen, Tatiana	Instructor	40,903	AY
Mishra, Sulagna	Instructor	42,740	AY
Nassereddine, Ragheda	Instructor	52,314	AY
Rutsala, Kirsten	Instructor	51,288	AY
Sguerri, Michael	Instructor	41,415	AY
Sobrado, Alejandra	Instructor	41,415	AY
Steer, Christine	Instructor	42,242	AY
Younos, Yumiko	Instructor	41,008	AY

**OFFICE OF EDUCATION, RESEARCH, AND OUTREACH**

Egenrieder, James	Research Assistant Professor	114,010	AY
Bickley, Patricia	Project Director	94,229	CY
Seibert, Michele	Sr Project Associate	92,435	CY
Barrier, Helen	Project Associate	73,841	CY
Beeken, Lora	Project Associate	74,784	CY
Eaton, Diann	Project Associate	75,311	CY
Everett, Lynn	Project Associate	70,786	CY
Fielder, Emily	Project Associate	57,224	CY
Flores, Selina	Project Associate	70,096	CY
McCaleb, Dana	Project Associate	66,914	CY
Miller, Whitney	Project Associate	68,833	CY

### ***College of Liberal Arts and Human Sciences***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Nester, Holly	Project Associate	66,882	CY
Newton, Matthew	Project Associate	64,347	CY
Phillips, Wendy	Project Associate	65,082	CY
Schulz, Susan	Project Associate	67,513	CY
Vaughan, Margaret	Project Associate	68,239	CY
Washburn, Jocelyn	Project Associate	66,608	CY

#### **PHILOSOPHY**

Klagge, James	Professor	118,513	AY
Lind, Douglas	Professor	152,042	CY
Patton, Lydia	Professor	108,538	AY
Pitt, Joseph	Professor	145,065	AY
Jantzen, Benjamin	Associate Professor	86,508	AY
Moehler, Michael	Associate Professor	95,974	AY
Hirji, Sukaina	Assistant Professor	65,406	AY
Trogdon, Kelly	Assistant Professor	72,674	AY
Wodak, Daniel	Assistant Professor	65,472	AY
Wildman Short, Hannah	Instructor	40,484	AY
Novack, Gregory	Visiting Assistant Professor	53,804	AY
Parent, Ted	Visiting Assistant Professor	53,804	AY
Hersch, Gil	Postdoctoral Associate	51,327	CY
Rowe, Thomas	Postdoctoral Associate	51,327	CY
Roy, Subhradeep	Postdoctoral Associate	45,945	CY

#### **POLITICAL SCIENCE**

Debrix, Francois	Professor	169,329	CY
Hult, Karen	Professor	157,338	CY
Luciak, Ilja	Professor	136,216	AY
Luke, Timothy	Professor	285,642	AY
Weisband, Edward	Professor	196,013	AY
Apodaca, Clair	Associate Professor	89,240	AY
Dixit, Priya	Associate Professor	84,858	AY
Koch, Bettina	Associate Professor	80,644	AY
Milly, Deborah	Associate Professor	84,009	AY
Moore, Wayne	Associate Professor	79,470	AY
Nelson, Scott	Associate Professor	74,051	AY
Stivachtis, Ioannis	Associate Professor	128,905	CY
Zanotti, Laura	Associate Professor	100,935	AY
Avey, Paul	Assistant Professor	68,529	AY
Blouin-Genest, Gabriel	Assistant Professor	64,758	AY
Brantly, Aaron	Assistant Professor	87,892	AY
Briggs, Ryan	Assistant Professor	64,245	AY
Caraccioli, Mauro	Assistant Professor	68,633	AY

**College of Liberal Arts and Human Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Daggett, Cara	Assistant Professor	63,302	AY
Goedert, Nicholas	Assistant Professor	65,217	AY
Jardine, Eric	Assistant Professor	72,792	AY
Jewitt, Caitlin	Assistant Professor	67,789	AY
Kelly, Jason	Assistant Professor	64,946	AY
Kitchens, Karin	Assistant Professor	61,260	AY
Plotica, Luke	Assistant Professor	68,152	AY
Pula, Besnik	Assistant Professor	64,974	AY
Scerri, Andrew	Assistant Professor	77,223	AY
Hanratty, Jennifer	Instructor	53,906	CY
Faulkner, Brandy	Visiting Assistant Professor	57,331	AY
Thomas, Courtney	Visiting Assistant Professor	68,294	AY

**RELIGION AND CULTURE**

Britt, Brian	Professor	118,306	AY
Gabriele, Matthew	Professor	127,421	CY
Johnson, Sylvester	Professor	222,068	CY
Saffle, Michael	Professor	112,924	AY
Abeysekara, Ananda	Associate Professor	95,382	AY
Ansell, Aaron	Associate Professor	77,559	AY
Ni, Zhange	Associate Professor	80,822	AY
Puckett, Anita	Associate Professor	78,092	AY
Satterwhite, Emily	Associate Professor	74,830	AY
Schmitthenner, Peter	Associate Professor	86,079	AY
Scott, Rachel	Associate Professor	91,596	AY
Christensen, Danille	Assistant Professor	68,390	AY
Patel, Shaily	Assistant Professor	64,512	AY
Laney, Jordan	Instructor	42,840	AY
Kessler, Samuel	Postdoctoral Associate	42,840	AY

**SCHOOL OF EDUCATION**

Alexander, Michael	Professor	152,914	AY
Billingsley, Bonnie	Professor	128,723	AY
Cennamo, Katherine	Professor	106,819	AY
Doolittle, Peter	Professor	142,265	CY
Garrison, James	Professor	63,149	AY
Glasson, George	Professor	98,015	AY
Hicks, David	Professor	107,917	AY
Jones, Brett	Professor	109,850	AY
Lawson, Gerard	Professor	107,433	AY
Lockee, Barbara	Professor	113,487	AY
Mesmer, Heidi	Professor	99,423	AY
Mullen, Carol	Professor	144,830	AY

**College of Liberal Arts and Human Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Sutphin, H	Professor	174,753	CY
Wells, John	Professor	102,646	AY
Wilkins, Jesse	Professor	103,854	AY
Azano, Amy	Associate Professor	105,000	AY
Barksdale, Mary	Associate Professor	89,900	AY
Bodenhorn, Nancy	Associate Professor	107,926	CY
Brand, Brenda	Associate Professor	98,490	AY
Ernst, Jeremy	Associate Professor	125,685	RE12
Glenn, William	Associate Professor	83,240	AY
Hein, Serge	Associate Professor	73,556	AY
Miyazaki, Yasuo	Associate Professor	75,355	AY
Price, William	Associate Professor	83,049	AY
Serna, Gabriel	Associate Professor	82,316	AY
Skaggs, Gary	Associate Professor	79,713	AY
Stewart, Trevor	Associate Professor	75,133	AY
Tilley-Lubbs, Gresilda	Associate Professor	75,799	AY
Ulrich, Catherine	Associate Professor	71,371	AY
Welfare, Laura	Associate Professor	80,012	AY
Williams, Thomas	Associate Professor	98,578	AY
Bowen, Bradley	Assistant Professor	67,614	AY
Farmer, Laura	Assistant Professor	68,990	AY
Fullen, Matthew	Assistant Professor	66,313	AY
Patrizio, Kami	Assistant Professor	80,772	AY
Robbins, Claire	Assistant Professor	70,641	AY
Cook, Michael	Visiting Assistant Professor	56,111	AY
Johnson, Alicia	Visiting Assistant Professor	56,111	AY
Kniola, David	Visiting Assistant Professor	56,343	AY
Mukuni, Joseph	Visiting Assistant Professor	56,073	AY
Pinkney, Adrienne	Visiting Assistant Professor	55,000	AY
Price, Ted	Visiting Assistant Professor	57,208	AY
Sanders, Carrie	Visiting Assistant Professor	56,075	AY
Gratto, John	Clinical Assistant Professor	77,837	AY
Potter, Kenneth	Clinical Assistant Professor	70,798	AY
Sato, Takumi	Clinical Assistant Professor	66,772	AY

**SCHOOL OF PERFORMING ARTS**

Crone, William	Professor	86,660	AY
Leonard, Robert	Professor	109,604	AY
Lepczyk, Billie	Professor	94,820	AY
Prince, Stephen	Professor	115,409	AY
Raun, Patricia	Professor	124,098	AY
Sochinski, James	Professor	98,101	AY
Steger, Paul	Professor	173,570	CY

**College of Liberal Arts and Human Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Ward, Randolph	Professor	119,752	AY
Ambrosone, John	Associate Professor	72,857	AY
Bigler, Dwight	Associate Professor	76,963	AY
Bukvic, Ivica	Associate Professor	100,012	AY
Cowden, Tracy	Associate Professor	84,695	AY
Crafton, Jason	Associate Professor	73,246	AY
Easter, Wallace	Associate Professor	83,482	AY
Glazebrook, William	Associate Professor	94,116	AY
Johnson, David	Associate Professor	84,103	AY
Justice, Gregory	Associate Professor	91,312	AY
Lavender, Patricia	Associate Professor	96,709	CY
Rawlings, Cara	Associate Professor	67,557	AY
Rinehart, Susanna	Associate Professor	97,603	AY
Staley, Natasha	Associate Professor	79,250	AY
Weinstein, Alan	Associate Professor	82,385	AY
Dye, Charles	Assistant Professor	60,269	AY
Masters, Richard	Assistant Professor	60,247	AY
Nelson, Amanda	Assistant Professor	80,495	AY
Nichols, Charles	Assistant Professor	79,165	AY
Paglialonga, Phillip	Assistant Professor	61,235	AY
Stein, Jane	Assistant Professor	66,029	AY
Stevens, Anne	Assistant Professor	59,827	AY
Thorsett, Brian	Assistant Professor	63,006	AY
Wyatt, Ariana	Assistant Professor	63,080	AY
Yoo, Hyesoo	Assistant Professor	60,669	AY
Dunston, Michael	Senior Instructor	66,712	AY
Lantz Crone, Elizabeth	Senior Instructor	58,522	AY
McKee, David	Senior Instructor	112,034	CY
Precoda, Karl	Advanced Instructor	48,164	AY
Bean, James	Instructor	53,897	AY
Court, Joseph	Instructor	46,080	AY
Heatherington Tilka, Wyatt	Instructor	43,050	AY
Hutchins, Jeffery	Instructor	41,393	AY
Iancu, Laura	Instructor	52,275	AY
Irrera, John	Instructor	41,669	AY
Paglialonga, Jana	Instructor	31,580	AY
Reep, Chad	Instructor	45,100	AY
Lyon, Eric	Associate Prof of Practice	85,663	AY
Russo, Christopher	Associate Prof of Practice	66,463	AY
Caldwell, Jonathan	Visiting Assistant Professor	54,477	AY
Dietze, Nicole	Postdoctoral Associate	41,000	AY
Tobin, Daniel	Postdoctoral Associate	41,000	AY
Murphy, Kathryn	Professional Lecturer	68,557	AY

## **College of Liberal Arts and Human Sciences**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>SCIENCE AND TECHNOLOGY IN SOCIETY</u></b>			
Abbate, Janet	Professor	103,208	AY
Allen, Barbara	Professor	121,272	AY
Downey, Gary	Professor	153,366	AY
Breslau, Daniel	Associate Professor	121,187	CY
Collier, James	Associate Professor	74,577	AY
Halfon, Saul	Associate Professor	78,873	AY
Olson, Philip	Associate Professor	71,997	AY
Patzig, Eileen	Associate Professor	83,492	AY
Schmid, Sonja	Associate Professor	106,070	AY
Wisnioski, Matthew	Associate Professor	88,936	AY
Heflin, Ashley	Assistant Professor	72,837	AY
Hester, Rebecca	Assistant Professor	68,728	AY
Vinsel, Lee	Assistant Professor	70,380	AY
Sarac Lesavre, Basak	Postdoctoral Associate	55,000	AY

### **SOCIOLOGY**

Agozino, Onwubiko	Professor	106,495	AY
Brunsma, David	Professor	163,240	AY
Calasanti, Toni	Professor	133,959	AY
Hawdon, James	Professor	155,977	CY
Hughes, Michael	Professor	127,395	AY
Kiecolt, K	Professor	92,848	AY
King, Neal	Professor	91,905	AY
Reed, Wornie	Professor	168,440	AY
Ryan, John	Professor	196,861	CY
Shoemaker, Donald	Professor	106,663	AY
Bell, Shannon	Associate Professor	98,517	AY
Cook, Samuel	Associate Professor	83,763	AY
Harrison, Anthony	Associate Professor	96,833	AY
Labuski, Christine	Associate Professor	75,641	AY
Ovink, Sarah	Associate Professor	86,661	AY
Peguero, Anthony	Associate Professor	123,787	AY
Polanah, Paulo	Associate Professor	73,262	AY
Seniors, Paula	Associate Professor	82,342	AY
Vogt Yuan, Anastasia	Associate Professor	80,234	AY
Wimberley, Dale	Associate Professor	74,496	AY
Zare, Bonnie	Associate Professor	78,617	AY
Zhu, Haiyan	Associate Professor	74,347	AY
Bondy, Jennifer	Assistant Professor	70,009	AY
Boyle, Kaitlin	Assistant Professor	65,614	AY
Copeland, Nicholas	Assistant Professor	69,260	AY



***College of Liberal Arts and Human Sciences***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Reichelmann, Ashley	Assistant Professor	63,488	AY
Roos, Jason	Assistant Professor	66,495	AY
Samanta, Suchitra	Assistant Professor	71,460	AY
Sedgwick, Donna	Assistant Professor	66,495	AY
Graves, Ellington	Senior Instructor	81,414	AY
Kahle, Lindsay	Instructor	40,000	AY
Williams, Heidi	Instructor	40,800	AY
Hey, Christina	Postdoctoral Associate	51,000	CY

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**College of Natural Resources and Environment**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>CENTER FOR LEADERSHIP IN GLOBAL SUSTAINABILITY</u></b>			
Mortimer, Michael	Administrative Lecturer	170,526	CY
Lindsey, Kieran	Sr Project Associate	88,740	CY
Robertson, David	Professional Lecturer	149,865	CY
<b><u>CENTER FOR GEOSPATIAL INFORMATION TECHNOLOGY</u></b>			
Sforza, Peter	Research Scientist	77,191	CY
Norcross Bryan, Kathryn	Research Associate	54,000	CY
Farrell, Brynne	Project Associate	48,537	CY
Newman, Joseph	Project Associate	56,796	CY
Wang, Haitao	Project Associate	52,886	CY
<b><u>CONSERVATION MANAGEMENT INSTITUTE</u></b>			
Emrick, Verl	Research Scientist	75,758	CY
Kauffman, Jobriath	Research Scientist	64,028	CY
Sweeten, Sara	Research Scientist	57,995	CY
Klopfer, Scott	Senior Research Associate	82,631	CY
St Germain, Michael	Senior Research Associate	61,349	CY
Carey, Caitlin	Research Associate	53,681	CY
De La Cruz, Jesse	Research Associate	54,028	CY
Laube, Edward	Research Associate	46,133	CY
Bryan, David	Project Associate	50,024	CY
Cross, Daniel	Project Associate	41,947	CY
Dickerson, Robert	Project Associate	62,448	CY
Faller, Chelsey	Project Associate	41,028	CY
Fields, Matthew	Project Associate	47,913	CY
Folks, Donald	Project Associate	49,470	CY
Glennon, Robert	Project Associate	51,134	CY
Kalen, Nicholas	Project Associate	44,860	CY
Koontz, Lorien	Project Associate	49,470	CY
Maynard, Amy	Project Associate	43,953	CY
Orndorff, David	Project Associate	46,488	CY
Peele, Ashley	Project Associate	52,377	CY
Rosenberger, Andrew	Project Associate	55,571	CY
<b><u>DEAN - NATURAL RESOURCES AND ENVIRONMENT</u></b>			
Winistorfer, Paul	Administrative Professor	296,238	CY
Fuller, Leslie	Senior Research Associate	83,975	CY
Albert, Candice	Professional Lecturer	85,745	CY
Cumbia, Melissa	Professional Lecturer	43,470	CY
De Soto, Angella	Professional Lecturer	67,626	CY
Deisinger, Maureen	Professional Lecturer	50,674	CY

**College of Natural Resources and Environment**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Hart, Stephanie	Professional Lecturer	74,046	CY
McGuire, Dana	Professional Lecturer	50,715	CY
Varboncoeur, Lauren	Professional Lecturer	50,823	CY
Weber, Lon	Professional Lecturer	102,100	CY
Williams, John	Professional Lecturer	59,657	CY

**FISH AND WILDLIFE CONSERVATION**

Alexander, Kathleen	Professor	139,370	AY
Fraser, James	Professor	143,867	CY
Haas, Carola	Professor	126,914	CY
Hallerman, Eric	Professor	146,477	CY
Hopkins, William	Professor	178,507	CY
Jiao, Yan	Professor	102,656	CY
Kelly, Marcella	Professor	121,233	CY
Murphy, Brian	Professor	160,134	CY
Orth, Donald	Professor	151,939	AY
Snodgrass, Joel	Professor	171,023	CY
Stauffer, Dean	Professor	124,719	CY
Frimpong, Emmanuel	Associate Professor	94,968	AY
Karpanty, Sarah	Associate Professor	92,978	AY
Parkhurst, James	Associate Professor	103,406	CY
Castello, Leandro	Assistant Professor	80,718	AY
Cherry, Michael	Assistant Professor	76,879	AY
Dayer, Ashley	Assistant Professor	82,254	AY
Escobar Quinonez, Luis	Assistant Professor	83,476	AY
Catlin, Daniel	Research Associate Professor	102,883	CY
Gibson, Daniel	Research Scientist	53,859	CY
Hata, David	Research Scientist	64,896	CY
Henley, William	Research Scientist	62,948	CY
Kwon, Eunbi	Research Scientist	53,135	CY
Buckwalter, Joseph	Research Associate	46,824	CY
Gramza, Ashley	Research Associate	51,000	CY
Hunt, Kelsi	Research Associate	48,900	CY
Hurst, Zachary	Research Associate	44,016	CY
Jones, Kelly	Research Associate	49,977	CY
Ritter, Shannon	Research Associate	56,412	CY
Sanderson, Claire	Research Associate	54,931	CY
Wolter, Faren	Research Associate	46,393	CY
Caruso, Nicholas	Postdoctoral Associate	47,475	CY
Diggins, Corinne	Postdoctoral Associate	45,450	CY
Galligan, Thomas	Postdoctoral Associate	45,000	CY

**College of Natural Resources and Environment**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>FOREST RESOURCES AND ENVIRONMENTAL CONSERVATION</u></b>			
Amacher, Gregory	Professor	130,324	CY
Aust, Wallace	Professor	135,202	CY
Burkhart, Harold	Professor	275,941	CY
Hull, Robert	Professor	127,996	CY
McGee, John	Professor	104,098	AY
Seiler, John	Professor	181,152	CY
Stern, Marc	Professor	97,343	AY
Sullivan, Bradley	Professor	154,161	CY
Wynne, Randolph	Professor	133,582	CY
Bolding, Michael	Associate Professor	109,232	RE11
Brunner, Amy	Associate Professor	112,322	CY
Copenheaver, Carolyn	Associate Professor	103,459	CY
Day, Susan	Associate Professor	86,959	AY
Holliday, Jason	Associate Professor	90,957	AY
Munsell, John	Associate Professor	100,146	CY
Radtke, Philip	Associate Professor	95,889	CY
Sorice, Michael	Associate Professor	81,777	AY
Strahm, Brian	Associate Professor	93,435	AY
Thomas, Valerie	Associate Professor	90,973	AY
Wiseman, Phillip	Associate Professor	87,345	CY
Barrett, Scott	Assistant Professor	80,970	CY
Coates, Thomas	Assistant Professor	76,538	AY
Cobourn, Kelly	Assistant Professor	82,078	AY
McLaughlin, Daniel	Assistant Professor	76,981	AY
Schons Do Valle, Stella	Assistant Professor	76,538	AY
Thomas, Robert	Assistant Professor	82,686	AY
Brooks, Evan	Research Scientist	58,366	CY
Amateis, Ralph	Senior Research Associate	95,296	CY
Franco, Carol	Senior Research Associate	60,701	AY
Peer, Kyle	Senior Research Associate	72,935	CY
Silvius, Kirsten	Senior Research Associate	107,100	CY
Albaugh, Timothy	Research Associate	97,094	CY
Sheng, Xiaoyan	Research Associate	46,466	CY
Walker, David	Research Associate	48,012	CY
Chittum, Holly	Project Associate	41,412	CY
Gagnon, Jennifer	Project Associate	69,363	CY
Vinson, Joseph	Project Associate	48,426	CY
Raymond, Jay	Postdoctoral Associate	42,448	CY
Sumnall, Matthew	Postdoctoral Associate	52,775	CY
Prysby, Michelle	Professional Lecturer	66,856	CY

**College of Natural Resources and Environment**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>GEOGRAPHY</u></b>			
Crawford, Thomas	Administrative Professor	160,875	CY
Campbell, James	Professor	127,375	AY
Carstensen, Laurence	Professor	127,962	AY
Baird, Timothy	Associate Professor	83,133	AY
Ellis, Andrew	Associate Professor	95,510	AY
Kennedy, Lisa	Associate Professor	84,190	AY
Kolivras, Korine	Associate Professor	88,409	AY
Oliver, Robert	Associate Professor	80,604	AY
Resler, Lynn	Associate Professor	89,421	AY
Shao, Yang	Associate Professor	80,118	AY
Juran, Luke	Assistant Professor	73,535	AY
Zick, Stephanie	Assistant Professor	72,620	AY
Boyer, John	Senior Instructor	79,334	AY
Carroll, David	Advanced Instructor	65,746	AY
Scales, Stewart	Instructor	40,818	AY
Rijal, Santosh	Visiting Assistant Professor	48,902	AY
Bukvic, Anamaria	Research Assistant Professor	48,966	AY
Rahman, Munshi	Postdoctoral Associate	51,000	CY

**SUSTAINABLE BIOMATERIALS**

Bond, Brian	Professor	115,141	CY
Buehlmann, Urs	Professor	115,758	CY
Bush, Robert	Professor	123,884	CY
Edgar, Kevin	Professor	190,941	AY
Frazier, Charles	Professor	160,287	CY
Hammett, A	Professor	126,588	CY
Kline, David	Professor	126,656	CY
Loferski, Joseph	Professor	118,980	CY
Smith, Robert	Professor	212,306	CY
Zink-Sharp, Audrey	Professor	131,735	CY
Hindman, Daniel	Associate Professor	95,667	CY
Horvath, Laszlo	Associate Professor	91,686	AY
Quesada, Henry	Associate Professor	93,605	CY
Roman, Maren	Associate Professor	97,573	CY
Kim, Young	Assistant Professor	82,417	AY
Shuai, Li	Assistant Professor	78,600	AY
Molina Montoya, Eduardo	Instructor	57,200	AY
Chen, Zhangjing	Research Scientist	51,726	CY
Caudill, Linda	Senior Research Associate	94,901	CY
Bouldin, John	Research Associate	60,625	CY

***College of Natural Resources and Environment***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>WATER RESOURCES RESEARCH CENTER</u></b>			
Schoenholtz, Stephen	Professor	146,823	AY
McGuire, Kevin	Associate Professor	91,157	AY
Walker, Jane	Research Associate	56,047	CY

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**College of Science**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>BIOLOGICAL SCIENCES</u></b>			
Barrett, John	Professor	96,550	AY
Belden, Lisa	Professor	99,350	AY
Cimini, Daniela	Professor	103,680	AY
Falkinham, Joseph	Professor	101,982	AY
Jensen, Roderick	Professor	124,127	AY
Li, Liwu	Professor	208,330	RE12
Moore, Ignacio	Professor	110,500	AY
Nilsen, Erik	Professor	106,500	AY
Opell, Brent	Professor	114,194	AY
Phillips, John	Professor	104,500	AY
Popham, David	Professor	107,182	AY
Sible, Jill	Professor	181,998	CY
Stevens, Ann	Professor	106,121	AY
Tholl, Dorothea	Professor	102,966	AY
Tyson, John	Professor	275,072	CY
Walters, Jeffrey	Professor	219,771	RE11
Winkel, Brenda	Professor	175,748	CY
Brown, Bryan	Associate Professor	88,150	AY
Capelluto, Daniel	Associate Professor	85,989	AY
Finkelstein, Carla	Associate Professor	91,263	AY
Hauf, Silke	Associate Professor	95,188	AY
Hawley, Dana	Associate Professor	96,400	AY
Lawrence, Christopher	Associate Professor	138,234	RE12
Lazar, Maria	Associate Professor	111,832	RE11
McGlothlin, Joel	Associate Professor	94,618	AY
Melville, Stephen	Associate Professor	86,806	AY
Scharf, Birgit	Associate Professor	98,944	AY
Schubot, Florian	Associate Professor	86,041	AY
Walker, Richard	Associate Professor	123,560	AY
Yang, Zhaomin	Associate Professor	88,426	AY
Aylward, Frank	Assistant Professor	82,620	AY
Carey, Cayelan	Assistant Professor	90,674	AY
Chen, Jing	Assistant Professor	83,304	AY
Hotchkiss, Erin	Assistant Professor	82,112	AY
Jones, Caroline	Assistant Professor	82,155	AY
Kojima, Shihoko	Assistant Professor	83,347	AY
Langwig, Kate	Assistant Professor	82,620	AY
Mims, Meryl	Assistant Professor	82,040	AY
Munoz, Martha	Assistant Professor	82,620	AY
Sewall, Kendra	Assistant Professor	85,767	AY
Uyeda, Josef	Assistant Professor	82,620	AY

**College of Science**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Whitehead, Susan	Assistant Professor	82,040	AY
Evans, Jackson	Senior Instructor	77,404	AY
Lipscomb, Mary	Senior Instructor	63,515	AY
Rosenzweig, Michael	Senior Instructor	63,073	AY
Hogan, Eric	Advanced Instructor	62,305	AY
Seyler, Richard	Advanced Instructor	56,109	AY
Emori, Megan	Instructor	44,880	AY
Voshell, Stephanie	Instructor	48,285	AY
Watkinson, Jonathan	Instructor	47,628	AY
Blanc, Lori	Assistant Prof of Practice	61,196	AY
Tokuhisa, James	Assistant Prof of Practice	60,277	AY
Geng, Shuo	Research Assistant Professor	56,000	CY
Banerjee, Anand	Research Scientist	58,916	CY
Hoyt, Joseph	Research Scientist	45,900	CY
Kraikivski, Pavel	Research Scientist	61,903	CY
Schoepf, Ivana	Research Scientist	46,350	CY
Smith, Jennifer	Research Scientist	58,094	CY
Zhang, Yao	Research Scientist	52,008	CY
Hildreth, Sherry	Senior Research Associate	48,949	CY
Emmerson, Michael	Postdoctoral Associate	45,500	CY
Farallo, Vincent	Postdoctoral Associate	45,000	CY
Farrell, Kaitlin	Postdoctoral Associate	48,688	CY
Gopala Krishna, Varun	Postdoctoral Associate	48,802	CY
Hornsby, Angela	Postdoctoral Associate	45,900	CY
Schneider, Gerald	Postdoctoral Associate	46,350	CY
Vijayakumari, Drisya	Postdoctoral Associate	49,198	CY
Niederlehner, Barbara	Professional Lecturer	61,857	CY

**CHEMISTRY**

Carlier, Paul	Professor	162,106	AY
Crawford, Daniel	Professor	176,649	AY
Dorn, Harry	Professor	161,425	AY
Esler, Alan	Professor	139,239	AY
Etz Korn, Felicia	Professor	106,218	AY
Gandour, Richard	Professor	138,050	AY
Gibson, Harry	Professor	152,040	AY
Kingston, David	Professor	201,458	AY
Marand, Herve	Professor	122,160	AY
Merola, Joseph	Professor	173,701	AY
Moore, Robert	Professor	163,830	AY
Morris, John	Professor	141,887	AY
Riffle, Judy	Professor	172,171	AY
Santos, Webster	Professor	146,122	AY



**College of Science**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Tanko, James	Professor	134,726	AY
Valeyev, Eduard	Professor	151,858	AY
Amateis, Patricia	Associate Professor	83,487	AY
Deck, Paul	Associate Professor	83,102	AY
Madsen, Louis	Associate Professor	111,430	AY
Matson, John	Associate Professor	100,837	AY
Morris, Amanda	Associate Professor	112,215	AY
Tissue, Brian	Associate Professor	84,470	AY
Troya, Diego	Associate Professor	92,597	AY
Yee, Gordon	Associate Professor	84,999	AY
Grove, Tijana	Assistant Professor	87,391	AY
Josan, Jatinder	Assistant Professor	80,433	AY
Lin, Feng	Assistant Professor	85,146	AY
Liu, Guoliang	Assistant Professor	87,105	AY
Mayhall, Nicholas	Assistant Professor	87,019	AY
Schulz, Michael	Assistant Professor	86,360	AY
Bump, Maggie	Senior Instructor	57,382	AY
Eddleton, Jeannine	Senior Instructor	61,662	AY
Arachchige, Shamindri	Advanced Instructor	51,793	AY
Berg, Michael	Advanced Instructor	53,298	AY
Long, Victoria	Advanced Instructor	55,009	AY
Bell, Thomas	Instructor	98,002	CY
Geller, Aaron	Instructor	51,150	AY
Neidigh, Kurt	Instructor	49,945	AY
Tian, Chixia	Collegiate Assistant Professor	75,000	AY
Slebodnick, Carla	Research Associate Professor	73,380	AY
Altarawy, Doaa	Research Scientist	84,700	CY
Ashraf-Khorassani, Mehdi	Research Scientist	79,349	CY
Barnes, Taylor	Research Scientist	104,000	CY
Marin-Rimoldi, Eliseo	Research Scientist	72,800	CY
Nash, Jessica	Research Scientist	77,000	CY
Pritchard, Benjamin	Research Scientist	90,950	CY
Saxe, Paul	Research Scientist	117,700	CY
Smith, Daniel	Research Scientist	93,500	CY
Dai, Yumin	Senior Research Associate	48,600	CY
Penagaluri, Balasubramanyam	Senior Research Associate	41,410	CY
Yao, ZhongKe	Senior Research Associate	47,076	CY
Bazante, Alexandre	Postdoctoral Associate	49,440	CY
Chakraborty, Arnab	Postdoctoral Associate	45,000	CY
Claudino, Daniel	Postdoctoral Associate	45,000	CY
Edling, Hans	Postdoctoral Associate	45,000	CY
Liu, Tianyu	Postdoctoral Associate	45,000	CY
Mu, Linqin	Postdoctoral Associate	49,400	CY

**College of Science**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Nellepalli, Pothana	Postdoctoral Associate	46,350	CY
Rishi, Varun	Postdoctoral Associate	46,125	CY
Salamoun, Joseph	Postdoctoral Associate	46,350	CY
Wang, Xiao	Postdoctoral Associate	47,048	CY
Wang, Yin	Postdoctoral Associate	45,450	CY
Brodkin, Claudia	Professional Lecturer	52,739	CY
Dalton, Michelle	Professional Lecturer	51,163	CY
Shanaiah, Narasimhamurthy	Professional Lecturer	76,779	CY

**DEAN OF SCIENCE**

Heflin, James	Administrative Professor	172,031	CY
Morgan, John	Administrative Professor	201,749	CY
Morton, Sally	Administrative Professor	374,136	CY
Sanders, Janet	Administrative Lecturer	158,156	CY
Long, Gary	Associate Professor	87,915	AY
Bieri, Anna-Marion	Assistant Prof of Practice	90,270	AY
Panneton, Robin	Administrative Associate Profes	131,525	CY
Mackay, Steven	Professional Lecturer	73,217	CY
Tollin, Craig	Professional Lecturer	58,285	CY

**ECONOMICS**

Ashley, Richard	Professor	131,685	AY
Ball, Sheryl	Professor	131,650	AY
Haller, Hans	Professor	169,862	AY
Salehi-Isfahani, Djavad	Professor	139,159	AY
Sarangi, Sudipta	Professor	201,543	CY
Spanos, Aris	Professor	169,099	AY
Tideman, Thorwald	Professor	150,325	AY
Bahel, Eric	Associate Professor	117,953	AY
Cothren, Richard	Associate Professor	96,995	AY
Dominiak, Adam	Associate Professor	119,418	AY
Ge, Suqin	Associate Professor	126,952	AY
Lin, Xu	Associate Professor	131,950	AY
Tsang, Kwok	Associate Professor	113,357	AY
Hari, Siddharth	Assistant Professor	107,749	AY
Luo, Shaowen	Assistant Professor	105,496	AY
Miller, Melinda	Assistant Professor	107,802	AY
Smith, Alexander	Assistant Professor	103,966	AY
Tserenjigmid, Gerelt	Assistant Professor	105,965	AY
Gebremariam, Gebremeskel	Advanced Instructor	75,152	AY
Kovach, Matthew	Collegiate Assistant Professor	92,984	AY
Trost, Steven	Collegiate Assistant Professor	101,477	AY

**College of Science**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>GEOSCIENCES</u></b>			
Bodnar, Robert	Professor	282,735	AY
Burbey, Thomas	Professor	103,344	AY
Dove, Patricia	Professor	275,000	AY
Eriksson, Kenneth	Professor	70,332	AY
Hochella, Michael	Professor	270,174	RE12
Holbrook, Steven	Professor	205,587	CY
Hole, John	Professor	111,878	AY
King, Scott	Professor	129,972	AY
Law, Richard	Professor	115,435	AY
Ross, Nancy	Professor	138,312	AY
Schreiber, Madeline	Professor	120,714	AY
Spotila, James	Professor	112,530	AY
Tracy, Robert	Professor	109,545	AY
Xiao, Shuhai	Professor	211,658	AY
Caddick, Mark	Associate Professor	92,741	AY
Gill, Benjamin	Associate Professor	91,749	AY
Romans, Brian	Associate Professor	94,554	AY
Weiss, Robert	Associate Professor	133,416	RE11
Zhou, Ying	Associate Professor	88,334	AY
Michel, Frederick	Assistant Professor	96,119	AY
Nesbitt, Sterling	Assistant Professor	97,338	AY
Pollyea, Ryan	Assistant Professor	82,051	AY
Stamps, D	Assistant Professor	82,967	AY
Stocker, Michelle	Assistant Professor	80,733	AY
Johnson, Neil	Advanced Instructor	56,033	AY
Chermak, John	Collegiate Associate Professor	92,735	AY
Chapman, Martin	Research Professor	96,375	AY
Fedele, Luca	Senior Research Associate	55,713	CY
Han, Nizhou	Senior Research Associate	53,060	CY
Zhao, Jing	Senior Research Associate	52,891	CY
Beale, Jacob	Research Associate	55,590	CY
Sievers, Natalie	Sr Project Associate	61,200	CY
Chen, Wenlin	Postdoctoral Associate	45,900	CY
Inoue, Sayako	Postdoctoral Associate	46,818	CY
Mason, Cody	Postdoctoral Associate	45,000	CY
Dunson, James	Professional Lecturer	58,268	CY
Glesener, Gary	Professional Lecturer	61,669	CY

**MATHEMATICS**

Adjerid, Slimane	Professor	114,790	AY
Beattie, Christopher	Professor	110,390	AY

**College of Science**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Borggaard, Jeffrey	Professor	136,666	AY
Burns, John	Professor	241,232	AY
De Sturler, Eric	Professor	182,662	CY
Embree, Mark	Professor	207,255	AY
Floyd, William	Professor	113,621	AY
Gugercin, Serkan	Professor	140,588	AY
Haskell, Peter	Professor	140,718	AY
Iliescu, Traian	Professor	110,785	AY
Kim, Jong	Professor	103,107	AY
Klaus, Martin	Professor	94,890	AY
Kohler, Werner	Professor	128,730	AY
Lin, Tao	Professor	110,575	AY
Linnell, Peter	Professor	106,343	AY
Loehr, Nicholas	Professor	113,626	AY
Norton, Anderson	Professor	110,810	AY
Renardy, Michael	Professor	195,440	AY
Renardy, Yuriko	Professor	132,499	AY
Rogers, Robert	Professor	126,230	AY
Rossi, John	Professor	131,247	AY
Shimozono, Mark	Professor	122,723	AY
Sun, Shu Ming	Professor	113,631	AY
Turner, James	Professor	121,039	AY
Warburton, Timothy	Professor	215,379	AY
Chung, Matthias	Associate Professor	88,056	AY
Ciupe, Mihaela	Associate Professor	95,690	AY
Elgart, Alexander	Associate Professor	92,193	AY
Mihalcea, Constantin	Associate Professor	94,647	AY
Wapperom, Peter	Associate Professor	80,010	AY
Wawro, Megan	Associate Professor	102,149	AY
Yue, Pengtao	Associate Professor	89,071	AY
Zietsman, Lizette	Associate Professor	98,588	AY
Childs, Lauren	Assistant Professor	88,607	AY
Chung, Julianne	Assistant Professor	88,350	AY
Fraas, Martin	Assistant Professor	81,760	AY
Johnson, Estrella	Assistant Professor	83,804	AY
Liu, Honghu	Assistant Professor	74,427	AY
Orr, Daniel	Assistant Professor	75,875	AY
Palsson, Eyvindur	Assistant Professor	88,607	AY
Agud, Diane	Senior Instructor	53,545	AY
Anderson, Susan	Senior Instructor	62,529	AY
Bourdon, Terri	Senior Instructor	84,561	AY
Hagen, Susan	Senior Instructor	56,241	AY
Hart, Heath	Senior Instructor	53,693	AY

**College of Science**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Stephens, Catherine	Senior Instructor	50,355	AY
Clemons, Joshua	Advanced Instructor	45,683	AY
Hurdus, Jessica	Advanced Instructor	55,935	AY
McQuain, Margaret	Advanced Instructor	50,355	AY
Robbins, Nicholas	Advanced Instructor	46,716	AY
Saenz Maldonado, Edgar	Advanced Instructor	42,163	AY
Schmale, Jessica	Advanced Instructor	50,160	AY
Ufferman, Eric	Advanced Instructor	43,702	AY
Wilson, Jason	Advanced Instructor	46,337	AY
Asfaw, Teffera	Instructor	40,400	AY
Balkew, Teshome	Instructor	40,400	AY
Barreto, Sarah	Instructor	36,934	AY
Bentz, Lida	Instructor	36,000	AY
Cerezo Menegay, Graciela	Instructor	38,600	AY
Chung, Myungsuk	Instructor	38,426	AY
England, Jerri	Instructor	46,749	AY
Farhat, Hamidullah	Instructor	45,450	AY
Farmer, Shelley	Instructor	37,967	AY
Galinaitis, William	Instructor	41,824	AY
Gao, Guangyue	Instructor	36,360	AY
Gildersleeve, Nathan	Instructor	37,739	AY
Heitzman, Michael	Instructor	38,095	AY
Jasso-Hernandez, Edna	Instructor	37,967	AY
Karcher, Kelli	Instructor	37,894	AY
Krueger, Justin	Instructor	37,300	AY
Letona Bolivar, Cristina	Instructor	37,528	AY
Rappold, Erika	Instructor	37,737	AY
Savel'ev, Evgeny	Instructor	50,783	AY
Sedai, Bishnu	Instructor	36,569	AY
Silber, Steven	Instructor	36,569	AY
Thompson, Jessica	Instructor	38,600	AY
Tran, Vanthu	Instructor	38,380	AY
Truman, Jeffrey	Instructor	36,360	AY
Yasuda, Sohei	Instructor	39,108	AY
Zachrich, Kyle	Instructor	36,569	AY
Arnold, Rachel	Collegiate Assistant Professor	68,474	AY
Fillman, Jacob	Visiting Assistant Professor	57,418	AY
Manoharan, Palanivel	Visiting Assistant Professor	63,995	AY
Mohebujjaman, Muhammad	Visiting Assistant Professor	54,999	AY
Steiner, Rebecca	Visiting Assistant Professor	54,853	AY
Karakus, Ali	Postdoctoral Associate	56,270	CY
Kairamkonda, Vinay	Professional Lecturer	86,700	CY
Reilly, William	Professional Lecturer	92,399	CY

**College of Science**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Sibol, Alison	Professional Lecturer	37,746	AY
Widdowson, Emily	Professional Lecturer	37,746	AY

**NEUROSCIENCE**

Sontheimer, Harald	Professor	518,135	CY
Clinton, Sarah	Associate Professor	178,214	RE12
Olsen, Michelle	Associate Professor	190,035	RE12
Bowers, Jerald	Assistant Professor	142,882	RE12
Buczynski, Matthew	Assistant Professor	137,632	RE12
Hodes, Georgia	Assistant Professor	137,632	RE12
Ni, Lina	Assistant Professor	101,000	AY
Pickrell, Alicia	Assistant Professor	134,666	RE12
Thompson, Christopher	Assistant Professor	137,632	RE12
Vijayan, Sujith	Assistant Professor	101,000	AY
Kimbrough, Ian	Collegiate Assistant Professor	80,000	AY
Phillips, Kristin	Collegiate Assistant Professor	91,094	AY
Gregus, Ann	Research Scientist	59,827	CY
Perez-Pouchoulen, Miguel	Research Scientist	52,000	CY
Rho, Young-Ah	Research Scientist	52,140	CY
Roby, Clinton	Senior Research Associate	66,300	CY
Glover, Matthew	Research Associate	54,080	CY
Kahanovitch, Uri	Postdoctoral Associate	49,920	CY
McCoy Asadorian, Chelsea	Postdoctoral Associate	51,917	CY
Miliano, Cristina	Postdoctoral Associate	48,805	CY
Rainville, Jennifer	Postdoctoral Associate	51,449	CY

**PHYSICS**

Arav, Nahum	Professor	108,736	AY
Chang, Lay	Professor	237,702	AY
Heremans, Jean	Professor	99,168	AY
Huber, Patrick	Professor	127,897	AY
Link, Jonathan	Professor	108,543	AY
Minic, Djordje	Professor	95,563	AY
Mun, Seong	Professor	244,426	AY
Piilonen, Leo	Professor	143,330	AY
Pitt, Mark	Professor	149,799	CY
Pleimling, Michel	Professor	148,840	AY
Sharpe, Eric	Professor	98,755	AY
Simonetti, John	Professor	129,024	CY
Tauber, Uwe	Professor	124,501	AY
Vogelaar, Robert	Professor	112,642	AY
Economou, Sophia	Associate Professor	101,619	AY
Khodaparast, Giti	Associate Professor	96,810	AY

**College of Science**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Mariani, Camillo	Associate Professor	103,168	AY
Park, Kyungwha	Associate Professor	88,928	AY
Robinson, Hans	Associate Professor	78,369	AY
Scarola, Vito	Associate Professor	93,103	AY
Soghomonian, Victoria	Associate Professor	80,476	AY
Takeuchi, Tatsu	Associate Professor	89,059	AY
Anderson, Lara	Assistant Professor	92,615	AY
Ashkar, Rana	Assistant Professor	85,425	AY
Barnes, Edwin	Assistant Professor	90,401	AY
Cheng, Shengfeng	Assistant Professor	81,708	AY
Emori, Satoru	Assistant Professor	85,425	AY
Farrah, Duncan	Assistant Professor	79,221	AY
Gray, James	Assistant Professor	92,063	AY
Horiuchi, Shunsaku	Assistant Professor	82,349	AY
Nguyen, Vinh	Assistant Professor	78,842	AY
O'Donnell, Thomas	Assistant Professor	85,449	AY
Tao, Chenggang	Assistant Professor	76,321	AY
Khan, Almas	Instructor	53,060	AY
Papavasiliou, Kriton	Instructor	53,273	AY
Robinson, Alma	Instructor	52,000	AY
Wong, Kenneth	Research Assistant Professor	161,796	CY
Gaur, Vipin	Research Scientist	53,040	CY
Lucero, Danielle	Research Scientist	55,000	CY
Magill, Brenden	Research Scientist	47,500	CY
Berryman, Jeffrey	Postdoctoral Associate	48,000	CY
Dell'Oro, Stefano	Postdoctoral Associate	47,500	CY
Deng, Xiuhaio	Postdoctoral Associate	46,000	CY
Hui, Hoi	Postdoctoral Associate	45,000	CY
Khodadadi, Behrouz	Postdoctoral Associate	50,000	CY
Macias Ramirez, Oscar	Postdoctoral Associate	46,586	CY
Miller, Timothy	Postdoctoral Associate	50,000	CY
Najafi, Khadijeh	Postdoctoral Associate	49,000	CY
Pandey, Vishvas	Postdoctoral Associate	47,500	CY
Park, Jaewon	Postdoctoral Associate	54,000	CY
Priyanka, Priyanka	Postdoctoral Associate	48,000	CY
Russo, Antonio	Postdoctoral Associate	49,000	CY
Sharma, Girish	Postdoctoral Associate	46,000	CY
Vargas, Fernando	Postdoctoral Associate	49,000	CY

**PSYCHOLOGY**

Bell, Martha Ann	Professor	159,634	AY
Clum, George	Professor	126,600	AY
Geller, E	Professor	177,831	AY

**College of Science**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Jones, Russell	Professor	114,250	AY
Kim-Spoon, Jungmeen	Professor	167,826	RE12
Ollendick, Thomas	Professor	250,383	AY
Scarpa-Friedman, Angela	Professor	113,820	AY
Stephens, Robert	Professor	148,771	AY
White, Susan	Professor	155,491	RE12
Winett, Richard	Professor	168,614	AY
Axsom, Danny	Associate Professor	79,950	AY
Diana, Rachel	Associate Professor	92,725	AY
Dunsmore, Julie	Associate Professor	91,625	AY
Foti, Roseanne	Associate Professor	139,075	CY
Harrison, David	Associate Professor	94,200	AY
Harvey, Robert	Associate Professor	68,480	AY
Hauenstein, Neil	Associate Professor	85,875	AY
Richey, John	Associate Professor	93,125	AY
Scarpa-Friedman, Bruce	Associate Professor	79,600	AY
Calderwood, Charles	Assistant Professor	82,025	AY
Cate, Anthony	Assistant Professor	81,418	AY
White, Bradley	Assistant Professor	83,250	AY
Hoffman, Kurt	Senior Instructor	78,500	AY
Harrison, Patti	Instructor	61,850	AY
Cooper, Lee	Clinical Associate Professor	106,000	CY
Diaz, Vanessa	Research Assistant Professor	61,500	AY

**STATISTICS**

Fricker, Ronald	Professor	193,627	CY
Gramacy, Robert	Professor	146,600	AY
Smith, Eric	Professor	147,209	AY
Vining, Gordon	Professor	150,519	AY
Woodall, William	Professor	164,345	AY
Deng, Xinwei	Associate Professor	110,085	AY
Du, Pang	Associate Professor	115,452	AY
Ferreira, Marco	Associate Professor	116,123	AY
Guo, Feng	Associate Professor	113,655	AY
Hong, Yili	Associate Professor	114,893	AY
House, Leanna	Associate Professor	108,454	AY
Kim, Inyoung	Associate Professor	106,955	AY
Leman, Scott	Associate Professor	111,336	AY
Terrell, George	Associate Professor	84,792	CY
Zhu, Hongxiao	Associate Professor	102,181	AY
Franck, Christopher	Assistant Professor	93,583	AY
Johnson, Leah	Assistant Professor	96,048	AY
Ranganathan, Shyam	Assistant Professor	88,087	AY



**College of Science**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Sengupta, Srijan	Assistant Professor	94,369	AY
Wu, Xiaowei	Assistant Professor	94,594	AY
Tavera, Haydee	Instructor	54,387	AY
Zhang, Zhiyang	Instructor	53,040	AY
Driscoll, Anne	Collegiate Assistant Professor	78,499	AY
Lucero, Christian	Collegiate Assistant Professor	81,949	AY
Mahmoud, Hamdy	Collegiate Assistant Professor	73,500	AY
Robertson Evia, Jane	Collegiate Assistant Professor	77,141	AY
Faltin, Frederick	Associate Prof of Practice	120,000	CY
Van Mullekom, Jennifer	Associate Prof of Practice	143,055	CY
Tegge, Allison	Research Assistant Professor	87,914	CY
Jalil, Deelan	Research Associate	56,100	CY
Slaughter, Stephen	Professional Lecturer	94,000	CY

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**College of Veterinary Medicine**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>ACADEMIC AFFAIRS</u></b>			
Edwards, Virginia	Instructor	83,446	CY
Gilley, Alexandra	Instructor	72,191	AY
Kegley, Melanie	Professional Lecturer	78,134	CY
Stinson-Dixon, Rebecca	Professional Lecturer	89,250	CY
<b><u>BIOMEDICAL SCIENCE</u></b>			
Inzana, Thomas	Professor	211,019	CY
Lee, Margie	Professor	220,000	CY
LeRoith, Tanya	Professor	146,872	CY
Lindsay, David	Professor	134,307	CY
Meng, Xiang-Jin	Professor	292,663	CY
Smith, Stephen	Professor	131,458	CY
Sponenberg, Dan	Professor	163,672	CY
Sriranganathan, Nammalwar	Professor	141,879	CY
Wilcke, Jeffrey	Professor	153,583	CY
Zajac, Anne	Professor	133,705	CY
Zimmerman, Kurt	Professor	136,144	CY
Davis, Jennifer	Associate Professor	124,877	CY
He, Jia-Qiang	Associate Professor	111,989	RE10
Huckle, William	Associate Professor	114,353	CY
Klein, Bradley	Associate Professor	109,595	CY
Luo, Xin	Associate Professor	116,378	AY
Nanthakumar, Nadarajah	Associate Professor	96,086	AY
Smith, Bonnie	Associate Professor	108,232	CY
Theus, Michelle	Associate Professor	147,243	RE12
Yuan, Lijuan	Associate Professor	155,966	RE12
Allen, Irving	Assistant Professor	133,157	RE11
Allison, Andrew	Assistant Professor	88,653	AY
Caswell, Clayton	Assistant Professor	137,281	RE12
Coutermarsh-Ott, Sheryl	Assistant Professor	111,738	CY
Duggal, Nisha	Assistant Professor	120,542	CY
Morton, Paul	Assistant Professor	86,343	AY
Boes, Katie	Clinical Associate Professor	119,525	CY
Lahmers, Kevin	Clinical Associate Professor	132,253	CY
Barrett, Sarah	Clinical Assistant Professor	122,428	CY
Cecere, Thomas	Clinical Assistant Professor	121,519	CY
Dai, Rujuan	Research Assistant Professor	70,677	CY
Green, Julie	Research Assistant Professor	74,203	CY
Weger, James	Research Assistant Professor	116,000	CY
Cao, Dianjun	Research Scientist	45,000	CY
Li, Wen	Research Scientist	67,969	CY

**College of Veterinary Medicine**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Subramaniam, Sakthivel	Research Scientist	54,615	CY
Jain-Gupta, Neeta	Senior Research Associate	50,938	CY
Rogers, Eda	Research Associate	49,723	CY
Cao, Qian	Postdoctoral Associate	46,350	CY
Chen, Jiang	Postdoctoral Associate	45,900	CY
Kowalski, Elizabeth	Postdoctoral Associate	45,900	CY
Mahsoub, Hassan	Postdoctoral Associate	46,818	CY
Rogers, Adam	Postdoctoral Associate	48,195	CY
Sooryanarain, Harini	Postdoctoral Associate	47,277	CY
Tian, Debin	Postdoctoral Associate	48,415	CY

**DEAN - VETERINARY MEDICINE**

Daniel, Gregory	Administrative Professor	255,000	CY
Ahmed, S	Administrative Lecturer	223,326	CY
Hylton, April	Administrative Lecturer	130,559	CY
Ascue, Kimberly	Professional Lecturer	85,917	CY
Averill, Jennifer	Professional Lecturer	61,917	CY
Blevins, Anne	Professional Lecturer	68,897	CY
Burchett, Amy	Professional Lecturer	97,664	CY
Jobst, Peter	Professional Lecturer	100,202	CY
McKenzie, Marylee	Professional Lecturer	60,338	CY

**EQUINE MEDICAL ANCILLARY**

Duerbeck, Cathy	Administrative Lecturer	81,660	CY
Adams, Morton	Clinical Assistant Professor	195,153	CY
Brown, James	Clinical Assistant Professor	179,669	CY
Estell, Krista	Clinical Assistant Professor	136,039	CY
Kelleher, Maureen	Clinical Assistant Professor	133,200	CY
MacDonald, Elizabeth	Clinical Instructor	85,150	CY

**EQUINE MEDICAL CENTER**

Erskine, Michael	Administrative Lecturer	199,613	CY
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**LARGE ANIMAL CLINICAL SCIENCES**

Buechner-Maxwell, Virginia	Professor	150,874	CY
Pelzer, Kevin	Professor	163,451	CY
Pleasant, Robert	Professor	162,878	CY
Barrett, Jennifer	Associate Professor	153,266	CY
Byron, Christopher	Associate Professor	142,760	CY
Clark-Deener, Sherrie	Associate Professor	145,471	CY
Dahlgren, Linda	Associate Professor	126,989	CY
McKenzie, Harold	Associate Professor	164,421	CY
Scarratt, William	Associate Professor	122,578	CY

**College of Veterinary Medicine**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Witonsky, Sharon	Associate Professor	130,704	CY
Burns, Travis	Associate Prof of Practice	98,601	CY
Currin, John	Clinical Associate Professor	126,923	CY
Bogers, Sophie	Clinical Assistant Professor	122,232	CY
Funk, Rebecca	Clinical Assistant Professor	108,175	CY
Guyenn, Sierra	Clinical Assistant Professor	116,704	CY
Reeder, Dana	Clinical Assistant Professor	119,385	CY
Schramm, Hollie	Clinical Assistant Professor	109,367	CY
Shepherd, Megan	Clinical Assistant Professor	132,650	CY
Wilson, Katherine	Clinical Assistant Professor	114,459	CY
Brookhart, Meghan	Clinical Instructor	91,165	CY
Rodriguez, Francisco	Clinical Instructor	95,000	CY

**POPULATION HEALTH SCIENCES**

Hodgson, Jennifer	Administrative Professor	207,251	CY
Hungerford, Laura	Professor	229,920	CY
Pierson, Frank	Professor	177,045	CY
Redican, Kerry	Professor	187,028	CY
Gohlke, Julia	Associate Professor	140,318	RE12
Hosig, Kathryn	Associate Professor	131,008	AY
Bertke, Andrea	Assistant Professor	106,298	CY
Smith, Amy	Collegiate Assistant Professor	50,000	CY
Marmagas, Susan	Associate Prof of Practice	106,302	CY
Pelzer, Jacquelyn	Associate Prof of Practice	126,101	CY
Ragan, Valerie	Associate Prof of Practice	176,812	CY
Rist, Cassidy	Assistant Prof of Practice	109,219	CY
Werre, Stephen	Research Assistant Professor	82,923	CY
Richardson, Molly	Postdoctoral Associate	51,000	CY
Wu, Yuhao	Postdoctoral Associate	48,216	CY
Wenzel, Sophie	Professional Lecturer	79,178	CY

**SMALL ANIMAL CLINICAL SCIENCES**

Borgarelli, Michele	Professor	164,853	CY
Inzana, Karen	Professor	164,978	CY
Lanz, Otto	Professor	160,889	CY
Larson, Martha	Professor	148,233	CY
Monroe, Edward	Professor	146,819	CY
Panciera, David	Professor	153,278	CY
Rossmeisl, John	Professor	198,991	CY
Abbott, Jonathan	Associate Professor	138,548	CY
Dervisis, Nikolaos	Associate Professor	142,116	CY
Grant, David	Associate Professor	140,323	CY
Henao Guerrero, Piedad	Associate Professor	155,228	CY

**College of Veterinary Medicine**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Herring, Ian	Associate Professor	158,642	CY
Ruth, Jeffrey	Associate Professor	140,289	CY
Bartl, Lara	Assistant Professor	148,827	CY
Bolton, Timothy	Assistant Professor	112,000	CY
Clapp, Kemba	Assistant Professor	138,459	CY
Corrigan, Virginia	Assistant Professor	111,969	CY
Demonaco, Stefanie	Assistant Professor	117,882	CY
Freeman, Mark	Assistant Professor	117,887	CY
Muro, Noelle	Assistant Professor	117,171	CY
Nappier, Michael	Assistant Professor	117,428	CY
Neves Soares, Joao Henrique	Assistant Professor	128,739	CY
Pavlisko, Noah	Assistant Professor	130,995	CY
Tham, Heng	Assistant Professor	123,314	CY
Klahn, Shawna	Clinical Associate Professor	131,704	CY
Pancotto, Theresa	Clinical Associate Professor	134,910	CY
Barry, Sabrina	Clinical Assistant Professor	100,648	CY
Cecere, Julie	Clinical Assistant Professor	117,171	CY
Petrovitch, Julia	Clinical Assistant Professor	110,000	CY
Arendse, Avril	Clinical Instructor	67,403	CY
Wilson, Jeffrey	Clinical Instructor	116,140	CY
Quigley, Mindy	Project Associate	43,806	CY
<b><u>VETERINARY MEDICINE CLINICAL SERVICES</u></b>			
Swecker, William	Professional Lecturer	181,617	CY
<b><u>VETERINARY MEDICINE EXPERIMENT STATION</u></b>			
Crawford, Jessica	Professional Lecturer	79,230	CY
<b><u>VETERINARY MEDICINE TEACHING HOSPITAL</u></b>			
Foster, Drema	Professional Lecturer	82,678	CY
Hiller, Richard	Professional Lecturer	114,435	CY

**Dean of Libraries**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>LIBRARY</u></b>			
Walters, Tyler	Administrative Professor	259,068	CY
Gilbert, Charla	Administrative Lecturer	94,422	CY
Griffin, Julie	Administrative Associate Profes	141,077	CY
Mathews, Brian	Administrative Associate Profes	134,341	CY
McMillan, Gail	Professional Professor	106,481	CY
Purcell, Aaron	Professional Professor	95,983	CY
Xie, Zhiwu	Professional Professor	113,506	CY
Bailey, Annette	Professional Associate Professo	78,104	CY
Goldbeck DeBose, Kyrille	Professional Associate Professo	72,140	CY
Hall, Nathan	Professional Associate Professo	81,746	CY
Kennelly, Tamara	Professional Associate Professo	66,945	CY
Krupar, Ellen	Professional Associate Professo	75,196	CY
Lener, Edward	Professional Associate Professo	94,518	CY
Pencek, Bruce	Professional Associate Professo	64,001	CY
Shen, Yi	Professional Associate Professo	66,272	CY
Thompson, Larry	Professional Associate Professo	74,617	CY
Tomlin, Patrick	Professional Associate Professo	86,530	CY
Becksford, Lisa	Professional Assistant Professor	62,885	CY
Brodsky, Marc	Professional Assistant Professor	57,337	CY
Brown, Anne	Professional Assistant Professor	80,000	CY
Brown, Byron	Professional Assistant Professor	81,810	CY
Dietz, Kira	Professional Assistant Professor	55,439	CY
Feerrar, Julia	Professional Assistant Professor	65,149	CY
Finn, Mary	Professional Assistant Professor	68,504	CY
Gilmore, Tracy	Professional Assistant Professor	57,362	CY
Haugen, Inga	Professional Assistant Professor	56,635	CY
Hover, Paul	Professional Assistant Professor	59,618	CY
Metko, Stefanie	Professional Assistant Professor	84,490	CY
Nardine, Jennifer	Professional Assistant Professor	57,797	CY
Obenhaus, Bruce	Professional Assistant Professor	79,157	CY
O'Brien, Leslie	Professional Assistant Professor	118,330	CY
Ogier, Andrea	Professional Assistant Professor	91,800	CY
Ogle, Jeffrey	Professional Assistant Professor	98,000	CY
Pannabecker, Virginia	Professional Assistant Professor	82,301	CY
Speer, Ryan	Professional Assistant Professor	66,827	CY
Walz, Anita	Professional Assistant Professor	66,001	CY
Winn, Samantha	Professional Assistant Professor	51,571	CY
Wright de Hernandez, Anthony	Professional Assistant Professor	50,888	CY
Young, Philip	Professional Assistant Professor	64,285	CY
Arthur, Craig	Professional Lecturer	61,360	CY
Battleson, Keith	Professional Lecturer	74,418	CY

***Dean of Libraries***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Bradley, Jonathan	Professional Lecturer	65,280	CY
Browder, Robert	Professional Lecturer	48,960	CY
Brown, Ann	Professional Lecturer	79,675	CY
Carr, Curtis	Professional Lecturer	101,205	CY
Chen, Yinlin	Professional Lecturer	81,245	CY
Coleman, Robin	Professional Lecturer	60,010	CY
Copper, Cathryn	Professional Lecturer	68,000	CY
Doyle, Jana	Professional Lecturer	61,858	CY
Finney, Trevor	Professional Lecturer	53,932	CY
Fitzsimmons, Rebecca	Professional Lecturer	48,816	CY
Fralin, Scott	Professional Lecturer	51,000	CY
Gabrysch, Emily	Professional Lecturer	61,000	CY
Ghosh, Soumik	Professional Lecturer	61,200	CY
Gilbertson, Keith	Professional Lecturer	77,962	CY
Guimont, Corinne	Professional Lecturer	52,020	CY
Henshaw, Neal	Professional Lecturer	53,974	CY
Hilal, Amr	Professional Lecturer	73,356	CY
Huffman, Scott	Professional Lecturer	51,048	CY
Hunnewell, Aaron	Professional Lecturer	88,430	CY
Hunter, William	Professional Lecturer	72,792	CY
Ingram, William	Professional Lecturer	114,000	CY
Jiang, Tingting	Professional Lecturer	80,288	CY
Kim, Janice	Professional Lecturer	70,000	CY
Kinnaman, Alex	Professional Lecturer	54,810	CY
Kohler, Ellie	Professional Lecturer	65,055	CY
Kucsak, Michael	Professional Lecturer	122,333	CY
Lawrence, Anne	Professional Lecturer	59,062	CY
MacDonald, Amanda	Professional Lecturer	57,935	CY
Mather, Paul	Professional Lecturer	76,056	CY
McNabb, Kayla	Professional Lecturer	62,330	CY
McVoy, Elizabeth	Professional Lecturer	63,558	CY
Menzies, Luke	Professional Lecturer	53,000	CY
Miller, Chreston	Professional Lecturer	71,104	CY
Miller, Christopher	Professional Lecturer	61,020	CY
Ng, Wen Nie	Professional Lecturer	53,720	CY
Nino, Miguel	Professional Lecturer	62,220	CY
Petters, Jonathan	Professional Lecturer	71,617	CY
Porter, Nathaniel	Professional Lecturer	60,120	CY
Potter, Peter	Professional Lecturer	94,016	CY
Puckett, Elise	Professional Lecturer	51,640	CY
Rankins, Derek	Professional Lecturer	55,023	CY
Rogers, Alice	Professional Lecturer	50,900	CY
Rozema, Laurel	Professional Lecturer	51,137	CY

***Dean of Libraries***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Saylor, Kodi	Professional Lecturer	52,970	CY
Serra, Adrienne	Professional Lecturer	51,447	CY
Sindt, David	Professional Lecturer	63,277	CY
Smith, Erin	Professional Lecturer	63,815	CY
Snelling, Jade	Professional Lecturer	45,765	CY
Stamper, Michael	Professional Lecturer	61,937	CY
Stovall, Connie	Professional Lecturer	66,526	CY
Sutherland, Michael	Professional Lecturer	68,264	CY
Sweeney, Sara	Professional Lecturer	50,137	CY
Weeks, Kimberli	Professional Lecturer	46,296	CY

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**Department of Athletics**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>DEPARTMENT OF ATHLETICS</u></b>			
Abbott, Russell	Professional Lecturer	52,741	CY
Amberg, Thomas	Professional Lecturer	40,800	CY
Anderson, Britney	Professional Lecturer	109,242	CY
Appleton, Kelsey	Professional Lecturer	40,800	CY
Ballein, John	Professional Lecturer	170,009	CY
Banks, Omar	Professional Lecturer	176,750	CY
Bartelstein, Danielle	Professional Lecturer	109,242	CY
Black, Ahsaki	Professional Lecturer	50,028	CY
Bost, Joshua	Professional Lecturer	70,390	CY
Brizendine, Michael	Professional Lecturer	96,000	CY
Brown, Jennifer	Professional Lecturer	130,050	CY
Brugger-McSorley, Bridget	Professional Lecturer	71,194	CY
Bryan, Anne	Professional Lecturer	52,000	CY
Burden, Zohn	Professional Lecturer	200,000	CY
Cash, Erin	Professional Lecturer	71,400	CY
Castro, James	Professional Lecturer	71,650	CY
Chambers, Joshua	Professional Lecturer	40,000	CY
Clark, Timothy	Professional Lecturer	72,828	CY
Collins, Sean	Professional Lecturer	48,598	CY
Cooke, William	Professional Lecturer	60,000	CY
Cornelsen, Anthony	Professional Lecturer	450,000	CY
Cox, Brian	Professional Lecturer	51,408	CY
Crosby, Robert	Professional Lecturer	85,000	CY
Daniels, Abigail	Professional Lecturer	40,800	CY
Davis, William	Professional Lecturer	42,024	CY
Dietter, David	Professional Lecturer	48,095	CY
Dillard, Brandon	Professional Lecturer	42,463	CY
Doolan, Keith	Professional Lecturer	59,427	CY
Dubs, Andrew	Professional Lecturer	81,600	CY
Elbin, Kurt	Professional Lecturer	125,000	CY
Eugene, Ernest	Professional Lecturer	99,220	CY
Evans, Megan	Professional Lecturer	44,064	CY
Fecteau, Ryan	Professional Lecturer	153,000	CY
Forbes, Natalie	Professional Lecturer	48,925	CY
Frayar, Jared	Professional Lecturer	86,700	CY
Frey, Eric	Professional Lecturer	72,000	CY
Gabbard, Thomas	Professional Lecturer	155,414	CY
Garnes, Bruce	Professional Lecturer	50,459	CY
Gavagan, Robert	Professional Lecturer	41,600	CY
Gebhard, Gregg	Professional Lecturer	55,529	CY
Gholston, Kendrick	Professional Lecturer	61,083	CY

**Department of Athletics**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Gilbert-Lowry, Reyna	Professional Lecturer	102,608	CY
Goforth, Michael	Professional Lecturer	110,945	CY
Griesemer, Brett	Professional Lecturer	47,174	CY
Griesemer, Megan	Professional Lecturer	58,240	CY
Guerry, James	Professional Lecturer	60,180	CY
Gwilliam, Ford	Professional Lecturer	57,638	CY
Gwinn, Derek	Professional Lecturer	83,938	CY
Haines, Corey	Professional Lecturer	51,000	CY
Hamilton, Justin	Professional Lecturer	80,000	CY
Hamlin, Carmen	Professional Lecturer	59,160	CY
Helms, Christopher	Professional Lecturer	129,842	CY
Hilgart, Benjamin	Professional Lecturer	190,000	CY
Hodgson, Andrew	Professional Lecturer	47,430	CY
Huger, Joshua	Professional Lecturer	48,450	CY
Iezzi, John	Professional Lecturer	40,800	CY
Jackson, David	Professional Lecturer	112,750	CY
Johannigmeier, Eric	Professional Lecturer	65,000	CY
Johnson, Devin	Professional Lecturer	87,125	CY
Jones, Jason	Professional Lecturer	50,000	CY
Jones, Samuel	Professional Lecturer	58,000	CY
Kinney, Jefferson	Professional Lecturer	60,000	CY
Kopp, Andrew	Professional Lecturer	66,713	CY
Lawrence, Jimmy	Professional Lecturer	57,790	CY
Lechtenberg, Adam	Professional Lecturer	175,000	CY
Lewis, Matthew	Professional Lecturer	68,979	CY
Lewis, Shannon	Professional Lecturer	42,187	CY
Littlejohn, Angela	Professional Lecturer	159,000	CY
Long, Peter	Professional Lecturer	48,960	CY
McNeilly, Jamie	Professional Lecturer	179,375	CY
McSorley, Patrick	Professional Lecturer	52,500	CY
Mervos, Daniel	Professional Lecturer	40,000	CY
Miller, Justin	Professional Lecturer	51,258	CY
Miller, Shelby	Professional Lecturer	48,925	CY
Mitchell, Brian	Professional Lecturer	260,000	CY
Mitchell, Samantha	Professional Lecturer	55,080	CY
Mitchell, Terry	Professional Lecturer	70,074	CY
Molinaro, Frank	Professional Lecturer	86,700	CY
Moris, Peter	Professional Lecturer	100,753	CY
O'Brien, Angela	Professional Lecturer	51,258	CY
Old, William	Professional Lecturer	61,200	CY
Onyon, Alyson	Professional Lecturer	46,818	CY
Piemonte, Ronald	Professional Lecturer	73,000	CY
Poppie, William	Professional Lecturer	129,030	CY

**Department of Athletics**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Purnell, Frederick	Professional Lecturer	48,117	CY
Reynolds, Jeffrey	Professional Lecturer	148,625	CY
Robertson, Carol	Professional Lecturer	82,250	CY
Roccaforte, Steven	Professional Lecturer	246,000	CY
Sabatino, Daniel	Professional Lecturer	51,510	CY
Sayer, Martin	Professional Lecturer	48,223	CY
Sharp, Brian	Professional Lecturer	49,862	CY
Shibest, James	Professional Lecturer	420,000	CY
Shimp, Amanda	Professional Lecturer	59,731	CY
Showalter, Whitney	Professional Lecturer	41,820	CY
Shuman, John	Professional Lecturer	60,000	CY
Simmons, Charles	Professional Lecturer	51,000	CY
Smith, Clarence	Professional Lecturer	95,093	CY
Staggers, Kyle	Professional Lecturer	40,000	CY
Stockwell-Gregson, Sarah	Professional Lecturer	53,040	CY
Sung, John	Professional Lecturer	110,000	CY
Szefc, John	Professional Lecturer	425,000	CY
Thomas, Benjamin	Professional Lecturer	91,000	CY
Thomas, Nelson	Professional Lecturer	115,000	CY
Transue, Matthew	Professional Lecturer	47,461	CY
Underwood, Casey	Professional Lecturer	83,759	CY
Vaught, Timothy	Professional Lecturer	76,500	CY
Vice, Vance	Professional Lecturer	260,000	CY
Viet, Adam	Professional Lecturer	40,000	CY
Walls, Brian	Professional Lecturer	68,863	CY
Wasielewski, John	Professional Lecturer	81,600	CY
Webster, James	Professional Lecturer	148,625	CY
Werner, Gregory	Professional Lecturer	114,444	CY
White, Daniel	Professional Lecturer	101,738	CY
Whittaker, Alison	Professional Lecturer	41,942	CY
Wiggins, Holman	Professional Lecturer	260,000	CY
Wiles, Charles	Professional Lecturer	260,000	CY
Wilson, Jill	Professional Lecturer	130,000	CY
Wolf, Lyle	Professional Lecturer	71,750	CY
Wurthman, Bradley	Professional Lecturer	122,500	CY
Young, Perren	Professional Lecturer	41,616	CY
Zabinsky, Jennifer	Professional Lecturer	75,212	CY
Zalewski, Paul	Professional Lecturer	61,200	CY
Zawacki-Woods, Terry	Professional Lecturer	80,000	CY

**Exec. Vice President and Provost**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>ACADEMIC RESOURCE MANAGEMENT</u></b>			
Daku, Feride	Administrative Lecturer	120,000	CY
Smith, Kenneth	Administrative Lecturer	223,278	CY
Earley, Jeffrey	Professional Lecturer	170,000	CY
Hammond, Matthew	Professional Lecturer	69,428	CY
Miller, Mallory	Professional Lecturer	56,300	CY
Spangler, Cynthia	Professional Lecturer	102,000	CY
<b><u>ADMINISTRATION</u></b>			
Clarke, Cyril	Administrative Professor	410,000	CY
Rikakis, Thanassis	Administrative Professor	280,500	CY
Guerin, David	Administrative Lecturer	127,500	CY
Coble, Zebulon	Professional Lecturer	106,548	CY
Keller, Adriane	Professional Lecturer	68,000	CY
<b><u>CAREER SERVICES</u></b>			
Beach, Katherine	Professional Lecturer	53,067	CY
Byers, Jonathan	Professional Lecturer	50,000	CY
Childress, Mary	Professional Lecturer	69,051	CY
Copeland, Catherine	Professional Lecturer	65,312	CY
Henderson, James	Professional Lecturer	79,135	CY
Jordan, Kathryn	Professional Lecturer	54,346	CY
Leist, Leigh	Professional Lecturer	68,801	CY
McPherson, Amy	Professional Lecturer	81,336	CY
Ratcliffe, Donna	Professional Lecturer	116,926	CY
Scott, Rebecca	Professional Lecturer	69,001	CY
Thuesen, Heidi	Professional Lecturer	46,665	CY
White, Steven	Professional Lecturer	45,500	CY
Wilson, Elizabeth	Professional Lecturer	52,150	CY
<b><u>CAREER SERVICES E&amp;G</u></b>			
Kyle, Henry	Professional Lecturer	55,160	CY
Robinson, Carol	Professional Lecturer	78,583	CY
<b><u>CENTER FOR INSTRUCTIONAL DEVELOPMENT AND EDUCATIONAL RESEARCH</u></b>			
Baum Walker, Liesl	Professional Lecturer	77,520	CY
Filer, Kimberly	Professional Lecturer	116,688	CY
Harder, James	Professional Lecturer	55,000	CY
Lusk, Danielle	Professional Lecturer	81,980	CY
Shoop, Tiffany	Professional Lecturer	75,480	CY
Williams, Leslie	Professional Lecturer	51,000	CY

**Exec. Vice President and Provost**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>CENTER FOR THE ARTS</u></b>			
Knapp, Richard	Administrative Professor	239,833	CY
Peterson, Bryanne	Research Assistant Professor	60,000	CY
Pillis, Daniel	Research Assistant Professor	71,000	CY
Kavanaugh, Andrea	Senior Research Scientist	40,693	CY
Alarid, Renee	Professional Lecturer	64,297	CY
Bland, Susan	Professional Lecturer	70,151	CY
Boulter, Jonathan	Professional Lecturer	72,824	CY
Crutchfield, Margaret	Professional Lecturer	91,640	CY
Ducote, Heather	Professional Lecturer	95,703	CY
Ehrlich, David	Professional Lecturer	66,876	CY
Ginn, Raymond	Professional Lecturer	72,516	CY
Hicklin, Meggin	Professional Lecturer	49,540	CY
Newbill, Phyllis	Professional Lecturer	62,730	CY
Scharman, Elizabeth	Professional Lecturer	106,641	CY
Waalkes, Ruth	Professional Lecturer	216,240	CY
Williams, Holly	Professional Lecturer	88,500	CY
Witney, Douglas	Professional Lecturer	95,636	CY
<b><u>COLLEGE ACCESS COLLABORATIVE</u></b>			
Sanders, Karen	Administrative Lecturer	186,217	CY
Campos, Mary Grace	Professional Lecturer	64,612	CY
Young, Denise	Professional Lecturer	52,530	CY
<b><u>ENROLLMENT AND DEGREE MANAGEMENT</u></b>			
Havens Gerardo, Luisa	Administrative Lecturer	285,600	CY
Espinoza, Juan	Professional Lecturer	143,500	CY
Garrett, Alphonso	Professional Lecturer	62,481	CY
Guntoro, Bennu	Professional Lecturer	55,500	CY
Jacques, Jenise	Professional Lecturer	56,591	CY
McKenzie, William	Professional Lecturer	54,292	CY
<b><u>FACULTY OF HEALTH SCIENCES</u></b>			
Irvin, Andrew	Administrative Lecturer	170,560	CY
Horn, Kimberly	Professor	250,000	RE12
<b><u>INCLUSION AND DIVERSITY</u></b>			
Pratt-Clarke, Menah	Administrative Professor	311,100	CY
Deramo, Michele	Professional Lecturer	97,854	CY
Dickerson, Patrice	Professional Lecturer	94,860	AY
Ramirez Fernandez, Mercedes	Professional Lecturer	148,977	CY
Schnitzer, Marcy	Professional Lecturer	96,908	CY

**Exec. Vice President and Provost**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Thorpe, Leemar	Professional Lecturer	62,400	CY

**LEARNING SYSTEMS INNOVATIONS & EFFE**

Taylor, Gaylon	Professor	328,974	CY
Davitt, Marcia	Postdoctoral Associate	56,000	CY
Amelink, Catherine	Professional Lecturer	122,400	CY
Byrd, Christina	Professional Lecturer	122,400	CY
Nicewonger, Todd	Professional Lecturer	71,500	CY

**OFFICE OF ACADEMIC DECISION SUPPORT**

Bodo, Bethany	Professional Lecturer	106,300	CY
Deslauriers, Jessica	Professional Lecturer	49,455	CY
Gile, Roxanne	Professional Lecturer	127,400	CY
Hall, Molly	Professional Lecturer	70,500	CY
Han, Jaeo	Professional Lecturer	65,000	CY
Huang, Rong	Professional Lecturer	69,390	CY
Hung, Chang Yu	Professional Lecturer	79,220	CY
Joshi, Abhay	Professional Lecturer	167,000	CY
Li, Yu	Professional Lecturer	72,100	CY
McBee, Janice	Professional Lecturer	70,890	CY
Singleton, Scott	Professional Lecturer	58,850	CY
West, Jennifer	Professional Lecturer	57,300	CY
Williams, Jaime	Professional Lecturer	51,887	CY

**OFFICE OF SUMMER AND WINTER SESSIONS**

Herndon, Michael	Administrative Lecturer	93,163	CY
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**OFFICE OF UNDERGRADUATE ACADEMIC INTEGRITY**

Hall, Jeremy	Professional Lecturer	47,960	CY
Orr, James	Professional Lecturer	112,391	CY
Wang, Rong	Professional Lecturer	76,125	CY

**REGISTRAR**

Cridlin, Clyde	Professional Instructor	77,207	CY
Costello, Gary	Professional Lecturer	66,118	CY
Gordon, Nannette	Professional Lecturer	54,390	CY
Langford, Vicki	Professional Lecturer	54,905	CY
Sparks, Richard	Professional Lecturer	147,160	CY
Wiseley, Colin	Professional Lecturer	70,560	CY

**STUDENT ATHLETE ACADEMIC SUPPORT SERVICES**

Armstrong, Sarah	Professional Lecturer	80,866	CY
Byrd, Cory	Professional Lecturer	49,513	CY

**Exec. Vice President and Provost**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Gosney, Rebecca	Professional Lecturer	48,000	CY
Hozey, William	Professional Lecturer	42,024	CY
Mayotte, Matthew	Professional Lecturer	106,618	CY
Mitchell, Ryndee	Professional Lecturer	42,864	CY
Moore, Timothy	Professional Lecturer	47,256	CY
Steinberg, Mary	Professional Lecturer	56,100	CY
Svihla, Alise	Professional Lecturer	60,180	CY
Swanhart, Michael	Professional Lecturer	60,721	CY
Vaccaro, Nicolas	Professional Lecturer	47,257	CY

**THE STUDENT SUCCESS**

Amal, Tommy	Professional Lecturer	42,738	CY
Brown, Jennifer	Professional Lecturer	72,420	CY
Headley, Jerry	Professional Lecturer	51,250	CY
Hunter, Monica	Professional Lecturer	47,754	CY
Marshall, Jody	Professional Lecturer	75,910	CY
Mondesir, Sachiel	Professional Lecturer	45,592	CY
Oliveros, Dorothy Claire	Professional Lecturer	114,444	CY

**UNDERGRADUATE ADMISSIONS**

Beane, Dannette	Professional Lecturer	93,000	CY
Boyd, Samantha	Professional Lecturer	62,849	CY
Dulaney, Jarrid	Professional Lecturer	40,920	CY
Kum, Shyrah	Professional Lecturer	57,390	AY
McCoy, Traci	Professional Lecturer	40,920	CY
Milley, Steven	Professional Lecturer	57,390	AY
Oxley, Tyler	Professional Lecturer	56,214	CY
Parrish, Alex	Professional Lecturer	59,846	CY
Rawlings, Kelly	Professional Lecturer	80,318	CY
Seagreaves, Kaitlin	Professional Lecturer	40,920	AY
St Clair, Kayla	Professional Lecturer	45,830	CY
St Jean, Albert	Professional Lecturer	58,745	CY
Todd, Jane	Professional Lecturer	59,446	CY

**UNDERGRADUATE STUDIES**

Biscotte, Stephen	Professional Lecturer	74,622	CY
Keebler, Joel	Professional Lecturer	51,000	CY
Swaby, Keri	Professional Lecturer	59,927	CY

**UNIVERSITY PLANNING AND SELF-STUDY**

Bush, Kristen	Administrative Lecturer	128,744	CY
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**Exec. Vice President and Provost**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>UNIVERSITY ACADEMIC ADVISING CENTER</u></b>			
Smith, Kimberly	Administrative Lecturer	123,205	CY
Bruce, Herbert	Professional Lecturer	74,794	CY
Chatham, Janice	Professional Lecturer	54,121	CY
Goetz, Helene	Professional Lecturer	68,571	CY
Johnson, Jason	Professional Lecturer	47,617	CY
Sano-Franchini, Dominic	Professional Lecturer	52,000	CY
Thomas, Lauren	Professional Lecturer	52,000	CY
<b><u>UNIVERSITY SCHOLARSHIPS AND FINANCIAL AID</u></b>			
Armstrong, Elizabeth	Professional Lecturer	143,574	CY
Collins, Sarah	Professional Lecturer	45,900	CY
French, Tawana	Professional Lecturer	54,570	CY
Holdren, Chelsey	Professional Lecturer	46,726	CY
Johnson, Rhonda	Professional Lecturer	70,216	CY
Learn, Autumn	Professional Lecturer	64,297	CY
Maxwell, Andrew	Professional Lecturer	51,664	CY
Roberson, Diane	Professional Lecturer	46,726	CY
Schweighart, Matthew	Professional Lecturer	61,200	CY
<b><u>VP - FACULTY AFFAIRS</u></b>			
Finney, Jack	Administrative Professor	276,181	CY
Hogan, Amy	Administrative Lecturer	132,444	CY
Layne, Margaret	Administrative Lecturer	110,172	CY
Plummer, Ellen	Administrative Lecturer	133,865	CY
Gabriele, Rachel	Professional Lecturer	102,200	CY
<b><u>VP UNDERGRADUATE ACADEMIC AFFAIRS</u></b>			
Holloway, Rachel	Administrative Associate Profes	228,480	CY
<b><u>WOMEN'S CENTER</u></b>			
Foutch, Mallory	Professional Lecturer	42,840	CY
LoMascolo, Anna	Professional Lecturer	84,660	CY
Meltsner, Jessica	Professional Lecturer	20,000	AY
Mey, Katelin	Professional Lecturer	46,818	CY
Prince, Jessica	Professional Lecturer	54,101	CY
Smith, Christine	Professional Lecturer	76,980	CY
Terry, Traci	Professional Lecturer	46,818	CY



**Graduate School**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>DEAN - GRADUATE SCHOOL</u></b>			
DePauw, Karen	Administrative Professor	286,526	CY
Austin, Janice	Professional Lecturer	88,124	CY
Fuller, Sheldon	Professional Lecturer	95,250	CY
Gibson, Monika	Professional Lecturer	98,563	CY
Grimes, Catherine	Professional Lecturer	63,450	CY
Hanson, Bryan	Professional Lecturer	85,750	CY
Lawrence, Kacy	Professional Lecturer	86,313	CY
Matheis, Christian	Professional Lecturer	65,000	CY
Riegger, Marin	Professional Lecturer	46,450	CY
Sippel, Jeremy	Professional Lecturer	72,535	CY
Walton, William	Professional Lecturer	128,000	CY

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***Honors College***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>UNIVERSITY HONORS PROGRAM</u></b>			
Knox, Paul	Administrative Lecturer	332,361	CY
Lewis, Stephanie	Collegiate Assistant Professor	72,800	CY
Daku, Lefter	Professional Lecturer	129,000	CY
McIntyre, Christina	Professional Lecturer	92,125	CY
Shrader, Russell	Professional Lecturer	57,706	CY
Vandyke, Sara	Professional Lecturer	64,200	CY

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***Pamplin College of Business***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>ACCOUNTING AND INFORMATION SYSTEMS</u></b>			
Barkhi, Reza	Professor	202,414	AY
Belanger, France	Professor	233,579	AY
Bhattacharjee, Sudip	Professor	232,157	AY
Fan, Weiguo	Professor	198,876	AY
Jenkins, James	Professor	210,831	AY
Maher, John	Professor	321,286	CY
Seago, Wilmer	Professor	217,077	AY
Sheetz, Steven	Professor	155,079	AY
Lisic, Ling	Associate Professor	264,680	AY
Salbador, Debra	Associate Professor	155,000	AY
Tegarden, David	Associate Professor	149,823	AY
Wallace, Linda	Associate Professor	160,420	AY
Cobabe, Matthew	Assistant Professor	205,040	AY
Davidson, Robert	Assistant Professor	229,000	AY
Erickson, Matthew	Assistant Professor	222,200	AY
Hansen, Thomas	Assistant Professor	190,086	AY
Harding, Michelle	Assistant Professor	222,200	AY
Hillison, Sean	Assistant Professor	223,960	AY
Huang, Jingjing	Assistant Professor	191,656	AY
Johnson, Eugene	Assistant Professor	182,869	AY
Smith, Kecia	Assistant Professor	206,654	AY
Stein, Sarah	Assistant Professor	208,611	AY
Wolfe, Michael	Assistant Professor	191,148	AY
Lacoste, Jean	Senior Instructor	80,914	AY
Sharp, Jason	Instructor	78,915	AY
Shortt, Jacob	Instructor	78,915	AY
Easterwood, Cintia	Collegiate Assistant Professor	85,446	AY
Garner, Dana	Collegiate Assistant Professor	82,871	AY
Rogers, Nadia	Associate Prof of Practice	96,270	AY
Almond, Lynn	Assistant Prof of Practice	82,482	AY
Martin, Eric	Assistant Prof of Practice	81,325	AY

**BUSINESS - OFF CAMPUS INSTRUCTION**

Falkenstern, Julia	Professional Lecturer	85,000	CY
Hansson, Dana	Professional Lecturer	129,433	CY
Pinette, Emily	Professional Lecturer	74,028	CY

**BUSINESS INFORMATION TECHNOLOGY**

Badinelli, Ralph	Professor	141,193	AY
Ragsdale, Cliff	Professor	180,625	AY
Rakes, Terry	Professor	182,624	AY

***Pamplin College of Business***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Rees, Loren	Professor	203,417	AY
Russell, Roberta	Professor	214,625	CY
Taylor, Bernard	Professor	234,029	AY
Zobel, Christopher	Professor	175,755	AY
Abrahams, Alan	Associate Professor	164,101	AY
Deane, Jason	Associate Professor	148,154	AY
Hoopess, Barbara	Associate Professor	120,377	AY
James, Tabitha	Associate Professor	165,965	AY
Major, Raymond	Associate Professor	112,312	AY
Matheson, Lance	Associate Professor	117,048	AY
Nottingham, Quinton	Associate Professor	120,570	AY
Seref, Michelle	Associate Professor	149,682	AY
Seref, Onur	Associate Professor	162,785	AY
Wang, Alan	Associate Professor	163,126	AY
Shen, Wenqi	Assistant Professor	152,700	AY
Clark, Laura	Advanced Instructor	96,910	AY
Baker, Wade	Collegiate Associate Professor	127,250	AY
Teets, Jay	Collegiate Associate Professor	111,100	AY
Fernandez, Pedro	Assistant Prof of Practice	87,138	AY
Fratlicelli, Barbara	Assistant Prof of Practice	106,411	AY
Kern, James	Assistant Prof of Practice	106,050	AY
Travis, Laurel	Assistant Prof of Practice	106,260	AY

**DEAN OF BUSINESS**

Sumichrast, Robert	Administrative Professor	529,975	CY
Ghandforoush, Parviz	Administrative Lecturer	305,319	CY
Hunnings, Wanda	Administrative Lecturer	176,362	CY
Tillar, Thomas	Administrative Lecturer	159,600	CY
Nakamoto, Kent	Professor	151,633	CY
Khansa, Lara	Administrative Associate Profes	283,000	CY
Carlson, Kevin	Professional Professor	261,400	CY
Africa, Emily Anne	Professional Lecturer	79,227	CY
Allen, Blair	Professional Lecturer	63,120	CY
Ausman, Kelley	Professional Lecturer	62,302	CY
Borny, Lorraine	Professional Lecturer	50,722	AY
Burke, Kayla	Professional Lecturer	47,765	CY
Byrd, Leigh	Professional Lecturer	47,765	CY
Carty, Jennifer	Professional Lecturer	82,267	CY
Cholakis, Karen	Professional Lecturer	82,000	CY
Clevenger, Jennifer	Professional Lecturer	74,978	CY
Collins, Sean	Professional Lecturer	142,477	CY
Crawford, Ashley	Professional Lecturer	62,615	CY
Dickhans, James	Professional Lecturer	111,986	CY

***Pamplin College of Business***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Filiatreau, Svetlana	Professional Lecturer	92,250	CY
Flint, Michael	Professional Lecturer	91,400	CY
French, Gina	Professional Lecturer	94,150	CY
Gay, Keith	Professional Lecturer	48,699	CY
Gilbert, Bonnie	Professional Lecturer	72,334	CY
Gillcash, Holly	Professional Lecturer	76,500	CY
Haines, Howard	Professional Lecturer	79,400	CY
Heinold, Jennifer	Professional Lecturer	50,391	CY
Jackson, Joy	Professional Lecturer	77,250	CY
Maggard, Derick	Professional Lecturer	171,518	CY
Matuszak, Steve	Professional Lecturer	78,640	CY
Mease, Stuart	Professional Lecturer	127,345	CY
Minford, Christina	Professional Lecturer	53,530	CY
Monday, Justin	Professional Lecturer	62,302	CY
Oldham, Linda	Professional Lecturer	160,680	CY
Ombac, Annabelle	Professional Lecturer	61,770	CY
Osborne, Mary	Professional Lecturer	106,775	CY
Ramey, Lindsey	Professional Lecturer	46,887	CY
Rosenberger, Julie	Professional Lecturer	76,900	CY
Snider, Taylor	Professional Lecturer	44,720	CY
Townsend, Laura	Professional Lecturer	43,785	CY
Weishaar, Amy	Professional Lecturer	57,130	CY
Wells, Katherine	Professional Lecturer	89,990	CY

**FINANCE, INSURANCE, AND BUSINESS LAW**

Hiller, Janine	Professor	177,690	AY
Kadlec, Gregory	Professor	333,365	AY
Keown, Arthur	Professor	257,401	AY
Kumar, Raman	Professor	214,164	AY
Lytton, Ruth	Professor	112,000	AY
Mansi, Sattar	Professor	254,621	AY
Morgan, George	Professor	182,600	AY
Patterson, Douglas	Professor	68,282	AY
Singal, Vijay	Professor	359,892	CY
Billingsley, Randall	Associate Professor	158,500	AY
Easterwood, John	Associate Professor	202,706	AY
Xu, Jin	Associate Professor	254,949	AY
MacKinlay, Andrew	Assistant Professor	241,092	AY
Paye, Bradley	Assistant Professor	243,430	AY
Wang, Tong	Assistant Professor	196,762	AY
Ye, Pengfei	Assistant Professor	225,400	AY
Hart, Brian	Instructor	73,300	AY
Kender, Michael	Professor of Practice	122,620	AY

***Pamplin College of Business***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Klock, Derek	Associate Prof of Practice	101,800	AY
Spicer, Cara	Associate Prof of Practice	93,000	AY
Malone, Jason	Assistant Prof of Practice	88,250	AY
Bowen, Donald	Visiting Assistant Professor	181,800	AY
Lin, Jerchern	Visiting Assistant Professor	181,000	AY

**HOSPITALITY AND TOURISM MANAGEMENT**

Khan, Mahmood	Professor	191,136	CY
McGehee, Nancy	Professor	237,458	CY
Nicolau Gonzalbez, Juan	Professor	210,125	AY
Perdue, Richard	Professor	203,038	AY
Magnini, Vincent	Associate Professor	129,754	AY
Singal, Manisha	Associate Professor	140,371	AY
Xiang, Zheng	Associate Professor	154,687	AY
Kang, Hee Jung	Assistant Professor	101,675	AY
Kim, Eojina	Assistant Professor	107,500	AY
Fitch, Candace	Instructor	76,500	AY
Feiertag, Howard	Lecturer	40,094	AY
Sexton, James	Lecturer	100,870	CY
Walton, Gary	Assistant Prof of Practice	77,520	AY
Lamoureux, Kristin	Visiting Assistant Professor	100,000	AY

**MANAGEMENT**

Gnyawali, Devi	Professor	269,211	CY
Markham, Steven	Professor	169,686	AY
Seth, Anju	Professor	256,461	AY
Wokutch, Richard	Professor	199,091	AY
Arthur, Jeffrey	Associate Professor	147,962	AY
Beal, Daniel	Associate Professor	165,084	AY
Becker, William	Associate Professor	203,232	AY
Hatfield, Donald	Associate Professor	145,144	AY
Tegarden, Linda	Associate Professor	129,532	AY
Zimmerman, Ryan	Associate Professor	186,911	AY
Hunt, Richard	Assistant Professor	160,328	AY
Thakur Wernz, Pooja	Assistant Professor	148,041	AY
Thompson, Phillip	Assistant Professor	173,400	AY
Townsend, David	Assistant Professor	189,038	AY
Ward Bartlett, Anna	Assistant Professor	158,625	AY
Cortes, Anastasia	Instructor	59,326	AY
Deck, Margaret	Instructor	50,707	AY
Mondry, Mark	Professor of Practice	102,525	AY
Skripak, Stephen	Professor of Practice	116,278	AY
Kennedy, Reed	Associate Prof of Practice	101,580	CY

***Pamplin College of Business***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Carlson, Kimberly	Assistant Prof of Practice	79,998	CY
<b><u>MARKETING</u></b>			
Bagchi, Rajesh	Professor	260,327	AY
Brinberg, David	Professor	218,259	AY
Chakravarti, Dipankar	Professor	459,797	AY
Herr, Paul	Professor	334,994	CY
Sirgy, Mack	Professor	71,827	AY
Coupey, Eloise	Associate Professor	145,062	AY
Daniloski, Kimberly	Associate Professor	100,157	AY
Pandelaere, Mario	Associate Professor	184,503	AY
Chaxel, Anne-Sophie	Assistant Professor	163,004	AY
Jiang, Juncal	Assistant Professor	162,886	AY
May, Frank	Assistant Professor	199,047	AY
Reilly, Thomas	Advanced Instructor	62,017	AY
Schirr, Laurel	Instructor	58,500	AY
Collins, Brian	Professor of Practice	126,632	AY
Wertalik, Donna	Associate Prof of Practice	116,642	AY
Crabbe, Rowena	Visiting Assistant Professor	143,262	AY
Sundie, Jill	Visiting Assistant Professor	147,651	AY
<b><u>REAL ESTATE PROGRAM</u></b>			
Clark, Ashley	Professional Lecturer	54,060	CY

**President**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>BUSINESS AND MANAGEMENT SYSTEMS</u></b>			
Cooper, George	Administrative Lecturer	137,150	CY
Burroughs, Brock	Professional Lecturer	95,827	CY
Deskings, Jonathan	Professional Lecturer	52,000	CY
Earles, Corey	Professional Lecturer	94,728	CY
Franchi, Peter	Professional Lecturer	73,300	CY
Heron, Jason	Professional Lecturer	76,500	CY
Rahmes, Christopher	Professional Lecturer	99,631	CY
Smith, Nathan	Professional Lecturer	60,000	CY

**GLOBAL FORUM ON RESILIENCE**

Bemis, Sean	Research Assistant Professor	58,140	AY
Simundza, Daniel	Research Scientist	62,424	CY
Lawrence, Jennifer	Postdoctoral Associate	50,883	CY

**LEGAL COUNSEL**

Capaldo, Stephen	Administrative Lecturer	98,014	CY	1
Gess, Mark	Administrative Lecturer	96,646	CY	1
McClanahan, Marvin	Administrative Lecturer	124,681	CY	1
Heidbreder, Kay	Administrative Instructor	197,674	CY	1
Gallagher, Tracey	Professional Lecturer	89,826	CY	1
Hartman, Kristina	Professional Lecturer	73,440	CY	1

**OFFICE OF AUDIT, RISK AND COMPLIANCE**

Kurek, Sharon	Administrative Lecturer	235,115	CY
Bennington, Kelly	Professional Lecturer	85,000	CY
Daniels, Brian	Professional Lecturer	168,344	CY
Dean, Michael	Professional Lecturer	93,636	CY
Hughes, Trevor	Professional Lecturer	80,325	CY
Parker, Timothy	Professional Lecturer	91,800	CY
Taylor, Dawnetta	Professional Lecturer	73,000	CY

**PRESIDENT - ADMIN.**

Earnhart, Eric	Professional Lecturer	102,831	CY
Peterson, Cheryl	Professional Lecturer	153,500	CY

**PRESIDENT'S STAFF**

Yianilos, Christopher	Administrative Lecturer	239,601	CY
Chandler, D'Elia	Professional Lecturer	63,672	CY
Hooper, Elizabeth	Professional Lecturer	136,000	CY



***President***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>VP STRATEGIC AFFAIRS</u></b>			
Becksted, Patricia	Professional Lecturer	89,250	CY
McCann, Erin	Professional Lecturer	118,000	CY

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***Vice President and Executive Director, National Capital Region***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>NATIONAL CAPITAL REGION OPERATIONS</u></b>			
McKnight, Steven	Administrative Professor	280,159	CY
Stone, Nicholas	Professor	168,793	CY
Bulka, Lauren	Professional Lecturer	85,454	CY
Davenport, Justin	Professional Lecturer	119,439	CY
Murphy, Dianka	Professional Lecturer	96,731	CY
Sorensen, Mark	Professional Lecturer	77,284	CY
<b><u>RESEARCH DEVELOPMENT TEAM</u></b>			
Raman, Sanjay	Professor	300,795	CY
Murch, Randall	Professional Lecturer	186,697	CY

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***Vice President for Advancement***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>ALUMNI RELATIONS</u></b>			
Day, Deborah	Administrative Lecturer	131,737	CY
Cowell-Lucero, Jamie	Professional Lecturer	68,762	CY
Fansler, Gregory	Professional Lecturer	80,863	CY
Foiles, Andrew	Professional Lecturer	43,905	CY
Good, Ciji	Professional Lecturer	83,486	CY
Grahe, Shaun	Professional Lecturer	86,777	CY
Harrington, Gwen	Professional Lecturer	59,820	CY
Hutcheson, John	Professional Lecturer	77,808	CY
Jefferson, Crystal	Professional Lecturer	87,823	CY
Lafon, Katherine	Professional Lecturer	57,397	CY
Marquis, Raleigh	Professional Lecturer	54,573	CY
McCann, Kelly	Professional Lecturer	54,129	CY
McCauley, Jordan	Professional Lecturer	46,756	CY
Mills, Angela	Professional Lecturer	70,990	CY
Ritenour, Virginia	Professional Lecturer	66,788	CY
Sumpter, Justina	Professional Lecturer	56,210	CY
van der Molen, Glen	Professional Lecturer	45,900	CY
Walker, Latanya	Professional Lecturer	57,891	CY
Winston, Matthew	Professional Lecturer	228,160	CY
Woods, Corrine	Professional Lecturer	54,651	CY

**LICENSING AND TRADEMARK ADMINISTRATION**

Littler, Christopher	Professional Lecturer	70,000	CY
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**UNIVERSITY DEVELOPMENT**

Ahner, Stacey	Administrative Lecturer	91,800	CY
Arsenault, Rhonda	Administrative Lecturer	255,000	CY
Davitt, Alison	Administrative Lecturer	154,546	CY
Taylor, Mollie	Administrative Lecturer	218,484	CY
Adams, Steven	Professional Lecturer	70,220	CY
Bartlett, Christopher	Professional Lecturer	61,200	CY
Bauschelt, Andrew	Professional Lecturer	48,000	CY
Blair, Kimberly	Professional Lecturer	193,800	CY
Bliss, Sandi	Professional Lecturer	109,242	CY
Bolt, Terry	Professional Lecturer	115,202	CY
Borg, Elizabeth	Professional Lecturer	96,900	CY
Cannoy, Amanda	Professional Lecturer	63,440	CY
Clark, Karin	Professional Lecturer	84,150	CY
Clark, Steven	Professional Lecturer	186,772	CY
Cleveland, Daniel	Professional Lecturer	150,000	CY
Edwards, Erin	Professional Lecturer	149,365	CY

***Vice President for Advancement***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Eggers, Whitney	Professional Lecturer	66,300	CY
Estep, Rachael	Professional Lecturer	59,160	CY
Everett, David	Professional Lecturer	121,104	CY
Fravel, Bradley	Professional Lecturer	127,500	CY
Gavva, Shravya	Professional Lecturer	77,250	CY
Grahe, Rachel	Professional Lecturer	102,500	CY
Green, Leslie	Professional Lecturer	85,239	CY
Grove, James	Professional Lecturer	80,476	CY
Hanel, Ashley	Professional Lecturer	49,980	CY
Hart, Natalie	Professional Lecturer	169,119	CY
Holden, Randy	Professional Lecturer	103,630	CY
Howland, Timothy	Professional Lecturer	92,966	CY
Hutchins, Emily	Professional Lecturer	103,020	CY
Ickes, Andrew	Professional Lecturer	53,040	CY
Jordan, James	Professional Lecturer	54,101	CY
June, Maria	Professional Lecturer	55,000	CY
Kauhane, Brianna	Professional Lecturer	97,586	CY
Kobia, Holly	Professional Lecturer	106,641	CY
Lambert, Margaret	Professional Lecturer	72,490	CY
Lansden, William	Professional Lecturer	159,181	CY
Lyman, Robert	Professional Lecturer	69,923	CY
Martin, Karina	Professional Lecturer	106,785	CY
Massengill, Evan	Professional Lecturer	48,000	CY
Matthiessen, Alison	Professional Lecturer	77,868	CY
Meacham, Vernon	Professional Lecturer	117,715	CY
Miers, Jerrad	Professional Lecturer	88,420	CY
Mikkalson, Kathleen	Professional Lecturer	65,254	CY
Mitchell, Carl	Professional Lecturer	84,844	CY
Mitchell, Elizabeth	Professional Lecturer	198,905	CY
Morris, Kellie	Professional Lecturer	66,326	CY
Morrison, Mark	Professional Lecturer	89,739	CY
Mosby, Justin	Professional Lecturer	71,091	CY
Moyer, Michael	Professional Lecturer	239,943	CY
Norris, Bobbie	Professional Lecturer	92,055	CY
Orzolek, Jennifer	Professional Lecturer	128,041	CY
Plum, Brian	Professional Lecturer	63,672	CY
Price, Wynoka Ann	Professional Lecturer	93,962	CY
Ridenour, Tamara	Professional Lecturer	76,500	CY
Sain, Brittany	Professional Lecturer	49,980	CY
Salmon, Brandy	Professional Lecturer	222,025	CY
Schramm, Jonathan	Professional Lecturer	50,000	CY
Short, Adam	Professional Lecturer	81,183	CY
Sibiga, Courtney	Professional Lecturer	66,571	CY

***Vice President for Advancement***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Smith, Devon	Professional Lecturer	51,000	CY
Smith, Douglas	Professional Lecturer	62,424	CY
Smythers, Robert	Professional Lecturer	115,601	CY
Stewart, JMahl	Professional Lecturer	82,782	CY
Stokes, Loyd	Professional Lecturer	163,200	CY
Strosnider, Nancy	Professional Lecturer	94,599	CY
Tawney, Janice	Professional Lecturer	70,186	CY
Torgersen, Paul	Professional Lecturer	43,000	CY
Torget, John	Professional Lecturer	206,936	CY
Torget, Sandra	Professional Lecturer	77,392	CY
Turek, Michelle	Professional Lecturer	140,000	CY
Wagner, Nicole	Professional Lecturer	98,565	CY
Watts, Justin	Professional Lecturer	80,000	CY
Weaver, Jeremy	Professional Lecturer	234,600	CY
Weaver, Kevin	Professional Lecturer	92,470	CY
Weddle, Lonnie	Professional Lecturer	100,002	CY
White, Sarah	Professional Lecturer	53,040	CY
Wilson, Scott	Professional Lecturer	68,979	CY
Wolfe, Judy	Professional Lecturer	115,668	CY
Wong, Emily	Professional Lecturer	70,380	CY

**UNIVERSITY RELATIONS**

Owczarski, Mark	Administrative Lecturer	151,072	CY
Vosburgh, Tracy	Administrative Lecturer	246,471	CY
Andrea, Shannon	Professional Lecturer	114,444	CY
Barlow, Marya	Professional Lecturer	72,000	CY
Boone, Jennifer	Professional Lecturer	55,080	CY
Byron, Paula	Professional Lecturer	98,692	CY
Coleman, Olivia	Professional Lecturer	41,000	CY
Durham, Joseph	Professional Lecturer	107,263	CY
Elward, Alison	Professional Lecturer	75,480	CY
Fifer, Jordan	Professional Lecturer	49,546	CY
Foy, William	Professional Lecturer	88,872	CY
Gill, Susan	Professional Lecturer	77,875	CY
Gleixner, Glenn	Professional Lecturer	118,301	CY
Gray, Cynthia	Professional Lecturer	80,249	CY
Horner, Fairen	Professional Lecturer	44,880	CY
Jackson, John	Professional Lecturer	103,014	CY
Jackson, Joshua	Professional Lecturer	85,257	CY
Leonard, Cecilia	Professional Lecturer	48,175	CY
Lockhart, Jason	Professional Lecturer	61,200	CY
Lovegrove, Richard	Professional Lecturer	62,781	CY
McCallum, Anne	Professional Lecturer	65,674	CY

***Vice President for Advancement***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Meese, Donna	Professional Lecturer	51,000	CY
Meese, Raymond	Professional Lecturer	57,400	CY
Miller, Erik	Professional Lecturer	56,100	CY
Milleson, John	Professional Lecturer	75,000	CY
Parker, Jonathan	Professional Lecturer	48,418	CY
Pastor, John	Professional Lecturer	106,080	CY
Polikoff, Richard	Professional Lecturer	60,000	CY
Raboteau, Albert	Professional Lecturer	76,291	CY
Schramm, Melanie	Professional Lecturer	97,850	CY
Seidel, David	Professional Lecturer	59,160	CY
Soucy, Brandon	Professional Lecturer	91,087	CY
Stacy, Erica	Professional Lecturer	67,626	CY
Stith, Randall	Professional Lecturer	105,796	CY
Stowe, Michael	Professional Lecturer	88,303	CY
Timney, Krista	Professional Lecturer	76,500	CY
Tuel, Jesse	Professional Lecturer	87,532	CY
Wagner, Larry	Professional Lecturer	82,620	CY
White, Steven	Professional Lecturer	66,300	CY
Williams, Travis	Professional Lecturer	47,940	CY
Yorke, Lesley	Professional Lecturer	102,000	CY

**VICE PRESIDENT FOR ADVANCEMENT**

Phlegar, Charles	Administrative Lecturer	676,700	CY
Hayes, Angela	Professional Lecturer	132,600	CY

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***Vice President for Finance and Chief Financial Officer***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>BUDGET AND FINANCIAL PLANNING</u></b>			
Hodge, Timothy	Administrative Lecturer	234,000	CY
Hundley, Travis	Administrative Lecturer	124,000	CY
Cox, Amberson	Professional Lecturer	56,601	CY
Garber, Brian	Professional Lecturer	87,204	CY
Heath, Harvey	Professional Lecturer	123,115	CY
Long, Courtney	Professional Lecturer	62,302	CY
Mabe, Parker	Professional Lecturer	62,190	CY
Page, Angela	Professional Lecturer	92,500	CY
Rolley, Alison	Professional Lecturer	69,970	CY
Shepard, Brennan	Professional Lecturer	124,000	CY
VandeVord, Todd	Professional Lecturer	92,798	CY
Williams, Tori	Professional Lecturer	62,592	CY
<b><u>BURSAR</u></b>			
West, Melinda	Administrative Lecturer	144,110	CY
Ford, Rebecca	Professional Lecturer	46,335	AY
Low, Jesse	Professional Lecturer	50,702	CY
<b><u>CONTROLLER</u></b>			
Miller, Kenneth	Administrative Lecturer	236,500	CY
Alexander, Diana	Professional Lecturer	92,900	CY
Assad, Lisa	Professional Lecturer	93,112	CY
Connelly, Alexis	Professional Lecturer	89,279	CY
King, Stacy	Professional Lecturer	125,600	CY
Linkous, Kimberly	Professional Lecturer	89,900	CY
Sapp, Karen	Professional Lecturer	62,588	CY
Saylors, Rebekah	Professional Lecturer	105,558	CY
Schoner, Jenni	Professional Lecturer	82,201	CY
Shelor, Leisa	Professional Lecturer	100,858	CY
Smith, Brian	Professional Lecturer	84,970	CY
Smith, Michael	Professional Lecturer	51,990	CY
Starling, Barbara	Professional Lecturer	147,610	CY
Vest, Wendell	Professional Lecturer	162,957	CY
Webb, Brandon	Professional Lecturer	84,150	CY
<b><u>FINANCE AND FOUNDATION SUPPORT - ADMINISTRATION</u></b>			
Meacham, Nancy	Professional Lecturer	90,000	CY
<b><u>INVESTMENTS AND DEBT MANAGEMENT</u></b>			
Cusimano, John	Administrative Lecturer	255,000	CY
Walsh, Michael	Professional Lecturer	132,239	CY

***Vice President for Finance and Chief Financial Officer***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>PROCUREMENT</u></b>			
Helmick, Mary	Administrative Lecturer	162,000	CY
Cartwright, Mark	Professional Lecturer	81,600	CY
Sutphin, Bonnie	Professional Lecturer	110,976	CY
<b><u>RISK MANAGEMENT</u></b>			
Douglas, Ellen	Professional Lecturer	136,380	CY
Kennedy, Laudelina	Professional Lecturer	70,000	CY
<b><u>STRATEGIC INITIATIVE &amp; BUSINESS ANALYSIS</u></b>			
Crotts, David	Professional Lecturer	99,440	CY
<b><u>VICE PRESIDENT FOR FINANCE</u></b>			
Broyden, Robert	Administrative Lecturer	225,000	CY
Shelton, Millard	Administrative Lecturer	418,007	CY
Buhrdorf, Kristofer	Professional Lecturer	54,000	CY
Greer, Deborah	Professional Lecturer	102,000	CY
Hundley, Jennifer	Professional Lecturer	95,451	CY
Johnson, Jeannette	Professional Lecturer	79,000	CY
Mann, Robert	Professional Lecturer	101,625	CY
Orren, Ryan	Professional Lecturer	65,500	CY
Royal, Alisha	Professional Lecturer	67,500	CY
Ruble, Charles	Professional Lecturer	77,523	CY
Sharma, Savita	Professional Lecturer	136,000	CY
Sumpter, Jerry	Professional Lecturer	128,000	CY
Woods, Nicholas	Professional Lecturer	60,000	CY

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***Vice President for Human Resources***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>EQUITY AND ACCESS</u></b>			
Oaks, Kelly	Administrative Lecturer	189,860	CY
Adams, Sharrika	Professional Lecturer	76,147	CY
Arthur, Nikeshia	Professional Lecturer	76,425	CY
Bakeley, Avery	Professional Lecturer	82,000	CY
Barnett, Kristin	Professional Lecturer	70,000	CY
Kutnak, Michael	Professional Lecturer	56,194	CY
Polidoro, Kathryn	Professional Lecturer	97,185	CY
Vickers, Pamela	Professional Lecturer	103,525	CY
<b><u>HUMAN RESOURCES</u></b>			
Daniel, Martin	Administrative Lecturer	219,945	CY
Hughes, Susan	Administrative Lecturer	142,940	CY
Akers, Kimberly	Professional Lecturer	86,100	CY
Banks, Ellen	Professional Lecturer	95,400	CY
Copper, Michael	Professional Lecturer	60,000	CY
Cronley, Ann	Professional Lecturer	69,218	CY
Cumberland, Jeffrey	Professional Lecturer	78,724	CY
Elliott, Marcia	Professional Lecturer	81,680	CY
Epperley, Amy	Professional Lecturer	67,053	CY
Filipiak, Stephen	Professional Lecturer	117,530	CY
Irvin, Rodney	Professional Lecturer	107,044	CY
Leftwich, Sara	Professional Lecturer	70,171	CY
Luketic, Christine	Professional Lecturer	107,835	CY
Mabry, Curtis	Professional Lecturer	119,780	CY
McCoy, Michael	Professional Lecturer	67,608	CY
Shelor, Lauren	Professional Lecturer	51,000	CY
Stacy, Laurie	Professional Lecturer	89,610	CY
Yi, Steven	Professional Lecturer	91,106	CY
<b><u>ORGANIZATIONAL DEVELOPMENT</u></b>			
Baker-Lloyd, Lori	Professional Lecturer	134,271	CY
Cohen, Alicia	Professional Lecturer	87,430	CY
MacQueen, James	Professional Lecturer	68,681	CY
Massey, John	Professional Lecturer	99,086	CY
Mecham, Ross	Professional Lecturer	101,477	CY
<b><u>VICE PRESIDENT FOR HUMAN RESOURCES</u></b>			
Wilkes, Lisa	Administrative Lecturer	282,000	CY

## ***Vice President for Information Technology and Chief Information Officer***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>ADVANCED RESEARCH COMPUTING</u></b>			
Herdman, Terry	Administrative Professor	224,500	CY
Worley, Gary	Administrative Lecturer	103,909	CY
Arsenault, Lance	Professional Lecturer	68,870	CY
Brown, Matthew	Professional Lecturer	80,000	CY
Burkardt, John	Professional Lecturer	96,500	CY
Gardner, Mark	Professional Lecturer	127,858	CY
Ibrahim, Ahmed	Professional Lecturer	91,300	CY
Krometis, Justin	Professional Lecturer	105,525	CY
Liles, Nathan	Professional Lecturer	85,000	CY
McClure, James	Professional Lecturer	128,250	CY
Polys, Nicholas	Professional Lecturer	119,450	CY
Rajamohan, Srijith	Professional Lecturer	94,500	CY
Romanella, Alana	Professional Lecturer	53,000	CY
Settlage, Robert	Professional Lecturer	117,000	CY
<b><u>COLLABORATIVE COMPUTING SOLUTIONS</u></b>			
Cox, Steven	Professional Lecturer	73,831	CY
DeBonis, Marcus	Professional Lecturer	133,984	CY
Ghra, Paige	Professional Lecturer	66,300	CY
Heath, James	Professional Lecturer	70,396	CY
Hendrix, Justin	Professional Lecturer	65,000	CY
Johnson, Dustin	Professional Lecturer	66,300	CY
Shively, Christopher	Professional Lecturer	93,500	CY
<b><u>COMMUNICATIONS NETWORK SERVICES</u></b>			
Booker, Brandon	Professional Lecturer	72,900	CY
Brown, Eric	Professional Lecturer	111,360	CY
Dougherty, William	Professional Lecturer	159,183	CY
Hach, Richard	Professional Lecturer	125,001	CY
Potters, Rachel	Professional Lecturer	81,412	CY
Rodgers, Patricia	Professional Lecturer	134,085	CY
Shahin, Hossameldin	Professional Lecturer	73,606	CY
<b><u>CYBER-RANGE</u></b>			
Doughty, Lee	Professional Lecturer	76,000	CY
Josyula, Anupama	Professional Lecturer	75,960	CY
Kampanya, Nithiwat	Professional Lecturer	101,500	CY
Lawrence-Kuether, Maureen	Professional Lecturer	63,817	CY
Memisyazici, Aras	Professional Lecturer	107,500	CY
Schiavo, Sandra	Professional Lecturer	102,500	CY

***Vice President for Information Technology and Chief Information Officer***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>ENTERPRISE SYSTEMS</u></b>			
Fulton, Deborah	Administrative Lecturer	179,200	CY
Crockett, Randal	Administrative Instructor	114,300	CY
Akula, Venkata	Professional Lecturer	56,100	CY
Arnold, Molly	Professional Lecturer	58,395	CY
Brewster, Jeffrey	Professional Lecturer	89,350	CY
Buhrdorf, Kevin	Professional Lecturer	105,270	CY
Campbell, Allen	Professional Lecturer	140,500	CY
Carpenter, Andrew	Professional Lecturer	100,400	CY
Carpenter, Michael	Professional Lecturer	86,800	CY
Castle, Steven	Professional Lecturer	90,300	CY
Chandler, Scott	Professional Lecturer	63,570	CY
Clemons, Jason	Professional Lecturer	71,400	CY
Conner, Sabrina	Professional Lecturer	64,260	CY
Covey, Lucas	Professional Lecturer	111,500	CY
Ellison, Ryan	Professional Lecturer	73,060	CY
Elmore, Bethany	Professional Lecturer	73,745	CY
Ervine, Michelle	Professional Lecturer	85,500	CY
Feng, Rui	Professional Lecturer	78,540	CY
Fenn, Russell	Professional Lecturer	95,500	CY
Ferrell, Jonathan	Professional Lecturer	57,825	CY
Flora, Michael	Professional Lecturer	71,400	CY
Godbole, Anushree	Professional Lecturer	67,800	CY
Hall, Vicki	Professional Lecturer	98,000	CY
Herr, Christian	Professional Lecturer	70,105	CY
Herrington, Amanda	Professional Lecturer	98,000	CY
Herrington, William	Professional Lecturer	69,920	CY
Howard, Andrea	Professional Lecturer	66,860	CY
Ingram, Henry	Professional Lecturer	76,705	CY
Johnson, Debra	Professional Lecturer	110,080	CY
Kothala, Bhavya Deepthi	Professional Lecturer	59,200	CY
Kremer, Brent	Professional Lecturer	102,000	CY
McClafferty, Mark	Professional Lecturer	71,275	CY
Myaka, Nagaraju	Professional Lecturer	55,000	CY
Parikh, Sanjiv	Professional Lecturer	66,025	CY
Pecora, Terri	Professional Lecturer	111,300	CY
Peery, Stephen	Professional Lecturer	104,600	CY
Penland, Ernest	Professional Lecturer	115,500	CY
Powell, Lincoln	Professional Lecturer	58,750	CY
Quintin, Richard	Professional Lecturer	116,825	CY
Rush, Jennifer	Professional Lecturer	87,850	CY
Schulte, Michael	Professional Lecturer	69,105	CY

## ***Vice President for Information Technology and Chief Information Officer***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Shrestha, Jitendra	Professional Lecturer	84,800	CY
Slate, Michael	Professional Lecturer	71,000	CY
Smith, Arnold	Professional Lecturer	118,625	CY
Smith, Kimberly	Professional Lecturer	95,470	CY
Tran, Thanh	Professional Lecturer	55,000	CY
Welch, William	Professional Lecturer	58,395	CY
Williams, Elizabeth	Professional Lecturer	59,335	CY
Wilson, Glenda	Professional Lecturer	59,215	CY

### **EXPERIENCE AND ENGAGEMENT**

Correa-Becker, Angela	Professional Lecturer	60,500	CY
Davis, Kevin	Professional Lecturer	78,300	CY
Duckett, David	Professional Lecturer	62,000	CY
Gilbert, Claire	Professional Lecturer	133,000	CY
Hu, Deyu	Professional Lecturer	63,334	CY
Hurley, Carol	Professional Lecturer	72,000	CY
Landreth, Joyce	Professional Lecturer	99,209	CY
Ondin, Zeynep	Professional Lecturer	60,000	CY
Sheppard, Anne	Professional Lecturer	76,366	CY
Snavey, Teresa	Professional Lecturer	48,415	CY

### **IDENTITY MANAGEMENT SERVICES**

Long, Brian	Professional Lecturer	87,019	CY
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### **INFORMATION TECHNOLOGY ACQUISITIONS**

Branscome, Patricia	Professional Lecturer	98,000	CY
Kemp, Jerri	Professional Lecturer	78,500	CY
Ratliff, Andrew	Professional Lecturer	72,600	CY

### **SECURE ENTERPRISE TECHNOLOGY INITIATIVES**

Addison, Marvin	Professional Lecturer	78,150	CY
Conley, Wesley	Professional Lecturer	71,000	CY
Cupp, Matthew	Professional Lecturer	71,000	CY
Duncan, Kevin	Professional Lecturer	76,300	CY
Fisher, Daniel	Professional Lecturer	103,000	CY
Golla, Sai Deekshith	Professional Lecturer	63,000	CY
Gupta, Varun	Professional Lecturer	40,000	CY
Herrington, Karen	Professional Lecturer	101,925	CY
Moda, Hari Priya	Professional Lecturer	65,000	CY
Rooney, Kevin	Professional Lecturer	114,000	CY
Yanoshita, Erin	Professional Lecturer	50,000	CY

## ***Vice President for Information Technology and Chief Information Officer***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>SECURITY</u></b>			
Huff, Stephen	Professional Lecturer	71,000	CY
Kobezak, Amy	Professional Lecturer	80,500	CY
Lancaster, Elizabeth	Professional Lecturer	78,150	CY
Lang, Jeffry	Professional Lecturer	90,000	CY
Marchany, Randolph	Professional Lecturer	154,000	CY
Mullins, Thomas	Professional Lecturer	64,900	CY
Raymond, David	Professional Lecturer	147,200	CY
Tilley, Richard	Professional Lecturer	125,500	CY
<b><u>SYSTEMS ENGINEERING AND ADMINISTRATION</u></b>			
Akers, Joshua	Professional Lecturer	88,675	CY
Aylor, Joshua	Professional Lecturer	71,400	CY
deWindt, William	Professional Lecturer	71,296	CY
Sawyers, Brandon	Professional Lecturer	94,500	CY
Snapp, Christopher	Professional Lecturer	95,000	CY
<b><u>TECHNOLOGY-ENHANCED LEARNING AND ONLINE STRATEGIES</u></b>			
Pike, Dale	Administrative Lecturer	155,000	CY
Baab, Lujean	Professional Lecturer	103,144	CY
Bishop, Wesley	Professional Lecturer	55,590	CY
Bond, Mark	Professional Lecturer	91,148	CY
Broniak, Brian	Professional Lecturer	102,848	CY
Burns, Gary	Professional Lecturer	98,692	CY
Chittenden, Timothy	Professional Lecturer	85,680	CY
Connell, Caroline	Professional Lecturer	47,703	CY
Cox, Larry	Professional Lecturer	55,000	CY
Derden, Deborah	Professional Lecturer	63,000	CY
Dickert, Robert	Professional Lecturer	85,284	CY
Drewry, Holli	Professional Lecturer	55,963	CY
Edmison, Kenneth	Professional Lecturer	91,331	CY
Gilmore, Eric	Professional Lecturer	72,167	CY
Griffin, Ian	Professional Lecturer	59,244	CY
Hestnes, Oddbjorn	Professional Lecturer	56,481	CY
Inman, Donald	Professional Lecturer	61,468	CY
Kelley, Cynthia	Professional Lecturer	89,463	CY
Kensler, Jonathan	Professional Lecturer	64,035	CY
Louvet, Matthew	Professional Lecturer	61,050	CY
McCrary, Kenneth	Professional Lecturer	138,000	CY
Meese, Jack	Professional Lecturer	75,392	CY
Miller, Christa	Professional Lecturer	66,000	CY
Najdi, Jihane	Professional Lecturer	74,804	CY

***Vice President for Information Technology and Chief Information Officer***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Nichols, Mark	Professional Lecturer	101,500	CY
Overton, Stephanie	Professional Lecturer	61,337	CY
Thacker, April	Professional Lecturer	58,650	CY
Tweedt, Andrew	Professional Lecturer	66,646	CY
Upham, Donald	Professional Lecturer	50,875	CY
Warnick, Quinn	Professional Lecturer	111,600	CY
Williams, Daron	Professional Lecturer	64,587	CY
Yaffe, Daniel	Professional Lecturer	58,650	CY
Zaldivar, Marc	Professional Lecturer	72,193	CY
Zhang, Jianqiang	Professional Lecturer	52,954	CY
Zhang, Ruiling	Professional Lecturer	56,251	CY

**TELECOMMUNICATIONS AUXILIARY**

Harris, Carl	Administrative Lecturer	183,630	CY
Smith, Roy	Administrative Lecturer	94,575	CY
Copenhaver, Kristin	Professional Lecturer	81,837	CY
Crowder, Jeffrey	Professional Lecturer	174,788	CY
Fotedar, Ajinkya	Professional Lecturer	80,865	CY
Hess, Gary	Professional Lecturer	83,500	CY
Johnson, Kerry	Professional Lecturer	82,721	CY
Robinson, Rachel	Professional Lecturer	37,877	CY
Wattrus, Ryan	Professional Lecturer	70,000	CY
Williams, Mark	Professional Lecturer	56,498	CY

**VICE PRESIDENT FOR INFORMATION TECHNOLOGY - ADMINISTRATION**

Midkiff, Scott	Administrative Professor	327,615	CY
Krallman, John	Administrative Lecturer	149,323	CY
Irwin, Michael	Professional Lecturer	94,000	CY
Kobezak, Philip	Professional Lecturer	90,500	CY
Kroll, Gregory	Professional Lecturer	99,754	CY
Mitchell, Jeffery	Professional Lecturer	87,607	CY
Ransbottom, Jeffrey	Professional Lecturer	175,542	CY
van Gelder, Brenda	Professional Lecturer	128,100	CY
Weeks, Thomas	Professional Lecturer	137,700	CY

***Vice President for Operations***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>AIR TRANSPORTATION SERVICES</u></b>			
Light, Michael	Professional Lecturer	86,965	CY
<b><u>ASSISTANT VICE PRESIDENT FOR BUSINESS SERVICES</u></b>			
McCoy, Robin	Professional Lecturer	133,055	CY
<b><u>BUSINESS SERVICES</u></b>			
Bush, Kevin	Professional Lecturer	79,118	CY
<b><u>CAMPUS MAIL CENTER</u></b>			
McCoy, Virginia	Professional Lecturer	85,839	CY
<b><u>CONSULTING SERVICES</u></b>			
Ma, Ping	Professional Lecturer	70,039	CY
Vantine, Stephen	Professional Lecturer	106,712	CY
<b><u>DIVISION OF INFORMATION TECHNOLOGY FOR OPERATIONS</u></b>			
Altman, Jennifer	Professional Lecturer	83,969	CY
Beckett, Malcolm	Professional Lecturer	132,253	CY
Chamberlin, Nathan	Professional Lecturer	66,785	CY
Fritz, Scott	Professional Lecturer	76,500	CY
Judy, Aaron	Professional Lecturer	56,229	CY
Smith, Adam	Professional Lecturer	57,611	CY
Thomas, Jonathan	Professional Lecturer	79,519	CY
Watson, Luke	Professional Lecturer	53,320	CY
West, Paul	Professional Lecturer	51,622	CY
Wiley, Christopher	Professional Lecturer	66,593	CY
<b><u>EMERGENCY MANAGEMENT</u></b>			
Mulhare, Michael	Administrative Lecturer	177,990	CY
Marinik, Andrew	Professional Lecturer	84,314	CY
<b><u>ENVIRONMENTAL HEALTH AND SAFETY</u></b>			
Franklin, Lance	Administrative Lecturer	189,742	CY
Adams, Zachary	Professional Lecturer	99,591	CY
Conner, Donald	Professional Lecturer	78,218	CY
Dadras, Mariam	Professional Lecturer	64,505	CY
Imperatore, Frank	Professional Lecturer	73,522	CY
Kroner, Anna	Professional Lecturer	67,620	CY
Layman, Rachel	Professional Lecturer	68,114	CY
Lowe, Robert	Professional Lecturer	72,708	CY
McCall-Miller, Robin	Professional Lecturer	71,490	CY

***Vice President for Operations***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Mondy, Bernadette	Professional Lecturer	97,952	CY
Osborne, Kenneth	Professional Lecturer	56,100	CY
Perkins, Dedreia	Professional Lecturer	70,003	CY
Porterfield, Curt	Professional Lecturer	71,695	CY
Ritenour, Joey	Professional Lecturer	56,383	CY
Soni, Shilpa	Professional Lecturer	61,892	CY
Stevens-Mauldon, Susan	Professional Lecturer	53,072	CY
Trent, Jewel	Professional Lecturer	61,200	CY
Waggoner, Charlotte	Professional Lecturer	96,271	CY
Watson, Kern	Professional Lecturer	70,200	CY
Williams, Jeremy	Professional Lecturer	59,535	CY

**FACILITIES SERVICES DEPUTY CHIEF FACILITIES OFFICE**

Cochrane, Dennis	Administrative Lecturer	86,025	CY
Abplanalp, William	Professional Lecturer	117,300	CY
Arnold, David	Professional Lecturer	76,121	CY
Avis, Kimberly	Professional Lecturer	85,022	CY
Ball, Robin	Professional Lecturer	92,625	CY
Crane, Joseph	Professional Lecturer	85,022	CY
Davis, Gannon	Professional Lecturer	85,454	CY
Stanford, Brian	Professional Lecturer	61,200	CY
Stewart, Katryn	Professional Lecturer	63,240	CY
Winters, Gregory	Professional Lecturer	48,293	CY

**FACILITIES SERVICES FACILITIES OPERATIONS**

Avagyan, Ruben	Professional Lecturer	102,809	CY
Canaday, Gregory	Professional Lecturer	93,069	CY
Dietz, Charles	Professional Lecturer	90,392	CY
Hagedorn, James	Professional Lecturer	90,058	CY
Jessee, Lowell	Professional Lecturer	87,000	CY
Kerklo, Scott	Professional Lecturer	84,663	CY

**FACILITIES SERVICES OFFICE OF UNIVERSITY PLANNING**

Dunn, Michael	Professional Lecturer	86,511	CY
Kubecki, Brian	Professional Lecturer	70,700	CY
Lally, Leigh	Professional Lecturer	75,276	CY
Morris, Liza	Professional Lecturer	109,333	CY
Rosenberger, John	Professional Lecturer	71,634	CY
Soileau, Jason	Professional Lecturer	180,520	CY

**FACILITIES SERVICES OPERATIONS AND CONSTRUCTION**

Taylor, George	Professional Lecturer	192,474	CY
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***Vice President for Operations***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>FACILITIES SERVICES UNIVERSITY BUILDING OFFICIAL</u></b>			
Smith, Steven	Professional Lecturer	89,078	CY
Thompson, John	Professional Lecturer	86,000	CY
Zokaite, Joseph	Professional Lecturer	87,331	CY
<b><u>FACILITIES SERVICES UNIVERSITY DESIGN AND CONSTRUCTION</u></b>			
Black, Rachelle	Professional Lecturer	90,000	CY
Curfiss, Aaron	Professional Lecturer	100,503	CY
DeBusk, Gulcin	Professional Lecturer	65,000	CY
Estep, Katrina	Professional Lecturer	65,000	CY
Folio, Gerard	Professional Lecturer	88,236	CY
Jessee, Travis	Professional Lecturer	98,491	CY
Patterson, Anthony	Professional Lecturer	84,810	CY
<b><u>FACILITIES SERVICES UNIVERSITY DESIGN AND CONSTRUCTION - ADMINISTRATION</u></b>			
Manning, Joy	Professional Lecturer	85,226	CY
Morris, Thomas	Professional Lecturer	150,000	CY
<b><u>FACILITIES SERVICES VIRGINIA TECH ELECTRIC SERVICE</u></b>			
Hagy, Carl	Professional Lecturer	92,889	CY
Hartwell, James	Professional Lecturer	81,720	CY
Hebdon, Scott	Professional Lecturer	81,720	CY
<b><u>FACILITIES SERVICES ASSOCIATE VICE PRESIDENT AND CHIEF FACILITIES OFFICE</u></b>			
Kiwus, Christopher	Administrative Lecturer	254,167	CY
Teglas, Jonathan	Professional Lecturer	84,001	CY
<b><u>PARKING SERVICES</u></b>			
Baker, Jeri	Professional Lecturer	133,821	CY
<b><u>POLICE</u></b>			
Foust, Kevin	Administrative Lecturer	177,298	CY
Babb, William	Professional Lecturer	105,533	CY
<b><u>VICE PRESIDENT FOR OPERATIONS</u></b>			
McCoy, Heidi	Administrative Lecturer	193,800	CY
Wilson, Sherwood	Administrative Lecturer	321,250	CY
Hillman, James	Professional Lecturer	121,068	CY
Lau, Jamie	Professional Lecturer	87,114	CY
Smith, Kayla	Professional Lecturer	88,434	CY

***Vice President for Outreach and International Affairs***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>CONTINUING AND PROFESSIONAL EDUCATION</u></b>			
Barker, Ashley	Professional Lecturer	62,481	CY
Cooper, Jeanette	Professional Lecturer	63,222	CY
Jobst, Shelly	Professional Lecturer	107,100	CY
Tatro, Patricia	Professional Lecturer	89,688	CY
Weimer, Scott	Professional Lecturer	117,246	CY
<b><u>ECONOMIC DEVELOPMENT</u></b>			
Alwang, Albert	Professional Lecturer	47,996	CY
Lyon-Hill, Sarah	Professional Lecturer	57,348	CY
Mohammed, Afroze	Professional Lecturer	114,275	CY
Provo, John	Professional Lecturer	145,622	CY
Tate, Anthony	Professional Lecturer	79,522	CY
Travis, Elli	Professional Lecturer	55,548	CY
<b><u>ENGAGEMENT ADMINISTRATION</u></b>			
Gruber, Nancy	Professional Lecturer	93,298	CY
Mahaney, Lisa	Professional Lecturer	58,984	CY
<b><u>ENGAGEMENT ADMINISTRATION</u></b>			
Short, Susan	Administrative Lecturer	181,538	CY
Taylor, Adam	Professional Lecturer	53,040	CY
<b><u>GLOBAL EDUCATION OFFICE</u></b>			
Coffren, Rommelyn	Professional Lecturer	49,801	CY
Fitzgerald, Rachel	Professional Lecturer	61,407	CY
Johansson, Theresa	Professional Lecturer	90,961	CY
Penson, Randy	Professional Lecturer	51,155	CY
Watts, Chelsey	Professional Lecturer	51,922	CY
Wijnands, Marielle	Professional Lecturer	51,054	CY
<b><u>INTERNATIONAL SUPPORT SERVICES</u></b>			
Leuschner, Ian	Professional Lecturer	83,070	CY
Neese, Dena	Professional Lecturer	71,844	CY
<b><u>INTERNATIONAL RESEARCH EDUCATION AND DEVELOPMENT</u></b>			
Crowder, Loy	Administrative Lecturer	154,782	CY
Christie, Maria Elisa	Research Scientist	93,339	CY
Vaughan, Larry	Research Scientist	94,822	CY
Muniappan, Rangaswamy	Project Director	131,196	CY
Fayad, Amer	Senior Research Associate	81,949	CY
Sidhu, Jaspreet	Research Associate	48,260	CY

***Vice President for Outreach and International Affairs***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Mullei, Maria	Sr Project Associate	102,063	CY
Neilan, Angela	Sr Project Associate	84,759	CY
Ball, Gene	Professional Lecturer	96,084	CY
Foreman, James	Professional Lecturer	84,580	CY
Hassouna, Khaled	Professional Lecturer	71,956	CY
Sumner, Daniel	Professional Lecturer	51,526	CY

**LANGUAGE AND CULTURE INSTITUTE**

Bentahar, Adil	Instructor	39,873	AY
Bowles, Elizabeth	Instructor	47,000	AY
Capone, Caitlin	Instructor	39,190	AY
Freday, Mary	Instructor	42,019	AY
Ghaderi, Aniseh	Instructor	46,237	AY
Gurdal, Pinar	Instructor	44,398	AY
Jaffie-Shupe, Lily	Instructor	41,616	AY
Moore, Donita	Instructor	42,535	AY
Al-Daily, Wafa	Professional Lecturer	60,696	CY
Back, Donald	Professional Lecturer	124,494	CY
Bratichko, Guennadi	Professional Lecturer	58,459	CY
Ducote, Bryan	Professional Lecturer	76,651	CY
Mathieson, Richard	Professional Lecturer	62,412	CY
Moore, Eric	Professional Lecturer	55,099	CY
Moser Moore, Janette	Professional Lecturer	50,000	CY
Paredes, Elsie	Professional Lecturer	75,481	CY
Parera, Patricia	Professional Lecturer	68,765	CY
Rowand, Rita	Professional Lecturer	65,000	CY
Smart-Smith, Pamela	Professional Lecturer	63,268	CY
Todd, Andrea	Professional Lecturer	80,581	CY

**REYNOLDS HOMESTEAD**

Steele, Julie	Professional Lecturer	83,022	CY
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**RICHMOND CENTER**

Harrison, Kimberly	Professional Lecturer	60,301	CY
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**THE INN AT VIRGINIA TECH AND SKELTON CONFERENCE CENTER**

Wash, Artis	Professional Lecturer	69,902	CY
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**TRIO PROGRAMS**

Clark, Frances	Project Director	76,875	CY
Hill, Melinda	Project Associate	48,000	CY
Lyle, Joseph	Project Associate	50,038	CY
Puryear, Jason	Project Associate	49,060	CY

***Vice President for Outreach and International Affairs***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Scott, Arlethea	Project Associate	48,405	CY
Umbarger-Wells, Sarah	Project Associate	51,489	CY
Weddle, Julie	Project Associate	48,503	CY

**VICE PRESIDENT FOR OUTREACH - ADMINISTRATION**

Ghosh, Guruprasad	Administrative Lecturer	265,302	CY
Swan, Jane	Administrative Lecturer	127,234	CY
Brunais, Andrea	Professional Lecturer	80,581	CY
Farmer, Scott	Professional Lecturer	105,328	CY

**VIRGINIA TECH EXECUTIVE BRIEFING CENTER - ARLINGTON**

LaCour, Larissa	Professional Lecturer	75,588	CY
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**VIRGINIA TECH ROANOKE CENTER**

Hanlin, Lesa	Professional Lecturer	130,010	CY
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***Vice President for Policy and Governance***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>VICE PRESIDENT FOR POLICY AND GOVERNANCE</u></b>			
O'Rourke, Kim	Administrative Lecturer	231,000	CY
Harris, Deanna	Professional Lecturer	102,988	CY
Myers, April	Professional Lecturer	71,400	CY

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***Vice President for Research***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>ANIMAL CARE</u></b>			
Rizzo, Amy	Professional Lecturer	114,444	CY
Settlage, Julie	Professional Lecturer	132,897	CY
<b><u>BIOCOMPLEXITY INSTITUTE</u></b>			
Barrett, Christopher	Administrative Professor	391,470	CY
Coble, Lauren	Administrative Lecturer	201,466	CY
Eubank, Stephen	Professor	227,682	CY
Higdon, David	Professor	321,684	CY
Hoeschele, Ina	Professor	156,150	CY
Keller, Sallie	Professor	357,182	CY
Marathe, Achla	Professor	185,441	CY
Marathe, Madhav	Professor	307,796	CY
Reidys, Christian	Professor	220,229	CY
Mortveit, Henning	Associate Professor	155,242	CY
Vullikanti, Anil	Associate Professor	184,588	CY
Xie, Hehuang	Associate Professor	165,924	CY
Bassaganya-Riera, Josep	Research Professor	229,399	CY
Hefta, Stanley	Research Professor	186,266	CY
Shipp, Stephanie	Research Professor	279,766	CY
Chen, Jiangzhuo	Research Associate Professor	149,000	CY
Hontecillas-Magarzo, Raquel	Research Associate Professor	119,095	CY
Lewis, Bryan	Research Associate Professor	154,100	CY
Orr, Mark	Research Associate Professor	153,150	CY
Adiga, Abhijin	Research Assistant Professor	91,866	CY
Hoops, Stefan	Research Assistant Professor	119,595	CY
Huang, Wenda	Research Assistant Professor	95,510	CY
Korkmaz, Gizem	Research Assistant Professor	131,768	CY
Mao, Chunhong	Research Assistant Professor	124,111	CY
Swarup, Samarth	Research Assistant Professor	124,010	CY
Wattam, Alice	Research Assistant Professor	134,055	CY
Lancaster, Vicki	Senior Research Scientist	159,181	CY
Schroeder, Aaron	Senior Research Scientist	157,080	CY
Goldstein, Joshua	Research Scientist	91,800	CY
Goode, Brian	Research Scientist	112,200	CY
Kale, Shiv	Research Scientist	83,026	CY
Karyala, Saikumar	Research Scientist	106,746	CY
Kuhlman, Christopher	Research Scientist	131,016	CY
Nordberg, Eric	Research Scientist	107,165	CY
Pires, Bianica	Research Scientist	97,920	CY
Reynolds, Zane	Research Scientist	127,500	CY
Rezazadegan, Reza	Research Scientist	84,896	CY

***Vice President for Research***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Warren, Andrew	Research Scientist	98,050	CY
Wilson, Amanda	Research Scientist	122,249	CY
Collins, Kristy	Project Director	83,232	CY
Kenyon, Ronald	Project Director	132,477	CY
Chung Baek, Young Yun	Senior Research Associate	94,377	CY
Machi, Dustin	Senior Research Associate	161,045	CY
Venkatramanan, Srinivasan	Senior Research Associate	78,785	CY
Xie, Dawen	Senior Research Associate	97,353	CY
Borkowski, Dominik	Research Associate	84,807	CY
Chen, Daniel	Research Associate	61,200	CY
Gentry, William	Research Associate	87,403	CY
Klahn, Brian	Research Associate	68,147	CY
Lee, Kristin	Research Associate	61,840	CY
Lu, Jian	Research Associate	85,473	CY
Marmagas, William	Research Associate	104,000	CY
McMaster, Douglas	Research Associate	87,087	CY
Johnson, Jeremy	Sr Project Associate	97,601	CY
Lee, Shernita	Sr Project Associate	66,300	CY
Stoll, James	Sr Project Associate	114,093	CY
Walke, James	Sr Project Associate	92,535	CY
Briggs, Ashley	Project Associate	52,659	CY
Dixon, Jonathan	Project Associate	86,928	CY
Hassall Lawrence, Anne	Project Associate	63,240	CY
Liu, Dan	Project Associate	76,966	CY
Bhattacharya, Parantapa	Postdoctoral Associate	61,400	CY
Chen, Xiaofeng	Postdoctoral Associate	56,100	CY
Crandell, Ian	Postdoctoral Associate	66,650	CY
Ekanayake, Saliya	Postdoctoral Associate	61,200	CY
He, Qijun	Postdoctoral Associate	57,222	CY
Li, Jiaxian	Postdoctoral Associate	58,366	CY
Cassidy, Erin	Professional Lecturer	79,142	CY
Felton, Clifton	Professional Lecturer	115,005	CY
Freemal, Rebecca	Professional Lecturer	97,138	CY
Gibbs, William	Professional Lecturer	89,442	CY
Hall, Machele	Professional Lecturer	93,865	CY
Hoeflein, Joseph	Professional Lecturer	91,800	CY
Lawson, Sharon	Professional Lecturer	107,011	CY
Shinpaugh, Kevin	Professional Lecturer	160,235	CY
Trent, Tiffany	Professional Lecturer	61,290	CY

**FRALIN LIFE SCIENCE INSTITUTE**

DeCourcy, Kristi	Senior Research Associate	80,944	CY
Clarke, Jean	Professional Lecturer	83,891	CY

***Vice President for Research***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Rose, Kristin	Professional Lecturer	45,000	CY
Webster, Janet	Professional Lecturer	104,457	CY

**HUME CENTER**

McGwier, Robert	Research Professor	211,420	CY
Michaels, Alan	Research Professor	199,357	CY
Nance, Kara	Research Professor	206,553	CY
Hay, Brian	Research Associate Professor	179,401	CY
Pitt, Jonathan	Research Associate Professor	160,000	CY
Headley, William	Research Assistant Professor	132,000	CY
O'Shea, Timothy	Research Assistant Professor	128,361	CY
Fowler, Michael	Research Scientist	132,600	CY
Goodwin, Mark	Senior Research Associate	184,387	CY
Vondal, Matthew	Senior Research Associate	146,047	CY
Waltz, Edward	Senior Research Associate	105,000	CY
Clark, William	Research Associate	96,500	CY
DePoy, Daniel	Research Associate	91,000	CY
Karra, Kiran	Research Associate	98,118	CY
Krauss, Thomas	Research Associate	172,000	CY
Leffke, Zachary	Research Associate	91,356	CY
McCollum, James	Research Associate	80,000	CY
Ridge, Devin	Research Associate	142,500	CY
Sterne, Kevin	Research Associate	81,858	CY
Graham, Justus	Sr Project Associate	122,513	CY
Hill, Ehren	Sr Project Associate	96,237	CY
Hutton, Claude	Sr Project Associate	148,061	CY
Poetter, Alexandra	Sr Project Associate	115,000	CY
Pokorski, James	Sr Project Associate	99,517	CY
Rowe, Sonya	Sr Project Associate	91,171	CY
Bartos, Colleen	Project Associate	54,000	CY
Clark, Deanna	Project Associate	61,700	CY
Florez, Orlando	Project Associate	114,534	CY
Moy, Geoffrey	Project Associate	64,333	CY
Walker, Russell	Project Associate	60,548	CY
Callsen, Christine	Professional Lecturer	124,000	CY
Gantt, Kira	Professional Lecturer	102,063	CY
Thompson, Christie	Professional Lecturer	129,000	CY

**INSTITUTE FOR CRITICAL TECHNOLOGY AND APPLIED SCIENCE**

Duma, Stefan	Administrative Professor	430,000	CY
Coggin, John	Senior Research Associate	104,913	CY
McCartney, Stephen	Senior Research Associate	79,767	CY
Winkler, Christopher	Senior Research Associate	80,934	CY



***Vice President for Research***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Berti, Debora	Research Associate	46,805	CY
Briggs, Robert	Research Associate	85,000	CY
Burton, Matthew	Research Associate	99,132	CY
Kriz, Andrew	Research Associate	63,672	CY
McNally, Craig	Research Associate	62,086	CY
Yu, Ya-Peng	Research Associate	47,741	CY
Grove, Dennis	Sr Project Associate	97,872	CY
Hull, Matthew	Sr Project Associate	108,751	CY
Jones, Thomas	Sr Project Associate	100,000	CY
Tysor, Christine	Sr Project Associate	91,523	CY
Kenny, William	Project Associate	72,828	CY
Wade, Melissa	Project Associate	62,694	CY
Akers, Aaron	Professional Lecturer	61,444	CY
Blanks, Mark	Professional Lecturer	180,945	CY
Calvert, Gregory	Professional Lecturer	80,000	CY
Friedman, Denise	Professional Lecturer	99,960	CY
Greene, Jon	Professional Lecturer	191,909	CY
Lawless, Monika	Professional Lecturer	143,099	CY
Nelsen, Eleanor	Professional Lecturer	65,587	CY
Verbrugge, Ross	Professional Lecturer	111,549	CY

**INSTITUTE FOR SOCIETY, CULTURE, AND ENVIRONMENT**

Orden, David	Professional Professor	179,588	CY
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**MACROMOLECULES INNOVATION INSTITUTE**

Long, Timothy	Professor	252,079	CY
Carfagna, Charles	Postdoctoral Associate	47,139	CY
Felix, Kimberley	Professional Lecturer	54,641	CY

**OFFICE OF RESEARCH COMPLIANCE**

Sherman, Gary	Administrative Lecturer	182,070	CY
Moore, David	Professional Associate Professor	199,405	CY
Allen, Regina	Professional Lecturer	70,000	CY
Brady, David	Professional Lecturer	132,430	CY
Chen, Ling	Professional Lecturer	58,000	CY
Dunbar, Joshua	Professional Lecturer	69,000	CY
Kendrick, Michael	Professional Lecturer	78,750	CY
Leake, Timothy	Professional Lecturer	100,000	CY
Phelps, Christopher	Professional Lecturer	69,000	CY
Talerico, John	Professional Lecturer	86,000	CY
Trout, Stephanie	Professional Lecturer	73,500	CY

***Vice President for Research***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>RESEARCH/INTERDISCIPLINARY PROGRAM- ADMINISTRATION</u></b>			
Garner, Harold	Administrative Professor	355,411	CY
Mayer, Theresa	Administrative Professor	346,130	CY
Bucy, Linda	Administrative Lecturer	190,185	CY
Byrd, Kimberly	Professional Lecturer	91,800	CY
Dunavant, Christopher	Professional Lecturer	104,562	CY
Qian, Yani	Professional Lecturer	72,000	CY
Ratcliffe, Victoria	Professional Lecturer	82,269	CY
Reka, Sai Kiran	Professional Lecturer	92,500	CY
Schenk Kretinska, Radka	Professional Lecturer	112,200	CY
Sedlak, Neil	Professional Lecturer	122,700	CY
<b><u>SPONSORED PROGRAMS</u></b>			
Cockrum, Daniel	Administrative Professor	73,440	CY
Amin, Divyabala	Professional Lecturer	83,645	CY
Cochrane, Christina	Professional Lecturer	78,000	CY
Cutlip, Michael	Professional Lecturer	56,303	CY
Davis, Nevada	Professional Lecturer	65,500	CY
Farmer, Shannell	Professional Lecturer	77,500	CY
Fitzgerald, Cecil	Professional Lecturer	94,715	CY
Lee, Kangja	Professional Lecturer	75,500	CY
Lovell, Britton	Professional Lecturer	70,228	CY
Magruder, Lauren	Professional Lecturer	100,000	CY
Mwinyi, Mwanasera	Professional Lecturer	53,040	CY
Steen, Anna	Professional Lecturer	75,500	CY
Upadhyaya, Kamala	Professional Lecturer	139,700	CY
Wright, Emmett	Professional Lecturer	58,052	CY
<b><u>TECHNOLOGY TRANSFER</u></b>			
Brewer, Grant	Professional Lecturer	106,500	CY
Chen, Li	Professional Lecturer	86,454	CY
Miller, Michael	Professional Lecturer	116,855	CY
Whitehead, Robert	Professional Lecturer	116,855	CY
<b><u>VIRGINIA TECH CARILION RESEARCH INSTITUTE</u></b>			
Friedlander, Michael	Administrative Professor	530,604	CY
Bickel, Warren	Professor	481,159	CY
Gourdie, Robert	Professor	341,911	CY
Montague, Pendleton	Professor	501,156	CY
Binks, Andrew	Associate Professor	148,625	CY
Chiu, Pearl	Associate Professor	187,496	CY
Fox, Michael	Associate Professor	215,434	CY

***Vice President for Research***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Kelly, Deborah	Associate Professor	187,446	CY
King-Casas, Brooks	Associate Professor	187,496	CY
LaConte, Stephen	Associate Professor	198,447	CY
LeClair, Renee	Associate Professor	153,750	CY
Pan, Yuchin	Associate Professor	147,900	CY
Poelzing, Steven	Associate Professor	187,415	CY
Valdez, Gregorio	Associate Professor	174,656	CY
Brown, Katherine	Assistant Professor	110,000	CY
Chappell, John	Assistant Professor	120,030	CY
Cleveland, Jennifer	Assistant Professor	102,500	CY
Morozov, Alexei	Assistant Professor	142,804	CY
Mukherjee, Konark	Assistant Professor	133,390	CY
Oestreich, Kenneth	Assistant Professor	126,211	CY
Robel, Stefanie	Assistant Professor	118,932	CY
Sheng, Zhi	Assistant Professor	125,180	CY
Smyth, James	Assistant Professor	123,560	CY
Van Wart, Audra	Professional Assistant Professor	146,600	CY
Ramey, Sharon	Research Professor	385,433	CY
Bowen, Spencer	Research Assistant Professor	93,390	CY
DeLuca, Stephanie	Research Assistant Professor	129,445	CY
Fischer, Quentin	Research Assistant Professor	82,790	CY
Hankey, Maria	Research Assistant Professor	85,099	CY
Ismailov, Iskander	Research Assistant Professor	73,473	CY
Ito, Wataru	Research Assistant Professor	120,112	CY
Kalikulov, Djanenkhodja	Research Assistant Professor	87,232	CY
Koffarnus, Mikhail	Research Assistant Professor	120,302	CY
Lamouille, Samy	Research Assistant Professor	82,244	CY
Lohrenz, Terry	Research Assistant Professor	160,000	CY
Parker, Sarah	Research Assistant Professor	164,363	CY
Srivastava, Sarika	Research Assistant Professor	68,700	CY
Stein, Jeffrey	Research Assistant Professor	93,600	CY
Su, Jianmin	Research Assistant Professor	75,967	CY
Wu, Jianping	Research Assistant Professor	79,921	CY
Zeitz, Michael	Research Scientist	64,000	CY
Gatchalian, Kirstin	Senior Research Associate	98,544	CY
Gilmore, Brian	Senior Research Associate	65,461	CY
Lisinski, Jonathan	Senior Research Associate	102,154	CY
White, Jason	Senior Research Associate	140,000	CY
Baker, Chandra	Research Associate	49,500	CY
Carrin, Cassandra	Research Associate	61,200	CY
Donga Vilares, Iris	Research Associate	58,000	CY
Jourdan, Linda	Research Associate	86,978	CY
Kiss, Susanna	Research Associate	78,612	CY

***Vice President for Research***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Kler, Stanislav	Research Associate	50,500	CY
Ma, Manxiu	Research Associate	49,300	CY
Trucks, Mary Rebekah	Research Associate	83,571	CY
Wallace, Dorian	Research Associate	83,571	CY
Youmans, Paul	Research Associate	56,549	CY
Crawford, John	Project Associate	91,848	CY
Lee, Jacob	Project Associate	77,653	CY
Phan, Duy	Project Associate	70,000	CY
Clark, Kareem	Postdoctoral Associate	49,300	CY
Dearnaley, William	Postdoctoral Associate	50,000	CY
DeHart, William	Postdoctoral Associate	49,375	CY
Hoagland, Daniel	Postdoctoral Associate	48,900	CY
Hoeker, Gregory	Postdoctoral Associate	53,790	CY
Kaplan, Brent	Postdoctoral Associate	49,400	CY
Luo, Yi	Postdoctoral Associate	50,000	CY
Monavarfeshani, Aboozar	Postdoctoral Associate	50,000	CY
Munoz Ballester, Maria del Carme	Postdoctoral Associate	48,000	CY
Patel, Dipankumar	Postdoctoral Associate	54,060	CY
Payne, Laura	Postdoctoral Associate	49,878	CY
Pope, Derek	Postdoctoral Associate	50,121	CY
Pridham, Kevin	Postdoctoral Associate	47,476	CY
Shandra, Oleksii	Postdoctoral Associate	54,500	CY
Snider, Sarah	Postdoctoral Associate	66,500	CY
Taetzsch, Thomas	Postdoctoral Associate	55,000	CY
Tewari, Bhanu	Postdoctoral Associate	56,529	CY
Umans, Robyn	Postdoctoral Associate	53,040	CY
Bateson, Christopher	Professional Lecturer	107,625	CY
Childers, Diane	Professional Lecturer	81,090	CY
Cook, Sherri	Professional Lecturer	182,347	CY
Cuskovic, Amel	Professional Lecturer	90,231	CY
Dash, Pabitra	Professional Lecturer	90,000	CY
Huffman, Amy	Professional Lecturer	66,000	CY
Krisch, Jason	Professional Lecturer	157,500	CY
Martin, Gerald	Professional Lecturer	69,700	CY
Mason, Gary	Professional Lecturer	130,020	CY
Nichols, Dana	Professional Lecturer	51,218	CY
Wainwright, Heather	Professional Lecturer	66,000	CY
WennersHerron, Ashley	Professional Lecturer	70,000	CY
Whitt, Sarah	Professional Lecturer	93,091	CY

**VIRGINIA TECH TRANSPORTATION INSTITUTE**

Dingus, Thomas	Professor	460,485	RE12
Doerzaph, Zachary	Associate Professor	155,100	CY

***Vice President for Research***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Klauer, Sheila	Associate Professor	135,190	CY
Blanco, Myra	Senior Research Scientist	180,734	CY
Hankey, Jonathan	Senior Research Scientist	287,851	CY
Hanowski, Richard	Senior Research Scientist	214,681	CY
Ahn, Kyounggho	Research Scientist	89,731	CY
Antin, Jonathan	Research Scientist	155,999	CY
de Leon Izeppi, Edgar	Research Scientist	90,967	CY
Elshawarby, Ihab	Research Scientist	89,715	CY
Engstrom, Skifs Johan	Research Scientist	121,047	CY
Gibbons, Ronald	Research Scientist	156,352	CY
Hickman, Jeffrey	Research Scientist	140,868	CY
Katicha, Samer	Research Scientist	79,444	CY
Li, Yingfeng	Research Scientist	95,036	CY
Llaneras, Robert	Research Scientist	153,645	CY
McLaughlin, Shane	Research Scientist	157,580	CY
Mollenhauer, Michael	Research Scientist	172,604	CY
Owens, Justin	Research Scientist	90,992	CY
Perez, Miguel	Research Scientist	153,137	CY
Smith, Ryan	Research Scientist	101,192	CY
Lee, Suzanne	Project Director	93,890	CY
McClafferty, Julie	Project Director	92,101	CY
Schaudt, William	Project Director	115,000	CY
Alden, Andrew	Senior Research Associate	130,410	CY
Bhagavathula, Rajaram	Senior Research Associate	69,682	CY
Bowden, Zachary	Senior Research Associate	122,243	CY
Camden, Matthew	Senior Research Associate	69,300	CY
Chaka, Michelle	Senior Research Associate	170,033	CY
Daily, Brian	Senior Research Associate	105,697	CY
Druta, Cristian	Senior Research Associate	78,448	CY
Du, Jianhe	Senior Research Associate	79,553	CY
Iverson, Dean	Senior Research Associate	117,000	CY
Iverson, Sondra	Senior Research Associate	117,000	CY
Kaliniouk, Irina	Senior Research Associate	105,169	CY
Kaliniouk, Vasily	Senior Research Associate	112,419	CY
Krum, Andrew	Senior Research Associate	96,115	CY
Mabry, Jessica	Senior Research Associate	72,628	CY
McGraw, Thomas	Senior Research Associate	115,751	CY
Medina-Flintsch, Alejandra	Senior Research Associate	70,580	CY
Neurauter, Michael	Senior Research Associate	127,942	CY
Palmer, Matthew	Senior Research Associate	101,848	CY
Petersen, Andrew	Senior Research Associate	219,756	CY
Russell, Sheldon	Senior Research Associate	79,337	CY
Stowe, Loren	Senior Research Associate	146,212	CY

***Vice President for Research***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Sudweeks, Jeremy	Senior Research Associate	102,661	CY
Trimble, Tammy	Senior Research Associate	83,228	CY
Ali, Gibran	Research Associate	62,730	CY
Anderson, Gabriel	Research Associate	50,000	CY
Ankem, Gayatri	Research Associate	62,523	CY
Atwood, Jonathan	Research Associate	58,064	CY
Bryson, Michael	Research Associate	137,275	CY
Cannon, Brad	Research Associate	61,767	CY
Chen, Hao	Research Associate	69,862	CY
Conry, Donald	Research Associate	74,910	CY
Cook, Julie	Research Associate	75,856	CY
Cospel, Carl	Research Associate	143,608	CY
Cospel, Colin	Research Associate	71,400	CY
Dennis, Jacob	Research Associate	84,012	CY
Doerzaph, Travis	Research Associate	65,790	CY
Dunn, Naomi	Research Associate	72,988	CY
Fang, Youjia	Research Associate	70,803	CY
Feierabend, Robert	Research Associate	74,137	CY
Freeman, William	Research Associate	74,858	CY
Glenn, Trijntje	Research Associate	29,004	CY
Gorman, Thomas	Research Associate	70,014	CY
Grove, Kevin	Research Associate	74,200	CY
Hammond, Rebecca	Research Associate	73,442	CY
Harold, Douglas	Research Associate	56,980	CY
Harwood, Leslie	Research Associate	59,738	CY
Huang, Fang	Research Associate	92,617	CY
Jones, Mario	Research Associate	55,654	CY
Leeson, Brian	Research Associate	114,800	CY
Lefevers, David	Research Associate	68,733	CY
McCall, Robert	Research Associate	69,801	CY
McGowin, Gregory	Research Associate	63,327	CY
Meyer, Jason	Research Associate	71,976	CY
Miller, Andrew	Research Associate	59,683	CY
Miller, Daniel	Research Associate	57,506	CY
Monti, Henry	Research Associate	65,000	CY
Oleksuk, Richard	Research Associate	96,425	CY
Quesenberry, Joshua	Research Associate	74,810	CY
Rainey, Cameron	Research Associate	71,296	CY
Rooks, Kurtis	Research Associate	77,477	CY
Rutledge, Julie	Research Associate	92,070	CY
Sarkar, Abhijit	Research Associate	60,000	CY
Skole, Joshua	Research Associate	54,436	CY
Soccolich, Susan	Research Associate	68,409	CY

***Vice President for Research***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Song, Miao	Research Associate	73,157	CY
Sunshine, Nicholas	Research Associate	82,222	CY
Talbot, Frank	Research Associate	72,735	CY
Talledo Vilela, Jean	Research Associate	106,726	CY
Terry, Travis	Research Associate	65,049	CY
Turturici, Marissa	Research Associate	63,750	CY
Viray, Reginald	Research Associate	87,902	CY
Wagner, Jason	Research Associate	63,630	CY
White, Elizabeth	Research Associate	68,534	CY
Williams, Brian	Research Associate	58,117	CY
Wotring, Brian	Research Associate	58,466	CY
Yankowski, John	Research Associate	103,000	CY
Sears, Edie	Sr Project Associate	73,584	CY
Witcher, Christina	Sr Project Associate	68,640	CY
Anderson, Joel	Project Associate	59,981	CY
Baker, Stephanie	Project Associate	43,930	CY
Baynes, Peter	Project Associate	57,425	CY
Buchanan-King, Mindy	Project Associate	65,569	CY
Custer, Kenneth	Project Associate	47,035	CY
Davoodi, Maryam	Project Associate	46,000	CY
Dominic Savio, Rufina	Project Associate	57,530	CY
Eichelberger, Elizabeth	Project Associate	64,884	CY
Fitchett, Vikki	Project Associate	62,149	CY
Furrow, Cory	Project Associate	83,145	CY
Gregory, Steven	Project Associate	71,400	CY
Hulse, Melissa	Project Associate	66,110	CY
Layman, Charles	Project Associate	57,019	CY
Lowdermilk, Charlotte	Project Associate	53,910	CY
Mason, Matthew	Project Associate	96,570	CY
McElroy, Tracy	Project Associate	66,950	CY
Moeller, Devon	Project Associate	54,870	CY
Nadler, Leonore	Project Associate	41,430	CY
Smith, Carol	Project Associate	60,608	CY
Smith, Michelle	Project Associate	69,870	CY
Stuart, Megan	Project Associate	52,520	CY
Woods, Jean	Project Associate	69,000	CY
Bichiou, Youssef	Postdoctoral Associate	48,450	CY
Urban, Michael	Postdoctoral Associate	48,450	CY
Xue, Wenjing	Postdoctoral Associate	49,419	CY
Absher, Christine	Professional Lecturer	95,824	CY
Gaylord, Clark	Professional Lecturer	151,975	CY
Gerni, Pascha	Professional Lecturer	146,370	CY
Hamm, Laura	Professional Lecturer	75,050	CY

***Vice President for Research***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Naff, Ryan	Professional Lecturer	61,622	CY
Robinson, Angela	Professional Lecturer	65,434	CY
Shelton, Kimberly	Professional Lecturer	72,865	CY
Strickland, Catherine	Professional Lecturer	65,500	CY

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***Vice President for Student Affairs***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>ASSOCIATE VICE PRESIDENT</u></b>			
Shushok, Frank	Administrative Assistant Profess	240,948	CY
Armstrong, Brian	Professional Lecturer	41,616	CY
Barr, Matthew	Professional Lecturer	40,800	CY
Cardone, Taran	Professional Lecturer	73,440	CY
Cherry-Clarke, Tamara	Professional Lecturer	55,806	CY
Chinn, David	Professional Lecturer	103,277	CY
Coiley, Erin	Professional Lecturer	40,920	CY
Dugar, Curtis	Professional Lecturer	75,577	CY
Eagan, Amanda	Professional Lecturer	48,450	CY
Ebert, Matthew	Professional Lecturer	44,895	CY
Harbison, Samantha	Professional Lecturer	49,534	CY
Henkel, Taylor	Professional Lecturer	42,024	CY
Henninger, Stephen	Professional Lecturer	42,148	CY
Hughes, Byron	Professional Lecturer	78,318	CY
Keane, Michael	Professional Lecturer	49,104	CY
Keene, Frances	Professional Lecturer	123,000	CY
Kovacs, Hillary	Professional Lecturer	41,200	CY
Kwiatkowski, Matthew	Professional Lecturer	72,420	CY
Kytan, Alexandra	Professional Lecturer	40,800	CY
Lambusta, Chelsea	Professional Lecturer	49,713	CY
McCallum, Darryl	Professional Lecturer	47,663	CY
McCrery, Ennis	Professional Lecturer	69,285	CY
McIlvaine, Jonathan	Professional Lecturer	41,616	CY
McLevain, Melissa	Professional Lecturer	40,800	CY
Meredith, Hayley	Professional Lecturer	41,820	CY
Pete, Kendall	Professional Lecturer	50,847	CY
Price, Andrew	Professional Lecturer	42,024	CY
Rose, Jessica	Professional Lecturer	40,800	CY
Rose, Kyle	Professional Lecturer	44,807	CY
Schuh, Steven	Professional Lecturer	43,800	CY
Settle, Rohsaan	Professional Lecturer	81,568	CY
Steehler, Scott	Professional Lecturer	42,148	CY
Toshimitsu, Alyssa	Professional Lecturer	40,000	CY
Tully, Rachael	Professional Lecturer	78,771	CY
Welsh, Yusuke	Professional Lecturer	41,616	CY
<b><u>CRANWELL INTERNATIONAL CENTER</u></b>			
Clubb, David	Professional Lecturer	106,104	CY
Galvez, Tricia	Professional Lecturer	50,390	CY
Kelinsky, Lia	Professional Lecturer	56,650	CY
Li, Xiaotian	Professional Lecturer	49,694	CY

***Vice President for Student Affairs***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Littreal, Jessica	Professional Lecturer	42,840	CY
Woodson, Rachel	Professional Lecturer	45,176	CY
Zwart, Fawna	Professional Lecturer	48,960	CY

**CULTURAL AND COMMUNITY CENTERS**

Avent, Yolanda	Professional Lecturer	91,670	CY
Frazier, Joseph	Professional Lecturer	39,583	AY
Garay, Luis	Professional Lecturer	48,450	CY
Montes, Maria	Professional Lecturer	49,709	CY
Williams, Kimberly	Professional Lecturer	48,592	CY

**DEAN OF STUDENTS OFFICE**

Brown, James	Administrative Lecturer	139,555	CY
Frank, Tara	Professional Lecturer	51,535	CY
Hayden, William	Professional Lecturer	58,150	CY
Scott, Anthony	Professional Lecturer	89,200	CY
Woods-Johnson, Kelley	Professional Lecturer	51,772	CY

**DINING SERVICES**

Faulkner, Theodore	Professional Lecturer	164,765	CY
Gelbert, Craig	Professional Lecturer	107,670	CY

**HOKIE WELLNESS**

Andrews, David	Professional Lecturer	55,292	CY
Fritsch, Jon	Professional Lecturer	53,420	AY
Fritsch, Laurie	Professional Lecturer	53,950	AY
Kropff, Catherine	Professional Lecturer	95,545	CY
O'Hara, Kelsey	Professional Lecturer	45,798	CY
Redding, Joshua	Professional Lecturer	55,254	CY

**MILITARY AFFAIRS**

Fullhart, Randal	Administrative Lecturer	156,085	CY
Barnhart, Shay	Professional Lecturer	54,106	CY
Combs, David	Professional Lecturer	52,878	AY
Cox, Carrie	Professional Lecturer	52,533	AY
Humphrey, Elaine	Professional Lecturer	79,599	CY
Jackson, Gary	Professional Lecturer	54,038	AY
Jones, Lance	Professional Lecturer	52,878	AY
Larkin, Patience	Professional Lecturer	65,589	AY
Mariger, Rewa	Professional Lecturer	62,975	CY
Oberoi, Alexandra	Professional Lecturer	43,701	CY
Oberoi, Jason	Professional Lecturer	52,025	AY
Payne, Charles	Professional Lecturer	62,624	AY

***Vice President for Student Affairs***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Phillips, Peter	Professional Lecturer	66,300	AY
Riggin, Samantha	Professional Lecturer	43,701	CY
Russell, Donald	Professional Lecturer	59,533	AY
Snyder, James	Professional Lecturer	76,114	CY
Willey, Daniel	Professional Lecturer	52,878	AY

**NEW STUDENT AND FAMILY PROGRAMS**

Martinelli, Linzy	Professional Lecturer	47,500	CY
Rebolledo, Lizette	Professional Lecturer	84,580	CY
Webster, Bobbie	Professional Lecturer	64,183	CY
Welch, Alison	Professional Lecturer	45,000	CY

**RECREATIONAL SPORTS AUXILIARY**

Cross, Alison	Professional Lecturer	96,246	CY
Feldhaus, Jeffrey	Professional Lecturer	53,145	CY
Glick, Alan	Professional Lecturer	57,068	CY
Gwilliam, Krista	Professional Lecturer	52,635	CY
Hughes, Megan	Professional Lecturer	63,120	CY
Lattis, Matthew	Professional Lecturer	53,145	CY
Marquez, Gabriela	Professional Lecturer	56,215	CY
Preston, Dominique	Professional Lecturer	86,750	CY
Rasnick, Shelly	Professional Lecturer	45,627	CY
Worrell, Zachery	Professional Lecturer	40,875	CY

**SCHIFFERT HEALTH CENTER**

Wise, Christopher	Administrative Lecturer	151,346	CY
Barry, Fredrick	Professional Lecturer	116,090	AY
Buchanan-Scheyer, Theresa	Professional Lecturer	81,738	CY
Charoensiri, Kanitta	Professional Lecturer	172,301	CY
Chitwood, Patty	Professional Lecturer	146,064	CY
Frasca, Dominic	Professional Lecturer	132,165	AY
Livingston, David	Professional Lecturer	115,840	AY
Mills, Kelsey	Professional Lecturer	79,100	CY
Mitcham, Rhonda	Professional Lecturer	103,021	CY
Neely, Julie	Professional Lecturer	132,926	CY
Pula, Shpresa	Professional Lecturer	79,938	AY
Zheng, Jianfeng	Professional Lecturer	79,952	CY

**SERVICES FOR STUDENTS WITH DISABILITIES**

Angle, Susan	Professional Lecturer	95,737	CY
Brown, Michael	Professional Lecturer	60,140	CY
Burns, Emily	Professional Lecturer	48,337	CY
Doan, Thanh	Professional Lecturer	42,630	CY

***Vice President for Student Affairs***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Smith, Deborah	Professional Lecturer	59,573	CY
Smith, Donna	Professional Lecturer	50,873	CY

**STUDENT ENGAGEMENT AND CAMPUS LIFE**

Simmons, Angela	Administrative Lecturer	144,437	CY
Barnes, Chatrice	Professional Lecturer	47,380	CY
Evans, Heather	Professional Lecturer	79,225	CY
Kolb, Clayton	Professional Lecturer	69,111	CY
Kuhn, Meghan	Professional Lecturer	51,016	CY
Margiotta, Eric	Professional Lecturer	68,672	CY
Mawyer, Emily	Professional Lecturer	46,925	CY
Nachlis, Scott	Professional Lecturer	49,444	CY
Scully, Robin	Professional Lecturer	54,225	CY
Tamburro, Regina	Professional Lecturer	69,281	CY
Wagoner, Heather	Professional Lecturer	96,162	CY
Walker, Lamar	Professional Lecturer	47,857	CY

**STUDENT AFFAIRS CENTRAL AUXILIARY**

Gresham, Hunter	Administrative Lecturer	116,739	CY
Hawthorne, Lee	Administrative Lecturer	135,131	CY
Jones, Robin	Administrative Lecturer	122,247	CY
Beecher, Greg	Professional Lecturer	76,234	CY
Glass, Martha	Professional Lecturer	102,132	CY
Gursoy, Hikmet	Professional Lecturer	81,384	CY
Houston, Kristen	Professional Lecturer	54,277	CY
Hubble, Leslie	Professional Lecturer	71,108	CY
Shapiro, Gary	Professional Lecturer	89,867	CY

**THOMAS COOK COUNSELING CENTER AUXILIARY**

Klein, Rita	Professional Assistant Professor	91,083	CY
Amenkhienan, Charlotte	Professional Lecturer	85,140	CY
Arbuckle, Vicki	Professional Lecturer	93,781	AY
Bennett, Gary	Professional Lecturer	100,833	CY
Betzel, Cathye	Professional Lecturer	89,561	CY
Brinckman, Jason	Professional Lecturer	53,650	CY
Chapman, Aliya	Professional Lecturer	49,946	CY
Coates, Erica	Professional Lecturer	51,200	AY
Davis, Trent	Professional Lecturer	73,284	CY
Dye, Jennifer	Professional Lecturer	51,222	AY
Flynn, Christopher	Professional Lecturer	146,579	CY
Frieben, Joseph	Professional Lecturer	153,915	CY
Haak, Patricia	Professional Lecturer	59,228	CY
Harrison, Jordan	Professional Lecturer	62,244	CY

***Vice President for Student Affairs***

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Hicks, Caroline	Professional Lecturer	56,500	CY
Hottenstein, Joy	Professional Lecturer	61,734	CY
Knackstedt, Paul	Professional Lecturer	62,159	CY
Lindgren, Laura	Professional Lecturer	51,150	AY
Love, Michael	Professional Lecturer	61,781	CY
Miller, Laura	Professional Lecturer	60,593	CY
Palmo, Trinley	Professional Lecturer	53,675	CY
Reinhard, James	Professional Lecturer	193,921	CY
Rimmer, Sarah	Professional Lecturer	56,500	CY
Ritchey, Robert	Professional Lecturer	74,660	CY
Shen, Claire	Professional Lecturer	70,215	CY
Sturgis, Ellie	Professional Lecturer	97,702	CY

**VICE PRESIDENT FOR STUDENT AFFAIRS - ADMINISTRATION**

Perillo, Patricia	Administrative Lecturer	280,515	CY
Barbour, Kathleen	Professional Lecturer	101,577	CY

**VT ENGAGE: COMMUNITY LEARNING COLLABORATIVE**

Case, Mary	Professional Lecturer	41,200	CY
Cotrupi, Catherine	Professional Lecturer	49,908	CY
Davis, Jessica	Professional Lecturer	41,200	CY
Smith, Patricia	Professional Lecturer	78,338	CY
Wethey, Eliza	Professional Lecturer	55,893	CY

**Virginia Cooperative Extension**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>VIRGINIA COOPERATIVE EXTENSION</u></b>			
Price, Tonya	Associate Professor	91,728	CY
Miller, Thomas	Project Associate	44,000	CY
Abel, Jennifer	Professional Lecturer	74,324	CY
Abston, Therese	Professional Lecturer	56,080	CY
Adkins, Alani	Professional Lecturer	39,554	CY
Allen, George	Professional Lecturer	59,889	CY
Alstat, Kathryn	Professional Lecturer	63,802	CY
Alt, Theresa	Professional Lecturer	57,137	CY
Anderson, Amber	Professional Lecturer	36,754	CY
Andruczyk, Michael	Professional Lecturer	57,025	CY
Appling, Shawn	Professional Lecturer	45,209	CY
Atkinson, Melvin	Professional Lecturer	65,706	CY
Baber, Lindsey	Professional Lecturer	36,864	CY
Baker, Karen	Professional Lecturer	56,071	CY
Baker, Scott	Professional Lecturer	66,637	CY
Barber, Crystal	Professional Lecturer	59,836	CY
Bare, Megan	Professional Lecturer	42,853	CY
Barnes, Laquita	Professional Lecturer	68,615	CY
Barrow, Melanie	Professional Lecturer	55,732	CY
Barts, Stephen	Professional Lecturer	58,593	CY
Benner, John	Professional Lecturer	46,193	CY
Blankenship, John	Professional Lecturer	64,297	CY
Blevins, Philip	Professional Lecturer	88,865	CY
Booher, Matthew	Professional Lecturer	56,152	CY
Booker, Kimberly	Professional Lecturer	44,000	CY
Bordas, Adria	Professional Lecturer	81,916	CY
Bowen, Jason	Professional Lecturer	59,095	CY
Bowen, Jennifer	Professional Lecturer	66,093	CY
Brent, Tara	Professional Lecturer	59,333	CY
Broadus, Michael	Professional Lecturer	56,192	CY
Brown, Christopher	Professional Lecturer	49,733	CY
Brown, Ruben	Professional Lecturer	40,567	CY
Bunn, Travis	Professional Lecturer	48,497	CY
Butterfield, Kimberly	Professional Lecturer	45,508	CY
Callan, Peter	Professional Lecturer	63,084	CY
Camm, Kevin	Professional Lecturer	55,169	CY
Carrington, Anne-Carter	Professional Lecturer	71,012	CY
Carter, Katherine	Professional Lecturer	56,433	CY
Chapins, Dyllan	Professional Lecturer	45,000	CY
Childs, Clay	Professional Lecturer	86,274	CY
Clark, Neil	Professional Lecturer	64,376	CY

**Virginia Cooperative Extension**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Clark, Robert	Professional Lecturer	60,945	CY
Clarke, C	Professional Lecturer	65,885	CY
Clem, Nicole	Professional Lecturer	51,488	CY
Conrad, Kirsten	Professional Lecturer	57,842	CY
Cooper, Jason	Professional Lecturer	51,097	CY
Costanza, Gregory	Professional Lecturer	53,434	CY
Council, Brittany	Professional Lecturer	44,698	CY
Cox, Erin	Professional Lecturer	50,853	CY
Crews, Sarah	Professional Lecturer	43,693	CY
Daniel, Katherine	Professional Lecturer	64,860	CY
Daubert, Jeremy	Professional Lecturer	58,182	CY
Davis, Andrea	Professional Lecturer	51,233	CY
Davis, Rebecca	Professional Lecturer	69,182	CY
Deitch, Ursula	Professional Lecturer	55,387	CY
Dickerson, Ambre	Professional Lecturer	71,009	CY
Diehl, Stephanie	Professional Lecturer	73,129	CY
Do, Van	Professional Lecturer	45,853	CY
Dolan, Amanda	Professional Lecturer	39,637	CY
Downing, Adam	Professional Lecturer	73,081	CY
Eanes, Linda	Professional Lecturer	50,232	CY
Edmonds, Kimberly	Professional Lecturer	59,329	CY
Edwards, Ashley	Professional Lecturer	40,864	CY
Eigel, Bethany	Professional Lecturer	67,577	CY
Elliott, Alyssa	Professional Lecturer	43,758	CY
Ellmore, Roger	Professional Lecturer	108,622	CY
Epes, Christopher	Professional Lecturer	43,864	CY
Fannon, Amy	Professional Lecturer	57,218	CY
Farley, Sarah	Professional Lecturer	45,000	CY
Fisher, Kevin	Professional Lecturer	72,457	CY
Fisher, Sandra	Professional Lecturer	81,729	CY
Flanagan, Roy	Professional Lecturer	62,733	CY
Frick, Carl	Professional Lecturer	45,744	CY
Furgurson, Sonya	Professional Lecturer	60,433	CY
Gartner, Rebecca	Professional Lecturer	59,353	CY
Goerlich, Daniel	Professional Lecturer	96,135	CY
Gorimani-Mundoma, Elizabeth	Professional Lecturer	53,209	CY
Gregg, Cynthia	Professional Lecturer	69,475	CY
Griffith, Carly	Professional Lecturer	42,791	CY
Grimes, Kelsey	Professional Lecturer	54,433	CY
Grosse, Rachel	Professional Lecturer	49,233	CY
Gustafson, Krista	Professional Lecturer	56,276	CY
Hahn, Johanna	Professional Lecturer	67,246	CY
Hairston, Brian	Professional Lecturer	62,334	CY

**Virginia Cooperative Extension**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Hale, Daniel	Professional Lecturer	41,508	CY
Hale, Kasey	Professional Lecturer	37,209	CY
Hawkins, Amy	Professional Lecturer	50,507	CY
Haynes, Brenda	Professional Lecturer	42,838	CY
Hazelwood, Leigh	Professional Lecturer	45,000	CY
Henderson, Jane	Professional Lecturer	68,700	CY
Herdman, Wendy	Professional Lecturer	56,945	CY
Hilleary, James	Professional Lecturer	76,532	CY
Hodges, Christine	Professional Lecturer	61,793	CY
Hoffman, Kimberly	Professional Lecturer	39,864	CY
Hopkins, Crysti	Professional Lecturer	60,193	CY
Horn, Douglas	Professional Lecturer	58,298	CY
Howland, Catherine	Professional Lecturer	52,625	CY
Iden, Charles	Professional Lecturer	52,215	CY
Jardine, Elyse	Professional Lecturer	58,900	CY
Jarvis, Leon	Professional Lecturer	69,295	CY
Jerrell, Scottie	Professional Lecturer	57,312	CY
Jessee, Denny	Professional Lecturer	70,203	CY
Johnson, Elizabeth	Professional Lecturer	59,575	CY
Johnson, Gaylynn	Professional Lecturer	43,754	CY
Johnson, Jeremy	Professional Lecturer	86,625	CY
Jones, Bruce	Professional Lecturer	65,842	CY
Jones, Danielle	Professional Lecturer	53,631	CY
Jones, Robert	Professional Lecturer	38,488	CY
Jones, Robert	Professional Lecturer	62,396	CY
Kennedy, Kelsey	Professional Lecturer	45,000	CY
Kindred, Gina	Professional Lecturer	79,163	CY
Kirby, Katrina	Professional Lecturer	50,083	CY
Kopp, Lauren	Professional Lecturer	44,043	CY
Lawrence, Marion	Professional Lecturer	78,371	CY
Lawrence, Mary	Professional Lecturer	46,762	CY
Layton-Dudding, Jeannie	Professional Lecturer	53,682	CY
Leech, Samuel	Professional Lecturer	37,298	CY
Lefevre, Claudia	Professional Lecturer	47,864	CY
Lewis, Kelly	Professional Lecturer	42,690	CY
Lichty, Christopher	Professional Lecturer	64,619	CY
Ligon, Jennifer	Professional Lecturer	56,644	CY
Lillard, Clare	Professional Lecturer	55,597	CY
Lomax, Bertrille	Professional Lecturer	41,500	CY
Lomax, Twandra	Professional Lecturer	58,045	CY
Love, Kenner	Professional Lecturer	62,255	CY
Maclin, Hermon	Professional Lecturer	66,047	CY
Makufka, Craig	Professional Lecturer	37,882	CY



**Virginia Cooperative Extension**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Mallory, Kelly	Professional Lecturer	57,920	CY
Marks, Darla	Professional Lecturer	52,477	CY
Martel, Cynthia	Professional Lecturer	51,933	CY
Martin, Kimberly	Professional Lecturer	43,698	CY
Martindell, Morgan	Professional Lecturer	38,209	CY
Mason, James	Professional Lecturer	35,890	CY
Maxey Nay, Laura	Professional Lecturer	54,133	CY
Maxwell, Charlotte	Professional Lecturer	40,353	CY
Mayo, Kimberly	Professional Lecturer	65,177	CY
McFarland, Mary	Professional Lecturer	73,608	CY
Meeks, Phillip	Professional Lecturer	55,733	CY
Miller, Matthew	Professional Lecturer	57,209	CY
Misch, Teresa	Professional Lecturer	46,693	CY
Mitchell, Sonja	Professional Lecturer	56,338	CY
Mize, Kayleigh	Professional Lecturer	41,209	CY
Mize, Timothy	Professional Lecturer	66,366	CY
Morgan, Jacob	Professional Lecturer	50,864	CY
Morris, Reginald	Professional Lecturer	59,516	CY
Morrison, Robbie	Professional Lecturer	55,633	CY
Morton, Sarah	Professional Lecturer	87,444	CY
Mosley, Cristy	Professional Lecturer	63,035	CY
Mullins, William	Professional Lecturer	63,135	CY
Munden, Karen	Professional Lecturer	75,940	CY
Mungo, Jonette	Professional Lecturer	54,054	CY
Mussey, Guy	Professional Lecturer	73,820	CY
Nansel, Carol	Professional Lecturer	68,736	CY
Newby, Shevonne	Professional Lecturer	47,298	CY
Nguyen, Lenah	Professional Lecturer	55,497	CY
Norton, Haley	Professional Lecturer	48,433	CY
Ohlwiler, Timothy	Professional Lecturer	60,489	CY
Olsen, Edward	Professional Lecturer	60,209	CY
Orozco Obando, Warner	Professional Lecturer	45,864	CY
Overbay, Andrew	Professional Lecturer	73,313	CY
Overby, Kathryn	Professional Lecturer	49,532	CY
Painter, Tyler	Professional Lecturer	46,093	CY
Parker, Hannah	Professional Lecturer	36,864	CY
Parrish, Michael	Professional Lecturer	72,261	CY
Paulette, Morgan	Professional Lecturer	43,597	CY
Payne, April	Professional Lecturer	45,798	CY
Pearson, Jocelyn	Professional Lecturer	57,880	CY
Peek, Crystal	Professional Lecturer	63,214	CY
Peek, Danny	Professional Lecturer	89,175	CY
Pickett, Tonya	Professional Lecturer	38,148	CY

**Virginia Cooperative Extension**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Pittman, Theresa	Professional Lecturer	53,632	CY
Poff, Karen	Professional Lecturer	64,498	CY
Pomfrey, Emily	Professional Lecturer	47,637	CY
Porter, Tracy	Professional Lecturer	44,880	CY
Pottorff, Stephen	Professional Lecturer	55,693	CY
Pratt, Sarah	Professional Lecturer	53,353	CY
Preisser, Afton	Professional Lecturer	43,838	CY
Prillaman, Leslie	Professional Lecturer	69,490	CY
Prillaman, Susan	Professional Lecturer	66,134	CY
Puryear, Cindy	Professional Lecturer	48,829	CY
Raines, Robyn	Professional Lecturer	58,139	CY
Reasor, Laura	Professional Lecturer	37,000	CY
Reed, Kathleen	Professional Lecturer	41,053	CY
Reiter, James	Professional Lecturer	62,089	CY
Rice, Sharon	Professional Lecturer	50,698	CY
Robbins, Hannah	Professional Lecturer	38,137	CY
Robinson, Dillon	Professional Lecturer	37,298	CY
Romano, Timothy	Professional Lecturer	41,133	CY
Romelczyk, Stephanie	Professional Lecturer	51,434	CY
Rose, Kelly	Professional Lecturer	52,093	CY
Rosson, Charles	Professional Lecturer	60,925	CY
Rothwell, Marie	Professional Lecturer	47,287	CY
Ruszczuk-Murray, Christina	Professional Lecturer	57,133	CY
Rutherford, Sara	Professional Lecturer	39,000	CY
Schalk, Rita	Professional Lecturer	63,260	CY
Scott, Kelli	Professional Lecturer	51,856	CY
Scott, Michael	Professional Lecturer	63,927	CY
Sexton, Demi	Professional Lecturer	36,864	CY
Sharpe, Sarah	Professional Lecturer	42,508	CY
Shortridge, Sandra	Professional Lecturer	53,067	CY
Siegle, Laura	Professional Lecturer	52,286	CY
Slabach, Rebekah	Professional Lecturer	39,553	CY
Spencer, Janet	Professional Lecturer	80,000	CY
Sponaule, Kari	Professional Lecturer	50,532	CY
Sprenger, Cristin	Professional Lecturer	56,313	CY
Sproles, Donna	Professional Lecturer	52,174	CY
Spurlin, Kevin	Professional Lecturer	66,754	CY
Stafford, Carl	Professional Lecturer	74,500	CY
Stanley, Thomas	Professional Lecturer	59,792	CY
Stokes, Pauline	Professional Lecturer	42,137	CY
Stoneman, Sandra	Professional Lecturer	51,863	CY
Strong, Kathryn	Professional Lecturer	63,833	CY
Sturm, Glenn	Professional Lecturer	51,133	CY

**Virginia Cooperative Extension**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Sutphin, Mark	Professional Lecturer	66,936	CY
Sutphin, Stuart	Professional Lecturer	68,858	CY
Swanson, Carrie	Professional Lecturer	64,727	CY
Tanner, Karen	Professional Lecturer	65,033	CY
Temple, Karrin	Professional Lecturer	51,682	CY
Thacker, Paige	Professional Lecturer	71,278	CY
Thompson, Jennifer	Professional Lecturer	57,220	CY
Thompson, John	Professional Lecturer	82,000	CY
Tierney, Megan	Professional Lecturer	55,896	CY
Tillotson, Bonnie	Professional Lecturer	56,351	CY
Tucker, Lindy	Professional Lecturer	50,433	CY
Vanden Hoek, Corissa	Professional Lecturer	44,298	CY
Vargo, Ann	Professional Lecturer	48,859	CY
Verdu, Caitlin	Professional Lecturer	53,853	CY
Vermaak, Stuart	Professional Lecturer	40,864	CY
Vest, Jonathan	Professional Lecturer	63,707	CY
Walden, Alyssa	Professional Lecturer	57,033	CY
Wallace, Ruth	Professional Lecturer	75,790	CY
Wann, Andrea	Professional Lecturer	40,000	CY
White, LaSonya	Professional Lecturer	57,287	CY
Wilder, Rebecca	Professional Lecturer	49,043	CY
Williams, Krystal	Professional Lecturer	42,864	CY
Williams, Susan	Professional Lecturer	67,120	CY
Wilson, Amber	Professional Lecturer	50,619	CY
Winston, Rachael	Professional Lecturer	39,709	CY
Woodson, Thomas	Professional Lecturer	46,733	CY
Worrell, William	Professional Lecturer	65,304	CY
Wright, LaWanda	Professional Lecturer	62,826	CY
Wyskiewicz, Cynthia	Professional Lecturer	60,391	CY
Yager, Kristina	Professional Lecturer	45,693	CY
Young, Kendra	Professional Lecturer	58,847	CY

# **Virginia Tech Carilion School of Medicine**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
<b><u>DEAN OF VIRGINIA TECH CARILION SCHOOL OF MEDICINE</u></b>			
Backus, Danitza	Professional Lecturer	137,638	CY
Berbic, Elvir	Professional Lecturer	53,497	CY
Bradbury, Ron	Professional Lecturer	67,724	CY
Brindle, Brian	Professional Lecturer	131,438	CY
Brogdon, Christina	Professional Lecturer	48,000	CY
Daniel, Kelsey	Professional Lecturer	54,899	CY
Doss, Catherine	Professional Lecturer	55,132	CY
Greek, Vianne	Professional Lecturer	62,250	CY
Gregory, Sue	Professional Lecturer	140,000	CY
Headley, Robin	Professional Lecturer	49,200	CY
Holt Foerst, Emily	Professional Lecturer	81,893	CY
Howard, Lisa	Professional Lecturer	51,418	CY
Knopf, Carrie	Professional Lecturer	48,500	CY
McCandless, Margarite	Professional Lecturer	62,525	CY
Nevarez, Karyna	Professional Lecturer	50,000	CY
Parshall, Barbara	Professional Lecturer	123,616	CY
Pearo-Baker, Lynne	Professional Lecturer	89,739	CY
Pline, Elizabeth	Professional Lecturer	142,526	CY
Reynolds, Hope	Professional Lecturer	99,760	CY
Stovall, Angelica	Professional Lecturer	63,295	CY
Van Metre, Mary	Professional Lecturer	52,275	CY
Womack, Dustin	Professional Lecturer	76,530	CY

## **VIRGINIA TECH CARILION BASIC SCIENCES EDUCATION**

Nolan, Michael	Administrative Professor	167,280	CY
Carvalho, Helena	Associate Professor	109,163	CY
McNamara, John	Assistant Professor	121,414	CY
Mutcheson, Ryan	Assistant Professor	96,020	CY
Dorey, C	Collegiate Professor	123,000	CY

## **VIRGINIA TECH CARILION SCHOOL OF MEDICINE - INSTRUCTIONAL PROGRAM**

Musick, David	Administrative Professor	186,145	CY
Vari, Richard	Administrative Professor	276,683	CY
Trinkle, David	Administrative Lecturer	200,000	CY
LaConte, Leslie	Associate Professor	118,829	CY
Adams, Pamela	Professional Lecturer	48,722	CY
Bradshaw, Jessica	Professional Lecturer	42,656	CY
Briere, Elizabeth	Professional Lecturer	54,060	CY
Brown, Sharita	Professional Lecturer	41,513	CY
Carpenter, Pamela	Professional Lecturer	52,940	CY
Greenawald, Joanne	Professional Lecturer	93,559	CY

### **Virginia Tech Carilion School of Medicine**

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>
Harris, Lauren	Professional Lecturer	53,071	CY
Huston, Emma	Professional Lecturer	41,513	CY
Ipock, Beth	Professional Lecturer	84,015	CY
Irvine, Phyllis	Professional Lecturer	61,747	CY
Lane, Heidi	Professional Lecturer	158,850	CY
Lugar, David	Professional Lecturer	55,618	CY
Lynch, Taylor	Professional Lecturer	49,713	CY
Page, Jennifer	Professional Lecturer	52,423	CY
Stambol, Adelaida	Professional Lecturer	51,320	CY
Torre, Nicholas	Professional Lecturer	42,263	CY

#### **VIRGINIA TECH CARILION HEALTH AND MEDICAL EDUCATION**

Tabor, Joalenn	Professional Lecturer	56,375	CY
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**University Total Increase Amount:** **9,715,918**

*Associated Fringe Benefit Costs:* 2,358,053 <sup>2</sup>

**Total Cost of Faculty Merit Process:** **12,073,971**

**Footnotes:**

1 - Raise must be approved by both the BOV and Attorney General in order to take effect

2 - Based upon university-wide average variable fringe rate. Actual results may vary slightly depending upon specific employee attributes

**Notes:**

Adjustments of 0% occur for various reasons including ineligibility due to hire date, change of position or separation from the university, recent promotion or retention action, performance, contractual agreement, and other employment-related factors.

**Abbreviations:**

AY - Academic Year

CY - Calendar Year

RE10 - Research Extended 10 Month Appointment

RE11 - Research Extended 11 Month Appointment

RE12 - Research Extended 12 Month Appointment

# 2018-19 National Distinction Adjustment Nominees

## Recognition of National Distinction and Exceptional Performance

<u>Name</u>	<u>Rank</u>	<u>Recommended Salary for 2018 - 2019</u>	<u>Appt</u>	<u>NDP Increase</u>
<b><i>College of Agriculture and Life Sciences</i></b>				
<b><u>AGRICULTURAL RESEARCH AND EXTENSION CENTER - HAMPTON ROADS</u></b>				
Samtani, Jayesh	Assistant Professor	84,675	AY	5,000
<b><u>AGRICULTURAL, LEADERSHIP AND COMMUNITY EDUCATION</u></b>				
Seibel, Megan	Professional Lecturer	75,018	CY	5,000
<b><u>ANIMAL AND POULTRY SCIENCES</u></b>				
Lee, Kiho	Assistant Professor	104,244	AY	4,964
<b><u>BIOCHEMISTRY</u></b>				
Sobrado, Pablo	Professor	158,855	AY	13,278
<b><u>BIOLOGICAL SYSTEMS ENGINEERING</u></b>				
Easton, Zachary	Associate Professor	120,624	AY	5,744
Krometis, Leigh Anne	Associate Professor	108,917	AY	5,187
<b><u>DIRECTOR, RESIDENT INSTRUCTION</u></b>				
Beatty, Cynthia	Professional Lecturer	58,291	CY	2,776
<b><u>EXTENSION</u></b>				
Sutphin, Cathy	Professional Associate Professor	139,873	CY	6,661
<b><u>FOOD SCIENCE AND TECHNOLOGY</u></b>				
Kuhn, David	Associate Professor	97,419	AY	4,639
<b><u>PLANT PATHOLOGY, PHYSIOLOGY, AND WEED SCIENCE</u></b>				
Flessner, Michael	Assistant Professor	121,826	AY	5,796
<b>Subtotal</b>				<b>\$59,045</b>
<b><i>College of Architecture and Urban Studies</i></b>				
<b><u>ARCHITECTURE</u></b>				
Sharma, Akshay	Associate Professor	94,035	AY	4,350
Becker, Edward	Assistant Professor	80,240	AY	3,735
<b><u>ART AND ART HISTORY</u></b>				
Dee, Meaghan	Assistant Professor	86,400	AY	4,000

**Recommended  
Salary for  
2018 - 2019**

<b><u>Name</u></b>	<b><u>Rank</u></b>		<b><u>Appt</u></b>	<b><u>NDP Increase</u></b>
Choi, Dongsoo	Professional Lecturer	65,500	CY	3,205
<b><u>HOUSING RESEARCH CENTER</u></b>				
Jones O'Brien, Melissa	Research Scientist	80,820	CY	3,975
<b><u>MYERS-LAWSON SCHOOL OF CONSTRUCTION</u></b>				
Muir, Robert	Professor of Practice	102,990	CY	4,760
<b><u>SCHOOL OF PUBLIC AND INTERNATIONAL AFFAIRS</u></b>				
Hankey, Steven	Assistant Professor	81,000	AY	3,720
Schenk, Todd	Assistant Professor	80,395	AY	3,800
Skuzinski, Thomas	Assistant Professor	80,050	AY	3,750
<b>Subtotal</b>				<b>\$35,295</b>

***College of Engineering***

**AEROSPACE AND OCEAN ENGINEERING**

Woolsey, Craig	Professor	142,929	AY	3,750
Brizzolara, Stefano	Associate Professor	124,500	AY	3,000
Farhood, Mazen	Associate Professor	112,723	AY	10,000
Philen, Michael	Associate Professor	129,031	AY	2,500

**BIOMEDICAL ENGINEERING AND MECHANICS**

Boreyko, Jonathan	Assistant Professor	142,112	RE12	6,504
Kemper, Andrew	Assistant Professor	138,239	RE12	4,500
Shahab, Shima	Assistant Professor	101,820	AY	4,500

**CHEMICAL ENGINEERING**

Tong, Rong	Assistant Professor	103,645	AY	4,485
Xin, Hongliang	Assistant Professor	105,076	AY	4,576

**CIVIL AND ENVIRONMENTAL ENGINEERING**

Widdowson, Mark	Professor	183,685	RE12	8,583
Strom, Kyle	Associate Professor	107,783	AY	5,037
Stark, Nina	Assistant Professor	103,986	AY	4,855

**COMPUTER SCIENCE**

Ramakrishnan, Narendran	Professor	330,519	RE12	10,000
Jung, Changhee	Assistant Professor	107,874	AY	5,000
Prakash, Bodicherla	Assistant Professor	109,115	AY	5,100
Wang, Gang	Assistant Professor	105,721	AY	5,000

**Recommended  
Salary for  
2018 - 2019**

<b><u>Name</u></b>	<b><u>Rank</u></b>		<b><u>Appt</u></b>	<b><u>NDP Increase</u></b>
<b><u>ELECTRICAL AND COMPUTER ENGINEERING</u></b>				
Clancy, Thomas	Professor	285,000	RE12	9,592
Hou, Yiwei	Professor	205,447	AY	9,577
Lester, Luke	Professor	273,592	CY	13,806
Burgos, Rolando	Associate Professor	167,314	AY	7,605
Dhillon, Harpreet Singh	Assistant Professor	110,039	AY	5,119
<b><u>ENGINEERING EDUCATION</u></b>				
Matusovich, Holly	Associate Professor	128,872	AY	7,245
<b><u>INDUSTRIAL AND SYSTEMS ENGINEERING</u></b>				
Kong, Zhenyu	Associate Professor	119,644	AY	6,000
Johnson, Blake	Assistant Professor	101,629	AY	4,883
<b><u>MATERIALS SCIENCE AND ENGINEERING</u></b>				
Lu, Guo Quan	Professor	138,834	AY	6,484
<b><u>MECHANICAL ENGINEERING</u></b>				
Ben-Tzvi, Pinhas	Associate Professor	190,446	RE12	14,000
Kasarda, Mary	Associate Professor	113,523	AY	5,522
<b><u>MINING AND MINERALS ENGINEERING</u></b>				
Noble, Christopher	Associate Professor	140,565	RE12	3,732
<b>Subtotal</b>				<b><u>\$180,955</u></b>
<b><i>College of Liberal Arts and Human Sciences</i></b>				
<b><u>APPAREL, HOUSING AND RESOURCE MANAGEMENT</u></b>				
Fisher, Patricia	Associate Professor	93,667	AY	6,789
Lee, Jung Eun	Assistant Professor	69,005	AY	3,212
<b><u>CENTER FOR GERONTOLOGY</u></b>				
Sands, Laura	Professor	70,000	AY	9,000
<b><u>COMMUNICATION</u></b>				
Logan, Nneka	Assistant Professor	71,950	AY	3,350
<b><u>ENGLISH</u></b>				
Meitner, Erika	Associate Professor	90,989	AY	5,036
Reed, Ashley	Assistant Professor	68,120	AY	4,927



**Recommended  
Salary for  
2018 - 2019**

<b><u>Name</u></b>	<b><u>Rank</u></b>		<b><u>Appt</u></b>	<b><u>NDP Increase</u></b>
<b><u>HISTORY</u></b>				
Gitre, Edward	Assistant Professor	66,856	AY	4,270
<b><u>MODERN AND CLASSICAL LANGUAGES</u></b>				
Gudmestad, Aarnes	Associate Professor	89,719	AY	6,484
<b><u>PHILOSOPHY</u></b>				
Klagge, James	Professor	118,513	AY	5,523
<b><u>POLITICAL SCIENCE</u></b>				
Avey, Paul	Assistant Professor	68,529	AY	5,546
Caraccioli, Mauro	Assistant Professor	68,633	AY	4,982
<b><u>RELIGION AND CULTURE</u></b>				
Christensen, Danille	Assistant Professor	68,390	AY	5,515
<b><u>SCHOOL OF EDUCATION</u></b>				
Billingsley, Bonnie	Professor	128,723	AY	7,094
Mesmer, Heidi	Professor	99,423	AY	7,157
<b><u>SCIENCE AND TECHNOLOGY IN SOCIETY</u></b>				
Heflin, Ashley	Assistant Professor	72,837	AY	5,893
<b><u>SOCIOLOGY</u></b>				
Peguero, Anthony	Associate Professor	123,787	AY	5,781
<b>Subtotal</b>				<b>\$90,559</b>
<b><i>College of Natural Resources and Environment</i></b>				
<b><u>FOREST RESOURCES AND ENVIRONMENTAL CONSERVATION</u></b>				
Aust, Wallace	Professor	135,202	CY	6,315
Copenheaver, Carolyn	Associate Professor	103,459	CY	4,832
<b><u>GEOGRAPHY</u></b>				
Crawford, Thomas	Administrative Professor	160,875	CY	7,500
<b>Subtotal</b>				<b>\$18,647</b>
<b><i>College of Science</i></b>				
<b><u>BIOLOGICAL SCIENCES</u></b>				
Li, Liwu	Professor	208,330	RE12	9,735
Hawley, Dana	Associate Professor	96,400	AY	4,724

**Recommended  
Salary for  
2018 - 2019**

<b><u>Name</u></b>	<b><u>Rank</u></b>		<b><u>Appt</u></b>	<b><u>NDP Increase</u></b>
Lazar, Maria	Associate Professor	111,832	RE11	5,771
<b><u>CHEMISTRY</u></b>				
Morris, John	Professor	141,887	AY	6,616
Madsen, Louis	Associate Professor	111,430	AY	5,306
<b><u>DEAN OF SCIENCE</u></b>				
Morgan, John	Administrative Professor	201,749	CY	9,420
<b><u>ECONOMICS</u></b>				
Bahel, Eric	Associate Professor	117,953	AY	5,708
<b><u>GEOSCIENCES</u></b>				
Dove, Patricia	Professor	275,000	AY	15,523
Weiss, Robert	Associate Professor	133,416	RE11	8,555
<b><u>MATHEMATICS</u></b>				
Embree, Mark	Professor	207,255	AY	9,650
Gugercin, Serkan	Professor	140,588	AY	10,067
Warburton, Timothy	Professor	215,379	AY	10,060
<b><u>PHYSICS</u></b>				
Economou, Sophia	Associate Professor	101,619	AY	4,675
Barnes, Edwin	Assistant Professor	90,401	AY	4,163
<b><u>PSYCHOLOGY</u></b>				
Bell, Martha Ann	Professor	159,634	AY	7,460
Scarpa-Friedman, Angela	Professor	113,820	AY	5,320
<b><u>STATISTICS</u></b>				
Gramacy, Robert	Professor	146,600	AY	6,850
<b>Subtotal</b>				<b>\$129,603</b>

***College of Veterinary Medicine***

**BIOMEDICAL SCIENCE**

Meng, Xiang-Jin	Professor	292,663	CY	26,014
Yuan, Lijuan	Associate Professor	155,966	RE12	7,245

**POPULATION HEALTH SCIENCES**

Pelzer, Jacquelyn	Associate Prof of Practice	126,101	CY	5,871
Ragan, Valerie	Associate Prof of Practice	176,812	CY	8,261

**Recommended  
Salary for  
2018 - 2019**

**Appt**      **NDP  
Increase**

**Name****Rank****SMALL ANIMAL CLINICAL SCIENCES**

Borgarelli, Michele	Professor	164,853	CY	7,644
Rossmeisl, John	Professor	198,991	CY	9,200
Pancotto, Theresa	Clinical Associate Professor	134,910	CY	6,256
<b>Subtotal</b>				<b>\$70,491</b>

***Dean of Libraries*****LIBRARY**

Brown, Anne	Professional Assistant Professor	80,000	CY	4,803
Ingram, William	Professional Lecturer	114,000	CY	8,440
Lawrence, Anne	Professional Lecturer	59,062	CY	3,400
<b>Subtotal</b>				<b>\$16,643</b>

***Exec. Vice President and Provost*****ACADEMIC RESOURCE MANAGEMENT**

Earley, Jeffrey	Professional Lecturer	170,000	CY	5,000
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**INCLUSION AND DIVERSITY**

Ramirez Fernandez, Mercedes	Professional Lecturer	148,977	CY	5,380
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**OFFICE OF ACADEMIC DECISION SUPPORT**

Bodo, Bethany	Professional Lecturer	106,300	CY	2,100
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**REGISTRAR**

Sparks, Richard	Professional Lecturer	147,160	CY	6,599
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**UNIVERSITY ACADEMIC ADVISING CENTER**

Smith, Kimberly	Administrative Lecturer	123,205	CY	5,757
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**VP - FACULTY AFFAIRS**

Plummer, Ellen	Administrative Lecturer	133,865	CY	2,744
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<b>Subtotal</b>				<b>\$27,580</b>
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***Graduate School*****DEAN - GRADUATE SCHOOL**

Hanson, Bryan	Professional Lecturer	85,750	CY	2,000
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<b>Subtotal</b>				<b>\$2,000</b>
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**Recommended  
Salary for  
2018 - 2019**

**Name**

**Rank**

**Appt**

**NDP  
Increase**

***Honors College***

**UNIVERSITY HONORS PROGRAM**

Vandyke, Sara	Professional Lecturer	64,200	CY	3,000
<b>Subtotal</b>				<b>\$3,000</b>

***Pamplin College of Business***

**ACCOUNTING AND INFORMATION SYSTEMS**

Wallace, Linda	Associate Professor	160,420	AY	7,329
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**BUSINESS INFORMATION TECHNOLOGY**

James, Tabitha	Associate Professor	165,965	AY	7,305
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**DEAN OF BUSINESS**

Weishaar, Amy	Professional Lecturer	57,130	CY	3,570
Wells, Katherine	Professional Lecturer	89,990	CY	6,758

**FINANCE, INSURANCE, AND BUSINESS LAW**

MacKinlay, Andrew	Assistant Professor	241,092	AY	11,230
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**HOSPITALITY AND TOURISM MANAGEMENT**

Kim, Eojina	Assistant Professor	107,500	AY	5,000
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**MARKETING**

Bagchi, Rajesh	Professor	260,327	AY	12,139
Daniloski, Kimberly	Associate Professor	100,157	AY	4,564
May, Frank	Assistant Professor	199,047	AY	9,293

<b>Subtotal</b>				<b>\$67,188</b>
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***Vice President and Executive Director, National Capital Region***

**NATIONAL CAPITAL REGION OPERATIONS**

Stone, Nicholas	Professor	168,793	CY	1,461
Bulka, Lauren	Professional Lecturer	85,454	CY	1,062

<b>Subtotal</b>				<b>\$2,523</b>
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***Vice President for Advancement***

**ALUMNI RELATIONS**

Woods, Corrine	Professional Lecturer	54,651	CY	2,554
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**Recommended  
Salary for  
2018 - 2019**

<b><u>Name</u></b>	<b><u>Rank</u></b>		<b><u>Appt</u></b>	<b><u>NDP Increase</u></b>
<b><u>UNIVERSITY DEVELOPMENT</u></b>				
Hart, Natalie	Professional Lecturer	169,119	CY	7,903
Matthiessen, Alison	Professional Lecturer	77,868	CY	3,605
Salmon, Brandy	Professional Lecturer	222,025	CY	10,375
Wolfe, Judy	Professional Lecturer	115,668	CY	5,355
<b>Subtotal</b>				<b>\$29,792</b>

***Vice President for Finance and Chief Financial Officer***

**BUDGET AND FINANCIAL PLANNING**

Shepard, Brennan	Professional Lecturer	124,000	CY	2,375
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**BURSAR**

West, Melinda	Administrative Lecturer	144,110	CY	4,233
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**PROCUREMENT**

Helmick, Mary	Administrative Lecturer	162,000	CY	5,000
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<b>Subtotal</b>				<b>\$11,608</b>
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***Vice President for Human Resources***

**EQUITY AND ACCESS**

Oaks, Kelly	Administrative Lecturer	189,860	CY	5,000
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**HUMAN RESOURCES**

Banks, Ellen	Professional Lecturer	95,400	CY	2,250
Mabry, Curtis	Professional Lecturer	119,780	CY	2,825

<b>Subtotal</b>				<b>\$10,075</b>
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***Vice President for Information Technology and Chief Information Officer***

**ADVANCED RESEARCH COMPUTING**

McClure, James	Professional Lecturer	128,250	CY	5,000
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**EXPERIENCE AND ENGAGEMENT**

Gilbert, Claire	Professional Lecturer	133,000	CY	6,000
Ondin, Zeynep	Professional Lecturer	60,000	CY	3,890

**SECURITY**

Huff, Stephen	Professional Lecturer	71,000	CY	3,826
Kobezak, Amy	Professional Lecturer	80,500	CY	2,000
Marchany, Randolph	Professional Lecturer	154,000	CY	6,000

**Recommended  
Salary for  
2018 - 2019**

**Name**

**Rank**

**Appt**

**NDP  
Increase**

Raymond, David	Professional Lecturer	147,200	CY	6,000
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**TELECOMMUNICATIONS AUXILIARY**

Hess, Gary	Professional Lecturer	83,500	CY	5,000
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<b>Subtotal</b>				<b>\$37,716</b>
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***Vice President for Operations***

**CONSULTING SERVICES**

Vantine, Stephen	Professional Lecturer	106,712	CY	8,575
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**ENVIRONMENTAL HEALTH AND SAFETY**

Adams, Zachary	Professional Lecturer	99,591	CY	4,632
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**FACILITIES SERVICES OFFICE OF UNIVERSITY PLANNING**

Morris, Liza	Professional Lecturer	109,333	CY	5,050
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Rosenberger, John	Professional Lecturer	71,634	CY	3,256
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<b>Subtotal</b>				<b>\$21,513</b>
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***Vice President for Outreach and International Affairs***

**LANGUAGE AND CULTURE INSTITUTE**

Al-Daily, Wafa	Professional Lecturer	60,696	CY	3,540
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**VICE PRESIDENT FOR OUTREACH - ADMINISTRATION**

Farmer, Scott	Professional Lecturer	105,328	CY	6,000
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<b>Subtotal</b>				<b>\$9,540</b>
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***Vice President for Policy and Governance***

**VICE PRESIDENT FOR POLICY AND GOVERNANCE**

Harris, Deanna	Professional Lecturer	102,988	CY	988
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<b>Subtotal</b>				<b>\$988</b>
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***Vice President for Research***

**INSTITUTE FOR CRITICAL TECHNOLOGY AND APPLIED SCIENCE**

Duma, Stefan	Administrative Professor	430,000	CY	15,084
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Blanks, Mark	Professional Lecturer	180,945	CY	8,300
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Verbrugge, Ross	Professional Lecturer	111,549	CY	5,213
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**Recommended**  
**Salary for**  
**2018 - 2019**

<b><u>Name</u></b>	<b><u>Rank</u></b>		<b><u>Appt</u></b>	<b><u>NDP</u></b> <b><u>Increase</u></b>
<b><u>OFFICE OF RESEARCH COMPLIANCE</u></b>				
Dunbar, Joshua	Professional Lecturer	69,000	CY	1,042
Leake, Timothy	Professional Lecturer	100,000	CY	1,272
Phelps, Christopher	Professional Lecturer	69,000	CY	1,043
Talerico, John	Professional Lecturer	86,000	CY	1,132
<b><u>VIRGINIA TECH TRANSPORTATION INSTITUTE</u></b>				
Dingus, Thomas	Professor	460,485	RE12	9,029
<b>Subtotal</b>				<b>\$42,115</b>
<b><i>Vice President for Student Affairs</i></b>				
<b><u>STUDENT AFFAIRS CENTRAL AUXILIARY</u></b>				
Gresham, Hunter	Administrative Lecturer	116,739	CY	10,331
<b>Subtotal</b>				<b>\$10,331</b>
<b><i>Virginia Cooperative Extension</i></b>				
<b><u>VIRGINIA COOPERATIVE EXTENSION</u></b>				
Barts, Stephen	Professional Lecturer	58,593	CY	2,790
Cox, Erin	Professional Lecturer	50,853	CY	2,421
Fisher, Kevin	Professional Lecturer	72,457	CY	2,790
Griffith, Carly	Professional Lecturer	42,791	CY	2,037
Gustafson, Krista	Professional Lecturer	56,276	CY	2,680
Herdman, Wendy	Professional Lecturer	56,945	CY	2,711
Johnson, Jeremy	Professional Lecturer	86,625	CY	4,125
Morris, Reginald	Professional Lecturer	59,516	CY	2,834
Stoneman, Sandra	Professional Lecturer	51,863	CY	2,470
Williams, Susan	Professional Lecturer	67,120	CY	3,196
<b>Subtotal</b>				<b>\$28,054</b>
<b><i>Virginia Tech Carilion School of Medicine</i></b>				
<b><u>DEAN OF VIRGINIA TECH CARILION SCHOOL OF MEDICINE</u></b>				
Backus, Danitza	Professional Lecturer	137,638	CY	750
Brindle, Brian	Professional Lecturer	131,438	CY	750
Greek, Vianne	Professional Lecturer	62,250	CY	750
Holt Foerst, Emily	Professional Lecturer	81,893	CY	750
Reynolds, Hope	Professional Lecturer	99,760	CY	750
<b><u>VIRGINIA TECH CARILION BASIC SCIENCES EDUCATION</u></b>				
Mutcheson, Ryan	Assistant Professor	96,020	CY	1,000

**Recommended**  
**Salary for**  
**2018 - 2019**

**Name****Rank****Appt**

**NDP**  
**Increase**

**VIRGINIA TECH CARILION SCHOOL OF MEDICINE - INSTRUCTIONAL PROGRAM**

Musick, David	Administrative Professor	186,145	CY	1,645
Vari, Richard	Administrative Professor	276,683	CY	1,645
Bradshaw, Jessica	Professional Lecturer	42,656	CY	750
Ipock, Beth	Professional Lecturer	84,015	CY	750
Lane, Heidi	Professional Lecturer	158,850	CY	750
Torre, Nicholas	Professional Lecturer	42,263	CY	750

**Subtotal**


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**\$11,040**
**University National Distinction Total:**


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**\$916,301**
**Abbreviations:**

AY - Academic Year

CY - Calendar Year

RE10 - Research Extended 10 Month Appointment

RE11 - Research Extended 11 Month Appointment

RE12 - Research Extended 12 Month Appointment



## 2018-19 Faculty Salary Adjustments Senior Leadership\*

Name	Title	Recommended Salary for 2018-19	Increase Amount	NDP Amount	Total Percent Increase
<b>DEANS</b>					
Blieszner, Rosemary	Dean, College of Liberal Arts and Human Sciences	\$ 272,850	\$ 5,350	-	2.00
Blythe, Richard	Dean, College of Architecture and Urban Studies	336,600	6,600	-	2.00
Clarke, Cyril	Interim Executive Vice President and Provost	410,000	10,000	-	2.50
Daniel, Gregory	Interim Dean, College of Veterinary Medicine	255,000	5,000	-	2.00
Grant, Alan	Dean, College of Agriculture and Life Sciences	317,395	6,223	-	2.00
Morton, Sally	Dean, College of Science	374,136	7,336	-	2.00
Ross, Julia	Dean, College of Engineering	362,100	7,100	-	2.00
Sumichrast, Robert	Dean, College of Business	529,975	10,392	-	2.00
Walters, Tyler	Dean, Library	259,068	5,080	-	2.00
Winistorfer, Paul	Dean, College of Natural Resources and Environment	296,238	5,810	-	2.00
<b>INSTITUTE DIRECTORS</b>					
Clancy, Thomas	Director, Hume Center	285,000	10,000	\$ 9,592	7.38
Dean, Dennis	Director, Fralin Life Sciences Institute	344,081	8,392	-	2.50
Dingus, Thomas	Director, Virginia Tech Transportation Institute	460,485	8,852	9,029	4.04
Duma, Stefan	Director, Institute for Critical Technology and Applied Science	430,000	9,130	15,084	5.97
Friedlander, Michael	Vice President for Health Sciences and Technology and Executive Director, Virginia Tech Carilion Research Institute	530,604	10,404	-	2.00
Knapp, Richard	Director, Institute for Creativity, Arts, and Technology	239,833	4,703	-	2.00
Roberto, Karen	Director, Institute for Society, Culture and Environment	253,852	6,794	-	2.75
<b>ACADEMIC VICE-PRESIDENTS</b>					
DePauw, Karen	Vice President and Dean of Graduate Education	286,526	5,618	-	2.00
Ghosh, Guruprasad	Vice President for Outreach and International Affairs	265,302	5,202	-	2.00
McKnight, Steven	Vice President and Executive Director, National Capital Region	280,159	5,493	-	2.00
Perillo, Patricia	Vice President for Student Affairs	280,515	6,842	-	2.50
<b>VICE-PRESIDENTS</b>					
Mayer, Theresa	Vice President for Research	346,130	8,000	-	2.37
Midkiff, Scott	Vice President for Information Technology and Chief Information Officer	327,615	7,000	-	2.18
O'Rourke, Kim	Vice President for Policy and Governance	231,000	6,000	-	2.67
Phlegar, Charles	Vice President for Advancement	676,700	15,000	-	2.27
Pratt-Clarke, Menah	Vice President for Strategic Affairs and Vice Provost for Inclusion and Diversity	311,100	6,100	-	2.00
Shelton, Millard	Vice President for Finance and Chief Financial Officer	418,007	18,000	-	4.50
Wilkes, Lisa	Interim Vice President for Human Resources	282,000	6,683	-	2.43
Wilson, Sherwood	Vice President for Operations	321,250	6,949	-	2.21

\*This is a supplemental list for senior leadership salary actions which were included in the comprehensive list on Attachment B