

2018-19 Promotion, Tenure, and Continued Appointment Program

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

April 25, 2019

Traditionally, increases for faculty promoted in the spring are effective at the beginning of the academic year (or in the case of calendar-year faculty, at the beginning of the fiscal year). Consistent with the 2018-19 faculty compensation plan, salary adjustments are proposed at this time for teaching and research faculty who have been promoted in rank during the 2018-19 academic year. In addition to the rank promotions within the faculty categories noted below, faculty may be promoted to ranks within other faculty categories, as appropriate. For example, an Instructor may be promoted to a rank within the Professor of Practice or Collegiate Faculty categories.

There are three tenure track faculty ranks beginning with Assistant Professor. Promotion to a higher rank and appointment with tenure may be granted to faculty members on a regular faculty appointment who have demonstrated outstanding accomplishments in an appropriate combination of learning, discovery, and engagement. The following raises are recommended for promotions to:

Professor	\$7,000
Associate Professor	5,000
Assistant Professor	3,000

There are four non-tenure track clinical faculty ranks beginning with Clinical Instructor. Those clinical faculty members with outstanding performance may be considered for promotion in rank. The following raises are recommended for promotions to:

Clinical Professor	\$7,000
Clinical Associate Professor	5,000
Clinical Assistant Professor	3,000

There are three collegiate professor ranks, beginning with Collegiate Assistant Professor. Those collegiate professors with a record of significant scholarly and/or professional achievement may be considered for promotion in rank. The following raises are recommended for promotions to:

Collegiate Professor	\$7,000
Collegiate Associate Professor	5,000
Collegiate Assistant Professor	3,000

There are three non-tenure track professor of practice faculty ranks. Those professor of practice faculty members with outstanding performance may be considered for promotion in rank. The following raises are recommended for promotions to:

Professor of Practice	\$7,000
Associate Professor of Practice	5,000
Assistant Professor of Practice	3,000

There are three ranks for faculty on the instructor track: Instructor, Advanced Instructor, and Senior Instructor. Those instructors with outstanding performance may be considered for promotion in rank. The following raises are recommended for promotions to:

Senior Instructor	\$5,000
Advanced Instructor	3,000

There are three ranks of extension faculty beginning with Associate Extension Agent. Criteria for promotion in rank for extension faculty include educational preparation, performance, and professionalism. The following raises are recommended for promotions to:

Senior Extension Agent	\$5,000
Extension Agent	3,000

Virginia Tech Carilion School of Medicine faculty members are of two types: faculty employed by the university or faculty employed by affiliate entities (in most cases Carilion Clinic). At all times, regardless of employer, faculty members providing instruction, academic support, or performing academic duties or roles as a Virginia Tech Carilion School of Medicine faculty member are governed by Virginia Tech's policies and procedures.

In the Virginia Tech Carilion School of Medicine, tenure-to-title is granted at the discretion of the school without any right to, interest in, or expectation of any compensation or guarantee for compensation or future employment and is granted only in the Virginia Tech Carilion School of Medicine to individuals who are not employed by Virginia Tech. Tenure-to-title is recognition of a faculty member's significant accomplishments in teaching, clinical care (if relevant), scholarship, and service to the school.

RECOMMENDATION:

That the following faculty are recommended for promotion and/or tenure or continued appointment in accordance with the faculty compensation plan.

June 3, 2019

2019-20 Promotion & Tenure Recommendations

Summary of Promotion and Tenure Adjustment Costs

<u>Proposed Rank</u>	<u>Increase</u>	<u>Number of Adjustments</u>	<u>Total Amount</u>
Professor	\$ 7,000	35	\$ 245,000
Associate Professor	5,000	50	250,000
Collegiate Associate Professor	5,000	3	15,000
Collegiate Assistant Professor	3,000	2	6,000
Professor of Practice	7,000	1	7,000
Clinical Professor	7,000	1	7,000
Clinical Associate Professor	5,000	5	25,000
Research Associate Professor	5,000	1	5,000
Senior Instructor	5,000	9	45,000
Advanced Instructor	3,000	2	6,000
Senior Extension Agent	5,000	2	10,000
Extension Agent	3,000	13	39,000
<i>Subtotal Promotion and Tenure Adjustment Costs</i>		124	660,000
<i>Associated Fringe Benefit Costs ⁽¹⁾</i>			160,182
<i>TOTAL COST OF PROMOTION AND TENURE ADJUSTMENTS</i>			\$ 820,182

<u>Name</u>	<u>Proposed Rank</u>	<u>Recommended Salary 2019-20 ⁽²⁾</u>	<u>Appt ⁽³⁾</u>	<u>Increase Amount</u>	<u>Code</u>
<i>College of Agriculture & Life Sciences</i>					
Askew, Shawn D	Professor	112,307	CY	7,000	2
Kaufman, Eric K.	Professor	138,888	CY	7,000	2
Rhoads, Robert P	Professor	124,510	AY	7,000	2
Williams, Robert C	Professor	105,102	AY	7,000	2
You, Wen	Professor	183,064	CY	7,000	2
Archibald, Thomas Greig	Associate Professor	98,069	AY	5,000	3
Badgley, Brian Douglas	Associate Professor	90,553	AY	5,000	3
El-Kadi, Samer Wassim	Associate Professor	98,240	AY	5,000	3
Ferreira, Gonzalo	Associate Professor	92,516	AY	5,000	3
Lee, Kiho	Associate Professor	109,244	AY	5,000	3
Marek, Paul	Associate Professor	97,361	AY	5,000	3
Morgan, Kimberly L	Associate Professor	107,094	AY	5,000	3
O'Rourke, Megan E	Associate Professor	99,128	AY	5,000	3
Cox, Heather Kristin	Senior Instructor	80,705	AY	5,000	2
<i>College of Architecture & Urban Studies</i>					
Kennedy, Brook	Associate Professor	86,855	AY	-	1
Misra, Shalini	Associate Professor	86,730	AY	5,000	3
<i>Pamplin College of Business</i>					
Khansa, Lara Z	Professor	290,000	CY	7,000	2
May, Frank Dominick	Associate Professor	204,047	AY	5,000	3
Klock, Derek Douglas	Professor of Practice	108,800	AY	7,000	2
<i>College of Engineering</i>					
Abbott, Amos L	Professor	108,554	AY	7,000	2
Burgos, Rolando	Professor	174,314	AY	7,000	2
De Vita, Raffaella	Professor	148,384	AY	7,000	2
Kong, Zhenyu	Professor	126,644	AY	7,000	2
Saad, Walid	Professor	120,189	AY	7,000	2

<u>Name</u>	<u>Proposed Rank</u>	<u>Recommended Salary 2019-20⁽²⁾</u>	<u>Appt⁽³⁾</u>	<u>Increase Amount</u>	<u>Code</u>
College of Engineering (continued)					
Socha, John	Professor	137,055	AY	7,000	2
Sultan, Cornel	Professor	137,796	AY	7,000	2
Williams, Christopher Br	Professor	154,195	AY	7,000	2
Yang, Yaling	Professor	114,667	AY	7,000	2
Yao, Danfeng	Professor	189,271	CY	7,000	2
Abaid, Nicole Teresa	Associate Professor	109,908	AY	5,000	3
Dhillon, Harpreet Singh	Associate Professor	115,039	AY	5,000	3
Jin, Ran	Associate Professor	112,346	AY	5,000	3
Jung, Changhee	Associate Professor	112,874	AY	5,000	3
Kemper, Andrew R	Associate Professor	143,239	CY	5,000	3
Liu, Yang	Associate Professor	104,552	AY	5,000	3
Prakash, Bodicherla Adit	Associate Professor	114,115	AY	5,000	3
Queen, Robin Marie	Associate Professor	125,721	AY	-	1
Stark, Nina	Associate Professor	108,986	AY	5,000	3
Yi, Yang	Associate Professor	107,244	AY	5,000	3
Cooper, Kristie L.	Professor	83,152	AY	5,000	2
College of Liberal Arts & Human Sciences					
Kaestle, Christine	Professor	100,404	AY	7,000	2
Skaggs, Gary E.	Professor	86,713	AY	7,000	2
Venkatesh, Vinodh	Professor	89,498	AY	7,000	2
Zanotti, Laura	Professor	107,935	AY	7,000	2
Bondy, Jennifer M	Associate Professor	75,009	AY	5,000	3
Ivory, Adrienne Holz	Associate Professor	75,554	AY	5,000	3
Logan, Nneka	Associate Professor	76,950	AY	5,000	3
Minkova, Yuliya	Associate Professor	64,883	AY	5,000	3
Myers, Marcus Cayce	Associate Professor	75,100	AY	5,000	3
Nelson, Amanda	Associate Professor	85,495	AY	5,000	3
Nichols, Charles Sabin	Associate Professor	84,165	AY	5,000	3
Sano-Franchini, Jennifer	Associate Professor	74,009	AY	5,000	3
Scerri, Andrew Joseph	Associate Professor	82,223	AY	5,000	3
Trogon, Kelly Griffith	Associate Professor	77,674	AY	5,000	3
Wyatt, Ariana Elizabeth	Associate Professor	68,080	AY	5,000	3
Cash, Carol ⁽⁴⁾	Clinical Professor	-	n/a	7,000	2
Gratto, John Robert	Clinical Associate Professor	82,837	AY	5,000	2
Samanta, Suchitra	Collegiate Associate Professor	76,460	AY	5,000	2
Faulkner, Brandy S	Collegiate Assistant Professor	60,331	AY	3,000	2
Thomas, Courtney Irene P	Collegiate Assistant Professor	71,294	AY	3,000	2
Barton, Jennifer	Senior Instructor	50,275	AY	5,000	2
Lautenschlager, Edward A	Senior Instructor	50,384	AY	5,000	2
Quesenberry, Brandi	Senior Instructor	63,700	AY	5,000	2
Ruccolo, Vanessa L	Senior Instructor	49,275	AY	5,000	2
Schepisi, Ila W	Senior Instructor	64,485	CY	5,000	2
Komelski, Matthew Franci	Advanced Instructor	60,890	AY	3,000	2
College of Natural Resources & Environment					
Frimpong, Emmanuel Anoky	Professor	105,968	AY	7,000	2
Karpanty, Sarah M	Professor	99,978	AY	7,000	2
Barrett, Scott M	Associate Professor	93,470	CY	5,000	3
Castello, Leandro	Associate Professor	85,718	AY	5,000	3
Cobourn, Kelly Michele	Associate Professor	87,078	AY	5,000	3
Juran, Luke	Associate Professor	78,535	AY	5,000	3
Thomas, Robert Quinn	Associate Professor	87,686	AY	5,000	3
College of Science					
Fox, Michael A	Professor	222,434	CY	7,000	2
Khodaparast, Giti	Professor	103,810	AY	7,000	2
Elgart, Alexander	Professor	99,193	AY	7,000	2
Hawley, Dana Michelle	Professor	103,400	AY	7,000	2

<u>Name</u>	<u>Proposed Rank</u>	<u>Recommended Salary 2019-20⁽²⁾</u>	<u>Appt⁽³⁾</u>	<u>Increase Amount</u>	<u>Code</u>
College of Science (continued)					
Guo, Feng	Professor	120,655	AY	7,000	2
Madsen, Louis A	Professor	118,430	AY	7,000	2
Park, Kyungwha	Professor	95,928	AY	7,000	2
Scharf, Birgit	Professor	105,944	AY	7,000	2
Weiss, Robert	Professor	140,416	AY	7,000	2
Lazar, Maria Iuliana	Professor	118,832	AY	7,000	2
Anderson, Lara Briana	Associate Professor	97,615	AY	5,000	3
Barnes, Edwin Fleming	Associate Professor	95,401	AY	5,000	3
Carey, Cayelan C	Associate Professor	95,674	AY	5,000	3
Chung, Julianne	Associate Professor	93,350	AY	5,000	3
Gray, James Alexander	Associate Professor	97,063	AY	5,000	3
Michel, Frederick Marc	Associate Professor	101,119	AY	5,000	3
Sewall, Kendra	Associate Professor	90,767	AY	5,000	3
Wu, Xiaowei	Associate Professor	99,594	AY	5,000	3
Driscoll, Anne Ryan	Collegiate Associate Professor	83,499	AY	5,000	2
Johnson, Neil Evan	Senior Instructor	61,033	AY	5,000	2
Schmale, Jessica Michele	Senior Instructor	55,160	AY	5,000	2
Seyler, Richard William	Senior Instructor	61,109	AY	5,000	2
Jasso-Hernandez, Edna	Advanced Instructor	40,967	AY	3,000	2
Dean of Libraries					
Ogier, Andrea L	Associate Professor	96,800	CY	5,000	5
Pannabecker, Virginia S	Associate Professor	87,301	CY	5,000	5
Shen, Yi	Associate Professor	66,272	CY	-	4
Walz, Anita R.	Associate Professor	71,001	CY	5,000	5
College of Veterinary Medicine					
Dahlgren, Linda A	Professor	133,989	CY	7,000	2
McKenzie, Harold C	Professor	171,421	CY	7,000	2
Yuan, Lijuan	Professor	162,966	CY	7,000	2
Allen, Irving Coy	Associate Professor	149,550	CY	5,000	3
Bertke, Andrea S	Associate Professor	111,298	CY	5,000	3
Caswell, Clayton Christo	Associate Professor	142,281	CY	5,000	3
Oestreich, Kenneth	Associate Professor	131,211	CY	5,000	3
Barry, Sabrina L	Clinical Associate Professor	105,648	CY	5,000	2
Brown, James Augustus	Clinical Associate Professor	184,669	CY	5,000	2
Cecere, Thomas Edward	Clinical Associate Professor	126,519	CY	5,000	2
Funk, Rebecca A	Clinical Associate Professor	113,175	CY	5,000	2
Virginia Cooperative Extension					
Andruczyk, Michael Antho	Senior Extension Agent	62,025	CY	5,000	2
Camm, Kevin Foster	Senior Extension Agent	55,865	CY	5,000	2
Adkins, Alani Ni'Chelle	Extension Agent	42,554	CY	3,000	2
Broaddus, Michael Gregg	Extension Agent	59,888	CY	3,000	2
Crews, Sarah Elizabeth	Extension Agent	46,693	CY	3,000	2
Horn, Douglas Paul	Extension Agent	61,994	CY	3,000	2
Meeks, Phillip Lamar	Extension Agent	59,429	CY	3,000	2
Misch, Teresa D	Extension Agent	53,389	CY	3,000	2
Painter, Tyler Hickson	Extension Agent	49,789	CY	3,000	2
Pomfrey, Emily Ruth	Extension Agent	50,637	CY	3,000	2
Robbins, Hannah Elizabet	Extension Agent	44,833	CY	3,000	2
Romano, Timothy Hunter	Extension Agent	44,133	CY	3,000	2
Stoneman, Sandra Cooke	Extension Agent	58,559	CY	3,000	2
Vanden Hoek, Corissa Lyn	Extension Agent	47,994	CY	3,000	2
White, LaSonya Slade	Extension Agent	62,983	CY	3,000	2
Vice President for Research and Innovation					
DeLuca, Stephanie	Research Associate Professor	134,445	CY	5,000	2

<u>Name</u>	<u>Proposed Rank</u>	<u>Recommended Salary 2019-20⁽²⁾</u>	<u>Appt⁽³⁾</u>	<u>Increase Amount</u>	<u>Code</u>
Virginia Tech Carilion School of Medicine⁽⁵⁾					
Rubio, Edmundo	Professor	-	n/a	-	6
Unwin, Brian	Professor	-	n/a	-	2
Atkinson, Mandy	Associate Professor	-	n/a	-	2
Aziz, Sameh	Associate Professor	-	n/a	-	2
Blackwood, Ralph	Associate Professor	-	n/a	-	2
Bower, Katie Love	Associate Professor	-	n/a	-	6
Cordle, Richard	Associate Professor	-	n/a	-	2
Doherty, Emily	Associate Professor	-	n/a	-	2
Foroozesh, Mahtab	Associate Professor	-	n/a	-	2
Garin-LaFlam, Monica	Associate Professor	-	n/a	-	2
Grider, Douglas	Associate Professor	-	n/a	-	2
Ie, Susanti	Associate Professor	-	n/a	-	2
Lareau, Stephanie	Associate Professor	-	n/a	-	2
Long, Bruce	Associate Professor	-	n/a	-	2
Olazagasti, Juan	Associate Professor	-	n/a	-	2
Patel, Biraj	Associate Professor	-	n/a	-	2
Perkins, Karen	Associate Professor	-	n/a	-	2
Phillips, Stephen	Associate Professor	-	n/a	-	2
Powel, Virginia	Associate Professor	-	n/a	-	2
Reynolds, Erica	Associate Professor	-	n/a	-	2
Rubio, Marrieth	Associate Professor	-	n/a	-	2
Smith, Judy	Associate Professor	-	n/a	-	2
Swank, Gary	Associate Professor	-	n/a	-	2
Wattsman, Terri-ann	Associate Professor	-	n/a	-	2
Williams, Eric	Associate Professor	-	n/a	-	2
Total Promotion & Tenure Adjustments				\$ 660,000	

Codes

- 1: Tenure
- 2: Promotion
- 3: Promotion with Tenure
- 4: Continued Appointment
- 5: Promotion and Continued Appointment
- 6: Promotion with Tenure to Title

Notes

- ⁽¹⁾ Based upon university-wide average variable fringe benefit rate. Actual results may vary depending upon specific employee attributes.
- ⁽²⁾ Does not include results of pending Faculty Merit process.
- ⁽³⁾ AY denotes an Academic Year appointment, while CY denotes a calendar year appointment.
- ⁽⁴⁾ Adjunct faculty member on part-time appointment.
- ⁽⁵⁾ Carilion Clinic employees with Virginia Tech faculty appointments; there are no costs related to these positions.